

FUUSN Board of Trustees
Tuesday, November 24, 2020
Virtual Zoom Meeting, 7:00 PM

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: Sharon Sisskind, Operations
--	--

INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:03.

ANNOUNCEMENT: Ted announced that he will be stepping down from the Board of Trustees effective immediately. Ted's position will need to be filled; Erin said that in the past we have reached out to previous Board members to ask for them to fill in for the rest of the year.

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

- Eric Haas for coordinating the tree delivery, off-loading and sales.
- Suzanne Buchko for her work with spiritual practices training.
- Laurel Farnsworth for coordinating the "small but mighty!" Holiday Fair.
- Greg Sullivan for his continued website work, to include managing the malware attack.

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:

- Jenny Lerner-Gill scheduled for Sunday December 13th, 2nd day of Hanukkah
- December event schedule very busy with activities.
- The Transgender Remembrance event had ~25 attendees for the outdoor event.
- Planning for outdoor Solstice event.

- Anne Watson Born and Erin both miss the 11:30 Christmas service, are working on what to do in its stead.
- Pledge to End Racism: Richmond, VA. Curriculum revisions 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.
- Rosemary Dean is moving to Lancaster, PA; she will continue in her position as membership coordinator via Zoom for the rest of the year.
- Erin contributed up to 20 meditations for forthcoming meditation manual; doesn't know which ones or how many were accepted for the publication.

Amanda Graff:

- The Christmas pageant has been officially launched; plan for individual families to contribute video segments to be formed into the FUUSN Pageant "movie."
- Reviewing RE (religious education) offerings for the fall, to assess which have been successful, plan for changes as needed for others. Racial Justice and regular RE offerings have had good attendance.
- Working on new directions for Youth offerings; Siena and Bruce have been instrumental in helping. Youth RE teachers have been active this year. Planning a Holiday Party for Youth graduates.
- Spiritual practices class with Suzanne Buchko has been well received, planned to wind down in December. Working on how to continue for the future.
- Youth Racial Justice: parents have asked for action-oriented curriculum, Siena is assisting.

PROCEDURAL:

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

MEMBERSHIP OUTREACH: Brief check in on FUUSN Membership Outreach Project

Discussion points included:

- The plan is for each Board and Operations member 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.
- Brian reported he has had responses from between a third to half of the people he contacted; people have commented the outreach has been a good idea. He noted that older members have commented that they appreciate Zoom contact via Sunday services; younger families have noted they feel over-Zoomed. Sharon reported that among the calls

she has made included 2 long conversations with couples who have moved and left the area, but really appreciated the contact

GOVERNANCE AND PROCESS: October Board meeting and our Annual Board Retreat: Continued review and discussion of the experience and process of our October Board meeting as well as our annual Board retreat:

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

Discussion points included:

- Effect of interactions at the retreat and October meetings and how the Board has developed its relationships, what are the roles for members, especially the incoming members, how the Board as a group will progress with our work for the year.
- Suggested that some of the Board work may be accomplished in smaller groups; Zoom or FaceTime or even phone calls are easier to sustain in groups smaller than 10.

STRATEGIC: THE BOARD'S VISIONING WORK: How do we move forward with our anti-racism visioning work within the Board during this most stressful and challenging of years?

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 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 foundational work does the Board need to undertake for ourselves to educate ourselves and prepare us to lead and support the congregation in the congregation's anti-racism efforts?

Discussion points included:

- There are several projects ongoing for Racial Justice. Discussed whether the Board undertakes its own initiative, or supports the current projects. The Board needs to support current initiatives, especially to avoid duplicating efforts. In order to contribute the Board

members should educate themselves; the UUA Widening the Circle of Concern is one source:

<https://www.uua.org/uuagovernance/committees/cic/widening>

- The Board role should include developing the vision of where FUUSN should be going, and communicate our goal(s) to the congregation.
- Planning for when the building is reopened, we need to think about how the building may be seen as welcoming, inviting and inclusive to members and to new attendees.
- We will invite the Racial Justice Ministry (RJM) to either our December or January Board meeting to inform the Board of the current projects and status. RJM will roll out the newly developed curriculum in January. Racial Justice will be the priority for the Board for the upcoming year; the Board will send a statement to the congregation in evidence of support of the RJM.

GENERATIVE: Additional 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. 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?
2. 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?
3. 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?
4. 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?
5. 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?

Discussion as above.

Meeting adjourned at 9:04PM.