

FUUSN Board of Trustees
Tuesday, October 9, 2018
Children's Chapel, 7:00 PM

<p>Staff: Erin Splaine, Minister Amanda Graff, DLRE Board: Chris Krebs, Chair Josie Greene, Vice Chair Theo Burba, Youth Leah Lakowski, Youth Christine Lookner Jon Reuman Demie Stathoplos Brooke Foucault Welles, phoned in Clerk: Kit Ryan</p>	<p>Visitors: Laurel Farnsworth, Operations</p>
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT:
7:04 PM.

STAFF UPDATES:

Amanda Graff:

- Religious Education (RE) starting well, although there are still a few RE teachers, Kim Shanks was able to get people to fill in
- Youth Group also off to a good start
- Children's RE; Stephanie Kendall chair; the group supports volunteers, recruits teachers, planning to build in more inclusion into the classroom, such as ability, culture
- Enjoyed her 1st Ferry Beach

Erin Splaine:

- Good attendance past few Sundays, will continue to monitor for trends
- Has had conversations with other congregation leaders; often other congregations don't begin programming year until October related to low attendance in September
- September had lots of losses for the congregation as a whole, as well as individuals; also showed divisions within the congregation, such as the more senior members versus newer families. Losses affect the staff as well, as they coordinate memorials
- Erin will be out of town next week
- Sam Foster came to Ferry Beach, said goodbyes
- Congregational priorities: there is a leap for the congregation to hear/plan for/talk about finances, how to navigate financial issues. FUUSN has a "10-month" time frame but in reality, December and April there isn't much activity, so in effect we are 25% through our FY; need to help the congregation keep the financial picture in mind. FUUSN is understaffed for a congregation of its size. In Listening Circles, e.g. at Ferry Beach members

in conversation felt “blindsided” by the Annual Meeting plan to reduce the Membership position to 0.5 FTE (full time equivalent)

BOARD GOVERNANCE: Discussion of Board process and procedures for doing the work of the Board: Brooke phoned in to this section of the meeting

1. Time demands on Board member
2. Allocation of project & task responsibilities among Board members
3. Ways to enhance efficiency in doing the Board’s work
4. Ways to ensure that all Board members have opportunities for input

Discussion points included:

- Helpful to have the agenda bullet points to plan ahead for the meeting discussion.
- How do the BoT (Board of Trustees) members use email/outside meetings to accomplish BoT work; remember lack of response is not necessarily ignoring a topic; how to keep track of various threads? keep track of various open projects? And close the loop?
- Need to assure all BoT members are included; avoid the burden on the free members, and exclusion of the busy members
- One tool suggested was Slack.com; also Google.doc folders. Theo & Leah can help to set up, can help train BoT members not familiar
- Need to delegate appropriately, not only to manage workload, but to share trust with others in the congregation

STRATEGIC/PROCEDURAL: Brief update on FUUSN parking lot, Laurel Farnsworth Andrea Kelley, Ward Councilor, will support the proposal if FUUSN participates in shared parking program for the City of Newton. App available. FUUSN can reserve time for its functions, need to assure minister and staff maintain parking, maintain flexibility. There will be no change for insurance. There would be a 3-year pilot

PROCEDURAL: Approve BOT meeting minutes for July and September 2018
Demie made the motion to approve the July and September minutes; Christine seconded the motion. The motion passed unanimously.

STRATEGIC: Planning, implementing and processing results from Listening Circles

1. Update regarding Ferry Beach Listening Circle experience
2. Schedule dates & space
3. Make assignments for outreach to specific constituency groups
4. Identify facilitators
5. Agree on LC format & discussion guidelines
6. Develop plan for organizing data and providing feedback to Congregation

Listening Circle questions:

1. What do you love most about FUUSN and why is it so important to you?
2. What do you long for/wish for at FUUSN that does not currently exist and why is it so important to you?

3. Looking forward, what do you envision will be the greatest challenges for you personally and how might the FUUSN community support you to successfully meet those challenges?
4. What challenges do you see FUUSN as a *community* facing and how might we overcome them together?

- Discussion included: Christine reported for Ferry Beach, ~15-20 people attended, but only 3 were under 60 years old, even though there were a number of families with young children present. There was no way to address all 4 questions; the results have been collated. Concern that the questions do not address what we need to drive towards; Pat Rohan helped develop questions, asked whether we need to reframe the questions.
- What are the Listening Circles (LC) supposed to accomplish? Discussion between aspirations, visions, how to elicit greater generosity. Christine stated to assure congregation members may feel heard, included.
- Some reports heard “if ‘they’ made better decisions, FUUSN wouldn’t have had to cut the Membership position;” also “Our building is too expensive,” among other comments, hence the need to elicit perceptions/beliefs, and aspirations. Some members want to be more involved with financial decision-making.
- BoT role includes setting vision, getting the congregation to where we need to go.
- There is a new awareness in the congregation of our financial position, despite ongoing communication from committees to include BoT and Finance Committee in past years; it is very powerful that the congregation is now aware. The topic is challenging need to provide context so membership feels connected
- Brian Gill had good turn out for Finance education session recently.
- Chris: the next step will need to address stewardship
- Will follow up with Barbara Bates and Pat Rohan (for??)
- Will publish LC schedule in Business List; dates, facilitators, locations planned.
- The questions will be shared on the parents’ newsletter, need to assure we reach constituents (youth, families) that have not yet participated

STRATEGIC: Review our other Board goals/priorities for FY2019 and Board “parking lot” items. Prioritize time-sensitive projects/tasks and lay out key steps for achieving these

1. Clarify BOT role vs. delegate to others
 2. Agree on measurable outcomes
 3. Determine time frame for realizing outcomes
 4. Lay out time-sensitive next steps
- As we review BoT priorities, if we add priority, such as stewardship, how do we adjust priority for the previous priorities?
 - Need to assure we reach all members, not only those who have been with FUUSN for a long time, need Youth, young families

- Josie: in the past Dwight & Helaine Golann, Bruce Henderson & Cindy Orrell were on the conflict resolution team. Dwight may be (??) available, need to check other team members, opportunity to explore the Annual Meeting decision to reduce Sam Foster/Membership staff position to 0.5FTE, since congregation felt blindsided.
- Demie will work with Josie about how to address this issue.
- Must be timely, not let much more time elapse
- Discussion included using on of the schedule LC times to address the Annual Meeting concern; will plan for 21 October. Finance and Conflict team members need to attend
- Ministerial review: last completed ~4 years ago. Should not pursue in the packed Fall schedule. Elli Crocker-Morse and Jud Leonard were points of contact (??)
- Annual Budget Drive: Julia Huston will direct, but needs co-chair, team

GOVERNANCE: Discuss Internal Board Process and Communications: as per above

CLOSE

Meeting adjourned at: 9:04 pm.