

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

<p>Staff: Erin Splaine, Minister Amanda Graff, DLRE Board: Chris Krebs, Chair Christine Lookner, Vice Chair, absent Bruce Burba, Youth Ted Hess-Mahan Brian Hicks Siena Lerner-Gill, Youth Barbara Schmitt Demie Stathoplos Clerk: Kit Ryan</p>	<p>Visitors: Laurel Farnsworth, Operations</p>
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT:
7:02PM.

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

- The Ministry Review team: Elli Crocker-Morse, Connie Stubbs, Sheila Ardery, Neil Kleinman, and Matt Ritter, with assistance from Alice Nichols and Greg Sullivan.
- Bruce Kimball: for his work to develop an innovative matching funds program among FUUSN members to encourage additional bequest gifts by members of the FUUSN community.

REVIEW PLANS FOR FUUSN'S FY21 OPERATIONS DURING COVID-19 PANDEMIC:

- Review of Operations Council discussion and decisions regarding FUUSN operations during fall, winter, and spring of FY21.
- Reconfirm plan on how and when to communicate with the congregation.

Discussion points included:

- Plans took into account:
 - UUA guidelines.
 - State guidelines for numbers/distancing requirements, which currently would permit 60 people total in the sanctuary, staff and congregants, which would exclude approximately half of the (Zoom?) attendees. How could we decide which half could attend? The sanctuary experience could not permit singing, would

require masks together with management of social distancing. In addition, there would be no way to hold RE (religious education) classes.

- Risk to community members' health & their families.

- With all the considerations as discussed above, the current plan is to continue virtual presence, with the building closed, through the next church year. As events unfold will revisit the plan; it will be easier and safer to reopen earlier, than to open then to re-close.
- With ongoing virtual services, Operations Council is working on the plan(s) to replace the weekly collections. Pine Village will continue its rental, working on the traffic patterns to maintain staff safety. Other rentals, such as yoga are not appropriate at this time under the current restrictions.
- The pandemic will provide challenges to maintain engagement within the FUUSN community, while providing new venues to explore to assure we maintain contact and include everyone. Amanda is trying out a few outside activities that adhere to social distancing guidelines; other suggestions are welcomed. The Walk for Peace was reported to have gone well.
- The FUUSN website is a portal for engagement, however, to fully revamp and maintain the website would require additional funds. One possibility is reallocating restricted endowment funds (~\$18,000) dedicated to maintaining the Wayside Pulpit (large message board facing Washington Street). This will require permission from the Commonwealth's Office of the Attorney General. Another issue is staffing. Currently Greg Sullivan provides volunteer support for the website; ultimately, FUUSN may need to fund a full-time Membership Coordinator to continually maintain an expanded, upgraded website.

UPDATE ON STAFF AND CONGREGATIONAL ACTIVITIES DURING COVID-19 SITUATION: Review current and planned staff and congregational activities that are relevant for the Board's responsibilities and activities.

Erin Splaine:

- Having conversations regarding the Ministry Review.
- Has had one wedding this summer; Wednesday, July 29, will conduct the graveside service for Octo Barnett's family.

Amanda Graff:

- The parents' book group has continued via Zoom.
- Planning a Youth hike in August.
- ADRLE (Assistant Director Religious Lifespan Education) 0.5FTE (full time equivalent) position search team included Siena, Jill DiGiovanni, Erin O'Donnell, Stephanie Kendall, Jay Flynn. When we needed to restart the search process, we were able to hire Aoife as the interim.

PROCEDURAL:

- Vote to approve BOT meeting minutes for June 2020; Demie made the motion to approve the minutes; the motion was seconded by Ted. The motion passed unanimously.

- Vote to approve FY21 committee chairs: Finance Committee (Brian Gill, Karen Bottar); Building and Grounds (Laurel Farnsworth); RE Council (Stephanie Kendall): Brian made the motion to approve the FY21 committee chairs; the motion was seconded by Ted. The motion passed unanimously.

EXECUTIVE SESSION/PERSONNEL: Discussion and vote regarding candidate for Assistant Director of Religious Education

- Vote to enter the Executive Session; Siena made the motion to enter; the motion was seconded by Ted. The motion passed unanimously.
- Vote to offer Regina Knabe the ADRLE (Assistant Director Religious Lifespan Education) 0.5FTE (full time equivalent) position at the salary recommended by the PPC (Personnel Policy Committee), with the negotiation room approved.
- Vote to exit the Executive Session; Barbara made the motion to exit; the motion was seconded by Brian. The motion passed unanimously.
- Vote to re-enter the Executive Session; Demie made the motion to re-enter; the motion was seconded by Ted. The motion passed unanimously.
- Vote to proceed with the 2nd candidate, Tina Johnson, as outlined by email, in case Regina does not accept the offer. Barbara made the motion for the contingency offer; the motion was seconded by Ted. The motion passed unanimously.
- Vote to exit the Executive Session; Brian made the motion to exit; the motion was seconded by Chris. The motion passed unanimously.

GOVERNANCE/SHARED MINISTRY:

- Update on Ministry Review Project and results from initial open congregational meetings.
- Board discussion of Report's overall findings and recommendations.

Discussion points included:

- There have been 2 Zoom meetings so far. A 3rd meeting is scheduled for August 4th, and additional meetings will be scheduled after Labor Day. The report has impressive depth and thoughtfulness. Discussion addressed safety of participants, to include the issue of lack of anonymity, and various perspectives were heard.
- What will we do with the recommendations? To include:
 - Developing our covenant and managing conflict, if members contravene the covenant's principles.
 - Deciding what resources will be needed to fund the recommendations, and maintain the staff and programs we need to move forward as we share our ministry.
 - sustaining engagement during the pandemic, to move forward in shifting our culture to greater inclusiveness, while developing our shared ministry within, and participating with the community around FUUSN.

GENERATIVE/FOSTERING GREATER RESILIENCE AND INCLUSION IN FUUSN'S CULTURE: Discuss general approach and next steps for:

- Developing congregational covenant and staff covenant.
- Developing processes and institutional structures for addressing and resolving breaches of those covenants.
- Developing other processes that promote greater resilience and inclusion in FUUSN's culture

Discussion points included:

- Difference between mission statement versus covenant. Mission, what we as a congregation and as individual members are trying to do. Covenant, the process of how we behave and interact within our community and in the community around us as we accomplish what we are trying to do. The covenant provides guidelines to optimize how we obtain our goals while maintaining the well-being and honoring the concerns and differing perspectives of FUUSN members.
- There are UUA materials to help FUUSN to move forward as well as other non-UUA resources (e.g., Gil Rendle's book Behavioral Covenants in Congregations)
- Siena will move forward with the work she & Karen Burns have done to date; we will need congregation members' input, involvement and participation.
- The Committee on Ministry is a potential locus for developing how we address and resolve conflicts with the covenant to facilitate forgiveness, reconciliation with each other and strengthen our community. Erin will offer to have the committee members join us for a future discussion.

Meeting adjourned at 9:05PM.