

FUUSN Board of Trustees
Tuesday, February 23, 2021
Virtual Zoom Meeting, 7:00 PM

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| 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 | Visitors: Jud Leonard, Operations |
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:02.

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

- Our RE (religious education) teachers, and our parents of families who have continued to show up via Zoom despite the many pandemic demands.
- Meg Holland and Jacqui James to share with their Living the Pledge team.

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:

- Feels like the pace is picking up at FUUSN. Thinking about how we can build a new normal, not simply return to things the way they were. How will the new normal meet our vision, our mission, lift our lives.
- Nominating Committee has already begun their work for the next year's candidates.
- The ABD (Annual Budget Drive) team has formed: Susan Bartlett, Tom Bean, and Brian Gill. They have met twice, plan a Rolling Giving Sunday March 28; an open-air event, socially distanced, where members can meet and drop off pledges. A budget priority would be to fund Regina, as the ADRLE, to be full-time with benefits. Goal will be \$625,000.

Amanda Graff:

- Enjoyed leading the service a couple weeks ago.

- The Children's RE committee has been working on its structure, function, purpose; has been doing some visioning work, and developed a document to address the committee's work.
- Plan for a virtual Youth Coffee House in April.
- Working on plans for OWL (Our Whole Lives) which had been cut off due to the pandemic.
- Passover Seder will be March 27.
- Seven senior youth members are eligible to bridge, will do so May 16, the week before RE Sunday.

STRATEGIC: Board Collaborative Visioning Exercise: (handouts, Notes on visioning, How to conduct a "visioning" exercise)

- What is our imagined vision of a future FUUSN community that is multiculturally competent, racially and ethnically diverse, hospitable, generationally relevant, and inclusive and engaging for people of all races, ethnicities, gender and sexual identities, and socio-economic statuses?
- What are the (1) values, (2) norms, (3) practices, (4) procedures, and (5) experiences that are at the heart of such a FUUSN community? What is it like to worship, practice, and participate in such a community? How is such a community transforming our experience and our impact on the broader community of which we are a part? What can we imagine being realized in 3 years? 5 years? 10 years?

Discussion points included:

- What work do we at FUUSN need to do to become a truly multiracial, multicultural organization which has an ever-widening circle of those included in the community? Who do we want to be?
- It is difficult to work on these goals, aspirations, and visions, since we are not sure how our organization will change in the future, or our outer community either, in the next year, 5 years or 10 years as we pursue becoming multiracial, multicultural. It is very challenging to have these difficult conversations especially with the ambiguity of specifically how to attain such an overarching goal.
- We need to avoid bogging ourselves down in specifics, especially since we are as a group, still predominantly white, and as individuals and as a group, still need to dismantle the lens of white privilege. This will be a cultural shift for our way of being in the world.
- Specifically, FUUSN should be actively antiracist, a community in which members help each other towards antiracism within FUUSN and the outer community, while avoiding defensive responses, and recognize when we fall short. As a community, FUUSN members will need to be able to talk with each other, and listen deeply, about how we live our principles, how we manage when we fall out of covenant.
- We can ground ourselves in the UU 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 8th 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

STRATEGIC: Developing a Process for Congregational Involvement in the Visioning process: Laying out a framework, a process, and a timeline for engaging the congregation in this visioning work.

Discussion points included: How do we involve the congregation in this work? FUUSN can revisit these values explicitly, place them at the heart of our actions as we live them, incorporate them into RE at all levels. In short, live the pledge.

IDENTIFYING ADDITIONAL BOARD NEXT STEPS AND INITIATIVES TO PROMOTE ANTI-RACISM AND RACIAL JUSTICE AT FUUSN. Identify key projects and initiatives that the Board might undertake or sponsor over the next 3 months; for FY 2022 and FY 2023 starting with a review of recommended actions from the Widening the Circle of Concern Report (handout 1: included at end of minutes).

Discussion points included:

- Living the Pledge training is ongoing; currently 10 FUUSN leadership members are going through the training.
- The plan is to continue expanding the training; persons in leadership roles should complete the training as it is expanded.
- Overall, discussed the points in the handout.

COMMUNICATING WITH THE CONGREGATION: Feedback and discussion of Barbara's draft letter to the congregation and general discussion of how we want to maintain regular communication with the FUUSN community in the coming months and beyond.

Discussion points included:

- Thanks to Barbara for writing the letter so promptly from NZ.
- Please send any further edits to Chris.
- Plan: will post the letter on the Business List, in the newsletter, and to Face Book; need multiple modes since not all members are on the Business List. Amanda will post it to the Parents' Newsletter after its release elsewhere. Will also have Board members read the letter during the next Sunday service, February 28.

PROCEDURAL:

- Vote to approve BOT meeting minutes for January 2021; Barbara made the motion to approve the minutes; the motion was seconded by Demie. The motion passed unanimously.
- Vote to approve Pat Rohan and Barbara Deck as General Assembly delegates; Christine made the motion to approve the assignment; the motion was seconded by Brian. The motion passed unanimously.

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.

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?

Discussion points included:

- Ongoing.

Meeting adjourned at 9:08PM.

Handout 1. Recommendations from the Widening the Circle of Concern Report

Recommendations from the Widening the Circle of Concern report that are possible action projects for the Board to initiate and/or carry out ourselves:

1. Theology Recommendations:

- Center our faith and our actions around the seven UU principles as guidelines for how we should be with each other and how we should act in the wider world.

- Ending racism and realizing racial equity can move us toward a place of wholeness.
- Approach our racial justice work and our faith or spirituality as inseparable from one another.
- Be intentional about understanding, interpreting, and sharing our covenantal faith with one another and with others.
- Approach anti-oppression work as a theological mandate of our faith. Appreciate the liberatory potential of our theological inheritance. Explore how this mandate can find expression in our worship and our congregational life.
- Develop and commit to a congregational covenant that includes aspirations for diversity, equity, and inclusion and that fully supports and sustains our being in right relationship with one another
- Identify promising practices around addressing disruptive people and microaggressions as barriers to covenantal community.
- Provide training that encourages engagement with conflict, rather than avoidance of conflict as part of change and transformation within the FUUSN community.

2. Governance

- Identify formal and informal governance structures, practices, and procedures that privilege the status quo.
- Identify ways to encourage practices toward diversity, equity, and inclusion in the work of our groups and governance.
- Identify resources and opportunities both within our congregation and across congregational lines for youth and young adults of color to grow and develop their leadership skills
- Partner with leadership of other congregations or communities to enhance building our skills to provide greater diversity, equity, and inclusion in our community.

3. Congregations and Communities

- Continue active support of RJM, the Pledge to End Racism workshops, and other lifespan religious education opportunities for cross-cultural immersion experiences.
- Conduct a racism audit of the overall institutional culture at FUUSN (has RJM done this?)
- Form justice partnerships with organizations led by those most affected by the issues and follow their lead.

4. Hospitality and Inclusion

- Conduct a racism audit of the FUUSN website and how potential new BIPOC members are likely to experience FUUSN.
- Conduct an audit of points of interface with regard to the experience of visitors and potential new members
- Do hospitality role-playing and intercultural competence education for those involved with membership and greeting activities (including ushering, worship planning, coffee hour service, etc.). Provide similar training opportunities and education for all members of the congregation.

5. Living our Values in the World

- Review and revamp FUUSN's historical approach to social action.

6. Religious Professionals

- Conduct an audit of how FUUSN's hiring practices and policies support or do not support hiring religious professionals from marginalized/traditionally under-represented communities/identities.

7. Educating for Liberation

- Ensure that faith development efforts intentionally align with “education for liberation.” (e.g., a principled mandate for justice, equity and inclusion and the celebration of diversity, “power with” rather than “power over”, lifelong collaborative learning, welcoming and centering the narratives and experience of those considered marginal by the majority white culture.

8. Innovations and Risk-Taking

- Identify formal and informal barriers to BIPOC members developing as leaders and taking on leadership roles in the FUUSN community.