

FUSN Board of Trustees
Tuesday, October 22, 2015
Children's Chapel, 7:30 PM

<p>Staff: Erin Splaine, Minister Rowan Van Ness, Director of Lifespan Religious Education (DLRE)</p> <p>Board: Gregg DiBiaso Becca Lozinsky, Youth Cathy Morocco Lesley Sneddon, Co-chair Bobbie Sproat, Co-chair Brian Burba</p> <p>Absent: Eric Haas Juliana Lakomski, Youth Kit Ryan, Clerk</p>	<p>Visitors/Presenters</p>
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This is a second of two October meetings (Oct. 13th and 22nd).
Brian volunteered to take notes in the clerk's absence.

Invocation/ Chalice lighting/Reading of the Board Covenant

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.

Procedural

- *Request for Ministerial Sponsorship.* Mandy Beal requested that FUSN become her formal sponsor as part of her ministerial education. Discussion ensued about what obligation we would take on with this sponsorship, with particular concern of financial implication. Our understanding is that we are vouching for her commitment to the UU faith and tradition.

It was **moved and seconded** that we, according to UUA guidelines, sponsor Mandy Beal in her continuing process towards becoming a minister. Five voted in favor, one abstention.

- *Scheduling*: Replacement board member for New to UU retreat. Gregg will take this on.
Newcomer Potluck, November 14. Brian will attend at Jay Flynn and Barbara Niles' house.
- *Discussion of Forthcoming Open Conversation*. Decided on December 13 for post-service discussion meeting. Topic under discussion: What does it mean to be a FUSN member? Since the Membership Committee is currently working on this topic, we will invite Ash Engel (our new Membership & Communications Coordinator) and the Membership Committee to co-sponsor the Open Conversation. f Erin is planning two sermons on "belonging" which is the theme for November. These will lead up nicely to the Dec. 13 Open Conversation.

Board Updates

The Welcoming Congregation Renewal Assessment

The team will be releasing the results of its assessment survey soon. The Board discussed the themes of fear and vulnerability emerging from our recent FUSN history and the work of the Welcoming Congregation. What do we do when fear and vulnerability collide?

Developing Leadership Team (DLT) by Cathy Morocco.

The five members of the team (Karen Edwards, Josie Greene, Lorenz Glaser, Kate Mason, Chris O'Donnell and will meet once a month. By January, they intend to review the report of the Nominating Committee. They have not identified a chair and a shared leadership approach among the members appears to be working well at present. They are arranging a conversation with Susan Bartlett and all committee chairs on how committees set themselves up and how they provide leadership opportunities. The DLT plans to update the "How FUSN Works" document with the interview results. Interviews are underway.

Request that the DLT report back to the BOT at the January Board meeting. Cathy will invite them to provide an update on what they have learned and how they will work with the Nominating Committee. One or more members of the DLT will be on the Nominating Committee this year.

Conflict Resolution working group

An informal team (Bruce Henderson, Cindy Orrell, Dwight Golann, Helaine Golann) can be called upon if a crisis emerges. Last year's listening circles were an example of this kind of work. The work to establish right relations and engage in difficult conversations should limit the need to have a formal conflict

resolution process. The best resolution often arises as a result of direct, open, honest, and respectful communication between the parties in conflict, without the need for a mediator.

Background: Several years ago a Harvard Mediation group worked with a Conflict Transformation team at FUSN to look at our conflict issues and make recommendations. The team included Carl Metzger, Dwight Golan, Alice Nichols, and Barbara Bates. The Harvard Mediation group prepared a report and conducted a workshop with volunteers from the FUSN congregation. The Conflict Transformation team made a presentation and delivered a report of the Harvard study and their own work to the Board and Operations Council. In 2014-2015 Jon Reuman reviewed the materials and made an effort to move the process along. Cathy, Eric, and Erin will read the collection of materials and discuss what is useful to our current work and will report back to the Board.

Annual Budget Drive (ABD) update by Erin.

Tom Bean and Saul Lookner are on board to lead the Drive and recruitment of a third person is underway. Brian Burba will serve as board liaison to the ABD team.

FUSN Name Change update – proposal to add Universalist to our name.

Jacki Rohan summarized a history of the issue to the congregation in a Sept. 7 email to Bobbie and the Business List. Allan Hartman has been a champion of the issue. The Board discussed our capacity to take on the issues at this time. Given the difficulties of last year, another potentially divisive issue may not be in the congregation's best interests right now. In prioritizing issues that came up last year, the Board feels the Name Change issue would fit better in a five-year plan.

In the interim, we will continue to include Universalist concepts in our actions, and will consider using a tag line. FUSN: A Unitarian Universalist Congregation. Erin will consult with Jacki and Allan to ask if they would like to form an ad hoc committee or study group to examine ways to educate ourselves around Universalism, e.g. classes, lectures.

Personnel Policy Committee.

The Personnel Policy Committee recently updated their document and this version is distributed to new employees, who sign a document acknowledging receipt. The Board will review the document and if any concerns or questions arise, will contact the Personnel Policy Committee.

Meeting adjourned at 9:15.

Respectfully Submitted
Brian Burba, Vice Chair