

FUUSN Board of Trustees
Tuesday, June 22, 2021
Virtual Zoom Meeting, 7:00 PM

Staff: Erin Splaine, Minister Amanda Graff, DLRE Board: Demie Stathoplos, Chair Brian Hicks Stephanie Kendall Hattie Kerwin-Derrick Tom Kisiel (Youth) Chris Krebs Barbara Schmitt, absent Naomi Wolfe (Youth), absent Clerk: Kit Ryan	Visitors: Jud Leonard, Operations
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:07.

PERSONAL INTRODUCTIONS AND SHARING: Getting to know one another and connection on a personal level. The group introduced themselves to each other.

CHOOSING OFFICERS FOR FY2022 BOARD: Discuss, nominate, and elect BoT (Board of Trustees) Chair and Vice-Chair for FY2022. Demie was elected to be Chair; she will contact Barbara for interest in the role as Vice-Chair as per the electronic poll.

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
- Review schedule for Board orientation, meetings, and annual retreat

- Will hold for the July meeting; plan to invite Barbara Bates and Pat Rohan for review of governance and FUUSN history.
- Chris will attend the July Operations meeting as BoT liaison.
- Demie will send the BoT members an email for scheduling the remaining Operations meeting as BoT liaisons.

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:
 - o Thanks to all the staff for their work during the pandemic.
 - o Erin raised the sabbatical schedule (see procedural below).
- Amanda Graff:
 - o Planning for the CoA (Coming of Age) cohort for next year.
 - o Considering how to accommodate children with special needs.
 - o Had the close of year meeting for the RE (religious education) committee; planning for next year, have new members coming in.
 - o Already have 15-20 families registered for next year, consistent with past years.
 - o Planning to be consistent with Newton school system regarding to be in person/hybrid attendance.
 - o Farewell to Regina as the part-time ADLRE.

PROCEDURAL:

- Vote to approve BOT meeting minutes for May 2021; Chris made the motion to approve the minutes; the motion was seconded by Brian. The motion passed unanimously.
- Vote to approve sabbatical schedule for Erin, Amanda, and Anne Watson Born. Sabbatical coverage has been built into the budget. The length of each sabbatical varies based on each person's contract.
 - o Anne's planned sabbatical for FY2021 was deferred due to the pandemic. She prefers to hold her sabbatical until post-COVID resumption of services; will plan for spring 2023 after the Annual Budget Drive.
 - o Amanda's sabbatical will be over 2023-24. Hope to have the ADLRE position filled for coverage.
 - o Erin will plan to break her sabbatical over 2FYs, January-February 2022, and the fall of 2022. The lay ministers will work with Erin regarding coverage.
 - o Vote to approve the planned sabbatical schedule for Erin, Amanda, and Anne Watson Born; Demie made the motion to approve the minutes; the motion was seconded by Hattie. The motion passed unanimously.

GOVERNANCE: Brief update on May Ops Council meeting. Demie sent the notes electronically on June 22, and reviewed the highlights.

STRATEGIC: Continue discussion of next steps and timing for the following initiatives previously prioritized by the Board.

1. Center our faith and actions around the seven UU principles (as well as the proposed eighth principle) as guidelines for how we should be with each other and how we should act in the wider world.
2. Strongly encourage role-playing and intercultural competence education for those involved with membership and greeting activities.
3. Review and revamp FUUSN's historical approach to social action.
4. Strongly encourage congregational participation in the Living the Pledge Workshop.
5. Support RJM in conducting an audit of how FUUSN's hiring practices and policies support or do not support hiring religious professionals from marginalized or traditionally underrepresented communities or identities.

Discussion points included: Will hold for the July meeting with Barbara Bates and Pat Rohan for review of governance and FUUSN history with the full BoT. Demie recommended *Governance and Ministry* by Dan Hotchkiss.

REVIEW OF MEETING PROCESS, APPRECIATIONS, CLOSE: Review our process and share what we appreciate about our meeting tonight. The group reviewed what members appreciated about the meeting.

Meeting adjourned at 8:52PM.

End note: UUA 7 principles:

- o The inherent worth and dignity of every person;
- o Justice, equity and compassion in human relations;
- o Acceptance of one another and encouragement to spiritual growth in our congregations;
- o A free and responsible search for truth and meaning;
- o The right of conscience and the use of the democratic process within our congregations and in society at large
- o The goal of world community with peace, liberty, and justice for all
- o Respect for the interdependent web of all existence of which we are a part.
- o And the 8th value: we covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural beloved community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.