

FUUSN Board of Trustees
Tuesday, April 28, 2020
Virtual Zoom Meeting, 7:00 PM

<p>Staff: Erin Splaine, Minister Amanda Graff, DLRE Board: Chris Krebs, Chair Christine Lookner, Vice Chair Ted Hess-Mahan Will Kisiel, Youth, absent Clark Lakowski, Youth Siena Lerner-Gill, Youth Demie Stathoplos Brooke Foucault Welles Clerk: Kit Ryan</p>	<p>Visitors: Eric Haas, Operations Council <i>Pandy & Jandy, among other bears</i></p>
--	--

INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:07.

UPDATE ON STAFF AND CONGREGATIONAL RESPONSE TO COVID-19 SITUATION:
Review current staff and congregational responses that are relevant for the Board's responsibilities and activities:

Erin Splaine:

- Working with staff to plan how to connect with congregation members. As we look for the possibilities, FUUSN staff and the congregation will evolve, become more collaborative and interactive as a community.
- Planning for staffing for the fall; the FUUSN staff are doing a great job, need to plan for how to schedule days off duty.
- Mother's Day Walk for peace will be May 10, virtual walk followed by virtual get together.
- Sandy Island: plan for Zoom meeting with candles of memory, May 24.
- Meeting with Curt Lamb to plan for the summer services; Erin plans for the summer are not yet determined.

Amanda Graff:

- Met with the Children's RE (religious education) committee on April 16; among topics explored was how family outreach is going.
- Planning how to approach volunteer recruitment for the fall RE, given the current uncertainties.
- CoA (coming of age) service will be May 17, RE Sunday will be May 31.
- Working on the Youth Group, with Youth members, to determine plans for next year.

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

- The staff are all working hard and being innovative and supportive.
- Lay minister group.
- Bob Persons
- Youth testimonials were excellent!

PLANNING FOR FUUSN'S COVID-19 RESPONSE (REMAINDER OF FY20 AND FY21):

- Review results of 4/21 Ops Council meeting discussion.
- Agree on continuing facility closure and next dates for review by Board/Ops.
- Review contingency plans for Annual Meeting and Summer Services.
- Review and elaborate on contingency plans for fall, winter, and spring of FY21.
- Agree on how and when to communicate with the congregation.

Discussion points included:

- The plan is for FUUSN to remain closed for the liturgical year; continue with virtual services for the summer. The Fall and the rest of the next year to be determined.
- Expect to have more information for planning by the end of June
- Short term considerations include the Annual Meeting, scheduled for June 7; music for summer services.
- Ted will share a webinar presented by the local Chamber of Commerce about being a non-profit board member in these challenging times, which discusses short-, mid- and long-term responsibilities and planning.
- Discussed payment issue (PayPal, Venmo or other) for the beadles.
- Chris will draft a post in coordination with Erin and Susan Bartlett (Operations) for the Business List regarding the FUUSN building closure for the spring and summer, and after review by Erin and Susan, will send it out by the end of business on April 29.

FINANCIAL/BUDGET DRIVE:

- Update on ABD (Annual Budget Drive).
- Stewarding outreach effort.
- Board member involvement in stewarding.

Discussion points included:

- The ABD team reports that currently we have 202 pledges, for \$488K, or 75% of our financial goal.
- Judy Curby and team applied for and received a forgivable loan from the Small Business Administration's Paycheck Protection Program.
- Brian Gill, Finance Committee, anticipates we may have a surplus for the current FY (fiscal year) due to reduced operating costs
- Discussed outreach plan for BoT (Board of Trustees) and Operations Council members; each member will follow up with one or two families/individuals, using the stewardship letter

developed by the ABD team, to assure all congregation members have been contacted and are offered the opportunity to pledge.

GOVERNANCE: UPDATE ON MINISTRY REVIEW PROJECT

- There has been good participation, over 80 responses from individuals.
- Elli Crocker-Morse and her team are collating the data, plan to have their report drafted by May 15.
- The results will be presented in multiple formats to assure everyone may be able to access the report; planning for precisely how to do so is ongoing.
- The report will show the congregation our current status, help us plan for the future as we support and develop our shared governance efforts.

PROCEDURAL:

- Vote to approve Anne Watson Born's Sabbatical Plan. Anne had submitted a detailed plan for her sabbatical. Operations has budgeted for the next FY for persons to fill in for her. Discussed the need for flexibility in the current situation. Demie moved to approve the plan for Anne's sabbatical period for 3-4 months to occur in 2021 or 2022, in consultation with Erin, the BoT & Operations; the motion was seconded by Christine. The motion passed unanimously
- Vote to approve BOT meeting minutes for March 2020: Brooke moved to approve the minutes; the motion was seconded by Chris. The motion passed unanimously.

STRATEGIC/GENERATIVE: Formulate a short-term and medium-term strategy to develop/expand FUUSN's virtual presence and engagement as a virtual faith community.

- Identify desired outcomes.
- Clarify key objectives.
- Open Questions.
- Next Steps.

Discussion points included:

- Staff and lay ministers have been doing a great job converting the spring services and activities to virtual mode; what do we want the future to look like? Any particular issues or feedback from youth? Families?
- Discussion of social media platforms, uses, cultures, drawbacks, generational patterns of use. How can we reach out to the broader community so that people can find FUUSN, especially in the virtual mode?
- Rosemary is working with Realm; the system has potential for use for internal groups.

GENERATIVE Revisit this year's Board priorities, clarify congregational priorities and the Board's longer-term vision for FUUSN: deferred.

- A strong and adequately funded staff.
- A clear collective sense of purpose and mission.
- A strong, reimagined stewardship culture.

- Widespread involvement in shared ministry.
- A strong, practicing culture of inclusion and openness to differences of all kinds.
- A community adherent to a living congregational covenant that inspires and guides members' conduct and relationships.
- A community that utilizes a broadly supported process for achieving interpersonal forgiveness and reconciliation.
- Widespread opportunities for youth and adult faith development and intimate community connection.
- A congregation responsive to the evolving desires and needs of the broader community for racial, social, and climate justice.
- A congregation that serves through example as an inspirational source of attraction to members of the broader community seeking greater meaning and purpose in their lives.

Meeting adjourned at 9:02.