

FUUSN Board of Trustees
Tuesday, January 26, 2021
Virtual Zoom Meeting, 7:00 PM

<p>Staff: Erin Splaine, Minister Amanda Graff, DLRE Board: Chris Krebs, Chair Christine Lookner, Vice Chair Bruce Burba, Youth, absent Brian Hicks Hattie Kerwin-Derrick Siena Lerner-Gill, Youth Barbara Schmitt Demie Stathoplos Clerk: Kit Ryan</p>	<p>Visitors: Laurel Farnsworth, Operations</p>
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:03.

WELCOMING HATTIE TO THE BOARD OF TRUSTEES (BoT): BoT members introduced themselves. To include Barbara said, “Kia ora.” (Maori for “be well” or “wishing you health.”)

CONGREGATIONAL APPRECIATIONS: Board recognition of members of the Congregation who have gone above and beyond in their recent co-ministry of FUUSN:

- Bob Feldman, for Christmas Eve FUUSN bell chiming concert via Zoom..
- Pat Rohan for his extensive outreach to FUUSN members.
- Fran and Karen Bottar for Paycheck Protection Plan paperwork filing.

UPDATE ON STAFF AND CONGREGATIONAL ACTIVITIES DURING COVID-19 SITUATION: Review current and planned staff and congregational activities that are relevant for the Board’s responsibilities and activities.

Erin Splaine:

- Staff continue to do extraordinary work as the pandemic continues.
 - Anne Watson Born, for choir, Vespers, and the Sunday services
 - Amanda for her ongoing work for RE (religious education).
- Operations Council had recent active discussion, approved some outdoor meetings to occur.
- Next Sunday Regina will be in the pulpit; on the 14th Amanda will give the sermon; followed the next week by Rowan Van Ness, our former DRLE, now in her final year at Harvard Divinity School.

- Rowan's ordination will be coming up soon, for which there may be a budget requirement: more to follow.
- Sunday service Zoom has had good attendance.
- Allen Window discussion is ongoing.

Amanda Graff:

- Programming is working well for young people and families.
- Discussing with Erin possibilities for Adult Faith Development (AFD). The pandemic has provided impetus.
- The Children's RE Committee is redefining itself, its direction, work, who we are.
- After discussion with Siena and Bruce, planning for future meeting regarding Youth programming; with current Zoom and other requirements on Youth members, Youth Group is on hold.
- Amanda is energized and excited regarding her new role as the Vice President of the New England Chapter of LREDA (Liberal Religious Educators Association).

STRATEGIC: PARTNERING WITH THE RACIAL JUSTICE MINISTRY IN THE BOARD'S VISIONING WORK:

- Clarifying what foundational work the Board needs to undertake for ourselves to strengthen our ability to promote and support RJM in the congregation's anti-racism efforts.
- Continuing to identify how the Board can partner with and support RJM in their ongoing engagement with the FUUSN community over the next few months.
- Clarify in general how we can develop and promote in partnership with RJM and the larger FUUSN community a multi-year vision for a FUUSN community that is multiculturally hospitable, generationally relevant, and inclusive and engaging for people of all races, ethnicities, gender and sexual identities, and socio-economic statuses.
- Identifying specifically how we move forward with our visioning work within the Board over the next four months during this most stressful and challenging of years. Clarifying what we want to achieve as outcomes by June 2021.
- Agreeing on how we want to structure our work in between meetings and identifying individual Board member commitments.

Discussion points included:

- What is our ongoing work? Our strategic priorities? How do we live our values? And work to promote equity and inclusiveness? Commitment rather than comfort should be the guiding purpose. Values and practices are essential to shaping culture, within the Board group, within the congregation, and as congregation members interact with the community. Very challenging to decide such issues without definitive goals which might limit our direction for RJM.
- The UUA Widening the Circle of Concern is recommended reading, including its action items.
- The Pledge to End Racism curriculum: training is going forward with the next group (of 20) in February and March as the Train the Trainers component has been completed; Chris, Brian will be the BoT members in the next training; Christine will participate as a

congregant member as she will be completing her BoT term in June. As we progress with training what will be the impact? How will we identify and discuss its effects?

- The Malden UU congregation has formed justice partnerships with organizations engaged with RJM work; what are the priorities for Myrtle Baptist? How can we support their work?
- An example discussed of increasing inclusiveness was the Brewster congregation, which hired a sign language interpreter, and widened its understanding of barriers beyond hearing.
- Erin has reached out to colleagues for ideas, examples; will follow up with the Columbia, MD BoT for a point of contact; Chris will be the liaison.
- RE has RJM programming for children, youth, and families. How do we broaden the presentation for the congregation as a whole?
- As individuals, and as the BoT group we will need to educate ourselves, such as fully familiarizing ourselves with the Widening the Circle of Concern materials and other racial justice resources contributed already by Board members. Before the next BoT meeting each member will contribute 3 concrete ideas for potential actions/steps/plans. We will draft an open letter for the congregation communicating the Board's commitment to anti-racism, racial justice and inclusion as our priority focus for this year and beyond and our strong encouragement to members of the FUUSN community to participate in the Pledge to End Racism workshops. We will also solicit ideas from the congregation.
- Continue to keep open communication with RJM group, to assure we support their work without duplicating efforts. Christine will be the liaison.

PROCEDURAL:

- Vote to approve BOT meeting minutes for December 2020; Demie made the motion to approve the minutes; the motion was seconded by Barbara. The motion passed unanimously, with Hattie abstaining (since she was not a Board member at the December meeting).
- Approve Joan and Ed Lerner's application for membership; Demie made the motion to approve her application; the motion was seconded and passed unanimously.

FIDUCIARY OVERSIGHT:

- Review and approve Roof repairs request from Laurel Farnsworth.
- Review FUUSN FY21 operating budget summary.
- Update on Paycheck Protection Program application.
- Review FUUSN long-term financial forecast
- Reconfirm Board budget priorities for the FY22 FUUSN budget (maintain current staffing levels, maintain current programs)

Discussion points included:

- Roof: last year had the roof assessed; it is over 100 years old. Reaffirmed the bid with the company 2 weeks ago for the scope of work required. The bid amount is \$183,000.

- Propose to repair the roof face; the section for the Parish Hall, which is the area most seriously in need of work. This will repair approximately a third of the building's roof.
- The proposal was presented to Operations and the Finance Committee; although the work will deplete the building reserve fund, it can be accomplished without a capital campaign, while maintaining compliance with our required monetary reserve.
- Christine made the motion to approve repair of the Parish Hall roof for \$183,000; the motion was seconded and passed unanimously.
- Paycheck Protection Program application filing was completed by Fran and Karen for \$77,000, as we had done previously.
- Budget to date for the current year is doing better than expected; costs have been down with the building closure, pledges are coming in well.
- For future budget we will need to engage with the congregation for monetary impact for RJM/antiracist programs, training.

GOVERNANCE: Committee Liaison roles: Confirming committee liaison assignments for the remainder of the fiscal year (Finance, Financial Oversight, Safe Congregations, Nominating Committee, Personnel Policy Committee, etc.): will follow up via email for time efficiency.

RECAP AND REVIEW OF BOT MEMBER COMMITMENTS: Recap main points from tonight's meeting and confirm Board member commitments for the next month

- Commitment to RJM work.
- Budget development upcoming.
- Inclusive Meeting Self-reflection: the group reviewed the meeting process as per the handout (footnote below for content) provided by Christine.

GENERATIVE: Additional reference questions to help us this year to flesh out elements of a vision for FUUSN's future and next steps towards that future:

- What is our vision for a FUUSN community that is responsive to the evolving desires and needs of our members and the broader community for racial, social, and climate justice?
- What is our vision for a community adherent to a living congregational covenant that inspires and guides members' conduct and relationships? How do we become such a community as we work to transform ourselves into a community that is truly diverse and centers the experiences of all in its values and its practices?
- What is our vision for a community that welcomes conflict and difference as a stimulus for growth and utilizes a broadly supported process for achieving interpersonal and social forgiveness and reconciliation?
- What is our vision for a community that serves through example as an inspirational source of attraction to members of the broader community seeking greater meaning and purpose in their lives?

- To what degree does FUUSN's currently defined purpose meaningfully guide our actions, choices, and relationships? On an individual level? On a community level? Are there ways we can strengthen the utility and the impact of our purpose? Is our current statement of purpose sufficient for our anticipated future?

Discussion points included:

- Ongoing.

Meeting adjourned at 9:06PM.

[1]

[1] Inclusive Meeting Self-reflection

Points to consider when reflecting on how inclusive this meeting has been so far:

- · Has language been respectful of diversity?
- · Did all participants have opportunities to contribute?
- · Was space provided for communicating with a variety of styles?
- · Were appropriate accommodations provided allowing full participation?
- · Were those directly affected by an issue provided space to speak the most?
- · Did allies speak in support of—but not on behalf of—members of equity-seeking groups?
 - **How inclusive has this meeting been?**
 - **How have I contributed to inclusivity so far?**
 - **What can I do to help make this meeting more inclusive?**
 - **What supports do I need to help make this meeting more inclusive?**

<https://bctf.ca/uploadedFiles/Public/SocialJustice/EquityInclusion/InclusiveMeetingSelf-Reflection.pdf>