

FUUSN Board of Trustees
Tuesday, April 26, 2022
Virtual Zoom Meeting, 7:00 PM

Staff: Erin Splaine, Minister, absent Amanda Graff, DLRE 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), absent Clerk: Kit Ryan	Visitors: Wayne Everett, Operations Laurel Farnsworth Dan Stoll, ABD Bruce Henderson, website Greg Sullivan, website
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:02PM.

APPRECIATIONS: Any members of congregation we want to note with appreciation.

- Nancy Mattei and daughter Sara McGaffey for the Easter Egg Hunt.
- Chris Dame and the Community Breakfast crew.
- Amanda and the group that coordinated the Seder
- Susan Bartlett for her work with the Trauma Informed Leadership retreat by Elizabeth Stevens.

PROCEDURAL:

- Vote to approve BOT (Board of Trustees) meeting minutes for March 2022; Stephanie made the motion to approve the minutes; the motion was seconded by Chris, the motion passed unanimously.
- Update on Ops Council meeting by Brian. Topics reviewed included:
 - o Update on current budget status; Karen Davis, PPC (Personnel Policy Committee) reported we provided cost of living increases to the staff last year.
 - o Greg Sullivan and Bruce Henderson reported on updating the website.
 - o Parking lot proposal update.
 - o Discussion regarding taking down the past ministers' pictures.
- Update on Trauma Informed Leadership retreat.

- o Retreat for the FUUSN lay leadership.
- o Included discussion of effects of pandemic and impact on individuals as these affected the congregation.

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:

- Amanda Graff:
 - o Children's RE (religious education) committee had its retreat; focus on curriculum plans for next year.
 - o Parents at FUUSN are ready to have curriculum, focus changes, try new materials.
 - o Plan to introduce Jubilee Kids curriculum, UUA program developed by Paula Cole, ties into the 8th Principle. Amanda will check for associated costs that may need to be included in the budget. Training will occur next year ('22-23), for implementation '23-24.
 - o The CRE group will be meeting with the RJM (Racial Justice Ministry) group for planning.
 - o Recruiting for RE volunteers for next year.
- Heather Beasley Doyle:
 - o Working on volunteer recruitment for the Membership Services Committee, especially seeking volunteer diversity especially age (under 60 years old).
 - o Visioning and communication are the primary focus areas.
 - o Wayne Everett, Laurel Farnsworth, and Gayle Smalley provided a tour of the FUUSN building on Saturday, April 23.

STRATEGIC:

- Update & discussion re: Parking Lot.
- Update & discussion re: Pledge Drive.
- Next steps regarding Interim Minister search.
 - o Communication with congregation regarding next steps & what to expect
 - o Address any questions or concerns
- Update on DLRE Search committee.
- FUUSN Website Redesign proposal (see status reporting document for proposal from Ellie Boynton).
- Update on By-laws conversation after Steering Committee meeting on 4-13-22.
How to address leadership development - with or without by-laws?

Discussion points included:

- Update & discussion re: Parking Lot: Laurel.

- o Mark Development plans to have a restaurant in the former Santander area.
- o Our current parking limitations have an impact for our staff, our tenant staff, and for parents attempting to drop off/pick up children for tenants to include Pine Village. We have lost Dorshei Tzedek.
- o Mark Development has offered informally (not in writing) to expand the past offer of 18 spaces to 27 spaces. This will require moving the playground/equipment; the Critter Garden would be affected; trees on our side of the MA Pike fence will come down.
- o An associated project would be to put in exterior stairs access for the basement which would be very helpful for recruiting future tenants.
- o Plan to communicate issues with the congregation; provide opportunities for discussion.
- o Issues to follow up with Mark Development to address will be use of our lot for restaurant overflow to include liability, management of overnight parking/unauthorized parking.
- Update & discussion re: ABD (Annual Budget Drive): Dan.
 - o To date: \$580,201 by 222 pledges units, the average pledge is \$2614.
 - o The stewards are following up with 34 persons/families who pledged last year and who might pledge this year; the group pledged \$36,560 last year. Demie, Brian, and Chris will help.
 - o Our realistic expectation is for \$600-610,000 for the current ABD.
 - o Expect finalized pledge numbers by May 1; more may come in later, but the deadline will provide the Finance Committee expected income to work from for the next budget cycle.
 - o Karen Bottar will help with prioritization of necessary cuts in case of ABD target shortfalls.
- Next steps regarding Interim Minister search: Chris, Barbara, Stephanie & Naomi.
 - o Barbara is drafting a communication update for the congregation regarding our current status.
 - o Other area congregations in search of an IM include Concord; Waltham; and Hingham.
 - o As of May 2, the UUA will match potential candidates with seeking congregations. We will review candidates' information and interview them, culminating in our response back to the UUA on May 16 as to which candidate(s) we are interested in.
 - o The UUA will let us know on May 18 whether we have matched with a candidate; in the event that we do not, the process will repeat on an abbreviated timeframe.
- Update on DLRE Search committee; Stephanie.
 - o We have 6 candidates for consideration.

- o Hattie shared feedback with the search committee.
- o Stephanie will draft a congregation update regarding our current status.
- FUUSN Website Redesign proposal (see status reporting document for proposal from Ellie Boynton): Heather.
 - o Greg Sullivan and Bruce Henderson have been keeping our current website functioning, to include managing breakages reported by members/staff (thanks from BoT!).
 - o The FUUSN website goals include to accurately convey our activities and calendar; to be easy to use/navigate. The plan would be to start the project no later than the fall.
 - o We have 4 levels of quotes from Ellie Boynton, who developed the Brookline website: <https://firstparishinbrookline.org>; ranging from \$250 to update “FUSN” to “FUUSN;” to \$6000 to design a new website.
 - o We would like additional quotes for comparison.
 - o The website would need professional maintenance; the website redesign is a priority and will require budgetary funds to sustain.
- Update on By-laws conversation after Steering Committee meeting on 4-13-22.
How to address leadership development - with or without by-laws?
 - o The proposed set of amendments related to term limits for positions other than the BOT will need further congregational input from the congregation.
 - o Susan Bartlett suggested that be tabled until next year as well, so that full congregational input could be received.
 - o Barbara Bates, who initiated the amendment, was in full agreement and support of slowing the process down.
- Board Priorities identified at Retreat.
 - o 8th Principle Adoption & integration into all aspects of FUUSN
 - o Integration of 7 Principles into congregational activities
 - o Stewardship, Staffing, long term membership engagement

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 9:04PM.

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