

FUSN Board of Trustees
Tuesday, December 8, 2015
Children's Chapel, 7:30 PM

<p>Staff: Erin Splaine, Minister Rowan Van Ness, Director of Religious Education Board: Lesley Sneddon, Co-chair Bobbie Sproat, Co-chair Brian Burba Eric Haas Juliana Lakowski, Youth Becca Lozinsky, Youth Cathy Morocco Clerk: Kit Ryan Absent: Gregg DiBiaso</p>	<p>Visitors/Presenters: John Brennan, Operations Naomi Olson</p>
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Covenant: As we, the members of this Board and staff, gather to serve this congregation in leadership, we commit to ourselves and to each other to be present and prepared for the work of this meeting; to listen well and contribute respectfully; to balance both our short and long-term visions with fiscal responsibility; to support the decisions of the Board; to uphold the democratic process; and to lead with goodwill and faith in the work we can accomplish together.

Meeting began at 7:33PM

Invocation/Chalice Lighting

Check-in

Procedural

- Conferred on the status of approvals of prior meeting minutes (November and October sent previously to the group by Lesley, with notes).
- Unanimously voted to affirm the November email vote accepting the membership applications of fifteen new members:
 - Carol Kunik
 - Eric Moore
 - Ashley and Michael Levesque
 - Sara and Joshua Ross
 - Stephanie Kendall and Jennifer Popovic
 - Holly Zalinger
 - Conall McA’Nulty

Lila McCain and Peter Beaman
 Laura Thompson
 Jenn and Jeff Bradbury

- Bobbie presented a new membership application for Mandy Beal. Motion to accept Mandy's application was made, seconded, and approved unanimously.

Committee Reports

Welcoming Congregation update was deferred to January.

Staff Updates

Rowan Van Ness, DLRE

Youth

- Youth Circle is a group of adult representatives from the Youth Group, Coffee House, and Youth Teachers who serve as an advisory and talk about how to build the Youth Group.
- Coming of Age leadership is under discussion.
- Dani, the Youth Coordinator, who is working fifteen hours each week, is currently exploring how do youth interaction with all of the congregation

Children

- Two teachers and Beth have now received training for the 4th/5th grade OWL program.
- At the 6th/7th grade level, we are exploring how to manage the large size and gender imbalance toward more males.
- Christmas Pageant and Home for the Holidays programs are under discussion
- Discussing alternative lessons for the Holidays, such as making cards with the care crew.
- Ellie Foster, Children's Music and Family Choir Coordinator, comes into three classrooms and sings as kids work. "She has a great command of the room."

Adults

- Adult faith formation work will begin in the spring
- Working on putting together the next Adult RE catalog
- Working on recruiting Adult OWL teachers.

RE Council

- The Council would like job descriptions with clear expectations. Council is discussing how staff currently allocate their time.
- Working on how Religious Education staff can partner with Membership, Music, the Developing Leadership Team (DLT), and Social Action. RE Council members could serve as liaisons to other committees.

DLRE

- Recruiting for future Adult Faith Formation work.
- Working on Safe Congregations issues.
- Exploring with RE staff how we use our time, in order to get a better sense of the work we are doing and what can be delegated.

Erin Splaine, Minister

- Engaged in preparing three Christmas eve services.
- The Black Lives Matter group has held a second meeting. The Board may, at some point, be receiving a question about publically displaying of a Black Lives Matter sign. This kind of decision usually requires a Board or congregational vote. We need to know more about Black Lives Matter activity in Boston and determine how to partner with the local police and with the city. Some UU congregations have put up a Black Lives Matter sign. One congregation has designed a banner to include a phrase that begins with "Of course, All lives matter..." in order to broadcast a more nuanced message in addition to Black Lives Matter.
- Erin has been discussing spiritual practices with 7th graders,
- Rebecca Hinds will cover while Erin is briefly out of town.
- Newest staff members Ash Engel and Elli Foster are receiving very positive feedback.
- Christmas bonuses for FUSN staff are forthcoming.
- Erin's sabbatical: discussion deferred.

Strategic

December 13 conversation with the Board and Minister will take place after the service.

A brainstorm and discussion of Board needs and priorities produced these items:

- Determine how people find out what is going on at FUSN.
- Assess what we have accomplished. Do we need an annual review, similar to what Religious Education carries out?
- Engage in long-range Stewardship planning with a Stewardship Committee.
- Support the Multicultural Ministry Initiative (MMI) in deepening its place in FUSN. Naomi Olson, Jacqui James, and Meg Holland are currently serving as a steering committee for MMI. They have held a retreat and the group is considering further directions. At this point, MMI is "emergent," not solely in Education or in Social Action. As for governance, should it reside with the Board? The Ops Council? Will we need a vote? How would it be chartered? The Black Lives Matter group is working on how to associate with or integrate with the Multicultural Ministry Initiative.
- Work toward website improvements. Ash Engel will look at the FUSN website and will talk with Nancy DuVergne-Smith about how best to use the website for communication. UUA has a website-creation template that can be explored.
- Engage in more long range planning in general.
- Reach out to other UU churches. Brian to report later on information on other church's stewardship approaches.

Close

Reviewed action items

Meeting adjourned at 9:35pm

Respectfully submitted,

Kit Ryan, Clerk