

FUUSN Board of Trustees  
Tuesday, February 22, 2022  
Virtual Zoom Meeting, 7:00 PM

Staff: Erin Splaine, Minister Amanda Graff, DLRE, absent	Visitors: Karen Bottar, Operations Nancy Stanton, ABD Kate Thibeault, ABD
Board: Demie Stathoplos, Chair Barbara Schmitt, Vice-Chair Brian Hicks Stephanie Kendall Hattie Kerwin Derrick Tom Kisiel (Youth), absent Chris Krebs Naomi Wolfe (Youth) Clerk: Kit Ryan	

INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:02PM.

APPRECIATIONS: Any members of congregation we want to note with appreciation. Anne Watson Born: Brian will write a letter from the BoT to Anne.

PROCEDURAL:

- Vote to approve BOT (Board of Trustees) meeting minutes for January 2022; Barbara made the motion to approve the minutes; the motion was seconded by Chris, the motion passed unanimously.
- Update on Ops Council meeting & reopening plans by Stephanie. Topics reviewed included:
  - o RE (Religious Education) has resumed meeting in-person. Will use some of the basement classrooms. Looking for OWL (Our Whole Life) and nursery teacher.
  - o Membership: Heather is giving a sermon on Radical Hospitality. She will send out a membership survey. She will send directions for members to post their pictures in Realm.
  - o Website: committee is meeting.
  - o Summer services: plan is for hybrid format - some services live, and some services on Zoom. Curt Lamb is searching for topics/speakers. Past attendance was ~80 for in person, 50 for Zoom services.
  - o Financial/budget: currently on target, deficit as projected.

- o Social Action: Erin met with Peter Smith and Eileen Kurkoski. Peter is working on the Alternative Gift Fair monies dispersal.
- o Building Wi-Fi: issue is being worked on
- o Coffee Hour: working on planning in face of changing COVID requirements.
- Should BoT direct the FUUSN Board of Investment to pursue removing restrictions on individual bequests that were made more than 20 years ago, and haven't been used to date
  - o The Treasurer, Karen Bottar, will contact the MA Attorney General to potentially pool into the general endowment the endowments that have specific purposes which have not been used for greater than 20 years. These specific endowments amount to less than \$75,000; we have consulted with Tom Bean before pursuing the course of action.
  - o Demie made the motion to approve for Karen as Treasurer to proceed with the request to pool the specific endowments into the General Endowment; the motion was seconded by Chris, the motion passed unanimously.
- Possible by-laws amendments regarding term limits from Gordon Moriarty & Dwight Golann – hold until March meeting pending further information from Gordon & Dwight.

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

- Erin Splaine:
  - o Back from vacation.
  - o Lay minister retreat is planned for March: our lay minister program has been the New England prototype for 30 years.
  - o David Morocco's memorial service was February 19.
  - o Annual Budget Drive (ABD) to begin soon.
  - o Changing COVID requirements: planning for mask requirements, when/whether lectern speakers, choir, may unmask.

STRATEGIC:

- Next steps regarding Interim Minister search.
- Approval of Annual Budget Drive (ABD) theme, and update on ABD activities.
- \* Discussion on DLRE position - whether to recommend search for Interim or permanent position. Next Steps to implement.

Discussion points included:

- Next steps regarding Interim Minister search: Stephanie, Chris, Barbara & Naomi.
  - o The process has begun; the position is listed with the UUA.
  - o Sections of the application form will be divided between the group members, who will reach out as needed for assistance to complete these sections.
  - o We are on track for the timeline; a draft will be presented to the BoT by the March 22 meeting. The packet will be submitted to the UUA between April 7-22. The application presents applicants with information about who we are at FUUSN; similar information will be needed for the DLRE search.
  - o Discussed compensation as a necessary item which applicants will need to know. The UUA provides information for salary ranges.
  
- Approval of Annual Budget Drive (ABD) theme, and update on ABD activities. Proposal for Board matching fund: Nancy and Kate.
  - o Nancy and Kate discussed theme, “Building Community;” proposed “tapestry squares” for members and families to express what FUUSN means to them.
  - o Nancy will help, but due to health issues will need to step back so the team will search for another team leader; we have good support for the ABD team already.
  - o Giving Sunday will be March 26.
  - o Planning for pledge parties (virtual or in person); will need stewards to attend. Information to be in newsletter, Face Book groups, etc., to assure as broadly disseminated as possible.
  - o Will coordinate testimonials with Erin.
  - o Thanks to Nancy for her participation thus far.
  
- Discussion on DLRE position - whether to recommend search for Interim or permanent position. Next Steps to implement.
  - o The DRLE position also needs the description of “who we are.” We have the example from Providence.
  - o Discussed whether to target an interim DRLE vs permanent position, need to fit with interim minister and also with the settled minister, versus applicant availability and also need of FUUSN families for RE programming and stability.
  - o BoT will put together the search committee; some names have already been proposed. Stephanie will send proposed members to Demie, Hattie, and Chris.

STRATEGIC: Discussion re: 5 Year Projection action items - Draft to Operations regarding process to envision transition of leadership of our fundraising events (Holiday Fair, Yard Sale, Services Auction, Tree sale).

- For Reference: Board Priorities identified at Retreat.
  - o 8th Principle Adoption & integration into all aspects of FUUSN
  - o Integration of 7 Principles into congregational activities
  - o Stewardship, Staffing, long term membership engagement

Discussion points included:

- o Demie, Hattie & Brian met, discussed the fundraising events - both the financial aspect and the outreach to the greater Newton community. The BoT retreat provided a good foundation for BoT priorities. How should we work to:
  - § Envisioning a new way forward for how FUUSN fundraising events are organized, publicized, etc. to garner larger and more diverse participation as well as increase potential for funds raised.
  - § How do we preserve and pass forward institutional memory?
- o While institutional memory is important, we need to bring new people in with hopefully new ideas about how to accomplish FUUSN goals, not simply do things the “way they have been done.”
  - Hattie drafted a letter to the Ops Council asking them to create a visioning process that would address how we might change how we organize, execute and publicize our fundraising events in the future (holiday fair, tag sale, services auction, tree sale, etc.)

EXECUTIVE SESSION: Personnel discussion regarding Erin’s departure:

- Vote to approve entering Executive Session; Chris made the motion to enter Executive Session; the motion was seconded by Demie, the motion passed unanimously.
- Vote to approve exit Executive Session; Chris made the motion to exit Executive Session; the motion was seconded by Demie, the motion passed unanimously

REVIEW OF MEETING PROCESS, APPRECIATIONS, CLOSE: Review our process and share what we appreciate about our meeting tonight utilizing Inclusive Meeting Self-Reflection table. The group reviewed what members appreciated about the meeting.

Meeting adjourned at 9:07PM.

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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 8<sup>th</sup> 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