

FUUSN Board of Trustees
Tuesday, January 24, 2023
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 Judy Friedman: Clerk	Visitors: Christine Purcell, UUA Eric Haas, Ops Council Wendy Schwartz, observer Sue Skoler, observer Tom Bean, observer Karen Bottar, Treasurer; Chair, Finance Committee Brian Gill, Co-chair, Finance Committee
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT:
7:01PM.

NEXT STEPS ON SEARCH COMMITTEE FOR SETTLED MINISTER; UUA
CONSULTANT CHRISTINE PURCELL

- Christine will lead process for FUUSN's search for a team to select a Settled Minister.
- FUUSN is deviating from usual practice and will include congregation in selecting a team. FUUSN selects team, then presents to congregation for approval.
- Team needs to be diverse and open to wide range of congregational views.
- Need to insure that congregation is well informed and included in process.
- FUUSN could include this process in a worship service.
- Stephanie will put announcement in the newsletter next week, as well as sending letters to congregation to insure that everyone at FUUSN is contacted.
- Search Committee:
 - workload can be distributed evenly between team members.
 - Time commitment will be 180-200 hours over the search period, with January being the heaviest month.
 - Search committee 2 day retreat will be in July or August—needs to be decided by June. Purpose is to form covenant and understand the entire search process.
 - Two members of search team will write up a draft of contract to decide salary range and other details.
 - Focus groups need to happen with congregation.
 - Most of the search committee work will be from late November to first week in April. Job of BoT is to let team do their work independently but offer support.
 - Christine is available for support with BoT and search team.

- Decision for settled minister must be made by August 2024.
- Stephanie will organize power point info sessions to congregation, including how search committee is formed and what's required of this committee. Christine has power point info to share—could be modified if necessary.
- Stephanie will post info on web re: opportunities to be on the search committee.

PROCEDURAL:

- Vote to approve BOT (Board of Trustees) meeting minutes for December; Chris made motion to approve the minutes; motion was seconded by Devin; the motion passed unanimously. Two abstentions from members who were not at meeting.
- Nominating Committee: Dwight Golann is chair of committee. Operates independently from BoT, but can advise/inform. Demie will be BoT liaison to nominating committee.
- Demie asked BoT to sign up for Sunday Board Greetings.
<https://bit.ly/SundayRoles>

UPDATE ON STAFF AND CONGREGATIONAL ACTIVITIES:

- Parisa Parsa update:
 - Working with communication team of membership committee to redesign FUUSN website to create user friendly presence.
 - Exploring ways to update phone system, including internet.
 - Congregational conversations re FUUSN history are getting good signups. (This Thursday, next Sunday, zoom meeting Feb. 11).
 - Sabbatical for Anne Watson Born—March 26 through the fall. Need to insure that Curt Lamb (Summer Services Coordinator) is informed of Anne's sabbatical, as she provided good music support for summer services.
 - Lay ministers are caring presence for FUUSN, but need to lighten their load. Sheila Ardery has volunteered to be Care Crew Coordinator.
- Devin Shmueli, DRE:
 - OWL started—there are 8 FUUSN attendees, 4 non-FUUSN. Asking for \$100-\$150 contribution. Partnering with Needham UU.
 - COA planning retreat on March 4th; also a Valentine's dinner in Waltham on February 16th.
 - 7th grade Building Bridges: 13 kids are going to Temple Rayim. In the future, partnering with the Temple Reyim youth group to do service at Cradles to Crayons.
 - RE is focusing on homelessness this Spring-
 - On February 5, visitors from Chaplains on the Way in Waltham for Spirit Circle. On March 5, members of FUUSN will speak to the kids at Spirit Circle about their history at FUUSN - long standing members present.
 - Game night last Saturday was a big success! 30 children & adults attended.

STRATEGIC:

- Hattie met with Ops Council.
 - Pine Village has been sold to another organization.
 - COVID protocols with masks will prevail for now.
 - Karen Bottar went over budget process at Ops Council meeting.
 - Plans for kitchen update ongoing.

- Annual Budget Drive:
 - Demie said Kit Ryan & Michael Costello will be ABD coordinators. Lynn Karlson has volunteered to be third person on committee if no one else volunteers. Robert Lakowski is a possibility and will be asked.

- Values & History Project:
 - Hattie & RoseAnn reported that many people have signed up for sessions. Goal is to elicit input from the congregation re: history of FUUSN, how to create a story out of comments.
 - Parisa said many people want a resolution to FUUSN's unresolved issues. She suggested a small group could take info from the sessions and present to congregation. Who should be in this group? BoT and others?

- Finance Committee: Karen Bottar & Brian Gill
 - Karen: Big picture—positive net income increase so far. \$21,000. Watching for high utility costs. Newton PowerChoice keeps electricity costs from rising more than they would have if we did not have PowerChoice..
 - Use of building rental is doing well--\$12, 000 so far. We did very well with proceeds from Holiday Fair and Xmas trees. Services auction coming up.
 - Strategic priorities for coming year: 10% of settled minister's salary will be set aside for search. Brian reminded all that funds need to be set aside for website for FY24 budget.
 - Demie: what are staffing needs? Basic staff is the minister, administrator, DRE, music. How is membership position, ADRE to be considered as we go forward?
 - Parisa: p.t. staff for communication & tech issues will be needed.
 - Staffing levels: new compensation guidelines from UUA means we shouldn't add new personnel for the coming year.
 - Usually compensation is handled by personnel policy committee. Possible new member to be on committee.
 - Important to maintain staff compensation recommended by UUA guidelines.
 - Brian: Budget drive likes to have tangible numbers to talk about as goals, but we can only project numbers.
 - Member Coordinator role needs to be less burdensome. Devin said his dual roles as MC & DRE are sustainable so far.

- Demie: ADRE and Youth Coordinator are in budget. Maybe p.t. positions? We shouldn't "staff up" until new minister is hired.
- Need to hire someone for nursery--\$5,000 + floater on Sunday mornings to fill in if others can't come.
- Demie: we should maintain UU dues and programs we usually support
- Social Action Committee Contributions Process—Hattie:
 - Each year the Social Action Committee sends money from FUUSN budget to different social justice organizations.
 - Need to ask—how is money being allocated? What is the process? If people are not part of SAC, they don't know the protocol. Currently, there's a stipulation that someone on the SAC needs to be involved in an organization in order for donations to be made.
 - Discussion around how the congregation can be more involved.
 - Parisa: Purpose of how funds are donated needs to be related to FUUSN mission—how can the organizations we support live up to that mission?
 - Devin: Interested in Chaplains on the Way which works with youth and older people—good example of intergenerational mission. He likes model of actual engagement with organizations we support.
 - Devin suggested a congregational survey to find out interests, e.g., environmental, racial justice, homelessness. He wants to engage the kids in social justice issues.
 - General discussion around resetting who we are, where we want to go; insure that social action money will be used responsibly in line with our values. Make decisions based on themes that congregation decides on.
 - We may need new model of how we want to continue. Shortage of volunteers is a factor.
 - Decision made to revisit this discussion at next meeting.

Executive session to instruct Board of Investment to transfer funds needed for the Newton Community Pride Event to the FUUSN Village Bank account.

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 9:00PM.

End note: UUA 7 principles:

- The inherent worth and dignity of every person;
- Justice, equity and compassion in human relations;
- Acceptance of one another and encouragement to spiritual growth in our congregations;
- A free and responsible search for truth and meaning;
- The right of conscience and the use of the democratic process within our congregations and in society at large
- 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 Resolution passed at 6/22 Annual meeting: 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.