

FUUSN Board of Trustees
Tuesday, October 27, 2020
Virtual Zoom Meeting, 7:00 PM

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| Staff: Erin Splaine, Minister Amanda Graff, DLRE, absent 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: Eric Haas, Operations |
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:04.

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

- Erin O'Donnell and other lay ministers for their work creating the Sunday Zoom services.
- Adult RE (religious education) teachers.
- Suzanne Buchko.
- Farewell for Lynn Holbein for her Social Action work. Will plan for congregational recognition when she returns to visit.
- Farewell for Greg Sullivan: Eric will follow up.
- Anne Watson Born, for her work for Sunday services, Vespers, etc.

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:

- Pledge to End Racism: Richmond, VA. Curriculum revisions for the virtual version of the training to be completed soon.
- November 29: guest sermon to be by Fran Clancy, to reflect on her 33 years of work with FUUSN and what it means to her.

PROCEDURAL:

- Vote to approve BOT meeting minutes for August 2020; Brian made the motion to approve the minutes; the motion was seconded by Demie. The motion passed unanimously.
- Vote to approve new membership requests. Demie made the motion to approve the minutes; the motion was seconded by Christine. The motion passed unanimously.
 - o Sandra Bertman.
 - o Patricia (“Pat”) Morgan.

MEMBERSHIP OUTREACH: Update on FUUSN Membership Outreach Project

Discussion points included:

- The plan is to reach out to FUUSN members and friends. There are ~300 people/families in Realm, together with 87 friends. We will check in, to offer connection and support.
- Members of FUUSN leadership (Operations Council and Board of Trustees) and volunteers from the congregation are contacting ~15 congregants. Some Board members have called and left messages, have received calls back.

GOVERNANCE AND PROCESS: ANNUAL BOARD RETREAT: Reviewing and discussing the experience and outcomes of our annual Board retreat:

- What happened?
- What can we learn?
- How might we use this experience to strengthen our bonds with one another and enhance the work we do together during the rest of this fiscal year?
- Did we fall out of covenant?
- If so, what do we need to do/express to reaffirm our commitment to our Board covenant?

Discussion points included:

- The length of the Zoom meeting had people feeling “foggy” later in the day.
- The agenda might have been overwhelming to address via Zoom.
- The Board Retreat occurs in September in the beginning of the liturgical year, when the new Board group are learning about their roles and working with each other, both the “old” and “new” groups members.
- There were challenging and difficult discussions, for example to include issues around the Allen window and Racial Justice. These are not easy issues to address, either for the Board as a group, or for the congregation at large.
- There was discussion about honoring/reaffirming the covenant and respecting differing points of view. It is important to assure that people feel that they are heard, including when there is disagreement, and that it is safe to disagree, especially with very vocal peers.

- It is especially challenging to learn how to lead in an environment of uncertainty, and while there are no experts to guide us in our role as we tackle issues such as Racial Justice. However, the group needs to maintain the courage to continue to pursue the difficult topics, while anticipating that the issues will be taxing for the congregation as well.
- Racial Justice will be the priority for the Board for the upcoming year.
- Christine will coordinate sharing ideas for how we may proceed, to recognize our own biases and blind spots, to deliberately elicit other points of view, and to develop strategies to review and share. Chris to collate the ideas/input.
- Amanda has sent resources, and we will expect her guidance and support as well as Erin's as we strive to address the related issues. The Board will continue to search for inspiration and ideas from the experiences of other UU and non-UU congregations that are successfully addressing issues of racial and cultural diversity in their congregational culture.
- FUUSN has taken steps to progress; we have a lot of work to do ahead, which is more difficult during the pandemic. Will start with train-the-trainers when the new Racial Justice curriculum is ready, and prepare to roll out to the congregation in January.

STRATEGIC: THE BOARD'S VISIONING WORK:

- What is our vision for FUUSN's present and future? What are the key elements in that vision? Are there key questions beyond those listed below that we must ask ourselves as a Board in order for us to clarify that vision? How do we go forward with our visioning work within the Board during this most stressful and challenging of years?
- Beyond the anti-racism work endorsed by the Board during our September retreat, are there other congregational priorities, strategic issues, or concerns that the Board wants or needs to address in the next seven months? What is realistically possible given the constraints of the pandemic operating environment?

Deferred

GENERATIVE: Reference questions to help us this year to flesh out elements of a vision for FUUSN's future and next steps towards that future:

1. Prelude: What do we know and what don't we know about FUUSN's current and future operating environment?
2. 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? What is the Board's role in

articulating and promoting this vision both immediately in the short-term and in the longer-term?

3. What is our vision for a FUUSN community that is responsive to the evolving desires and needs of our members and the broader community for racial, social, and climate justice?
4. 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 diverse and centers the experiences of all in its values and its practices?
5. 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 and social forgiveness and reconciliation?
6. 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?
7. 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?

Deferred.

Meeting adjourned at 9:02PM.