

FUSN Board of Trustees  
Tuesday October 11, 2016  
Children's Chapel, 7:30 PM

<p><b>Staff</b> John Nichols, Sabbatical Minister Rowan Van Ness, Director, Lifespan Religious Education, absent</p> <p><b>Board</b> Catherine Morocco, Chair Brian Burba, Vice Chair Gregg DiBiaso Sara Fazli, Youth Josie Greene Eric Haas Julianna Lakomski, Youth, Lesley Sneddon</p> <p><b>Clerk</b> Wendy Schwartz for Kit Ryan</p>	<p><b>Operations Council</b> Andrea Kelley</p> <p><b>Visitors</b> Chris Krebs and Linda Ross, Welcoming Congregation Implementation</p>
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Meeting began at 7:30.

**Meeting Highlights:**  
**Welcoming Congregation Implementation briefing and discussion**  
**How can we archive important Board and FUSN documents?**

**Chalice Lighting/Reading of Covenant** Josie Greene

**Check-In**

**Procedural**

- The Board voted unanimously to approve the September 13 minutes.
- Jane Brown's application for membership was approved.

**Staff Update**

*John Nichols, Sabbatical Minister*

John said FUSN is the only congregation that could pull him out of retirement. He is halftime, so will be attending fewer meetings than he would if full time. He will have office hours, 10-2, Tuesday, Wednesday, Thursday and by appointment on Monday and Friday. He will take off one Sunday per month, and will be present the other Sundays whether or not he is preaching.

In response to a question, he said the Congregational Engagement Communications Coordinator position remains unfilled, and the search is ongoing. Cathy mentioned that the ongoing discussion about the adequacy of our data

management system is one element in choosing a new Coordinator. Managing membership information is one aspect of the position.

### **Board Updates**

- Cathy handed out a schedule of upcoming Board meetings that includes a discussion with the Faith Development Task Force in November and one with the Annual Budget Drive chairs, Saul Lookner and Ellen Metzger in December.
- Cathy is urging us to review Minutes in Google Docs in a more timely way, so that we can post minutes for the congregation within a month. A member suggested that the "Please Review" request include a "need it by" date.
- Lesley discussed a need for an archiving system at FUSN. The issue: there are no standard procedures in place for filing important documents the Board has produced over the years. As a result, there is lack of continuity, as well as frustration by those who worked diligently on projects that are not easily retrieved. In fact, key people who would benefit from the documents do not always know of their existence.

Lesley held one meeting with Barbara Bates and a second meeting with Barbara and with Gayle Smalley to define the problem and scope, as well as identify next steps. Currently called the "Archive Project," Lesley would like to name this project to connote an active set of documents to inform future work, not just as a preservation effort. Examples of documents include the papers and reports of FUSN's Conflict Management Committee, including the Harvard conflict management study, documents from the Leadership Development Committee (now the Developing Leadership Team), as well as documentation of the governance transition. Where should the documents reside? Many FUSN documents are accessed through the web site, but some documents may require greater security.

Board members raised questions about accessibility and retention time. John Nichols said he consults Fran Clancy, our Administrator, when he is seeking historical or procedural information, so keeping her in the loop would make sense. Lesley will discuss these issues further with Gayle and Barbara and will return with an update in a few months, probably January.

- Josie gave a brief report on the September 20th Operations Council meeting. The meeting included discussions of a proposal by Journey Songs that they give a monthly concert (this proposal has since been withdrawn) and discussion of concerns raised by Dan Brody, chair of the Financial Oversight Committee about duplication and cost of having two database programs. For several years, FUSN has been using ICON, which works well tracking financial and pledge info, but has not been working well for RE and Membership purposes. The Realm system was purchased fairly recently to better meet staff needs, but is not yet being used. The discussion surfaced communication gaps and differences in perspective among the FUSN staff and volunteers engaged in managing and using the data systems. The Financial Oversight Committee feels the decision to transition to the Realm database was premature, while staff feel it is necessary

to meet their needs. A question of hiring an outside database manager was raised. Ideas also included: contacting other congregations to learn about conversion process and contacting representatives from REALM & ICON for assistance.

### **Generative/Strategic**

*Welcoming Congregation Implementation Team(WCIT) — Chris Krebs, Linda Ross, Eric Haas*

Eric Haas, Board liaison to FUSN's Welcoming Congregation Implementation team (WCIT), briefed the Board about the mission of the WCIT before two members of that group joined the meeting. He said that their primary mission is to renew the congregation's status as a welcoming congregation, as defined by the UUA, specifically regarding LGBTQ people. A secondary mission is define our shared vision of what "welcoming" means, to include broader issues of inclusion such as race, family structure, and others. This vision would then inform the establishment of a standing committee to work toward that vision, including the UUA's Welcoming Congregation program, over time. Eric passed out copies of the UUA worksheet for renewing WC status for the group to review.

Chris Krebs, Chair of the WCI team, and Linda Ross, a member of the team, joined the meeting. Chris said he sees himself as facilitator rather than leader. Officially, the committee is an Implementation Team. While the immediate task of that team is to pursue the LGBTQ aspects of the work of renewing the Welcoming Congregation status, Chris said it is not contradictory to pursue the immediate renewal application and recertification process, as well as to broaden the scope further along. FUSN was initially certified in 1993. Because the renewal process requires many additional steps and will not result in immediate recertification, the team feels that continuing to work on welcoming should be on a longer time frame and of broader scope.

A member asked whether we need to do anything in addition to what the congregation has done since the original certification. Brian pointed out that FUSN's history includes having hired a transgender Interim Director of Lifespan Religious Education prior to Rowan's hiring; the Board has included a transgender member. Josie suggested that having members of diverse groups on a Board and staff is not necessarily indicative of open, inclusive and welcoming practices within an organization's culture.

Brian suggested that the WCI review the history of FUSN's accomplishments in the area of inclusion since 1993. In the area of race, he mentioned Standing on the Side of Love, Black Lives Matter, and connecting with Myrtle Baptist Church. In the area of LGBTQ others mentioned participating in the Pride Parade, FUSN's history of support for gay marriage, and FUSN's Our Whole Lives program, which introduces thirteen-year olds in our Coming of Age program to the perspectives of people who identify themselves as LGBTQ. This "archeology" could constitute a "consciousness raising" about what we have done.

Several people expressed the need to go beyond our history and current programs, particularly in including transgender members more fully. Linda

suggested FUSN could take more actions in order to be actively welcoming, and that we should consider this a long-term project. She acknowledge that her interest in joining the team came out of a desire to address some of these larger issues beyond the renewal process. Chris asked whether there might still be some discomfort due to conflicts of past years around the issue of who's welcome.

People suggested a number of approaches for deepening our welcoming:

- Cathy made a case for getting to know individuals personally, to see them as individuals and friends and to understand the transgender experience in a more personal way. What is it like for a boy to identify as a female since the age of five and have to hide it for decades?
- Chris added in his role as a psychologist at the VA, he sees a need to learn more about the experiences of those who identify as LBGTQ. We need a more visceral understanding that comes from getting to know people.
- Josie mentioned a panel discussion she attended with Network La Red at UU Urban Ministries that said they would be happy to come and talk at FUSN. In other words, partners are available to help us with these issues.
- It was suggested that we need to be more aware of our own experience and attitudes and that FUSN has a number of experienced facilitators of small group discussions. The Multicultural Ministry uses reading and small group conversation to encouraging individual, personal understanding in the area of white racism.
- A question was raised: How can we identify readings and resources and make them available?

John Nichols suggested the group should arrive at a first step before the meeting ends. Also, FUSN is a large congregation of 400 or so members, and not everyone is going to agree or get involved in the issue. The goal should be to take some action that will appeal to a large group, rather than only those actively engaged in activism on the issue.

Chris commented that the WCI group is considering a series of drop-in forums, which could be consistent with many of these suggestions. Asked whether the evening's conversation raised any new issues and ideas, Chris responded, No, but that it was interesting to see Board members recapitulate the discussion process and issues that the WCI has been moving through over the past few months.

### **Close**

Members appreciated one another's and their own growth toward their Board leadership goals.

Meeting adjourned: 9:42PM

