

FUSN Board of Trustees  
Tuesday, November 10, 2015  
Children's Chapel, 7:30 PM

Attendance

<b>Staff:</b> Erin Splaine, Minister Rowan Van Ness, DLRE Board: Lesley Sneddon, Co-chair Bobbie Sproat, Co-chair Brian Burba Gregg DiBiaso Eric Haas Juliana Lakomski, Youth Becca Lozinsky, Youth Cathy Morocco <b>Clerk:</b> Kit Ryan	<b>Visitors:</b> Susan Bartlett, Operations Council
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Meeting began at 7:30PM

**1. Invocation/Chalice Lighting**

**2. Check-in**

**3. Procedural:**

- Approval of prior meeting minutes: pending
- Four new membership applications forwarded by Ash Engel:  
Carol Kunik of Cambridge  
Eric Moore  
Ashley and Michael Levesque  
Bobbie Sproat moved to accept all four as members, Brian Burba seconded; all voted in favor.

**4. Staff Updates**

**DLRE: Rowan Van Ness:**

People are loving both Dani and Ellie--so grateful to have them both on board!

*Children's Religious Education*

- Ellie has started going around to classrooms and leading songs/hymns. She has great presence, classroom management, and musical skill.
- Pre-K and 6th/7th grade classes are particularly large, (13 registered, 9 visitors) and (17 registered, 5 visitors) respectively--swapping classrooms (K and Pre-K).

- 4th/5th Grade OWL teachers were trained last weekend (Todd Farrell, Jules Delamar, and Beth Walton).

*Youth and Coming of Age (COA):*

- Amazing what additional capacity comes with increasing the Youth Programs Coordinator position from 10 to 15 hours/week.
- Dani joined COA candidates on UU Heritage Trip to Boston Common and UUA

*Ferry Beach.*

- Great chance for people to connect - parents to parents, children to children, across generations.
- Announcement that we're guaranteed Columbus/Indigenous People's Day Weekend at Ferry Beach for the next 3 years.

*DLRE Activities*

- Rowan has completed the UU Identity Renaissance Program Modules. Great exploration of UU Identity and how we foster it
  - Final Project: UU in the Home Starter Kit, which offers potential for collaboration among Erin, Rowan, and Ash for next year).
- She will be attending the Liberal Religious Educators' Assn. (LREDA) Fall Conference. The conference themes are Technology, Full Week Faith, and Theme-Based Ministry. The conference offers tons of ideas on how we can more deeply integrate themes into our congregation.

*RE Council*

- Conducted a "Skills and Interests Inventory" to identify areas of interest and transition within RE Council.
- Working on developing a Mission Statement.
- Working to create volunteer job descriptions.

**Minister's update: Erin Splaine**

- A primary focus has been integrating our new staff member, Ash Engel.
- Lay ministers held their annual retreat. One topic of discussion was streamlining communication and helping the Care Crew be more autonomous
- First multicultural ministry retreat is upcoming December 6: the region's focus will be on justice. Conversations regarding Black Lives Matter will be included. They will discuss how other congregations have addressed these issues.
- November 4 was the panel discussion on religion and politics in the primary campaign, held at Myrtle Baptist Church.. Erin was the only non-Myrtle panelist. She would like to maintain engagement between the churches. A joint service will be held on 5 June, followed by a picnic and celebration; need to find a space for the celebration.
- Flower Sunday and the Annual Meeting, formerly scheduled for June 5, will be moved to June 12 to accommodate the event with Myrtle Baptist.
- Kate Mason and the existing Worship Committee will work on summer services for summer 2016.
- Erin is hoping to create a new "worship arts committee." The concept is in development and will include a multigenerational component.
- Erin's study group meets twice/year; last meeting was last week (Mon-Wed), on the Cape.

- *Sabbatical*: The Committee on Ministry meets 18 November. They will be gathering information about how sabbaticals are structured and managed, including budgetary issues.

## 5. Board Updates

*Developing Leadership Team (DLT)*: Cathy Morocco

- The DLT Team has had its first meeting. They have not appointed a chair, but rather are sharing leadership for the moment.
- They will summarize last year's survey data and do not need to repeat the survey.
- They have chosen three initiatives to focus on this year:
  1. Supporting the Nominating Committee, with Kate Mason taking the lead
  2. Piloting a leadership course, with Karen Edwards focussing on this
  3. Exploring ways of making leadership more visible, including leadership activities that are available; Josie Greene will lead this effort.
- Discussed issue of how best to get information to the congregation.
- The Board has recruited Chris O'Donnell and Lorenz Glaser for the DLT.

*Financial Oversight Committee (FOC)*: Gregg DiBiaso

- Had its first meeting of the year last week.
- Discussed database issues, QuickBooks, decision tools; training to back up with the new system.
- Judy Curby, FUSN's Treasurer, is invited and will come to the January meeting.
- Working to implement the new system, and it's hoped that it can include electronic management of pledges payments.

*ABD Update*: no update

*Proposed FUSN name change*: postponed

## 6. Strategic:

*Renewal of FUSN's Welcoming Congregation status*. Discussion about focus on LGBTQ issues. Renewal will follow the UUA process.

*What are this year's Board priorities?* - Lesley

- Cathy asked whether the ABD rests within a broader congregational stewardship structure. FUSN is still operating informally, with a smaller congregation model. Discussion ensued about need to develop a committee analogous to the RE Council, to look at FUSN's financial culture and plans in a long-term way: "Stewardship Development" Committee. Brian will start research, checking some of the other similar congregations as per suggestions from Erin. Bobbie will send UU financial list information to Brian
- **Conflict resolution**: Cathy discussed available documents; issues with structure vs. methods; formalized process vs. expert model.
  - Rowan has some materials from Perry
  - *Difficult Conversation* book discussion group: 12-15 have participated, and have had four meetings.

- UUA has a White Paper on this topic.
- Becca Lozinsky raised issue of **youth involvement**  
She led a discussion about how to get and sustain involvement. What is the reward or benefit for the youth congregant? Are the activities attractive to youth? Rowan discussed the youth teacher program, which puts high school youth working with adult teachers in children's RE classes and has been quite successful. She also mentioned issues around cell phones.  
Need to include youth members for how to address/manage the issue, make plans.

7. **Close:** Meeting adjourned at 9:30pm

Respectfully submitted,

Kit Ryan, Clerk