

FUUSN Board of Trustees
Tuesday, December 22, 2020
Virtual Zoom Meeting, 7:00 PM

<p>Staff: Erin Splaine, Minister Amanda Graff, DLRE Board: Chris Krebs, Chair Christine Lookner, Vice Chair Bruce Burba, Youth, absent Brian Hicks Siena Lerner-Gill, Youth Barbara Schmitt Demie Stathoplos Clerk: Kit Ryan</p>	<p>Visitors: Susan Bartlett, Operations Meg Holland, Racial Justice Ministry Jacqui James, Racial Justice Ministry</p>
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:06.

CONGREGATIONAL APPRECIATIONS: Board recognition of members of the Congregation who have gone above and beyond in their recent co-ministry of FUUSN:

- Staff members for work they perform every day
- Anne Watson Born and the musicians plus the technical support persons for the music

UPDATE ON STAFF AND CONGREGATIONAL ACTIVITIES DURING COVID-19 SITUATION: Review current and planned staff and congregational activities that are relevant for the Board's responsibilities and activities.

Erin Splaine:

- The staff are recognized at the year end, to include their bonuses and notes of thanks; in turn the staff appreciate the congregation's support during the pandemic.
- The RE staff, Amanda, Regina, Akayla have been doing tremendous work, to include working on finalizing the Christmas pageant video.
- Themes: January to be "brokenness," February will be "surrender."

Amanda Graff:

- The RE (religious education) teachers and Youth teachers are working with the CRE for planning for the remainder of the current year and for the year.
- Regina is on board, working with RE staff and committee. Focusing on CoA (coming of age), RE, OWL (our whole lives), Youth & Youth Circle.

STRATEGIC: PARTNERING WITH THE RACIAL JUSTICE MINISTRY IN THE BOARD'S VISIONING WORK: Meg Holland and Jacqui James. Footnote 1: the Richmond pledge.

- Becoming informed about the Racial Justice Ministry's (RJM) current work, internal and external challenges, and future plans and target outcomes.
- Clarifying how the Board can partner with and support RJM in their ongoing engagement with the FUUSN community.
- Clarifying what foundational work the Board needs to undertake for ourselves to prepare us to promote and support RJM in the congregation's anti-racism efforts.
- Clarify in general how we can develop and promote in partnership with RJM and the larger FUUSN community a multi-year vision for a FUUSN community that is multiculturally hospitable, generationally relevant, and inclusive and engaging for people of all races, ethnicities, gender and sexual identities, and socio-economic statuses.
- Identifying how we move forward with our visioning work within the Board during this most stressful and challenging of years. Clarifying what we want to achieve as outcomes by June 2021.
- Agreeing on how we want to structure our work in between meetings.

Discussion points included:

- RJM began its work (as the RJM) in November 2019. The MMI (multicultural ministry initiative) had worked for 6 years prior, raising awareness, but the focus then shifted to how to take action. The pandemic interrupted the original timeline. Initial training had been completed, when Richmond revised its curriculum. The first group of trainees (to become Train the Trainers) has completed the 1st 3 modules, plan for the remaining 3 modules (total set of 6) for completion in January 2021. The training was revised to accommodate Zoom conferencing. Meg & Bill Holland, Jacqui, Barbara Deck, and RoseAnn Murray have completed all 6 modules.
- Jon Reuman will send an invitation letter to Chris and Susan; the plan is to invite 2 members each of the BoT (Board of Trustees), Operations, Lay Ministers, and RE Council, and 1 member each from the Membership and Social Action Committees to participate in the training on three Saturday mornings in February and again on three Saturday mornings in March. Ten congregation members will also be invited, with the goal to attain diversity by race, gender, age etc.; to date it has been challenging to engage younger FUUSN members in RJM trainings because of multiple family and work responsibilities. The goal is to take action, as the trainees become aware and work on their internal dialogs and actions, then continue to work with congregation members and the external community.
- The Zoom training to date has been helpful and valuable. Emphasis has been to communicate and train without shame or blame. There are 12 hours of training, divided into 6 modules. Two-hour sessions were found to work better, to allow content to be absorbed, interactions to occur without Zoom fatigue; there will be readings, and other

resources for the people to be trained. The modules are scheduled for February 6, 13, and 20, and March 6, 13, and 20. The modules include addressing history, impact of language, subtle as well as overt stereotyping. Action steps are included in the final module.

- Erin and Jacqui will facilitate training sessions as the roll-out continues, with Barbara Deck to serve as facilitator when Erin is not available. As more members are trained more facilitators will be developed and be available to support the process.
- Current and planned actions: Children's RE has incorporated antiracism content. In January, the RJM is planning for a Zoom conversation with the congregation regarding the Allen window. When the building reopens, the RJM plans to complete a building assessment.
- The training and tools are useful for racial justice, also for sexism, sexuality, class issues. The Richmond pledge provides common language to dismantle racism in our congregation. Current barriers include our belief that "we've got it," and "we are good white people who know what to do for the recipient" versus working together with those who experience oppression; as members of the FUUSN congregation, we still need to take appropriate actions.
- There are other UU congregations which have made good progress in their racial justice initiatives; Annapolis as one example.
- To move forward with RJM will require many conversations, ongoing effort, planning to ensure we reach all FUUSN members; the process can seem amorphous, and we may encounter numerous tension points along the journey.
- The BoT will communicate its commitment to the RJM to the congregation, including its support of the Richmond pledge, promote and support the training of individuals, facilitators, and groups, and work to enhance the culture change. The rollout and cultural change will take time; as we challenge ourselves and one another, we strive to reach a tipping point of cultural change with commonality of language, commitment to the Richmond pledge, and ongoing actions. Future items include examining why FUUSN has not been successful in eliciting diversity for our hiring actions. At all times, interactions with the RJM members and the BoT are welcome, as are suggestions.

PROCEDURAL:

- Vote to approve BOT meeting minutes for November 2020; Barbara made the motion to approve the minutes; the motion was seconded by Demie. The motion passed unanimously.
- Approve Elissa Johnson-Green's application for membership; Christine made the motion to approve her application; the motion was seconded by Brian. The motion passed unanimously.

BOARD BUDGET PRIORITIES AND THE BUDGET OUTLOOK FOR FY22:

- Clarifying what we know and what we don't know about FUUSN's current and future operating environment.
- Identifying Board budget priorities for the FY22 FUUSN budget.

Discussion points included:

- Christine made the motion that our priority must be to keep FUUSN staff employed; Demie seconded; the motion passed unanimously.
- FUUSN may qualify for further financial support from the Payroll Protection Program; we will be looking into this.
- The new service collection program has been working. In November Sunday service attendees contributed ~\$1000, similar to collection for in-person services in the past. For December collection has been \$1400.
- Pine Village preschool has continued its program; our other renters have not been able to use the building, so we have not had their rental income.
- Finance Committee has been monitoring the budget; as our income has been decreased, so too have been expenses. Our budget for the current FY has continued in a satisfactory manner, supported by beginning the year with a surplus.
- Concern for the next ABD (annual budget drive) during the pandemic.
- Plan to maintain priorities, programs (e.g., RJM, music, RE, Social Action); there may be additional projects, such as action regarding the Allen window. The Social Action Committee will need to decide how to go forward since Lynn Holbein moved to NC. Operations is following up whether this is a Bylaws issue.

GOVERNANCE: Committee Liaison roles: Identifying committee liaison assignments for the remainder of the fiscal year

Discussion points included:

- Demie: liaison to Finance Committee, Board of Investments, and Finance Oversight Committees.
- Christine: liaison to Nominating Committee.
- Operations has liaisons to all committees.
- Chris and Christine will review the 2019 Board Retreat list.
- Ongoing discussion as to what the role of the liaisons will continue on-line.

RECAP AND REVIEW OF BOT MEMBER COMMITMENTS: Recap main points from tonight's meeting and confirm Board member commitments for the next month

- Commitment to RJM work.
- Budget development upcoming.

GENERATIVE: Additional reference questions to help us this year to flesh out elements of a vision for FUUSN's future and next steps towards that future:

- What is our vision for a FUUSN community that is responsive to the evolving desires and needs of our members and the broader community for racial, social, and climate justice?
- What is our vision for a community adherent to a living congregational covenant that inspires and guides members' conduct and relationships? How do we become such a community as we work to transform ourselves into a community that is truly diverse and centers the experiences of all in its values and its practices?
- What is our vision for a community that welcomes conflict and difference as a stimulus for growth and utilizes a broadly supported process for achieving interpersonal and social forgiveness and reconciliation?
- What is our vision for a community that serves through example as an inspirational source of attraction to members of the broader community seeking greater meaning and purpose in their lives?
- To what degree does FUUSN's currently defined purpose meaningfully guide our actions, choices, and relationships? On an individual level? On a community level? Are there ways we can strengthen the utility and the impact of our purpose? Is our current statement of purpose sufficient for our anticipated future?

Discussion points included:

- Deferred.

Meeting adjourned at 9:08PM.

[1]

[1] The Richmond Pledge to End Racism

I BELIEVE that every person has worth as an individual.

I BELIEVE that every person is entitled to dignity and respect, regardless of race or color.

I BELIEVE that every thought and every act of racial prejudice is harmful; if it is my thought or act, then it is harmful to me as well as to others.

Therefore, from this day forward I WILL strive daily to eliminate racial prejudice from my thoughts and actions.

I WILL discourage racial prejudice by others at every opportunity.

I WILL treat all people with dignity and respect;

I WILL commit to working with others to transform the Greater Richmond region into a place that treats people of all races, ethnicities, and cultures with justice, equity, and compassion, and

I WILL strive daily to honor this pledge, knowing that the world will be a better place because of my effort.

<https://richmondpledge.org/sign-the-pledge/>