

FUUSN Board of Trustees
Tuesday, January 25, 2022
Virtual Zoom Meeting, 7:00 PM

Staff: Erin Splaine, Minister Amanda Graff, DLRE, absent Heather Beasley Doyle, Membership 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: Susan Bartlett, Operations Laurel Farnsworth, Operations
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:02PM.

WELCOME: Heather!

APPRECIATIONS: Any members of congregation we want to note with appreciation: All the staff members for the outstanding jobs all have continued to perform during the pandemic uncertainties.

PROCEDURAL:

- Vote to approve BOT meeting minutes for December 2021; Barbara made the motion to approve the minutes; the motion was seconded by Stephanie, the motion passed unanimously.
- Update on Ops Council meeting & reopening plans by Naomi. Topics reviewed included:
 - Reopening discussion.
 - Parking situation.
 - Committees.
 - Website; Heather and Jud are working on its management
 - Social Action (SA); Eric Haas is following up with SA regarding distribution of their funds.
- Nominating Committee (NC): the NC has formed, members are: Chris Dame, Elaine Becker, Suzanne Buchko, Julia Huston, and Mark Leicester. Wendy Schwartz, last year's NC, will consult.

- For the BoT (Board of Trustees) 2 terms will end; Brian, who is completing Karen Burn's term of office, and Hattie, who is completing Ted Hess-Mahan's term. Either/both may be nominated in their own right, or have a new candidate replace either/both.
- Please share any nominations for the upcoming year with the NC for the BoT or for Operations.

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:
 - Appreciates the tremendous job the staff are doing.
 - Past couple of weeks has been working with Heather as she has started as the Membership Coordinator.
 - The Christmas season was wonderful. The Zoom pageant was delightful, and the Christmas Zoom services were poignant.
 - With the beginnings of 2022, we have turned a corner for Erin's tenure. Erin will be working with Karen Davis, PPC (Personnel Policy Committee) regarding turnover issues such as key management.
 - Upcoming ABD (Annual Budget Drive; see discussion below); will support the drive with services on March 6 and 27.
 - Amanda's RE (religious education) programming has been very engaging with families.
- Heather: introduced herself (above).

STRATEGIC:

- Discussion on Annual Budget Drive recruitment and next steps.
- Discussion of 5-year Forecast assumptions, and finalize Board Priorities for upcoming budget year.
- Discussion of Parking lot issues & costs.

Discussion points included:

- ABD.
 - Recruitment efforts to date were discussed. The ABD is critical as we will be having an interim minister serve, and search for the new settled minister.
 - There was zero response from the congregation email or after service announcement. New suggestions were discussed, and contact people assigned.
 - It will be tremendously helpful to be back to in-person services in the FUUSN building; unfortunately that is subject to COVID's whims.
 - Hattie will reach out to the RJM (racial justice ministry) group to see if there may be interest there.
- 5-year Forecast; Susan Bartlett and Karen Bottar's spreadsheets from the Finance Committee
 - Forecast is built very conservatively; pessimistic for income, expansive for expenses.
 - The ABD goal was set for \$632,000, 5% increase.

- Assume 3% annual increase in income and expenses projection.
- Current FY surplus of \$135,724 will become 5-year deficit of \$91,913 at current projection.
- Pledge units have decreased during the pandemic; RE and Membership will be essential to bring these up.
- Demie, Brian and Hattie will get together to plan congregational message. We will invite Karen Bottar to the next BoT meeting also to discuss the budget and the 5-year plan.
- Parking lot: Laurel.
 - The prior special permit, now expired, 2018, for Mark Development would have fit 18 additional parking spaces in the back area. The cost at the time would have been approximately \$200,000. The special permit process required a year; no idea how soon the process might begin/end.
 - Mark/Korf was surprised by Santander Bank's closing; their lease expires next year. Mark/Korf now plans to have their headquarters at Riverside, and may currently plan for luxury apartments at the Santander site, but is interested in developing the FUUSN space if parking would be available to the public. Local businesses, which also have utilized the Santander lot are not organized to encourage Santander to open the lot. There was discussion that there were plans for development of a public parking app; not yet developed.
 - FUUSN is registered with the Historical Society; we would not be allowed another curb-cut on Washington St, and there would be minimal space availability along that area.
 - Laurel has not reviewed the impact for insurance if FUUSN were to have the additional spaces available to the public.
 - Tenants' needs & impact:
 - § Dorshei has not yet committed as to whether they will stay or go. They have reduced their FUUSN-site program to Tuesdays only; they are also using Second Church's chapel and classrooms for their other needs. Our current budget receives \$10-12,000/year from Dorshei for one day/week usage.
 - § Pine Village has had its accommodations made for its needs; it is fully enrolled for our site (other 6 sites may not be fully enrolled).
 - § If we had the spaces, and could 1. Make the basement available via a new stairwell, and 2. Had new basement restrooms, we could attract new tenants.
 - § The parking area stairwell plus restrooms would cost ~\$200,000.
 - Demie appreciated Laurel's and Susan's exploration of our options.

STRATEGIC: Next steps regarding Interim Minister search.

- 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:

- Barbara has drafted letters for the staff and for the congregation. Distribution through the list and Facebook. Amanda will distribute through the FUUSN Families Facebook group.
- The formal application will be submitted to the UUA in February; then more detailed summary will go to the UUA in the March/April timeframe. We will receive candidate names and information, and they will receive ours.
- The next settled minister will have significant impact for FUUSN's future.

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 9:05PM.

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