

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

Staff: Erin Splaine, Minister Amanda Graff, DLRE, absent Board: Demie Stathoplos, Chair Barbara Schmitt, Vice-Chair Brian Hicks Stephanie Kendall Hattie Kerwin-Derrick Tom Kisiel (Youth), absent Chris Krebs Naomi Wolfe (Youth) Clerk: Kit Ryan	Visitors: Karen Bottar, Operations
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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

- Yard Sale team: Denise Bousquet, Ruth Comstock, Laurel Farnsworth, Sandy Jones.
- Back yard Coffee Hour: Wayne Everett and team.

PROCEDURAL:

- Vote to approve BOT meeting minutes for October 2021; Chris made the motion to approve the minutes; the motion was seconded by Stephanie, the motion passed unanimously.
- Vote to approve Stephanie St. Pierre as Chair of the RE Council; Brian made the motion to approve Stephanie St. Pierre as Chair of the RE Council; the motion was seconded by Demie, the motion passed unanimously.
- Membership Coordinator position:
 - Vote to enter Executive Session: Demie made the motion, the motion was seconded by Stephanie.
 - Vote to enter Executive Session: Demie made the motion, the motion was seconded by Brian.
 - Vote regarding offer to Membership Coordinator candidate Heather Beasley Doyle; Stephanie made the motion to offer the position to

Heather; the motion was seconded by Brian; the motion passed unanimously.

- Operations Counsel meeting update: Brian sent notes electronically November 22, reviewed.
- Next BoT meeting will be December 28. There will be a document folder created for all meeting documents, to avoid having them lost in the email traffic.

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:

- Erin reviewed her recent very busy Sunday.
- As COVID restrictions hopefully continue to improve, planning for carol singing.
- As for the pageant, since children under 5 years old cannot be vaccinated, will plan for the pageant to be via online.
- Plan for the Quaker Service December 26.

STRATEGIC: Discussion with Kevan Hartshorn and members of 8th Principle adoption team. Connection on their plans and our goals.

Discussion points included:

- The team currently has 8 members, has met by Zoom.
- Worcester and Cambridge congregations are currently working on adopting the 8th Principle.
- How to get a snapshot of the FUUSN congregation status:
 - Focus groups to begin in January; goal is to get feedback from the congregation members.
 - Chris will meet with the team as BoT liaison.
 - Focus group results will be summarized and used to plan route forward.
- Need to engage congregation in high level of support, to include that the 8th Principle is a commitment to action.
- Communication efforts: Demie has reviewed Kevan's announcement; a survey link will be sent.
- Communication needs to be via multiple modes to reach members; to include FUUSN list, Business list, newsletter, order of service, FaceBook to include the Newton Families group. Brooke Foucault-Welles may help. QR codes may be another possibility.

- Communication needs to be focused on the 8th Principle;
 - Short
 - To the point
 - Frequent
- Another venue will be the Committee Chairs meeting, upcoming in January.
- We need to think about and discuss how we bring all the principles into our daily lives, to create the roadmap to a beloved community.
- Chris made the motion to approve the current plan as discussed, the motion was seconded by Stephanie; the motion passed unanimously.

STRATEGIC: Discussion on Annual Budget Drive (ABD). Nominations of people for ABD team, and board goals for the drive. (Suggestions made at Steering Committee mtg included Todd Farrell, Jennie Lerner, and Tom Bean heard that Brian Burba might be interested this year): Discussion points included:

- Stewardship Council has been proposed to help sustain ongoing energy for FUUSN's management of its funds, however we have been unable to interest members in serving in such a council.
- Need training, continuity to sustain the Annual Budget Drive. Tom Bean has developed a notebook for the ABD process that he would share. Brian Burba has participated in the ABD in the past, would also contribute knowledge of past processes.
- Todd Farrell, Jennie Lerner and Brian Burba have not been approached yet, their willingness to serve is not yet known. Other suggestions included: Saul Lookner; Brian Gill; Lisa Gresser (?). Stephanie will contact Todd; Demie will follow up with Brian Burba and Jennie.
- ABD process starts in January; goal was discussed. Of primary importance we must pay our bills, and develop a budget without planned deficits. Approximately 5% increase would be ABD goal of \$632K. Board agreed on goal of \$630K.

STRATEGIC: Discussion of next steps regarding Erin's departure, creation of Interim Minister search committee. Integrating our Board priorities into the timeline of this year and two following years of Interim Ministry. For reference: Board priorities identified at Retreat:

- 8th Principle adoption and integration into all aspects of FUUSN.
- Integration of 7 Principles into congregational activities.
- Stewardship, staffing, long-term membership engagement.
- Proposed next steps:

Discussion points included:

- Demie had emailed the interim minister process steps to the group (November 11).
- Chris recommended the group read the Transitional Minister Handbook at <https://www.uua.org/careers/ministers/interim>.
- Demie made the motion to form the interim minister search committee; the motion was seconded by Brian; the motion passed unanimously.
- Stephanie, Barbara, Chris and Naomi will comprise the Interim Minister search committee

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 8:57PM.

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 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