

FUUSN Board of Trustees  
Tuesday, March 22, 2022  
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), absent Chris Krebs Naomi Wolfe (Youth), absent Clerk: Kit Ryan	Visitors: Susan Bartlett, Operations Gordon Moriarty, Bylaws
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:xxPM.

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

- Annual Budget Drive (ABD) team: Kate Thibeault, Dan Stoll, Barbara Niles, Nancy Stanton.
- Chris Dame and the Community Breakfast team.
- Jud Leonard for Wi-Fi/Zoom service support

PROCEDURAL:

- Vote to approve BOT (Board of Trustees) meeting minutes for March 2022; Chris made the motion to approve the minutes; the motion was seconded by Stephanie, the motion passed unanimously. Hattie reminded the group that there is no hyphen in her name.
- Vote on Hattie Kerwin Derrick membership: Barbara made the motion to approve the minutes; the motion was seconded by Chris, the motion passed unanimously.
- Vote to approve Jud Leonard and Bobbie Sproat as delegates to GA in June: Stephanie made the motion to approve them as delegates; the motion was seconded by Chris, the motion passed unanimously.
- Update on Ops Council meeting & reopening plans by Chris. Topics reviewed included:
  - Special collection approved for Mar 27 service for transgender organization by the Rainbow Umbrella Team as a part of our Welcoming Congregation.
  - Karen Bottar presented the budget to date; currently in line with forecast.
  - Community Breakfast will be April 10, with COVID precautions.
  - The Social Action report was given by Eric Haas.

## BY-LAW AMENDMENTS: handout: Proposed Bylaws Amendments. Gordon Moriarty.

- Vote to approve the following resolution: "Remote participation and voting by members of the Society in the Annual Meeting to be held June 12, 2022, in addition to in-person participation and voting, is hereby authorized." Chris made the motion to approve the resolution; the motion was seconded by Stephanie, the motion passed unanimously.
- Vote on two proposed sets of amendments to the By-Laws which were previously circulated and are repeated below; if approved, they will be placed on the warrant for the June 2022 Annual Meeting.
  - 1. A procedural set of amendments to clarify that the two high school members of the BOT (Board of Trustees) share a single vote
    - The group discussed the development to have two Youth representatives to share the role. Need to avoid having one Youth member become the “secondary” member, need to value the time and contribution of both Youth equally.
    - What if the Youth representatives disagree? Need to have clarification in this event.
    - After discussion, recommend to explore and clarify issues and will defer the amendment to the 2023 Annual Meeting.
  - 2. A proposed set of amendments related to term limits for positions other than the BOT
    - The Nominating Committee had recommended term limits for FUUSN leadership positions/committees. This will be addressed in the Bylaws in (new) section 10, Article 9. The recommendation is for 6 years in a role/office; 12 years total in various positions/offices, with a three-year break after 12 years, then the individual may hold office again. The term limits will be phased in over three years. Exceptions for particular roles may be made by the BoT for individuals with special skills.
    - Dwight will put the proposal to the congregation; and if there is interest there will be sessions before the Annual Meeting for congregants to provide input.
    - There was discussion about the term “council;” Gordon will revise wording to include other FUUSN leadership positions/committees.
    - Chris made the motion to approve the proposal; the motion was seconded by Hattie, the motion passed unanimously.

## 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:
  - Sanctuary feels as though there are more people present in person on Sunday for service.
  - March 27 Transgender Day Celebration service; we will have Sandra Teare, as a parent of a transgender child, and Alex Luctenberg to speak from the pulpit.

- Planning a “trauma informed leadership” retreat, with Elizabeth Stephens,. Facilitators include Heather, Bill Holland, Jon Reuman, Nancy Mattei, and RoseAnn Murray.
- Setting up a Lay Minister retreat to plan for the future as the Interim Minister and the new DLRE come in for the fall.
- Amanda Graff:
  - RE (Religious Education) is back in person.
  - We have an impressive amount of RE programming going on with good family participation for the COVID situation.
  - OWL (Our Whole Lives) is bringing families back in for post- (hopefully) COVID.
  - Working on next year’s programming and volunteer positions. Stephanie St Pierre (Chair of the RE Council) involved in planning, to include revitalizing the RE Council for the new DLRE’s support. The Children’s RE group has been active, but now we need to work on the RE Council. The precise number of volunteers needed is not yet determined, but will be fluid as we progress through COVID.
- Heather Beasley Doyle:
  - Working with Jud Leonard and Greg Sullivan to update the website.
  - So far, the membership survey has received 78 responses; plan to summarize the information and report it back to the congregation.
  - Discussed the membership restructuring proposal.
  - Planning Community Breakfast April 10, Wayne Everett (Membership) is working with the Community Breakfast team.

## STRATEGIC:

- Next steps regarding Interim Minister search.
  - Need approval of the proposed salary range under consideration
  - Need general approval of the text of the application, which was previously circulated
  - Address any questions or concerns
- Update on DLRE Search committee.
- Discussion and approval of proposed restructuring of the Member Services Committee and supporting staff.

## Discussion points included:

- Next steps regarding Interim Minister search: Stephanie, Chris, Barbara & Naomi. (Handouts: Interim Minister application & Congregational History for Interim Minister Search).
  - The salary range will be in line with UUA recommendations. Our plan is for \$99,000 as the minimum; the median salary would be \$113,000. Interim ministers are experienced people, we need to assure that we will have negotiating room, and will be competitive and appropriate for applicants’ skill sets and experience.
  - The group has met several times. Have drafted the documents, received a lot of helpful feedback to ensure we have an accurate description of ourselves. The first day we can send our documents to the UUA portal will be April 7; the deadline is April 21. Our goal is for earlier submission. Please provide any further feedback by March 29.

- The historical document will be in the supportive package; many thanks to Gayle Smalley. The group discussed reversing the time frame to begin with the most current, then working back in time.
- The group drafted the documents with the intent that they could be adapted in the future for the search for the settled minister.
- Update on DLRE Search committee; Hattie.
  - The search group includes Hattie, Stephanie, Urban Larson; still need a Youth member: Nathan Persampieri **was suggested**.
  - Will check with the UUA whether we can search for an interim and a permanent DLRE simultaneously. We want to have a DLRE on board by the fall, and want the best qualified person possible, whether interim or permanent.
  - The group discussed the qualifications, will check with the PPC (Personnel Policy Committee), since education, experience, and/or credentialing may be in candidates' portfolios.
- Discussion and approval of proposed restructuring of Member Services Committee and supporting staff: (handout: FUUSN membership restructuring proposal, March 2022).
  - Opportunities are present based on conversations while hiring Heather.
  - Developed aspirational memo to look ahead at how may membership work with RE, music, etc. to grow membership, while keeping in mind that the membership position (at this time) is part-time.
  - May need to adjust position title for the future: will check with PPC.
  - Vote to support membership restructuring proposal; Demie made the motion; the motion was seconded by Barbara, the motion passed unanimously.
- 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

#### EXECUTIVE SESSION:

- Vote to approve entering Executive Session; Chris made the motion to enter Executive Session; the motion was seconded by Demie, the motion passed unanimously.
- Vote to approve exit Executive Session; Barbara made the motion to exit Executive Session; the motion was seconded by Demie, the motion passed unanimously

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 9:15PM.

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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.