

# First Unitarian Society Board of Trustees Agenda

Date and Time: October 19, 2022 6:30 – 8:30 pm

Location: Courtyard AB and Zoom Videoconference:

<https://us02web.zoom.us/j/88170423338?pwd=bFBnY2NaRU0vOGpVN1hQZIM3bWE3QT09>

Meeting ID: 881 7042 3338

Passcode: 649771

One tap mobile

+13126266799,,88170423338#,,,,\*649771# US (Chicago)

---

## Attendees:

### Trustees:

- Lorna Aaronson (Personnel Committee)
- Jenny Conroy, President-elect (Finance Committee)
- Emily Cusic Putnam (FUS Foundation)
- Alyssa Ryanjoy, President (Governance Committee)
- Ann Schaffer
- Joy Stieglitz Gottschalk

### Youth Advisors:

- Annalise Alvin

### Clergy and Staff:

- Kelly Crocker
- Monica Nolan
- Kelly Weisman Asprooth-Jackson

## Materials:

- Agenda
- Leadership Team Report
- Parish Meeting Agenda
- Parish Meeting Board Roles

## Vision of Ministry

We seek to GROW in mind and spirit, CONNECT with one another, and EMBODY UU VALUES within ourselves, FUS, and beyond our walls.

To make progress toward fulfilling our vision in 2022-2023, we prioritize:

1. Consistent with our Relational Covenant, create an atmosphere of trust and respect that encourages dialogue and healthy relationships.
2. As individuals and a congregation, recognize our accountability for and commitment to dismantling racism and other forms of systemic oppression.
3. Show up as authentic partners in collaboration within our local community and denomination.

<b>INTRODUCTIONS AND OVERVIEW</b>	<b>Est. Duration</b>
<ul style="list-style-type: none"><li>● Roles<ul style="list-style-type: none"><li>○ Opening reading and chalice lighting: Ann, Maya Angelou</li></ul></li></ul>	15 minutes 6:30 – 6:45
<b>CONSENT AGENDA</b>	
Need to get minutes from last board meeting from John. Approve in November.	
<b>Open Question Practice – Vision and Mission</b>	30 minutes 6:50-7:20
1. What is the moment that showed you FUS is the place for you and why do you keep returning?	

<p>2. What future do we dream of creating within FUS as a result of our ministries, programs &amp; outreach?</p> <p>3. What future do we dream of creating within our broader community as a result of our ministries, programs &amp; outreach?</p> <p>The trustees participated in the open question process to give input to the M/V TF, get a sense of the time we will need, and other considerations for the Parish Meeting. See notes from Open Questions below minutes.</p>	
<b>BREAK</b>	
<p><b>Debrief Open Question / Parish Meeting Details</b></p> <p>There was positive feedback on the questions. Joy shared that the questions were designed with the first acting as an icebreaker, allowing people to share personally what makes FUS feel like their spiritual home, and the following 2 questions diving deeper.</p> <p>Emily CP is recruiting facilitators. Those who can bring laptops should bring them in case we need more virtual facilitators onsite.</p> <p>We'd like to share the questions in advance (Red Floors or email) so that people can reflect on them before the meeting.</p>	<p>15 minutes 7:35-7:50</p>
<p>Retreat Takeaways - discuss next meeting</p>	<p>20 minutes 7:50 – 8:10</p>
<p><b>Funding for Documents Audit</b> Kelly C has called Step Up: Equity Matters to discuss their availability/ability to do a DEI audit of our organizational documents. We've received an initial estimate of approximately \$2500 for bylaws, policy manual and HR manual review. Will get back to the BOT with more info, including deliverables.</p>	<p>5 minutes 8:10– 8:15</p>
<p><b>Healthy Congregation Team Update</b> HCT will be hosting meetings 1X a month after Saturday service and between Sunday services for people to have the opportunity for more structured discussions around services as a way to build connections and healthy discourse.</p>	<p>5 minutes 8:15-8:20</p>
<p><b>Process check-in:</b> Were relationships strained? Where were the places that we either practiced or dismantled white supremacy culture? How well did we abide by our policies and structures?</p> <p>Lorna reflected that these questions did not resonant with her but noted that there was good participation, a congenial atmosphere and voiced appreciation for making sure everyone's voice was heard during the meeting.</p>	<p>5 minutes 8:20 – 8:25</p>
<p>Closing reading</p>	

Assignments for next meeting:

- Readings:
- Timekeeper: Joy
- Process Observer:

## Notes from Open Questions:

### Question #1

- changes go through find level of involvement and support for that level.
- love church. Aligned with values.
- fed to grow at all various stages.
- asked and invite in. made connections
- where you can be whatever you are, discover and invent your own spiritually.
- coming of age service, danced. Drawn to the openness.
- During time of vulnerability, made connections and found support to allay feelings of mortality.
- Longing for a church community and structure, like part of upbringing, but aligned with values.
- Feeling of belonging.
- Not a creedal faith
- CRE - encouraged to learn about all faiths.

### Question #2

- operationally relational covenant: love each other, communicate better
- create a supportive community
- deepen sense of belonging
- continually examining how we're interacting with each other.
- where we help people to feel sense of belonging/ownership. Move past a consumerist perspective and toward a sense of ownership and pitching in when something needs to be done.
- Provide channels and opps for social justice. Channel so that people feel empowered to show and act on our values.
- Place where diverse people want to come. Feel a sense of belonging and get what they need.
- A place where we can support each other to grow into and be our highest and deepest selves and feel accepted, like we belong.
- More diverse congregation across gender identity, sexuality, race, ethnicity.

### Question #3

- Be a leader in helping to make more equitable Madison, Dane, WI.
- We have a lot to give to our UU denomination and would like to see us do more. Be a leader in our denomination.
- Faith partnerships - make connections and lead in that area.
- Strengthen our reputation as a progressive religious faith community.
- Would like us to find ways to get more young people involved with social justice after coming of age. Annalise still here because of Leslie, who has helped her stay involved. Make it easier for young people to get involved in what we do. Not always clear about what we actually do.
- Broader community - world view environment, human rights, to make the world a better place, in big and small ways. We are well positioned as UU to be impactful in those areas. Our large congregation means we can be more impactful on different levels.
- Individual actions in all the ways they are involved in being here can motivate and support those looking for ways to live with courage in other parts of our lives, to live out our values.
- FUS = one of the first place that community organizations consider turning to to work with as a willing and eager partner to help raise the voices of marginalized groups, solve problems, address issues and meet needs in our community (local, national, global, denominational).

