

FUUSN Board of Trustees  
Tuesday, August 25, 2020  
Virtual Zoom Meeting, 7:00 PM

<b>Staff:</b> Erin Splaine, Minister Amanda Graff, DLRE <b>Board:</b> Chris Krebs, Chair Christine Lookner, Vice Chair, absent Bruce Burba, Youth, absent Ted Hess-Mahan Brian Hicks Siena Lerner-Gill, Youth Barbara Schmitt Demie Stathoplos Clerk: Kit Ryan	<b>Visitors:</b> Jud Leonard, Operations Bruce Kimball, Legacy Circle
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:03.

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 work with the summer services.
- Jud Leonard, for reading Winnie the Pooh with Akayla for the children's Zoom bedtime story.
- The Children's RE (religious education) committee, has met over the summer (not the usual practice).
- Amanda for her work with the Racial Justice parenting group during the summer.
- Suzanne Buchko for her work this summer with adult faith development and meditation.
- The Welcoming Committee, especially Matt Ritter.

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:

- Staff met today via Zoom.
- Racial Justice Ministry: The congregation was challenged with how to respond to Rev. Karen Hutt's powerful sermon on her and her family's experience of racism and racial injustice. The sermon is on the FUUSN website, password protected. Next week's plan is to hold a follow up conversation via Zoom.
- Pledge to End Racism: Richmond, VA. Workshop leaders are currently revising the curriculum for online delivery. Plan to trial the new curriculum at Richmond. The revisions

will be rolled out in its entirety, not piecemeal. The expectation is this will occur over 6 sessions of 90 minutes-2 hours. The FUUSN members who have had the initial training will need to be updated, then the plan is to expand training to the congregation members in October/November. There may be representatives from the Board, Operations, RE, the lay ministers etc.

- Will be out of town for family health issues, leaving September 2, anticipate 4-6 weeks to be out of town, but will continue to be able to meet remotely.

#### **Amanda Graff:**

- Regina Knabe has started. We are thinking ahead for the team for next year.
- Contacting colleagues in other congregations to network, share ideas.
- Developing an evaluation form for families to develop future programming who are using Face Book. Well aware that it can be challenging for families to add another Zoom meeting, but since circumstances prevent face-to-face interactions it is important to explore alternative methods to maintain contact and provide support and engagement for our families.
- Developing programming for families to support anti-racism curriculum for families.
- Working on Youth programming.
- Adults can connect via Zoom for AFD (adult faith development)

**FINANCIAL/STRATEGIC: Review and discuss Legacy Circle matching funds campaign. Handout, Legacy Circle regarding matching appeal, dated July 29, 2020.**

#### **Discussion points included:**

- Bruce reviewed the background and context for the Legacy Circle matching funds program. The Wake Now our Vision matching funds program started by the UUA a few years ago was an inspirational model.
- At FUUSN the Legacy Circle has sought to build the endowment with pledges for matching funds, in communication with Chris Krebs and Susan Bartlett, Operations. The Legacy Circle had been progressing, however, Legacy Circle leaders have put the process on hold during the spring, as the pandemic began.
- To date have received \$60,000 in matching funds from more than 10 current members of the Legacy Circle. Their names and amounts remain confidential.
- The Legacy Circle recognizes the stresses of the current pandemic, but is also cognizant of the importance to FUUSN to support our values for our congregation and our community, both within FUUSN and in the greater community in which we exist.
- As people are inspired by the pandemic to revise their wills or estate plans, this may be a good time to include FUUSN, but many people may not know what is involved, that such a bequest is not irrevocable, or may be changed.
- The Legacy Circle is trying to be more systematic, is developing a summary document for those who may be interested, while planning to avoid any sense of “hard sell,” and clarify that a bequest does not involve funds that would be donated immediately.
- There was discussion about terminology, timeline for activities, how to recruit participants to approach FUUSN members, how to determine potential donors while being sensitive to FUUSN

members' situations to include health, job loss or curtailment during the pandemic. Need to distinguish between contributing to FUUSN's future via the endowment versus contributing to the annual operating budget or ABD (annual budget drive).

- Christine made the motion to support the Legacy Circle campaign; the motion was seconded by Ted. The motion passed unanimously.

#### PROCEDURAL:

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

- Planning and Scheduling the Board's Annual Retreat in September: the Board retreat usually occurs in September, to provide an opportunity for all the Board members to get to know each other, provide bonding, and a sense of direction. After discussion for feasible dates & times, Demie will send out a doodle-poll.

**GENERATIVE:** Questions to help us flesh out elements of a provisional vision for FUUSN's future and next steps towards that future. Handout: revisiting and renewing FUUSN's current and future identity, mission, and vision.

- 1. Prelude: What do we know and what don't we know about FUUSN's current and future operating environment?

- 2. To what degree does FUUSN's currently defined purpose meaningfully guide our actions, choices, and relationships? On an individual level? On a community level? Are there ways we can strengthen the utility and the impact of our purpose? Is our current statement of purpose sufficient for our anticipated future?

- 3. What is our vision for a FUUSN community that is truly multiculturally hospitable, generationally relevant, and inclusive and engaging for people of all races, ethnicities, gender and sexual identities, and socio-economic statuses? Where do we want to go and who do we want to be as a community in 3-5 years? What are we not doing now that could move us along much faster in that direction?

- 4. What is our vision for a FUUSN community that is responsive to the evolving desires and needs of the broader community for racial, social, and climate justice?

- 5. What is our vision for a community adherent to a living congregational covenant that inspires and guides members' conduct and relationships? How do we become such a community as we work to transform ourselves into a community that is truly multicultural in its values and its practices?

- 6. What is our vision for a community that welcomes conflict and difference as a stimulus for growth and utilizes a broadly supported process for achieving interpersonal forgiveness and reconciliation?

- 7. What is our vision for a community that serves through example as an inspirational source of attraction to members of the broader community seeking greater meaning and purpose in their lives?

Discussion points included:

- The Board needs to step back from the sense that the Board has all the answers, that the Board has control over where FUUSN goes. The Board may begin the conversation, then take it to our community to determine FUUSN's future direction in dialogue with the community. The Board's direction for this fiscal year will be discussed during the Board's annual retreat in September. It is challenging to be able to manage within the uncertainty of the pandemic. Especially as we do not know when or if we might return to a normal.
- Some questions include:
  - What does FUUSN do well? We need to keep these successes in mind. What do we need to do to improve our internal community, and our contribution to the community in which we reside?
  - How do we support our current members? And what do we need to do to support the new members who joined us last year, or those who may be interested in our community's values during the pandemic? RE is certainly a factor to attract and hold new families, as is the XYZ group.
  - Are there relevant metrics to describe our current status?
  - Our goal needs to be who & what do we want to be? Are we ready to become leaders within FUUSN and within the Newton and larger community? We do need to do internal reflection to assess where we are before we may accomplish our goal. Issues include white supremacy/racial justice, and how we manage intent and impact of our own beliefs, actions and behavior.
  - How do move from "we accept you as you are," to "we all need to change from our (comfortable) self-beliefs and do searching introspection to be a member of the community?"
- From the material sent by Chris, UUA Widening the Circle of Concern report by the UUA Commission on Institutional Change, the Malden UU congregation vision statement and covenant are important to read, these are a calling to action (available on the internet).
- The pandemic may be an opportunity for FUUSN to move forward, not only an impediment to our growth.

Meeting adjourned at 9:04PM.