

**FUSN Board of Trustees Minutes**

Wednesday, June 15, 2016

Children's Chapel, 7:30 PM

<p><b>Staff</b> Erin Splaine, Minister Rowan Van Ness, Director, Lifelong Religious Education, absent</p> <p><b>Board</b> Cathy Morocco, Chair Brian Burba, Vice Chair Lesley Sneddon Gregg DiBiaso Sara Fazli, Youth Josie Greene Eric Haas Julianna Lakomski, Youth, absent</p> <p><b>Clerk</b> Kit Ryan</p>	<p><b>Operations Council</b> Susan Bartlett</p>
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Meeting began at 7:30.

**Chalice Lighting and Reading of the Board Covenant**

**Check-In**

**Procedural**

- Consistent with the By-law on appointing officers within a week of the Annual Meeting, the Board nominated and voted to approve Cathy Morocco as Chair and Brian Burba as Vice-Chair.
- Consistent with the By-law on yearly appointments of certain committee chairs, the Board voted to approve Brian Gill and Karen Bottar as Finance Co-chairs, Kim Shanks as Chair of the RE Council, Laurel Farnsworth as Chair of Buildings and Grounds, and Dan Brody as Chair of Financial Oversight.
- We read and discussed Guidelines for Multicultural Interactions which Josie brought from FUSN's Multicultural Ministry and adopted them as our own Board guidelines.
- We each verified our contact information and how to reach each other (handout from Cathy).

- Cathy handed out a chart of Board members' availability to support FUSN's Black Lives Matter group during the summer and a schedule of summer services so that each member can attend.
- Cathy handed out lists of Board responsibilities that Lesley prepared, including Sunday Introduction, Board Newsletter column, Board meeting refreshments and inspiration and attending Operations Council meetings. We established that the Operations Council will share in writing Newsletter columns, and will handle one of the two monthly columns. Cathy asked that the Board column writer give her and one other Board member an opportunity to review at least one service to represent the Board.
- Additional handouts included a schedule of Board Meetings and the Board Fall Retreat and a set of Bylaws related to trustees.

## **Staff Update**

### **Erin Splaine, Minister**

- The Black Lives Matter (BLM) banner is now up on the front lawn. Many members of the congregation attended the raising of the banner and took pictures that are circulating on the FUSN list. The BLM group modeled good communication within their own group and with the congregation during the months leading up to raising the banner.
- Many new families attended the Sandy Island Retreat, and lots of children. Erin and Rowan conversed with participants throughout the weekend.
- The shared service in City Hall with Myrtle Baptist on June 5th brought a large number of people. A wonderful day resulted from the work of the two congregations to prepare for the event and to make it meaningful.
- Ash's resignation will be effective at the end of her current ten-month contract. She is completing several projects, including the new website. A search committee will be restarted to seek her replacement. Its members include Greg Sullivan, Chair, Rachel Viscomi, Lisa Carboni, Pat Rohan and Erin. The committee is supported by the Personnel Policy Committee, with Karen Davis as liaison, and by the Board of Trustees, with Cathy as point person. The committee will focus first on adjusting the job description.
- Fran Clancy and Judy Curby are being trained on the new database.
- FUSN is about to go on-line with the new website.
- Erin is working with our Sabbatical Minister, John Nichols, to finalize the sabbatical sermon schedule.
- ABD (Annual Budget Drive): Tom Bean and Erin will meet for dinner at the General Assembly to address succession planning for the ABD team, among other issues.
- UUA General Assembly: Erin, Rowan and Dani will attend, along with delegates Barbara Deck, Bobbie Sproat and Leslie Warner.

- The LGBTQ community in mourning over recent events; a vigil is planned for Wednesday June 16th at City Hall at 7:45PM.
- Erin passed out a policy proposal, prepared with Rowan and with Kim Shanks, to offer the Director of Lifelong Religious Education a three-month sabbatical leave after five years in the permanent position. Many congregations provide sabbatical leaves for both the minister and the DLRE, understanding that these professionals are both doing ministries that require more than full-time commitment for much of the year. The Board will discuss and vote on this proposed policy at the September Board meeting.

## Strategic

*What is a great Board?* Board members engaged in a close reading and discussion of an article excerpted from Dan Hotchkiss (2016). ***Governance and Ministry: Rethinking Board Leadership.***

The article offers a "short list" of things a governing board needs to be good at:

- 1) Delegating authority
- 2) Controlling its own agenda
- 3) Partnering with the pastor
- 4) Hosting future-oriented conversations

Gregg believes the Board is already doing a lot of the processes that Hotchkiss outlines.

Brian believes the Board has improved in many of these four areas.

Lesley raised the question of whether the many recent presentations to the Board all needed to be face-to-face. Could some have been sent by email or as a handout?

Additional comments focused on:

- The need to make minutes and documents from the past more accessible. Barbara Bates will be starting as archivist of the many documents produced in past years by FUSN's Governance and Conflict Transformation Committees.
- The question of how we identify long-term goals and how we carry them out. This includes succession planning (for the Board and for the Annual Budget Drive team). The importance of knowing the history of events and policies.
- The Board's shift from being primarily reactive in 2014-15 to beginning to think more proactively in this past year, 2015-16. Cathy commented that this is a good opportunity to plan ahead.

Brian commented that in order to stay on agenda, Board members need to be prepared to disappoint others who want to insert their pet projects. Cathy commented that Lesley was brilliant in managing such issues, for example, the inclusion of a FUSN name change effort in our full agenda for the current year. Brian asked, in order to develop long terms goals, whether

we should set listening sessions to develop priorities, e.g., MMI (multicultural ministry initiative), DLT (developing leadership team) and who will do this work?

Cathy asked what kind of conversation is needed to identify our most important issues? We need to be aware of fears, anxieties, hopes, and energy levels associated with our major issues. The upcoming Board Retreat in September is a good starting point. In subsequent early fall meetings, we will identify short and long-term goals and each identify a focus of our work on the Board for the year.

**Close.** Members commented on something they appreciated about the meeting.

Meeting adjourned at 9:42PM