

FUUSN Board of Trustees  
Tuesday, May 24, 2022  
Virtual Zoom Meeting, 7:00 PM

Staff: Erin Splaine, Minister Amanda Graff, DLRE Heather Beasley Doyle, Membership Board: Demie Stathoplos, Chair Barbara Schmitt, Vice-Chair Brian Hicks, absent Stephanie Kendall Hattie Kerwin Derrick Tom Kisiel (Youth), absent Chris Krebs Naomi Wolfe (Youth), absent Clerk: Kit Ryan	Visitors: Laurel Farnsworth, Operations
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:01PM.

APPRECIATIONS: Any members of congregation we want to note with appreciation.

- Demie plans to write an article from the Board for appreciation of the Interim Minister (IM) selection committee, to include the input from the staff.
- Susan Bartlett, Christine Lookner, Lisa Carbone, and Tom Bean for coordinating the celebration for Erin's ministry.
- Karen Davis for her work for the IM contract issues.
- Laurel reported the Operations Council will recognize the ABD (Annual Budget Drive) team (Kate Thibeault, Dan Stoll, Barbara Niles, and Nancy Stanton) in an upcoming newsletter. They also will be recognized in the June 12 service.

PROCEDURAL:

- Vote to approve BOT (Board of Trustees) meeting minutes for April 2022; Chris made the motion to approve the minutes; the motion was seconded by Barbara, the motion passed unanimously.
- Vote to approve Karen Burns as GA (General Assembly) representative; Demie made the motion to approve Karen as a GA representative; the motion was seconded by Chris, the motion passed unanimously.

- Update on Ops Council meeting by Demie and Stephanie. Topics reviewed included:
  - o Heather's update.
  - o Discussion of the Wayside Pulpit.
  - o Summer service schedule.
  - o Annual Meeting: plan to have attendance both in person and via Zoom.
  - o Parking lot.
  - o Social Action.

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 Applauded the IM selection: team, process, and candidate selected, Rev. Parisa Parsa.
  - o Interim minister position will be in Hingham, at Old Ship Church; this is the oldest church building in continuous ecclesiastical use in the US. The outgoing minister has served the congregation for 35 years. Contract details still pending.
- Amanda Graff:
  - o CRE (Children's Religious Education) recruitment ongoing.
  - o Organizing handover for transition to the new DRE: there are 2 candidates in the process, both experienced.
  - o The new DRE and leadership will need to be flexible and creative given the changing pandemic status and depending also on volunteer recruitment.
  - o Getting registration started for 2022-23.
- Heather Beasley Doyle:
  - o The membership survey has been summarized; there was a Zoom meeting with 24 attendees to discuss the results. The information was also included in the newsletter and sent to the list serve.
  - o Continuing to work on the website.

STRATEGIC:

- Update & discussion re: Parking Lot. Vote regarding whether to agree to negotiate "in principle" with Mark Development. Communication with congregation regarding the decision.
- Update re: Pledge Drive.
- Next steps regarding Interim Minister search. Communication with the congregation regarding next steps & what to expect.
- Update on DLRE Search committee.

- Discussion re: 8th Principle vote. What do we consider a successful vote percentage? Should we consider a straw vote that allows for more responses than a binary yes or no to assess where we are? How & what to communicate with the congregation.
- Discussion re past minister pictures. What role do we want the Board to play in moving the congregation through this issue? Feedback from Listening Circles? How & what to communicate with the congregation.

Discussion points included:

- Update & discussion re: Parking Lot. Vote regarding whether to agree to negotiate “in principle” with Mark Development. Communication with congregation regarding decision: Laurel.
  - o The Operations Council recommended to go forward with negotiations with Mark Development in principle for 27 spaces. The rationale is that the parking spaces will support not only our staff and members, but also our tenants. Discussion followed regarding 27 versus 18 spaces.
  - o Plan to utilize a real estate attorney; We do not have one who is a FUUSN congregant.
  - o A key point to negotiate will be the shared use by restaurant patrons, and the protections to put in place.
  - o Vote to approve move forward with negotiation Mark Development in principle for 27 spaces; Demie made the motion; the motion was seconded by Chris, the motion passed unanimously.
- Update & discussion re: ABD (Annual Budget Drive): Demie. The ABD raised \$605,128.
- Next steps regarding Interim Minister search: Communication with congregation regarding next steps & what to expect. Chris, Barbara, Stephanie & Naomi.
  - o The email to the congregation announcing the selection of Rev Parsa was sent May 24.
  - o Planning for welcoming and onboarding Rev. Parsa and the new DRE (Director of Religious Education), to include preferences for the process. Working on coordinating the staff vacation schedules to facilitate a smooth process.
  - o Rev Parsa to begin August 1.
  - o Bill Horne, Lisa Gresser, & Brian Gill will stay on as the Committee on Ministry to support Rev. Parsa’s onboarding.
  - o Barbara will serve as Rev. Parsa’s point of contact.
  - o We will need to note the process since we will need it for the new DRE, and in the future for the settled minister.
- Update on DLRE Search committee; Stephanie & Hattie.
  - o Plan to involve staff members in the process. Currently have narrowed down to 2 candidates.

- o Discussed start date; August is very busy for the DRE as they plan for the upcoming year, Amanda recommended beginning in August for that reason. The Finance Committee and Operations Council had considered the start date as September 1; Demie will convey the request for DRE salary to start August 1st to Finance Committee & Susan Bartlett for budget purposes.
- Discussion re: 8th Principle vote. What do we consider a successful vote percentage? Should we consider a straw vote that allows for more responses than a binary yes or no to assess where we are? How & what to communicate with the congregation.
  - o The 8th Principle is not intended to make any one feel unwelcome, but to make *all* people feel welcome to our chosen community; as with the Seven Principles, it reflects our UU values and the community we are with.
  - o The group discussed in depth the effect of the vote percentage, whether there were merits to a straw vote, and other related issues.
  - o Amanda reminded the group that the Jubilee Kids RE curriculum (UUA program developed by Paula Cole) ties into the 8<sup>th</sup> Principle and cannot go forward with the planned training for 2022-23 without our affirmation of the Principle.
  - o FUUSN has been working forward on the 8th Principle for some time. Erin addressed white supremacy culture from the pulpit (2014 or 15), and the then Multicultural Ministry and the current Racial Justice Ministry (RJM) have continued to work on the issue.
  - o The Annual Meeting vote will give us and Rev. Parsa the picture of where our congregation currently stands.
  - o We will consider how the Annual Meeting discussion may be hurtful and how to support members who are persons of color, and how to manage discursive, disruptive and harmful comments during discussion.
- Discussion re past minister pictures. What role do we want the Board to play in moving the congregation through this issue? Feedback from Listening Circles? How & what to communicate with the congregation.
  - o Dwight moderated Listening Circles on May 20 & 21.
  - o The Operations Council will work with RJM to develop the plan for the pictures and to communicate with the congregation.
  - o Stephanie will draft a message to the congregation for the BoT.
  - o Discussion also addressed regarding appropriate message traffic for the business and general list, especially as some messages conflated the 8<sup>th</sup> Principle with the picture discussion and were very divisive in tone.
- 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

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

Meeting adjourned at 9:20PM.

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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> principle: 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