

FUUSN Board of Trustees
Tuesday October 25, 2022
Virtual Zoom Meeting, 7:00 PM

Staff: Parisa Parsa, Interim Minister Devin Shmueli, DRE, absent	Visitors: Susan Bartlett, Operations Laurel Farnsworth, Operations
Board: Demie Stathoplos, Chair Barbara Schmitt, Vice-Chair Stephanie Kendall Hattie Kerwin Derrick Joe Klinman (Youth), absent Chris Krebs RoseAnn Murray Clerk: Kit Ryan	Jud Leonard, Operations Laurence Lee, re: parking Judy Friedman, observer Bob Persons, observer Dan Stoll, observer

INVOCATION / CHALICE LIGHTING/READING OF THE BOARD COVENANT: 7:01PM.

APPRECIATIONS:

- Breakfast Crew: Chris Dame, coordinator, & Ron Margolin, assisting.
- Parking negotiations with Mark Development: Laurel Farnsworth, Susan Bartlett & Laurence Lee.
- Ferry Beach coordinators: Bill Duset (anyone else?)

PROCEDURAL:

- Vote to approve BOT (Board of Trustees) meeting minutes for September; Chris made the motion to approve the minutes; the motion was seconded by Demie, the motion passed unanimously.
- Vote to approve membership application for Eliza Wyatt; Chris made the motion to approve the membership application; the motion was seconded by Barbara, the motion passed unanimously.
- Sign-ups for Board Greetings and attendance to Ops meetings: will circulate electronically. Operations Council members can also read the greeting. Need sign up for Mar, May, & June.
- Stephanie & Jud reviewed the recent Operations Council meeting, to include:
 - Support for the website redesign; next step will be to solicit estimates.
 - Laurel reported on the September BoT (Board of Trustees) meeting.
 - Heather reported issues regarding Sunday service attendance.

- Devin reported on the CoA cohort, Youth group; will be implementing a Children's Council for planning upcoming RE (Religious Education).
- Karen Bottar reported on the budget forecast, to include expected increase in utilities (electric & gas).
- Laurel reported on the parking lot (see below); the new dishwasher was delivered.
- Updating COVID protocols.
- Coffee Hour to be restarted.
- Oct 28: Halloween Party.
- Next Board meeting: to avoid conflicts with Thanksgiving commitments, the next BoT meeting will be November 29th, with an additional possible meeting to be scheduled November 10 @6pm.
- Kate Thibeault, Dan Stoll, and Barbara Niles are willing to continue next year as ABD (Annual Budget Drive) coordinators as long as there are "junior" partners to step up to learn the roles. Chris motioned to approve the ABD coordinator plan; the motion was seconded by Stephanie, the motion passed unanimously.

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

- Parisa Parsa:
 - Ongoing one-to-one meetings as she gets to know congregation members.
 - Had her 2nd visit with congregation members at Cabot Village. K-2nd grade wrote notes to Cabot Village group. CoA will interview in future.
 - Lay ministry: had first retreat, working to coordinate the requests/activities for the group.
 - Thanks to Anne Watson Born for her work with Candy Saunders' memorial.
 - Working with staff for ongoing Sunday services. Continuing to look at how to manage administration processes more efficiently with the staff, and support the congregation needs.
 - There are still calls to identify Transition Team members; Brian Gill and Bill Horne will be on the team. Parisa is working on the team functions, hope to make them appear less daunting to prospective members.
- Devin Shmueli: Demie reported for Devin:
 - There are ~15 children registered for Religious Education.
 - There are 15 CoA (Coming of Age) candidates; adding OWL (Our Whole Lives)
 - There are ~20 8-12th grade youth interested in Youth group activities; Nov 19 Puzzle Break, scheduled in Newton Center.

STRATEGIC:

- Update on Parking lot negotiations: Laurence Lee, Laurel.
 - Demie, Laurel, and Susan Bartlett, together with Laurence, have been meeting with Mark Development.
 - Thanks to Laurence, Laurel, and Susan!
 - Laurence reviewed the current status of negotiations.
 - § Numerous issues under negotiation, to include snow removal, lighting, permit applications.
 - § Currently 28 stalls planned, with 11 permanent stalls reserved for Mark Development, 24/7, for residential and commercial use. Enforcement issues discussed to include towing. FUUSN may request special events use 12x/year: Christmas tree sales were discussed.
 - § Terms to be 10 years, automatically renewing for 8 successive terms for total of 99 years. Concerns discussed including FUUSN being able to terminate the lease at less than 99 years; change in ownership from Mark to other lease-holders.
 - Discussed congregation involvement, especially with the prospective 99-year relationship; would need to vote, either at Annual Meeting or a special meeting. Deadline discussed with the progression of events with Newton City Council.
 - At this time, propose for Laurence to negotiate with Mark Development for a 15-year lease without residential or overnight parking; Demie made the motion to approve the motion; the motion was seconded by Barbara, the motion passed unanimously.
- Discussion re: Membership Director position:
 - Disappointing to have staff member turnover in the role again.
 - Looking at the current job description, additional role requirements, what administration support is needed; there will be exit interviews with Heather to occur to evaluate issues. Identified needs to date include:
 - § Accurate database.
 - § Up-to-date website.
- Debrief Oct 23rd Meeting & next steps for Board: Issues:
 - Meeting included BoT, members of the Operations Council, RJM (Racial Justice Ministry, Membership Services Committee, and Gayle Smalley (our historian).
 - Group members shared notes.
 - Need to ask the congregation members what we want to accomplish.

- How do we move from the ideas generated to actually implementing processes for change.
 - § As a congregation, what are our values? Our vision?
 - § What do people need, and receive, when they engage?
 - § Do we have timelines for engagement?
 - § How do we communicate with members about issues?
- Parisa, Stephanie, Hattie to work on the next steps to operationalize the ideas.
- Next Steps on Search Committee for Settled Minister
 - Christine Purcell, UUA, could give a briefing at the November BoT meeting on the search process, to include selecting a search committee.
 - Parisa will resend the [Settlement Handbook](#); please review for best practices.
 - Chris is willing to work on developing a process to select the search group.
- Board Role in 8th Principle priorities: *deferred*.

REVIEW OF MEETING PROCESS, APPRECIATIONS, CLOSE: Review our process and share what we appreciate about our meeting tonight utilizing Inclusive Meeting Self-Reflection table. The group reviewed what members appreciated about the meeting.

Meeting adjourned at 9:08PM.

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 8th principle resolution: 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.