

FUUSN Board of Trustees
Tuesday, September 27, 2022
Virtual Zoom Meeting, 7:00 PM

Staff: Parisa Parsa, Interim Minister Devin Shmueli, DRE Board: Demie Stathoplos, Chair Barbara Schmitt, Vice-Chair Stephanie Kendall Hattie Kerwin Derrick Joe Klinman (Youth) Chris Krebs RoseAnn Murray Clerk: Kit Ryan	Visitors: Laurel Farnsworth, Operations David Griswold, Board of Investments Sue Skoler, observer
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:00PM.

APPRECIATIONS:

- Laurel for her ongoing negotiations with Mark Development; and the dishwasher!
- Susan Bartlett has been assisting Laurel with Mark Development.
- Jud Leonard for all the technical issues he has managed, such as the sound system, Zoom.

PROCEDURAL:

- Vote to approve BOT (Board of Trustees) meeting minutes for August; Chris made the motion to approve the minutes; the motion was seconded by Barbara, the motion passed unanimously.
- Vote to approve membership application for John Dundon; Barbara made the motion to approve the membership application; the motion was seconded by Demie, the motion passed unanimously.
- Sign-ups for Board Greetings and attendance to Ops meetings: will circulate electronically. Operations Council members can also read the greeting.
- Chris reviewed the recent Operations Council meeting, to include:
 - o The Board retreat.
 - o Parisa clarified the settled minister search process.
 - o Parking lot update.
 - o Autumn COVID protocols, to include masking concerns, Coffee Hour.

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:

- Parisa Parsa:
 - o Completed 2 weeks, Phase 2, of Interim Ministry training.
 - o Continuing to meet people as the church year has started.
 - o Thanks to Anne Watson Born, Carson Cooman and everyone for their work for Sunday services.
 - o Will offer a brief workshop to discuss the role of the Interim Minister, and the search for the settled minister.
 - o Lay Minister (LM) retreat scheduled for November. The LM have had a number of pastoral care issues to manage recently.
- Devin Shmueli:
 - o Will be trying some new concepts.
 - o First Spirit Circle (as an example) was held recently, and 25 kids attended.
 - o Chris is the liaison to the volunteer guides, and has had the orientation for the guides.
 - o Rosh Hashanah was September 25-27.
 - o 6th and 7th (grade?) Build Bridges sessions are going.

STRATEGIC:

- Update on Parking lot negotiations: Laurel, David.
 - o Demie, Laurel, and Susan Bartlett have been meeting with Mark Development.
 - o Pine Village needs parking for parents to safely drop off/pick up their children. Parking also affects our ability to attract future tenants, which affects the FUUSN budget.
 - o Currently the plan would be for 27 parking spaces. Mark Development would have 11 spaces for their permanent use. Discussion included insurance implications.
 - o For the playground reconstruction Pine Village may contribute.
 - o David presented the impact of \$700K (as possible cost) if FUUSN used endowment funds (slides separate). The 4.16% draw from the endowment for FY2023 would fall from \$91K to \$65K (~\$29K decrease to the FY2023 budget). The resulting shortfall would necessitate either increase tenants, increase tenants' rent, &/or decrease FUUSN expenses. Also discussed was increase in ABD (annual budget drive) pledges.
 - o The group discussed the feasibility of a Capital Campaign in addition to other current issues.

- o Also discussed potentially borrowing commercially. Churches generally can't get commercial loans, especially as a historically registered building. Also discussed borrowing against the endowment.
- o The basement spaces currently are accessed through Pine Village. Need for exterior access, basement bathroom facilities, and costs were discussed.
- o Need to assure FUUSN membership are aware of the issues and concerns, and the importance of parking to FUUSN's future financial stability.
- Discussion re: Legacy Circle donation: The Hartmann's' donation will be discussed offline between the Hartman family, Legacy Circle, RJM (Racial Justice Ministry) and BoI (Board of Investments)
- Debrief Board Retreat: Issues:
 - o Re-engaging people with FUUSN, in time of so many transitions internally and externally.
 - o Finding the balance between fellowship/community, spirituality and social action. Building in human connection aside from "work."
 - o How do we tell FUUSN's core/shared story? What values and priorities do we want communicated? Thread of who we have been, who we are and who we envision being as we live into the 8th Principle, as a group, and beyond any individual minister.
 - o Ensuring that all members of the congregation feel heard and/or represented in the vision we create and the process we implement for calling a new settled minister.
 - o Using concept of "trials" to acclimate congregation to idea of change (trial to denote "pilot," as versus "on trial")
 - o Initial Tasks:
 - § Board to set out strategic outline for process on welcoming hallway and presentation of our history.
 - § Bring together Ops, RJM, Membership & Gayle Smalley with Board (Oct 23rd, 12-2 tentative date), to come to shared understanding of strategy, vision and communication.
 - § Lay out timeline for settled minister search team creation

Debrief Board Retreat discussion points included:

- The processes and content were closely aligned.
- There were many threads to pull together; who have we been, who are we now, and who do we want to be in the future? What are our core values? How do we balance connection within and without the community with spirituality, social action, our mission and vision?
- The Interim Minister transition team (separate documents) was discussed, which is separate from the search committee for the settled minister. The Transition Team is a specific group that has no other agenda than to assist the Interim Minister and the

congregation as they seek to use the time between settled ministers effectively. It should be a relatively small group (3-4 people), consisting of people who are not on the search committee, not currently in leadership roles, and representative of groups within FUUSN. The potential team slate will be sent electronically to the BoT, for online approval.

- The importance of communication was discussed, FUUSN leadership needs to be consistent, use multiple modalities, and repeat as needed.
- Demie requested individual summaries from all BoT members; Chris will work with Demie to summarize
- Leadership team will meet October 23, 12-2pm, BoT, Operations, RJM, membership visioning team, also Gayle Smalley (historian). Want to work on communication strategies with the congregation, and to discuss what we want to bring forward from our past, while considering the deeper meanings of our congregational identity (our mission and vision).
- As the leadership team determines priorities based on our values, some projects may need offline meetings.

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 9:02PM.

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 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.