

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

Staff: Erin Splaine, Minister, absent Amanda Graff, DLRE, absent 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: Karen Bottar, Operations
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:06.

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

- Racial Justice Ministry (RJM) team; Jacqui James & Meg Holland, team leaders, and facilitators and the congregants who recently completed the most recent training sessions.
- The Annual Budget Drive (ABD) team, Susan Bartlett, Tom Bean, and Brian Gill.
- The recent testimonials, “This I Believe,” by Wayne Everett & Suzanne Buchko.

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. Deferred.

BOARD GOVERNANCE: Brief review of the Board’s governance role and members’ responsibilities

Discussion points included:

- Barbara Bates and Pat Rohan provided Board members a few years ago with a helpful orientation to Board governance . Also useful is the book Governance and Ministry: Rethinking Board Leadership, by Dan Hotchkiss. These explain the role of the Board of Trustees (BoT) members and the relationship to other committees and groups. We

discussed having Barbara and Pat meet with the current Board to provide a similar orientation.

- Some current BoT members have commented they were unsure of the expectations and responsibilities of their role, were surprised at what the BoT was doing, and equally, not doing. Also, members have stated they were unsure of the roles of other committees/groups within FUUSN, and felt they lacked a sense of FUUSN's overall activities.
- Although there are job descriptions on the FUUSN website, one member stated it would be helpful to have a handout with guidelines &/or some other orientation before assuming the role. Such guidelines/orientation may also be helpful to other FUUSN committee/group members.
- Karen Bottar reviewed Finance Committee activities, timeline and process; Operations routinely receives budget updates. We considered in the future having the Board member functioning as liaison to the Operations Council in a given month update the BoT via email regarding Finance issues discussed during Operations Council meetings, thus preserving the Board's monthly meeting time for the BoT's ongoing work. There are 3 primary themes to the Board's ongoing work:
 - Fiduciary.
 - Strategic.
 - Generative: where do we see our society in the longer term. This is the visioning process.

GENERATIVE: Board Collaborative Visioning Exercise (continued from last month): Given our imagined vision of a future FUUSN community that is multi-culturally proficient; racially and ethnically hospitable, inclusive and equitable; generationally relevant; and engaging for people of all races, ethnicities, gender and sexual identities, abilities, and socio-economic statuses

1. In what ways might our current (1) values and principles, (2) norms, (3) practices and rituals, (4) stories and traditions, (5) institutional structures and procedures, and (6) ways of being together in community endure or be transformed as we work to transform ourselves into such a community?
2. What will we need to unlearn and what new ways of learning will we need to cultivate as individuals, as members of teams and groups, and as a community in order to move us towards realizing our vision?
3. How can we integrate our pledge and our work to end racism into our covenanting with one another? How can we utilize our covenantal agreements to support and sustain one another as we work to eliminate racism in our lives? How might our covenanting processes themselves be reshaped by our efforts to dismantle racism within FUUSN?
4. How might our purpose and bylaws more accurately convey our vision of a future for our faith that compels us to act on our deep commitment to anti-racism and anti-oppression?

Discussion points included:

- How should Living the Pledge training be incorporated as an expectation or requirement for leadership roles within FUUSN? Would the requirement increase the

challenge of finding candidates for FUUSN roles? Would this be a disproportionate burden for families? How do we engage the various generational groups within FUUSN?

- Discussed what constitutes a “leadership role” at FUUSN. Should we write a policy to address the training requirement? How do we communicate the expectation to Nominating Committee candidates and the congregation as a whole?
- As antiracism is a priority for our Society, it needs to be an expectation, for example, to complete the training within the 3 years of an individual’s term of office. As UUs, racial justice is built into the Seven Principles, and explicitly stated in a proposed 8th principle (see endnote). As an example, Alcoholics Anonymous states their 12 steps up front at the beginning of every meeting; how can we more explicitly incorporate the 7(8) Principles into our worship, our RE (religious education), spiritual care, and day-to-day activities? Once we resume in-person Sunday worship services, could we include the principles in the Board member welcome at the beginning of worship services?
- Demie will draft version of what new board welcome would sound like with principles included and share with group via email
- Outreach to the moderator needed to determine the process for beginning discussions on 8th principle as it relates to the annual meeting.

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 in earlier topics as noted above.

IDENTIFYING ADDITIONAL BOARD NEXT STEPS AND INITIATIVES TO PROMOTE ANTI-RACISM AND RACIAL JUSTICE AT FUUSN. Discuss next steps for the following initiatives identified by the Board last month (from the Widening the Circle of Concern Report):

1. Center our faith and 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.
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. 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 in earlier topics as noted above.

COMMUNICATING WITH THE CONGREGATION: Identifying key points to include in our next regular communication with the FUUSN community.

Discussion points included in earlier topics as noted above.

PROCEDURAL:

- Vote to approve BOT meeting minutes for February 2021; Demie made the motion to approve the minutes; the motion was seconded by Brian. The motion passed unanimously.
- Vote to appoint Bobbie Sproat as a General assembly delegate; Brian made the motion to approve the appointment; the motion was seconded by Hattie. 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 9:02PM.

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 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