

FUUSN Board of Trustees
Tuesday, April 8, 2019
Children's Chapel, 7:00 PM

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| Staff: Erin Splaine, Minister Amanda Graff, DLRE Board: Chris Krebs, Chair Josie Greene, Vice Chair Theo Burba, Youth Leah Lakomski, Youth, absent Christine Lookner Jon Reuman Demie Stathoplos Brooke Foucault Welles Clerk: Kit Ryan | Visitors: Dan Brody Laurel Farnsworth, Operations Brian Gill, Finance Committee Lynne Karlson, visitor Jacki Rohan, FOC Julia Wolfe, visitor |
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:01 PM.

MONTHLY REVIEW: STAFF-BOT COORDINATION: Aligning staff developments, initiatives, activities with the Board's activities and responsibilities

Amanda Graff:

- Beginning the end of April, Religious Education classes will end and be replaced by all-ages RE programming
- Passover Seder will be April 20th
- Job search for assistant director of RE and youth director has begun, 1st application has come in
- Planning farewells for Beth Walton and Dani Patrick
- Next year's planning (fall 2019-spring 2020) will include orienting new staff members, the CoA (Coming of Age) program, teacher development and AFD (Adult Faith Development)

Erin Splaine:

- Pledge Drive ongoing, has attended all the Pledge parties to date, has engaged in conversation with attendees
- Working with PPC (Personnel Policy Committee) regarding visioning for future staffing plan, will present in the fall; will include RE, music, planning regarding Fran's role as administrator, how to manage/possibly staff congregation's Social Justice work which currently has no paid staff person to coordinate.

CONGREGATIONAL APPRECIATIONS: Board recognition of members of the Congregation who have gone above and beyond in their recent co-ministry of FUUSN: Chris mentioned that the BOT has begun sending thank you's from the Board; Christine sent last month's. Laurel reminded the Board that Operations also sends thank you's; will need to coordinate with Operations. Board decided to create a list

each meeting and pass off to Ops who will handle thank yous. Some suggestions were: the ABD (Annual Budget Drive) team, Ron Margolin for Community Breakfast, the Fellowship Dinner team

PROCEDURAL/FINANCIAL:

- Update on Budget Drive and FY20 Annual Budget Outlook
- Schedule May BOT budget meetings
- Schedule open congregational budget meetings prior to June 9th
- Brian Gill reported that Karen Bottar had sent the current budget status; expenditures have been less than budgeted for the current FY (fiscal year): Finance Committee is recommending restoring the remaining UUA contribution (increase of \$10,000) and adding \$3,000 to the Building Reserve, in FY'19 per Board priorities. Operations Council needs to approve these FC recommendations prior to vote by BOT which they will do at their 4/16 meeting. Any FY budgeted excess is to be rolled over into the Operating Reserve for the next FY
- The current ABD has an ambitious goal, \$625,000; currently pledges are ~ \$450,00, and they anticipate receiving between \$580-600,000. Challenging to “raise the bar” 2 years in a row; recently had circumstances change for some historically large donors. Plan to do outreach; have contacted ~70% of members and friends to date; or 309 pledge units
- Last year's ABD experienced late pledges, will anticipate these this year.
- Discussion included Building Reserve Emergency Fund and potential request for next year.

STRATEGIC/FINANCIAL: Achieving Strategic Balance in Funding FUUSN's Short-term and Long-term Financial Priorities: Proposal(s) for Restoring & Maintaining FUUSN's Fair Share contributions to the UUA. Handouts: Fair Share meeting notes from Dan Brody, and Maintain Fair Share Contribution through Operating Budget

- Dan Brody read some prepared remarks about the importance of maintaining our status as a “Fair share” contributor to the UUA, and reinforced that the current recommendations are not binding, and future Boards may change priorities.
- Discussion included that the FUUSN congregation has not yet articulated its vision, so priorities may change, though members value the General Assembly and support from the UUA; balance between local concerns (to include building maintenance) versus wider concerns such as UUA priorities & issues. The congregation must be informed as to the role of the UUA, and make its decision regarding budget and planning, as the congregation strives for wise stewardship

GOVERNANCE/STEWARDSHIP TEAM FORMATION: Update from Stewardship sub-group:

Handout: Stewardship charge, and team formation

- Revised draft charge for the stewardship team
- Formation and structure of the stewardship team;
- Action steps and target dates in forming stewardship team
- Christine reported the subgroup (Christine, Demie, Josie) have met.
- Discussion included how to maintain Board transparency, Demie recommended to send the stewardship charge to the congregation and ask for interested applicants, some potential persons have been suggested, and will also be put forward by the Business List the Newsletter, and Facebook.

- Brooke made the motion to approve the Stewardship Team charge, Demie seconded the motion, and the motion passed unanimously.

GOVERNANCE/MINISTRY REVIEW: Update on Ministry Review:

- Draft Charge for Ministry Review team
- Next steps

Discussion points included:

- Jon reported that the UUA Best Practices for Ministry Review was sent out to the group by email.

Need to assure Erin is in agreement with the charge.

- Discussion included the rationale behind having individual feedback attributed to individuals and whether or not this might prevent getting full and frank feedback from a large number of congregants. In the past review, Erin received the detailed information with specific comments attributed to individuals as she feels she must as minister, but the feedback made public to the congregation and Board would be aggregated without attribution.

- Christine made the motion to approve the Ministry Review charge, Chris seconded the motion, and the motion passed unanimously.

STRATEGIC/CONGREGATIONAL COVENANTING, MAINTAINING OURSELVES IN RIGHT RELATIONSHIP, PROMOTING PRODUCTIVE DISAGREEMENT: Handout: Why do Conflict Work?

- Josie distributed a one-page doc outlining a rationale for doing some work on how we attend to interpersonal and congregational disagreement at FUUSN. (see below) which was identified as one of the Board's priorities for FY'19.

Why do Conflict Work?

1. Learning to manage conflict can be a part of our spiritual practice.
2. Managing conflict is tied to our UU Principles (*worth & dignity of each human being*)
3. Managing conflict is a characteristic of a healthy congregation
4. Learning to address conflict can foster more honest and authentic relationships
5. Unresolved conflict is stressful (and 1 reason why people leave/stop contributing to their Church)
6. Managing conflict is a necessity of the democratic process (ideas are open to criticism...)
7. Acknowledging and managing conflict is 1 way to break down White Supremacy Culture (a hallmark of WSC is the fear of/denial/avoidance of open conflict)
8. We learn more when we're just a little bit uncomfortable (unnamed Yale study :))
9. Managing conflict and staying in right relationship is necessary to building a *beloved community*.
10. Managing conflict is part of our Safe congregations work

Possible Goals of a FUUSN Healthy Congregations Team (or Right Relations Team)

Normalize Conflict which is common in every denomination and expresses the human side of congregational life- that real people are different, and see the world differently.

Teach people skills for communicating across difference and staying in relationship

Teach people about the 5 levels of conflict and strategies to manage each and how to keep from escalating

Offer regular “Town Hall” meetings and other opportunities for people to air concerns/grievances before they escalate.

Form a Healthy Congregation Team (standing team of skilled members of congregation) who will help teach us about having creative conversations and assist people to stay in right relationship. (would need agreement of what’s expected and what we mean by “right relationship”) A behavioral Covenant is not necessarily a requirement to have a healthy congregation team (developing a behavioral covenant can create conflict)

Ensure outreach is being done to people who raise questions/concerns during budget drive and at other times. Conduct exit interviews and “wellness checks” at times other than the budget drive. (would need agreed upon triage process)

Ensure we have a process in place to adequately respond to incidents.

Creating safe spaces for conversations about restorative justice and accounting for (making amends)

- Demie reported the Listening Circles raised the issue that there are congregants & friends who feel uncomfortable with potential conflict; some feel reluctant to give views they think are not supported, and/or some have residual concerns from past conflicts. Jon stated that FUUSN needs to develop a culture where dissenting opinions are welcomed.
- Amanda queried whether there was space for conflicting opinions among Youth?
- Discussion included concerns about proliferating teams, potential to divert focus from the stewardship mandate, (versus how conflict folds into the stewardship theme?); Laurel shared her view that if someone has a conflict they need to discuss they could speak to a Lay Minister. Josie expressed concern that this could overload the lay ministers, who currently do manage some conflict resolution issues. Erin expressed her view that FUUSN may need larger conversation, to include forgiveness and redemption. This is an important issue since inevitably conflict will arise, need to continue to work on the issue
- Further discussion on this topic planned for the May meeting.

STRATEGIC/OPEN QUESTIONS: Revisiting and renewing FUUSN’s current and future identity, mission, and vision. How do we invite the Congregation into an intentional conversation about FUUSN’s future? Deferred

PROCEDURAL: Vote to approve BOT meeting minutes for March 12th meeting

- Demie motioned to approve the March Board minutes; the motion was seconded by Brooke, the motion passed unanimously.
- Demie reported the Financial Oversight Committee will have Jacki Rohan end her commitment to the team May 30: the new member will be Dede Vittori, joining Lucy Boyle & Josh Cohen.

GOVERNANCE—BOARD LIAISON UPDATES: Brief updates from Board liaisons:

- Steering Committee meeting next month; Chris, Josie, Erin, Amanda & Susan Bartlett.
- Operations meeting will meet next week on April 16 (Josie attending as BOT Rep) and they will also begin to work on next year's budget with the Finance Committee. As discussed in the Dec.'19 BoT meeting, the budget development process will include a meeting between the Finance Committee, Operations Council and as many board members as can make it (tentatively scheduled for May 13) to review the FC and OC proposed budget for FY'20. A subsequent meeting will be scheduled for the Board to vote to approve budget for FY'20. .

CLOSE

Meeting adjourned at: 9:22 pm.