

FUUSN Board of Trustees
Tuesday, August 23, 2022
Virtual Zoom Meeting, 7:00 PM

Staff: Parisa Parsa, Interim Minister Devin Shmueli, DRE Heather Beasley Doyle, Membership Director Board: Demie Stathoplos, Chair Barbara Schmitt, Vice-Chair Stephanie Kendall Hattie Kerwin Derrick Joe Klinman (Youth) Chris Krebs RoseAnn Murray Clerk: Kit Ryan	Visitors: Susan Bartlett, Operations Dan Stoll, observer
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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: Wayne Everett, Marlene Allen, Jacki Rohan for coordinating the Picnic. Susan reported Operations is writing a thank you note.

PROCEDURAL:

· Vote to approve BOT (Board of Trustees) meeting minutes for June and July; Chris made the motion to approve the minutes; the motion was seconded by Barbara, the motion passed unanimously.

· Vote to approve chairs RE (Religious Education) council: Stephanie St. Pierre; finance: Karen Bottar and Brian Gill; and building and grounds: Laurel Farnsworth; Chris made the motion to approve the chairs; the motion was seconded by Stephanie, the motion passed unanimously.

· RoseAnn and Susan reviewed the recent Operations Council meeting, to include:

- o Revisiting the Social Action Committee.
- o Operations Council role and function.
- o Parking lot update.
- o Autumn COVID protocols, to include masking concerns, Coffee Hour, how to maintain connection and community especially with hybrid services.

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:

- Parisa Parsa:
 - o Orientation time ongoing.
 - o Interim Minister training ongoing through September.
 - o Retreat for the staff, planning events and programming.
 - o Met the Operations Council members at Laurel's back yard
 - o Looking forward to meeting more people in the congregation.
 - o Planning for Sunday services.
- Devin Shmueli:
 - o Ongoing professional development for RE role.
 - o Preparing RE teacher training, 11 September. Chris will be BoT liaison.
 - o CoA (Coming of Age) parent and mentor orientation from 6-7pm September 16th; from 7-9pm the CoA individuals and their mentors will be together. Jen Van Campen and Eric Moore are the COA volunteer coordinators.
 - o Meeting with RE volunteers, setting RE goals.

STRATEGIC:

- Role of Interim Minister.
- Planning for Board Retreat. Board members volunteer to prepare for at least one topic to present to the group. Possible Priorities (in no order):
 - o Establish a process to create a search committee for a settled minister, using best practices input from the UUA Transition manual.
 - o Focus on supporting Membership (for example, website redesign).
 - o Youth involvement in FUUSN Governance.
 - o Financial sustainability & stewardship (we currently have a deficit budget).
 - o Revisioning Social Action Committee structure and funding mechanism (Hattie).
 - o Supporting Ops & RJM in creating welcoming hallway and way to represent FUUSN history.
 - o Leading process for congregation to engage in discernment about By-law proposals that were made by Gordon Moriarty, and the Nominating committees over the past few years.
 - o Other?
 - o Team Building exercise.
 - o Coordination of meals and snacks.

Discussion points included:

- Role of Interim Minister.
 - o Parisa discussed similarities between Settled versus Interim Minister: Sunday services, pastoral care, working with staff members, and working with the BoT and Operations Council.

- o The Interim Minister can help the congregation clarify its hopes, its needs, to decide what society membership will look like. COVID has certainly affected the membership as a whole; how does the congregation move forward to the new normal? As the congregation works on these issues we will also be preparing for the future settled minister.
- o All congregations are working on how to maintain community, communication.
- o Parisa's five priorities (copied and pasted from the email Parisa sent me):
 - § Heritage: Reviewing how the Congregation has been shaped and formed; encouraging and hearing all of the stories about the Congregation's past, as the foundation upon which the present rests; and embracing the rich variety that makes up the Congregation.
 - § Leadership: Reviewing the membership needs and its ways of organizing and developing new and effective leadership; providing opportunity for individuals and the Congregational organization to examine the types of leadership needed for new leaders to emerge, and for seasoned leaders to recommit or to refocus their gifts.
 - § Mission: Defining and redefining sense of purpose and direction; clarifying the faith community's identity and core values; working to develop, update, and revitalize mission and vision statements; and reviewing strategic and tactical plans including stewardship and the financial health of the congregation.
 - § Connections: Discovering and revitalizing all the association, interfaith, and community relationships a congregation builds outside of itself; and re-assessing old links and considering new ones.
 - § Future: Developing congregational and pastoral profiles that position the congregation for its next ministry, including a healthy and honest assessment of the other focus points so that the congregation can turn its energy toward proactive decision-making for the future.
- Planning for Board Retreat.
 - o Laurel's covered patio/backyard will be the Retreat site; 9-3PM.
 - o The group discussed how to utilize the retreat most effectively, whether the group can organize and plan differently to move forward more effectively with BoT priorities. Among the issues discussed questions included:
 - § How can the BoT members effectively serve as change champions, and promote change processes among the congregation members? Throughout FUUSN structures and activities we can ask for clarification of why we are doing various activities, what is the value and purpose? And if we are attached to how we are doing things, why do we want to keep it as it has been?
 - § How can we welcome new members? What are our barriers?
 - § For our members, how can we enhance engagement? How do we communicate the commitment for the various FUUSN roles &/or activities? How do we convey the value of engagement for the FUUSN community and for its members?
 - § Parisa mentioned her experiences with retreats to include opportunities for continuing education and leadership development. The BoT should consider the potential action items: which are strategic versus tactical, the BoT may select 2-4 on which to focus.
 - § Some of the priorities have been longstanding. How do we move them forward?

§ How can the BoT manage the discomfort of evolution? How can the congregation do so?

§ Establish a process to create a search committee for a settled minister, using best practices input from the UUA Transition manual. Action item: process in place. Issue does affect FUUSN's future.

§ Focus on supporting Membership (for example, website redesign). Action item; Heather has proposals for website design. Larger membership issues, e.g., inclusivity, fold into the 8th Principle focus.

§ Youth involvement in FUUSN Governance: defer currently due to Joe's upcoming schedule.

§ Financial sustainability & stewardship (we currently have a deficit budget): may fold into the 8th Principle focus.

§ Revisioning Social Action Committee structure and funding mechanism: also may fold into the 8th Principle focus.

§ Supporting Operations & RJM (Racial Justice Ministry) in creating welcoming hallway and way to represent FUUSN history.

- Will plan for a meeting of the BoT, Operations, and RJM to focus jointly on the issue(s).
- Parisa has experience consulting regarding organizational development with a model to help participants to understand their perceptual lenses: this may be a workshop for the BoT and Operations.

§ Leading process for congregation to engage in discernment about By-law proposals that were made by Gordon Moriarty, and the Nominating committees over the past few years: action item?

o The following topics will be the focus for the upcoming retreat, for connective conversations:

1. 8th Principle: exploring the Principle gives us the opportunity to explore who we are, who we want to be.

- How are we working with those who didn't support the resolution? How to assure members believe their voice is heard and their opinion is not pushed aside?
- How do we work 8th principle into what we do throughout the year?
- How do we make FUUSN welcoming to a diverse group?
- What do we want to bring forward to the future for an inclusive, diverse, welcoming congregation?

2. The Board as "Change" or "Transformation" champions - Clarification of values and purposes in the activities we participate in ("Why are we doing these things?" woven through all our priorities). What is the FUUSN mission/vision?

o Demie, Chris, RoseAnn will draft reframing questions.

o Icebreaking exercise. Discussion included:

§ Stephanie has coordinated such in the past. Is there an exercise/activity that might go deeper?

§ Parisa suggested an intercultural style workshop &/or spiritual autobiography.

§ Demie and Hattie will coordinate.

o Coordination of meals and snacks. Barbara will provide snacks. Group members to bring their own beverages.

o Demie will coordinate lunch; members to communicate allergies/avoidances.

HOUSING ALLOWANCE FOR INTERIM MINISTER:

- Vote was completed electronically.
- Barbara will send Kit a Clerk Certificate letter draft to complete for Parisa for the IRS.

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 8:55PM.

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 principle: 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.