

FUUSN Board of Trustees
Tuesday, December 10, 2019
Children's Chapel, 7:00 PM

Staff: Erin Splaine, Minister Amanda Graff, DLRE, absent Board: Chris Krebs, Chair Christine Lookner, Vice Chair, absent Karen Burns Ted Hess-Mahan Will Kisiel, Youth Clark Lakowski, Youth, absent Siena Lerner-Gill, Youth Demie Stathoplos Brooke Foucault Welles Clerk: Kit Ryan	Visitors: Judy Curby, Operations Urban Larson, BoI
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:00PM.

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

Erin Splaine:

- There are 7 services between this meeting and the end of the year; 3 Christmas services, Solstice, and 3 regular services.
- Racial Justice Ministry training off to a good start. Next step will be for all 18 trainees to take the full course in the end of January/start of February to become trainers. The next course with the new trainers will be offered after the ABD (Annual Budget Drive) with announcements to begin in February. It will be important to maintain consistency throughout FUUSN activities.

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

FINANCE: Proposed FUUSN Sustainable Investment Policy by FUUSN Board of Investment: Update, discussion and vote. Urban Larson, Board of Investments (BoI). Handout: Aligning our investments with our values: sustainable investment review for FUUSN

- Discussed background, past issues for sustainability; how UU values integrate into endowment management. In the short term may miss some potentially profitable "bubbles" of investment

opportunity, but in the longer term the values support the endowment's growth and health while avoiding potential problems. Short term= less than 12 months; long term= 5-10 years.

- On page 4, listed companies for FUUSN to avoid: weapons,; tobacco; gambling; for-profit prisons; opioid production, distribution and sales; fossil fuels.
 - Regarding oil specifically: there are ethical issues; also financial issues as major investors are beginning to decline oil-related investments due to foreseeable future problems.
 - FUUSN BoI has already invested approximately 25% of our holdings in a sustainable way, plan to complete by May 2020.
- While avoiding certain areas of investment, we seek out investments that are congruent with UU values.
- UUA does offer financial management, and is active in engaging with companies, however UUA does charge management fees, plus the FUUSN BoI would still have to manage its current work but lack any active management of our funds. Therefore our BoI recommends to continue with the FUUSN BoI actively managing the FUUSN endowment.
- Motion to adopt the new updated policy was made by Demie, seconded by Ted, and passed unanimously.

STRATEGIC/FINANCIAL: Preliminary Discussion of Board budgetary priorities for FY2021.

Handout: FUUSN Board Priorities for FY20 Budget.

- Review Board budget priorities from FY2020 and select items to carry forward or items needing further review and information gathering.
- Clarify FY2021 budgetary implications of Board's priority projects for this year.
- Identify additional Board budget priorities for FY2021 and identify additional information needs if any.

Handout discussion points included:

- BoT priorities provide guidance to the operations Council and Finance Committee as they develop the next FY21 budget. The goal is to provide the BoT guidance by December, especially since the next scheduled BoT meeting is 28 January. We have the possibility of an ad hoc meeting 7 January if needed.
- Keep: 1. Maintain a balanced budget.
- Keep: 2. Maintain prioritize (with level funding) current programs central to FUUSN's mission:
 - Current staffing.
 - Worship/Ministry.
 - Social Action.
 - Music Program.
 - RE. Job search for ADRE may incur some increased costs as we expand for a national search.
 - Building reserves

- 3. Prioritize the following requirements:
 - Keep: A. Restore funding cuts to building reserve.
 - Close: B. PA system for sanctuary: done.
 - Close: C. Programs to support Lay Ministry and Care Crew: no funding impact.
 - Need Amanda Graff's input: D. Adult Faith Formation.
 - Ongoing: E. Partial restoration of UUA contribution cuts: Operations and Finance are working on budget framework to provide a more appropriate estimate for UUA to base its contribution requirements. Need to assure our contribution is equitable, and to communicate our status and rationale to the congregation.
- 4. Prioritize the following initiatives.
 - Close: A. Initiatives/programs that foster FUUSN as a welcoming congregation including MMI (multicultural ministry initiative) request from Erin for UUA Beloved Conversations: done
 - Need Amanda's input: B. Ideas emerging from upper grade/youth listening circles
 - Open: C. Establishment and initial funding for Stewardship Council, funded for 2019-20, may keep funding for next FY.
 - Close: D. Ministry review: will be completed this FY.
- 5. Watch/keep in check significant increases in spending requests including additional unplanned expenses related to new parking lot: Ted reported the process is on hold, he continues to follow, will update as needed.
- Additional discussion points.
- Cost of living information is available from headquarters; Karen Edwards monitors; the PPC (Personnel Policy Committee) has working formulas to give guidance for salary ranges for each position.
- Last month approved FUUSN artisan booth at Providence RI General Assembly for funds for Youth trip.
- Need to assure we work on staffing plan.
- Social Action: need future conversation with congregation regarding justice versus action; what is the congregation's intent for how we accomplish social action?

PROCEDURAL:

- Introduction of new 10 FUUSN members/5 households and vote to approve applications.
 - Members: Chris Dame & Connie Stubbs, their daughter Cora is a member; Sarah & Rob Gifford; Suzanne Butchko and daughter Julia Butchko-Schanker; Wayne Everett & Marlene Allen, Claire Willis & partner Thalia Verros.
 - Motion to approve the new members was made by Brooke, seconded by Ted, and passed unanimously.
- Executive Session:
 - Vote to enter executive session: motion made by Demie, seconded by Karen, passed unanimously.

- Vote to leave executive session: motion made by Siena, seconded by Will, passed unanimously.

GOVERNANCE/STRATEGIC: Update on Stewardship. Handout: FUSN Service Initiative.

- Reimagining Stewardship.
- Revised Stewardship team charge.
- Current status on recruiting for Stewardship team.
- Focus on priority Stewardship projects—FUUSN Engagement Initiative.

Discussion points included:

- Past focus has been on developing a team and getting it up and running; but with delays in staffing the stewardship team, the Board is considering launching a pilot stewardship project to promote congregational engagement and develop a resource database for congregational members. Rowan and Ash proposed a similar project in 2015, based on a Maryland congregation's service initiative.
- Need a small project team of 3 to 5 individuals for the pilot project.
- Expected duration: 6 months
- Plan to shift from "service initiative" to "engagement initiative," trial a pilot project, to hold one-on-one conversations with FUUSN members about what is most meaningful about their involvement in FUUSN, what skills and resources they possess, and how they might strengthen their engagement with FUUSN.

GOVERNANCE/STRATEGIC: Priority Project Update: Foster Inclusive & Resilient Culture (develop congregational covenant and processes to address and resolve breaches of the covenant): Deferred.

GOVERNANCE/PRIORITY PROJECTS: Updates on other priority projects:Deferred.

- Develop Future Staffing Plan (future staffing structure, succession planning, hiring practices, diversity focus, etc.).
- Looking Outward--Gaining a deep understanding of FUUSN's current and future operating environment (identify key aspects to understand, research these, prepare report)
- Clarify FUUSN Purpose/mission.
- New proposed priority project: develop FUUSN social media communications strategy (identify Board member to coordinate project).

PROCEDURAL: FUUSN Sunday Board Welcome Sign Up Open Slots 1/05, 1/19, 2/02

- Ted will cover January 5, Siena January 19, and Demie February 2nd.
- Karen will be available as back up for Ted on the 5th.

Meeting adjourned at 9:00pm.