

FUUSN Board of Trustees  
Tuesday, April 27, 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 Brian Hicks Hattie Kerwin-Derrick Siena Lerner-Gill, Youth Barbara Schmitt Demie Stathoplos Clerk: Kit Ryan</p>	<p>Visitors: Laurel Farnsworth, Operations Eric Haas, Operations Urban Larson, Board of Investments</p>
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:02.

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:
  - Erin and staff have been having ongoing discussions as to what our “new normal” will be like, staff and congregation will need time to process the impacts of the pandemic, supporting especially parents and families, but avoiding burdening ourselves with over-achievement goals.
  - 6 Sundays left until summer services begin.
  - Continuing to support the Annual Budget Drive (ABD).
  - Living the Pledge to End Racism is in its 2<sup>nd</sup> iteration.
- Amanda Graff:
  - CRE (Children's Religious Education) had its spring retreat (outdoors). CRE had been reactivated 3 years ago, has been working on its description of the committee, structure, planning for post-pandemic reopening. CoA (Coming of Age) will have 9 youth. Volunteer Open House at the end of May.
  - Upcoming RE services: Bridging service for 6 seniors, May 16; and RE Sunday, May 23.
  - Meditation meetings are continuing. Beginning planning further adult RE programming, such as the UU Wellspring curriculum once the new normal has been established (most likely sometime in 2022).

Fiduciary: BOI. Update the BOT on Board of Investment (BoI) Activity & Results: Urban Larson. Handouts: 2020 Report of the FUUSN BoI; FY 2022 Endowment Draw; Endowment & Operating Budget statements.

Discussion points included:

- The BoI (members Urban, Chair, David Griswold, and Devon Welles) oversees 2 accounts, endowment and operating. The BoI has remained cautious during the turbulence of the pandemic; the total return for the FY ending in May 2020 was 5.5%, a reasonable performance given the challenging fiscal environment but below our benchmark, which was disappointing.
- The BoI updated its policies and procedures, to provide clarity, avoid contradictory issues. Included is the composite benchmark against which the funds' performance is measured. The BoI has reviewed its holdings to assure that our investment vehicles are in line with our environmental, social, and governance principles, and we are now completely free of the fossil fuel industry.

PROCEDURAL:

- Brief summary of Operations Council Meeting & budget discussions. Operations liaison: Brian sent electronically the agenda and summary of the past Operations meeting.
- Discuss & vote to approve HVAC Project: Laurel.
  - The Finance Committee and the Operations Council reviewed and approved the two HVAC proposals that will allow all spaces in the building to have air purification to the standards recommended for building use in these Covid times. The cost will be paid from the next fiscal year budget so technically the project does not need immediate Board approval, because the project will be approved as part of the FY22 budget approval process by the Board at the May Board meeting and by the congregation at the June annual meeting. But the Board needs to approve the project immediately in order to secure the contractor for the project.
  - Laurel reported it took 8 months to get the proposals. The project will be drawn from the major maintenance section of the budget; we have the funds for it for the current FY, but it will be paid out from the next FY budget.
  - Demie made the motion to approve the HVAC Project; the motion was seconded by Brian. The motion passed unanimously.
- Vote to approve BOT meeting minutes for March 2021; Christine made the motion to approve the minutes; the motion was seconded by Barbara. The motion passed unanimously.

Governance: Follow up on recent BOT governance orientation meeting: Brief review of the Board's governance role and members' responsibilities, share key takeaways from the governance orientation discussion and discuss possible next steps & projects to improve the effectiveness and efficiency of the Board's governance activities

### Discussion points included:

- Last week Barbara Bates and Pat Rohan had presented a review of Board governance.
- The group reported it was very helpful, as were the electronically provided supplements
- It was discussed that when individuals are nominated or after they are elected, for all positions, that they receive such an orientation, to decrease confusion and enhance fulfilling their roles. This might be part of the nominating process.
  - Demie will follow up with Dwight Golann, as Moderator, about an orientation for all nominees prior to or after the Annual Meeting.
  - Brian will follow up with the Nomination Committee Chair about how to improve the orientation experience of new leadership.
  - Demie volunteered to help Barbara & Pat with BoT orientation.
  - Siena will be a Youth BoT representative for Youth orientation; she will also discuss with Barbara Bates about how to orient the incoming Youth BoT members (handout? conversation?); Bruce will assist.
  - Amanda will touch base (email, phone calls, meetings, or tea) with the Youth members to assure they have support, are having a good experience.
- Should there be a policy? How to assure that orientation for new Board (and all other new nominees) is this part of the new members assuming their roles?

**Strategic: Fleshing out Board Next Steps and Initiatives to Promote Anti-racism and Racial Justice at FUUSN: Discuss next steps and timing for the following initiatives previously prioritized by the Board (from the Widening the Circle of Concern Report):** handout, draft of Board introduction for Sunday service.

1. Center our faith and actions around the seven UU principles (as well as the proposed eighth principle) as guidelines for how we should be with each other and how we should act in the wider world.
2. Strongly encourage role-playing and intercultural competence education for those involved with membership and greeting activities.
3. Review and revamp FUUSN's historical approach to social action.
4. Strongly encourage congregational participation in the Living the Pledge Workshop.
5. Support RJM in conducting an audit of how FUUSN's hiring practices and policies support or do not support hiring religious professionals from marginalized or traditionally underrepresented communities or identities

### Discussion points included:

- Demie drafted the Board introduction for opening Sunday services to specify the 7 UU Principles. There are UUA resources to support promulgation of the principles. We can use the order of service, the business list, and other media to do so. Amanda and Barbara will get together to plan how to promote more overt promotion and understanding of the 7 principles within the congregation. Chris will forward UUA resources also.
- Plan is to bring a proposed UUA 8<sup>th</sup> principle on anti-racism for a formal vote at the 2022 Annual Meeting. Demie will discuss with Dwight, as Moderator, how to raise the issue at the next (2021) Annual Meeting, to alert the congregation that we will have conversations about the 8<sup>th</sup> principle during the next year.

- Demie will draft a BoT email for the congregation; Erin will send Demie the UUA expectations and standards regarding implementing the 8th principle.
- Discussed the current FUUSN Social Action programming and ways to begin shifting the program from a philosophy of “action” to “justice;” from the stance of “we are here to help you” to “how can we support you, with us at your side, in the quest for social justice and equity?” The Operations Council has been working on the issue. Chris will follow up with Susan Bartlett regarding the action plan to move forward, possibly incorporating climate action, &/or RJM (Racial Justice Ministry) into the evolving social justice concept. The BoT will support Operations’ further pursuit of conversations with the congregation, and support discussions of the distinctions between social action vs. social justice.

**STRATEGIC: Developing a Process for involving the Congregation in our ongoing Visioning process. Beginning to outline a framework, a process, and a timeline for engaging the congregation in our visioning work through the next 12-18 months: ongoing.**

**OTHER:**

- Congregational appreciations: Board recognition of members of the Congregation who have gone above and beyond in their recent co-ministry of FUUSN. Discussion regarding most appropriate group to send appreciations; given that, the Youth & Youth Advisors, especially for the Youth Coffee House last week; Siena Lerner-Gill, Bruce Burba, Barbara Bates, Barbara Niles, Eric Moore, Lorenz Glaser, Emi Lundberg, Naomi Wolfe, Joe Klinman

**REVIEW OF MEETING PROCESS, APPRECIATIONS, CLOSE:** Review our process and share what we appreciate about our meeting tonight utilizing Inclusive Meeting Self-Reflection table. The group reviewed what members appreciated about the meeting.

Meeting adjourned at 9:04PM.

**ONGOING 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:

1. 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?
2. 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?
3. 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?
4. 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?

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End note: UUA 7 principles:

- The inherent worth and dignity of every person;
- Justice, equity and compassion in human relations;
- Acceptance of one another and encouragement to spiritual growth in our congregations;
- A free and responsible search for truth and meaning;
- The right of conscience and the use of the democratic process within our congregations and in society at large
- The goal of world community with peace, liberty, and justice for all
- Respect for the interdependent web of all existence of which we are a part.
- And the 8<sup>th</sup> value: we covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural beloved community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions