

FUUSN Board of Trustees  
Tuesday, May 25, 2021  
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 Hattie Kerwin-Derrick Siena Lerner-Gill, Youth Barbara Schmitt Demie Stathoplos Clerk: Kit Ryan</p>	<p>Visitors: Susan Bartlett, Operations Sharon Sisskind, Operations Brian Gill, Finance</p>
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INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:05.

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:
  - Focus is on end of the year.
  - Memorial Day weekend service planned, slide show for 4 speakers.
  - Planning for next year.
  - Staff to take the summer off after the stressful COVID past year-plus; Fran will take her vacation, office coverage will be coordinated for mail, etc.
- Amanda Graff:
  - RE (religious education) classes have ended for the year.
  - June 12, from 1-4PM, there will be an outdoor get together (for RE) in accordance with City of Newton COVID guidelines.

**PROCEDURAL:**

- Vote to approve funding Personnel Policy Committee-recommended staff bonuses to be distributed at the beginning of FY2022 from the FY2021 annual budget. Christine made the motion to approve the Personnel Policy Committee-recommended funding; the motion was seconded by Demie. The motion passed unanimously.
- Vote to approve increasing the building reserve fund by \$100,000 from the FY21 operating budget. Operations had approved the measure. After discussion, to include update by Brian Gill, Christine made the motion to approve increasing the building reserve fund; the motion was seconded by Brian. The motion passed unanimously.

- Vote to approve Jackie Rohan as GA delegate. Brian made the motion to approve Jackie Rohan as GA delegate; the motion was seconded by Barbara. The motion passed unanimously.
- Vote to approve BOT meeting minutes for April 2021; Demie made the motion to approve the minutes; the motion was seconded by Brian. The motion passed unanimously.
- Discuss and confirm June-September Board meeting schedule. Plan for Zoom meetings through the summer, with perhaps in person meetings in the fall depending on guidelines at the time. Will plan June 22 meeting after the Annual Meeting, to elect the new Board officers. Additional meetings scheduled for July 27, August 24 if needed, September 28, plus the Board Retreat September 25.

## GOVERNANCE: follow up on BoT governance orientation planning

### Discussion points included:

- Part of the June meeting may be the orientation for the new BoT members. Barbara Bates and Pat Rohan provided an excellent review and historical background. Demie will check with Barbara and Pat for availability.
- Brian has talked with Wendy Schwartz, Nominating Committee, about past efforts to orient incoming members (for all committees); in the past a formal packet had been developed, but was found to be too detailed, was not kept up to date. Brian will develop a welcome letter.
- Siena and Bruce have developed a document for the next Youth BoT members.. There will be a BoT member to serve as mentor for the Youth members, to provide guidance and support outside of the Board meetings as necessary.

GOVERNANCE: Brief update on May Ops Council meeting. Chris sent the notes electronically on May 20.

FIDUCIARY/PROCEDURAL: FY2022 BUDGET. Review, discuss and approve the FY2022 budget as proposed by the Operations Council. Susan Bartlett, Operations; handouts, 1. Comments and recommendation to the BoT on the proposed FY22 budget, May 25, 2021; 2. FUUSN FY2022 budget request

### Discussion points included:

- The proposed budget was drafted by the Finance Committee, reviewed, edited, and approved by the Operations Council. The Board priorities are:
  - Staffing.
  - Programming.
  - RJM (racial justice ministry).
- Last year with the uncertainties regarding the pandemic a very conservative budget was drafted.
- Issues which had a positive effect for our income:
  - Thanks to Karen Bottar, treasurer, and Fran Clancy, administrator, we received the 2<sup>nd</sup> Payroll Protection Program loan, \$77,000, which will roll-over into a grant.
  - FY21 pledge income was \$49,000 higher than anticipated.

- FY21 rental income was higher than anticipated as Pine Village was able to operate all year.
- We had ~\$30,000 in savings due to virtual activities, reducing utility and building expenses, plus some committee activities and RE programming was deferred.
- There were unanticipated expenses, such as repairs to part of the building's slate roof, for which there were sufficient funds to cover.
- In recognition of the extraordinary work accomplished by the staff during the pandemic, in accordance with the recommendation by the PPC (Personnel Policy Committee) all staff were given a modest year-end bonus.
- The deficit was reduced by \$32,000 and cash balances were \$12,000 higher than anticipated. The group discussed the deficit in the budget planning.
- FY22 income is projected to increase by \$116,000 (15%) as the pandemic eases. The ABD (annual budget drive) was very successful, especially in the COVID circumstances, with ~\$600,000 in pledges (goal was \$615,000). Also anticipate increase in rental income (20%), plus a full-scale Holiday Fair, tree sales, and services auction. The endowment contribution will be similar to last FY.
- FY22 expenses are projected to be \$37,000 (4%) higher than budgeted FY21.
  - Maintain current staff and staffing hours, with 2% raise in accordance with the PPC recommendations and UUA established salary ranges.
  - RE budget will increase by 12%, to include funds for CoA (Coming of Age) for our 8<sup>th</sup> and 9<sup>th</sup> graders; hiring for nursery staff since our long-time volunteer, Greg Sullivan, has moved; and funding for youth aides for all RE classes.
  - Buildings and Grounds budget increases by 2% over FY21 proposed budget, to include upgrades to the ventilation systems, including adding air purification systems.
- Additional discussion points:
  - ABD: average pledge amounts increased, but pledge units fell.
  - Shifting demographics as baby-boomer membership ages, how to replace with younger generational groups. Discussed challenges to the stewardship concept.
  - Amanda reported there were 140 children enrolled in RE 2017-18; 126 children for 2018-19; and 107 enrolled for 2019-20. Staff and CRE (children's RE) are working on the issue.
  - The FY2022 budget proposal projects \$52,000 greater expenses than income; however, at the end of FY2022, the projected cash reserve will be \$237,000 (operating and building reserve). The projected deficit is expected as a residual impact of the COVID pandemic, not as a structural budgetary deficit.
- Vote to approve the FY2022 budget as proposed by the Operations Council; Brian made the motion to approve the minutes; the motion was seconded by Barbara. The motion passed unanimously.

**STRATEGIC: Fleshing out Board Next Steps and Initiatives to Promote Anti-racism and Racial Justice at FUUSN: Discuss next steps and timing for the following initiatives previously prioritized by the Board.**

1. Review and revamp FUUSN's historical approach to social action.
2. Strongly encourage congregational participation in the Living the Pledge Workshop.
3. Strongly encourage role-playing and intercultural competence education for those involved with membership and greeting activities.
4. Support RJM in conducting an audit of how FUUSN's hiring practices and policies support or do not support hiring religious professionals from marginalized or traditionally.

**Discussion points included:**

- Demie drafted a letter for the congregation regarding the 8<sup>th</sup> UU principle (see end note).
- The group discussed how to proceed forward in discussions with the congregation regarding the 8<sup>th</sup> principle, for the proposal to vote on adopting the 8th Principle **at the 2022 Annual Meeting.**
- Erin will be preaching about the 8<sup>th</sup> Principle and relevant issues, will check with other congregations that have adopted the principle to find out what they have done, also follow up with her Ministers' Study Group. She will share resources as she finds them.
- Amanda stated that there are monthly Zoom calls led by Paula Cole. We may be able to get a group of staff and congregation members to attend.
- The ensuing discussions will stimulate culture changes for our congregation and members, as we endeavor to live our principles.

**STRATEGIC: Developing a Process for involving the Congregation in our ongoing Visioning process. Beginning to outline a framework, a process, and a timeline for engaging the congregation in our visioning work through the next 12-18 months: ongoing. Ongoing.**

**OTHER: Demie will attend the June 15 Operations Council meeting as the Board liaison.**

**REVIEW OF MEETING PROCESS, APPRECIATIONS, CLOSE: Review our process and share what we appreciate about our meeting tonight. The group reviewed what members appreciated about the meeting.**

**Meeting adjourned at 9:08PM.**

**ONGOING 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:**

1. 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?
2. 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?

3. 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?
4. 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?

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End note: UUA 7 principles:

- The inherent worth and dignity of every person;
- Justice, equity and compassion in human relations;
- Acceptance of one another and encouragement to spiritual growth in our congregations;
- A free and responsible search for truth and meaning;
- The right of conscience and the use of the democratic process within our congregations and in society at large
- The goal of world community with peace, liberty, and justice for all
- Respect for the interdependent web of all existence of which we are a part.
- And the 8<sup>th</sup> value: we covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural beloved community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions