

FUUSN Board of Trustees
Tuesday, October 24, 2019
Children's Chapel, 7:00 PM

Staff: Erin Splaine, Minister, absent Amanda Graff, DLRE Board: Chris Krebs, Chair Christine Lookner, Vice Chair Karen Burns Ted Hess-Mahan Will Kisiel, Youth Clark Lakowski, Youth Siena Lerner-Gill, Youth Demie Stathoplos Brooke Foucault Welles Clerk: Kit Ryan	Visitors: Eric Haas, Operations Dwight Golann
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:02 PM.

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

Amanda Graff:

- Rowan suggested viewing the RE (religious education) role as an umbrella, with the RE Council as the overall structure, and the various "spokes" as components, such as Young Adult, Family Ministry as well as others.
- Overall things are going well even with the current staffing challenges. Primary focus is Children's RE
- Youth are managing well without a great deal of guidance, and Youth Teaching is well engaged. Youth Group is meeting, if not with a regular schedule; a Coffee House is scheduled in the near future. CoA (Coming of Age) is going great with 7 pairs of youth & mentors; the coordinators are excellent.
- Also involved with the Over-60 group, and the Racial Justice group. Plan to engage in more depth with Adult Faith Development after staffing hire is made.
- We need to assure our policies, currently in development, address that all youth interactions have 2 adults present.
- We will need to keep safe congregation policies straightforward, assure they have legal review, and the congregation is involved

Erin Splaine: On medical leave.

CONGREGATIONAL APPRECIATIONS: Board recognition of members of the Congregation who have gone above and beyond in their recent co-ministry of FUUSN

- Discussed management of overlap of member recognitions with those of the Operations Council.
- Individuals to be recognized:
 - o Amanda for her role at Ferry Beach; Amanda reports feeling appreciation from the congregation.
 - o Anne Watson Born, services are so well coordinated.
 - o CoA coordinators: Devon Welles, Aimee Lambert, Eric Moore.
 - o Job Search members: Stephanie Kendall & Kim Shanks.

PROCEDURAL: Formal vote to extend Erin's medical leave through November 2nd.

Brooke made the motion to extend Erin's medical leave through November 2nd, motion seconded by Clark, passed unanimously.

GOVERNANCE/ PROCEDURAL: Ministry Review: Approach and Planned Launch—Board discussion.

Discussion points included:

- Elli Crocker-Morse is heading the Ministry Review team. Last review was 5 years ago; Erin's contract specifies an evaluation of her contributions every 3 years, although her sabbatical year changed the planning time frame.
- This year, Erin and the lay ministers are prioritizing exploration of the concept of shared ministry with the congregation. Approach to the Ministry Review will assume ministry as a responsibility shared between the congregation and the Minister. Assessment to include Erin's performance in terms of FUUSN's overall ministry and also self-assessment by members of the congregation regarding their contributions to FUUSN's ministry; and to also consider ministry to the broader community. Staff feedback is another key component, as will be feedback from key shareholders within the congregation.
- Plan to get the ministry review underway after Erin returns from medical leave, most likely after the holidays.
- Will utilize UUA (Unitarian Universalist Association) guidelines; ideally evaluation should include attainment of congregational mission & goals of the minister, and these may need clarification as part of the review process. Lengthy discussion of the process ensued.
- BoT (Board of Trustees) needs to assure the congregation is aware of the ongoing process, to include why the review will be done, and to assure the congregation becomes cognizant of the concept of shared ministry. The process will need to be open, i.e., no anonymous responses, and to obtain feedback from families and members who have limited access. Plan to have Elli provide the BoT the current plan at the next BoT meeting, and to address the review in an upcoming newsletter.

GOVERNANCE/STRATEGIC: Update on Stewardship: Handouts Stewardship Council; older and newer team charge.

- Reimagining Stewardship
- Revised Stewardship team charge
- Current status on recruiting for Stewardship team
- Additional action steps and target dates in forming stewardship team

Discussion points included:

- The stewardship concept was brought up by Mark Ewert in 2014 when he consulted with FUUSN, and was raised again at the 2017 Financial Summit. Josie Greene, Demie, and Christine worked on the project, developed a charge for a stewardship team based on a stewardship development program widely used by UUA congregations, but when they explored the concept with congregational members, they received feedback of “this will not work,” “it is all about the money,” and lack of involvement/interest.
- A reimagined approach to stewardship is intended to change the FUUSN culture from its perceived emphasis on the financial, such as the ABD (Annual Budget Drive), to a broader concept of how FUUSN supports congregational members, and how congregational members participate to support the FUUSN purpose and mission, to include a “culture of generosity” and spiritual development and growth, via worship & RE as examples. Financial measures are easiest, more readily measured; the other issues such as spirituality and community are more challenging to define and measure.
- Discussion included the concept of the term “stewardship,” plus how to convey the expanded concept to the congregation to enhance engagement or emotional investment. Investment in the future, as demonstrated by RE teacher recruitment, is a key example of stewardship in action. .
- Eric reported the Operations Council discussed the prior Stewardship team charter in depth; Chris will send Operations the updated charter.

BOARD PRIORITIES PLANNING/STRATEGIC: Planning for Implementation of Additional Board Priorities Identified during September Board Retreat (reviewing identified outcomes, key action steps, timing and scheduling, delegation of responsibilities among Board members): Demie proposed BoT members work on sections (below) and report on progress next month. Volunteer assignments designated below.

- Develop Future Staffing Plan (future staffing structure, succession planning, hiring practices, diversity focus, etc.): Karen, Brooke, and the Personnel Policy Committee.
- Foster Inclusive Resilient Culture (develop congregational covenant and processes to address and resolve breaches of the covenant) or “engagement, congregational covenant:” Karen & Siena.
- Looking Outward--Gaining a deep understanding of FUUSN’s current and future operating environment (identify key aspects to understand, research these, prepare report): Demie, Christine.

- Revisiting & Clarifying FUUSN's Mission/Purpose: develop & implement platform and forums for congregational & adult faith conversations: Ted, Amanda and Clark.
- Other Board priority items:
 - o Racial Justice Ministry training program: at least one Board member trained: Demie is scheduled for training.
 - o Building as a financial component: share income and expense ratios with Congregation to inform and provide facts for discussion. Finance Committee needs input, Operations for Building & Grounds; board will likely hold off on this at least for a bit
 - o Climate awareness and strategic thinking: Board awareness of green sanctuary initiatives: Demie.
 - o Adaptive and inclusive RE (consult Amanda for ideal outcomes): Amanda will provide feedback regarding how the BoT can support RE to obtain outcomes.
 - o Teen/Youth Culture—cohort building (conduct survey of youth's needs and wants): Siena, Clark, Will, with Brooke and Amanda.

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 PROCEDURAL/BOARD LIAISON ASSIGNMENTS: Review and revise individual BOT liaison responsibilities:

Operations Council - ALL (rotating)

Safe Congregations: Brooke

BOI, FOC & Legacy Committees: Demie

Nominating Committee: Christine

Personnel Policy Committee: Karen

Adult Faith Formation: Brooke

Meeting adjourned at: 9:02 pm.