

FUUSN Board of Trustees
Tuesday, December 28, 2021
Virtual Zoom Meeting, 7:00 PM

Staff: Erin Splaine, Minister, absent Amanda Graff, DLRE, absent 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: Wayne Everett, Operations
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:05PM.

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

- Eric Haas and the Tree Guys.
- The Holiday Fair team: Denise Bousquet, Ruth Comstock, Laurel Farnsworth, Sandy Jones, Kit Ryan, Barbara Schmitt et al.
- Jeannie Chaisson and Wayne Everett, greeters and Coffee Hour.
- Amanda for the RE (religious education) classes/coordination.

PROCEDURAL:

- Vote to approve BOT meeting minutes for November 2021 as well as the Executive meeting of November 1; Chris made the motion to approve the minutes; the motion was seconded by Brian, the motion passed unanimously.
- Vote to approve Nathan Persampieri as new member of FUUSN; Stephanie made the motion to approve the membership; the motion was seconded by Chris, the motion passed unanimously
- Update on Ops Council meeting - strategic issue of parking lot, leading to loss of tenants and rental income.
 - Due to the lack of access to the Santander parking lot, we have lost 2 tenants, and a prospective tenant, for \$25,000/year; Dorshei Tzedek (*sp?*) has moved out (\$15,00/year); and the Children's Theater (\$1,800/month); and the New Philharmonic will not be renting.
 - Demie has contacted Nicole Freedman, Newton City Director of Transportation Planning; Susan Bartlett has connected with Andrea Kelly, City Councilor and FUUSN member.

- Per Laurel, we cannot pick up the liability insurance for the lot on our insurance.
- Construction plans timeframe are unknown for the Santander lot.
- We will explore:
 - How many parking spots our tenants need (to include Pine Village)?
 - If the backyard were paved, how many parking spaces would be available? How much of the backyard could be used? How many tenants could be supported?
 - Would there be any construction possibility at the archway on Washington? Or are there restrictions due to FUUSN's historical status?
- We will ask Laurel Farnsworth to attend the next BoT (board of trustees meeting) to discuss these issues.

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:

- As a result of the pre-holiday rising numbers of the insidiously contagious Omicron variant and expected post-holiday travel case increases, we think it prudent to stop in-person worship for January, and to resume Zoom-only worship for the month of January. The Operation Council, in collaboration with the Board and Staff will continue to monitor the situation and give updates later in January.
- Will check with Erin and Anne Watson Born regarding the Board welcome; if there will be time in the order of service, the revised BoT welcome will be posted in the Google Drive folder; Stephanie will do the Board welcome January 2 in that case.

STRATEGIC: Discussion on Annual Budget Drive (ABD). Discuss how to pitch invitation to be on leadership team to our list of potential ABD leaders.

Discussion points included:

- The individuals contacted for potential participation with the ABD team have declined.
- As we shift back to virtual services, it will be more challenging to recruit the ABD team, while the importance of the ABD drive, especially in the face of the loss of our tenants, is even more important.
- The BoT will send a message to the FUUSN congregation to solicit volunteers; Brian will draft the message for the BoT to edit.
- The BoT will contact persons identified as potential ADB team members.
- The primary roles are:
 - The person to communicate and be the public face of the team
 - The person to manage the Excel data
 - And the person to organize the logistics
 - Plus, support team/stewards.
- There is support for the future team; Tom Bean has developed information to support the next team as they manage the process; Jenn Lerner will be able to help with communication strategy; Marc Kaufman can help print the letter to the congregation

- The goal is to develop a team with new members to get support and training from those with ABD experience, so the team is sustained from year to year.

STRATEGIC: Discussion of next steps regarding Erin's departure. What are our priorities for an Interim Minister?

- 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 & integration into all aspects of FUUSN
 - Integration of 7 Principles into congregational activities
 - Stewardship, Staffing, long term membership engagement

Discussion points included:

- We need to get Erin's input for what she would like for recognition for her departure. Need to balance how to say goodbye while Erin is still serving as minister.
- Chris recommended the UUA Transitional Ministry Handbook: https://www.uua.org/files/pdf/t/transitional_ministry_handbook.pdf.
- What experience do we want for the interim minister, what skill sets?
 - Familiar with Pledge to End Racism and 8th Principle
 - Effective and charismatic in the pulpit
 - Attractive to families with children in RE
 - Supportive of stewardship and membership growth goals
 - Familiar with policies, structures, governance revisions associated with 8th Principle
 - Has systems perspective
- Barbara will draft a letter for the congregation for the BoT members to review/edit, regarding the process for selecting the interim, and their role.
- The interim search committee (Barbara, Stephanie, Chris & Naomi) will coordinate their next meeting, to prepare for the next steps with the UUA. Marylou McArdle is interested in the process, and the team will solicit her input.

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 9:03PM.

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;

- 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.