

FUUSN Board of Trustees
Tuesday, June 23, 2020
Virtual Zoom Meeting, 7:00 PM

Staff: Erin Splaine, Minister Amanda Graff, DLRE Board: Chris Krebs, Chair Christine Lookner, Vice Chair Bruce Burba, Youth Ted Hess-Mahan Brian Hicks Siena Lerner-Gill, Youth Barbara Schmitt Demie Stathoplos Clerk: Kit Ryan	Visitors: Susan Bartlett, Operations
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:07PM.

Choosing Officers for FY2021: Discuss and elect BOT Chair & Vice-Chair for FY2021. After discussion, Ted made the motion to elect Chris as Chair, and Christine as co-chair; the motion was seconded by Brian. The motion passed unanimously.

Board Governance/Board Formation & Development:

- Review function of Board as governing team engaged in discernment of Congregational priorities, longer-term visioning and strategic planning, congregational stewardship.
- Discuss our collective governance vision, our hopes and aspirations for the coming year as a BOT and as an inclusive working team collaborating together in leadership.

Discussion points included:

- Over several past years the BoT (Board of Trustees) has been transparent, respectful of other opinions, has solicited feedback. The BoT culture has been caring, elicits trust, as members generate the vision for the future and accomplish strategic goals.
- Ideally the BoT should be focused on the longer-term, on our mission and vision, and while the BoT coordinates closely with the Operations Council, the BoT keeps the strategic implications and goals in focus, while Operations manages the tactical decision making and operations.
- The strategic priorities have been very helpful, as has been the small work group as BoT members have volunteered to work on strategic points.
- Interested in challenges facing FUUSN, how to utilize opportunities, actualize decision making so the BoT and congregation accomplish the strategic goals.
- Demie recommended Dan Hotchkiss, Governance and Ministry.

- Amanda commented that staff members have appreciated congregation members who have offered their participation and support during these challenging times.
- Erin commented that FUUSN's member growth has moved the congregation from the fellowship to the pastoral size, which affects our programming and governance; need to continue ongoing congregational discussion regarding implications, and congregational members' expectations.
- Pandemic has given FUUSN the opportunity to trial alternative methods of communication, operations, interactions, and helped to break the mold of "this is how we always do things here."

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

- Curt Lamb, for coordinating summer services, content and technological support.
- Bob Persons, for organizing Zoom screen flow.
- Cathy Morocco, coordinating poetry.
- Lois Shapiro, organizing music and hymns.
- Jud Leonard, another coordinator, organizer.

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.
- Review progress on contingency plans for fall, winter, and spring of FY21.
- Confirm plans for communicating with the congregation.

Erin Splaine:

- There has been a lot of pastoral care work.
- There are 2 scheduled conversations for singles; plan to continue during the summer
- Continuing to work on how to move forward with work on racism; ongoing work with the Richmond, VA UU group
- Planning for what we will be doing for the next year; what will it mean for FUUSN as a virtual community. How will we take care of ourselves? Of our congregation and staff?

Amanda Graff:

- Working to increase children's RE programming. Kim Shanks has been a key volunteer for children's RE, appreciate her work as she will move on.
- Also working on adult RE; Suzanne Buchko has been leading the meditation group, which will be ongoing.
- Planning summer RE newsletter.
- FUUSN families will participate in June 27 March for Black Lives. Developing education, resources, curriculum for ongoing effort to confront racism.
- Recently attended the 2-day LREDA (Liberal Religious Educators Association) meeting, and will attend General Assembly.
- Jud has read the bedtime stories; Akayla has sung the lullaby for the children's bedtime program.

- Planning for the Fall programming, and adapting the curriculum planned for the future, to meet our goals, while supporting spiritual connection, and finding meaning in these challenging times.
- ADRLE (Assistant Director Religious Lifespan Education) 0.5FTE (full time equivalent) position; currently there are 4 great candidates.

Communicating with the congregation:

- Gov. Baker has allowed houses of worship to open; FUUSN plans to keep our physical building closed, maintain our virtual community. The BoT (board of trustees) and the Operation Council members have not heard any congregation members' feedback regarding concerns about remaining closed.
- As the situation changes, and if congregation members express concerns, the BoT and Operations will address as needed.

PROCEDURAL: Vote to approve BOT meeting minutes for May 2020

- Vote to approve BOT meeting minutes for May 2020; Christine made the motion to approve the minutes; the motion was seconded by Siena. The motion passed unanimously.

GOVERNANCE: UPDATE ON MINISTRY REVIEW PROJECT

- Agree on plans for distribution of Ministry Review Report and follow up discussions with the Congregation.
- Board discussion of Report's findings and recommendations.

Discussion points included:

- The report is completed. We will have Greg Sullivan post the report to the website, in the password protected area. Printed copies will be available for those members who need one.
- Plan to have Zoom meetings to discuss the report with Erin and Elli Crocker-Morse. It is important to have ongoing conversations with the congregation members about our shared ministry.

GENERATIVE: Discuss general approach and next steps for developing congregational covenant and staff covenant and processes for addressing and resolving breaches of those covenants.

Discussion points included:

- Future discussion: what will be useful metrics for us to use to assess our status regarding our goals.
- Especially in the pandemic need to consider metrics which do not necessitate additional workload for the FUUSN staff members.

Meeting adjourned at 8:59PM.