

FUUSN Board of Trustees  
Tuesday, August 24, 2021  
Virtual Zoom Meeting, 7:00 PM

Staff: Erin Splaine, Minister Amanda Graff, DLRE Board: Demie Stathoplos, Chair Barbara Schmitt, Vice-Chair Brian Hicks Stephanie Kendall Hattie Kerwin-Derrick Tom Kisiel (Youth) Chris Krebs Naomi Wolfe (Youth), absent Clerk: Kit Ryan	Visitors: None
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:03PM.

Appreciations: Any members of congregation we want to note with appreciation

- Operations also does appreciations, but it is important to thank people, acknowledge our members' contributions.
- Pat Rohan for coordinating the recent picnic at the Cove.

PROCEDURAL:

- Vote to approve BOT meeting minutes for July 2021; Stephanie made the motion to approve the minutes; the motion was seconded by Barbara. The motion passed unanimously.
- Board welcome for beginning in-person services: Demie has rewritten the welcome. Erin is requesting that it not be read on September 12th, as she has something else in mind for the first service that we reconvene together. Erin and Demie will confer on what will be appropriate. Barbara will send the sign-up request electronically to the BoT members for the calendar for the in-person services.
- Demie will invite the RJM team to the September meeting. Bill Holland is developing the team; Bill and Christine Lookner attended the conference call regarding congregations adopting the 8<sup>th</sup> principle.

UPDATE ON STEERING COMMITTEE MEETING: Inform Board members of key discussion points from 8/24 Steering Committee meeting: members Demie, Susan Bartlett, Operations, Erin and Amanda met.

Discussion points included:

- Currently plan first in person service for September 12, to be followed by an outdoor picnic/potluck at the Cove, weather permitting.
- Next Operations meeting will be Thursday, August 26th; the group will work on honing details. Chris will attend as the BoT (Board of Trustees) liaison.
- We are looking at the UUA recommendations by Susan Gray, to address distancing, mask use, issues regarding singing. The local community recommendations will also be considered.
- The staff have had conversations on how to manage as recommendations change; such as how to work with families and children, sanctuary spacing, singing by the choir and the congregation.
- We will need to communicate the current requirements, and changes as needed, to assure our congregation members are informed.
- Erin will follow up with the membership committee; also plan to create a staff video to be shared electronically, such as FaceBook.
- We plan to maintain the sense of worship even as we maintain safety requirements for the congregation. We are finally able to get together in person, and have deep gratitude for this circumstance, and for our community especially given all we have managed during the pandemic.

UPDATE ON STAFF AND CONGREGATIONAL ACTIVITIES AND RESPONSE TO COVID-19 SITUATION: Review current staff and congregational responses that are relevant for the Board's responsibilities and activities:

- Erin Splaine:
  - o Planning for the upcoming year, w/ adaptability as a requirement.
  - o Upcoming sabbatical plan: Erin will break hers over 2 years, January-February 2022 for the first part, then Fall 2022 for the second. Planning on how to fill the pulpit, to include lay-led services. Anne Watson Born will begin her sabbatical in Spring 2022; Amanda will have her sabbatical in 2023.
- Amanda Graff:
  - o Planning for reopening, as discussed with the Steering Committee, also planning with staff.
  - o Excited for getting together for RE (religious education) in person; planning for outside activities, as weather permits.
  - o ADLRE (assistant director of lifespan religious education) search continues. Working with Erin and Karen Edwards for staffing solution possibilities, including sharing between congregations.

STRATEGIC: Discuss agenda and plans for Board retreat:

Discussion points included:

- Location: If we decide to meet inside, Brian Hicks offered his home. If we need to meet outside, and the weather permits, Laurel Farnsworth has offered her outdoor covered patio. The plan for location will be determined closer to the date, to comply with the changing requirements
- Brian and Stephanie will work on developing the initial part of the agenda regarding connecting more personally, and sharing working styles; the strategic portion of the agenda will be developed by various board members.
- Expect the time frame to be 9AM to 3 or 4PM.

STRATEGIC: Continue discussion of next steps and timing for the following initiatives previously prioritized by the Board:

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.
6. Examine trends and develop strategies related to levels of membership and stewardship.

Discussion points included:

- Need to consider how to support the community as our members have weathered the pandemic. Amanda commented the RE community is working on this issue, how can we reconnect even as we are planning for safety issues as we resume in-person services. The BoT will support the work of reconnecting as this belongs to all of us. Reconnecting will be challenged as the COVID recommendations pivot; the BoT will be flexible, creative, especially as we communicate ongoing changes to our congregation, including that we will not be able to simply go back to the way things were. One suggestion was to have our pictures on our name tags, so our faces are visible even when wearing masks.
- Goal for the retreat to develop the Board priorities, with action items as needed for the top 3 priorities.
- Reviewed development of priority status of the 8<sup>th</sup> principle. As we resume in-person services, we can reflect on all of the principles, how they are guiding our member's lives, informing our actions, not confined to the sanctuary.
- The priorities above were discussed. The Youth members are welcome for all sections.

Stephanie suggested that for each priority item, the person or group leading it should bring information and/or data that would help the board learn about the priority, including any information or data related to what it requires to take action on it. Then, the board could discuss the following questions as they relate to each priority.

Why is this strategic priority important at this time?

What resources do we have at FUUSN to take action upon it?

What barriers or challenges do we see ahead if we took action on this?

Chris will prepare for discussion on initiative 1. Demie, Hattie and Stephanie will prepare for 2, 4, and 5. Barbara will work on initiative 3. Brian will work on initiative 6.

· Stewardship needs to include how we manage the Annual Budget Drive (ABD). For 2020-21 three veterans served the ABD again; the team needs to be organized to start planning by December. Currently there is no team in place; also, there has not been continuity for the team. Since the ABD is very important for our budget, and hence for future activities for the congregation, this is a good time to review the process, need to maintain energy to support our Society.

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 8:40PM.

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End note: UUA 7 principles:

- o The inherent worth and dignity of every person;
- o Justice, equity and compassion in human relations;
- o Acceptance of one another and encouragement to spiritual growth in our congregations;
- o A free and responsible search for truth and meaning;
- o The right of conscience and the use of the democratic process within our congregations and in society at large
- o The goal of world community with peace, liberty, and justice for all
- o Respect for the interdependent web of all existence of which we are a part.
- o 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