

FUUSN Board of Trustees Meeting

Tuesday, March 12, 2019

Chapel, 7:00 P.M.

Attending: Chris Krebs, Josie Greene, Jon Reuman, Christine Lookner, Brooke Foucault-Welles, Demie Stathoplos, Erin Splaine, Amanda Graff; Brian Gill (visitor), Greg DiBiasio (observer), Linda Ross (asst. clerk) Absent: Theo Burba, Leah Lakomski

Welcoming Observers/Chalice lighting/Covenant - Josie

Check in - all

Monthly Review: Staff - BOT Coordination

Erin

- On April 23, there will be a meeting, in conjunction with MMI, of those who have been involved with or are interested in the White Fragility conversations.
- She is working on how to create a culture of appreciation in the congregation. David Pyle is NE regional representative for lay ministers – he will be having a second retreat on March 30 to discuss this – overall, it will be a year-long process.
- The budget drive has started – she has sensed good energy, deep sharing at the pledge events so far.

Amanda

- Job postings for the assistant director of RE and the youth programs coordinator have gone out or will go out in next couple of days.
- She has taken part in MMI meetings re White Fragility.
- She is organizing a Passover Seder.
- She is working on getting Coming of Age up and running for next year.

Congregational Appreciations – to:

- Eric Moore, Laura Thompson, Dani Patrick (to share with youth also) – for the Youth Coffeehouse.
- Brooke compiled a list of specific questions that arose out of the Listening Circles and prepare responses for a Board column
- Brooke will reach out to an individual congregant who wrote a long response to the virtual listening circle.

Strategic/Open Questions - Chris

Board priorities

Chris brought up questions that the Board might want to consider asking themselves, and then ask of the congregation – which pertain to our work in strategic development and visioning, Chris had found these questions below, from a Methodist minister, to use as guidelines.

- Who are we now? Who are we called to become?
- Who are our neighbors (geographically proximate and global)? With whom do we want to be connected? And who do we want to be part of our community?
- What are we called to do? What is our mission/purpose?
- What outcomes do we want to realize?
- What is our vision of FUUSN five years from now?

There was discussion of the above questions by various members. Some responses:

- Start with individual response to questions, move to congregation
- Mission drives activities and money
- What is a calling outside of a Christian religious calling? One thought it is that is called to be with others.
- What can we do practically vs palpably?
- Doing something to fulfill a need can attract those in need - being proactive about this (even if no one currently here expresses that need) is important
- Our local community is changing (development, demographic shifts, etc.) how can/should we respond?
- How can we respond to environmental needs and concerns?

Jon Reuman passed out a handout on UUA designations

Stewardship Team Formation & Development

- Demie, Josie, and Christine developed a draft charge for the stewardship committee – passed out.
- Discussion of what would be appropriate name – committee, team, council?
- Erin recommended including long-term viewpoint, i.e., coordinating annual funds generation, planned giving, and long-term investment activities.
- Where would this team fall in FUUSN organizational structure?
- Will add changes, send revised document to entire Board for comments/edits

Governance—Board Pledging

- Brian Gill handed out pledge forms and handout of guidelines

- Each Board member gave a testimonial about pledging and then turned in their pledge (if not already done).
- Brian Gill – pledge parties that have been held seem to have gone well.

Strategic/Governance – continued review of Board 2018-2019 priorities review.

1. Listening Circles – almost completed.

It was decided to develop a list of FAQs, to be sent out via newsletter

2. Stewardship program – develop list of potential candidates for Council
3. Conflict resolution - deferred to next month's meeting
4. Support existing programs

Adult faith formation – Amanda gave some of her thoughts on the subject.

Safe congregations – Brooke – goal is to have rough draft of guidelines by June.

Other programs not discussed due to lack of time

5. Congregational discussions – completed.
6. Ministry Review– Ellie Crocker Morse will co-chair process which will be defined by BoT and Minister and then proceeded with by team in the Fall of 2019.– Jon asked if another Board member would assume the BoT liaison role to work with Demie because Jon will be going off the Board; Christine volunteered. Ellie will be invited to May meeting.

Governance—Nominating Committee & BOT Succession Planning

- Nominating Committee is moving along with the process.
- There is one position that the Board is responsible for filling; Jacki Rohan is rotating off the Financial Oversight Committee. She recommended Dede Vittori; Demie had a conversation with Dede; she would be willing to fill the position again. Board will vote on the position in April.

Governance—Board liaison updates – not discussed

Procedural

- February Meeting minutes – Josie suggested she and Chris would be offering a summary to include in February Minutes for the board to review which would capture the discussion had at the end of last month's board meeting about board succession and tension at board meetings.

- Approval of new member – Judith Shaw – has been attending services, volunteering. Josie moved that she be approved as a member, Christine seconded, all voted yes, motion approved.

Follow up on BOT discussion last month on Board Process and succession planning

- Follow up discussion from last month about board dynamics and process and had a thoughtful discussion about how we can individually and collectively as a group recommit to staying in right relationship, and build beloved community when we have differences with one another, including speaking up when we experience or notice others are out of alignment with our board/staff covenant. Agreed to reserve a chunk of time at our April 9 board meeting to discuss our board priority to develop ways to address conflicts at FUUSN and restore and strengthen connection through productive disagreement.

Review of Meeting, Appreciations/Close – each member contributed their appreciations.

Meeting adjourned 9:10 p.m.