

First Unitarian Society Board of Trustees Agenda

Date and Time: November 15, 2023 6:30 – 8:30 pm

Location: Courtyard AB and Zoom

Videoconference: <https://us02web.zoom.us/j/87482803298?pwd=Sm4wTUFTdUgzRUhGUWh0UUVVucStTZz09>

Meeting ID: 874 8280 3298, Passcode: 661865

One Tap Mobile: +16469313860,,87482803298#,,, *661865# US

Attendees:

Trustees:

- Jenny Conroy, President (Governance Committee)
- Emily Cusic Putnam (Secretary)
- Ann Schaffer (Youth Mentor)
- Joy Stieglitz Gottschalk (Foundation Committee)
- Chuck Evenson (Personnel Committee)
- Emily Smith (Finance Committee)
- Ed Zapala

Youth Advisors:

- Zizi Brandt
- Mira Roffers
- Mason Shadle

Clergy and Staff:

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

Guests:

Materials:

- Agenda
- October Meeting Minutes
- FUS Policy Manual with suggested revisions
- Leadership Report
- Finance Report

Vision: The vision of First Unitarian Society is to be a spiritual community of belonging. We will transform ourselves and society through the practices of radical welcome, deep listening, and compassionate, authentic connection. We envision a world fueled by love and justice.

Mission: At First Unitarian Society, we question boldly, listen humbly, grow spiritually, act courageously, and love unapologetically.

Focus Areas:

To make progress toward fulfilling our vision in 2023-2024, we prioritize:

1. Deepen our shared ministry by embracing the gifts of every person in the responsibility to care for each other and our community.
2. Cultivate authentic relationships as allies and partners in our community and denomination.
3. Mobilize to dismantle racism and other forms of systemic oppression to create justice, peace, and wholeness in our world.

INTRODUCTIONS AND OVERVIEW	Est. Duration
<ul style="list-style-type: none"> ● Roles <ul style="list-style-type: none"> ○ Opening reading and chalice lighting: Mason ○ Timekeeper: Ed ○ Process observer: Joy ○ Virtual Liaison (if needed): ● Check in ● Discussion of <u>Centering</u>: Call and Response and Response to Lauren Smith, pgs. 43-65 ● Review of agenda 	25 minutes 6:30 – 6:55
CONSENT AGENDA	
Minutes from October Board Meeting - Emily	5 minutes
Committee and Task Force Reports: <ul style="list-style-type: none"> ○ Nominations Committee (no) ○ Governance Committee (yes) ○ Finance Committee (yes) ○ Personnel Committee (no) ○ Leadership Team (yes) 	6:55 – 7:00
DISCUSSION AND ACTION ITEMS	
Sabbatical Website Review - Kelly C. and Kelly A.J.	10 minutes 7:00 - 7:10
Policy Manual Approval - Jenny	15 minutes 7:10 – 7:25
Undesignated Bequest Allocation Approval – Monica <i>Motion to allocate the full \$20,646.33 in unrestricted and unpledged funds from John G. Webster’s estate to the Operating Budget. Donated to FUS in April of 2023, the board has elected to allocate all funds to the operating budget in light of the current fiscal needs of the Society.</i>	15 minutes 7:25 – 7:40
BREAK	
Parish Meeting Open Question Debrief, Discussion of 2024 Focus Areas, and Appointment of 2024 Focus Area Task Force - Jenny <i>To make progress toward fulfilling our vision in 2023-2024, we prioritize:</i> <ol style="list-style-type: none"> 1. <i>Deepen our shared ministry by embracing the gifts of every person in the responsibility to care for each other and our community.</i> 2. <i>Cultivate authentic relationships as allies and partners in our community and denomination.</i> 3. <i>Mobilize to dismantle racism and other forms of systemic oppression to create justice, peace, and wholeness in our world.</i> <i>Format</i> <i>people talked from the heart</i> <i>Need to work on being radically welcoming</i> <i>Listening deeply widely shared - that they personally wanted to work on.</i> <i>Liked that we’re doing greeting.</i> <i>Move visibility of FUS in the broader community</i> <i>(Loud for people - hard to hear. spread out next year)</i> <i>Focus/prioritization - are we doing too much.</i> <i>Burnout - don’t feel like the work we’re doing makes a difference.</i> <i>Hard to find ways to get involved because so many things.</i> <i>More communication.</i> <i>Longing for connection/belonging.</i>	30 minutes 7:50 – 8:20

<p><i>Belonging, radical welcome, longing to be welcomed as our whole selves</i> <i>Focus areas - congregation don't really get engaged in thinking about our work related to focus areas.</i> <i>Any info to inform next year's Focus Areas -</i> <i>Ways to make the focus areas more focused, less broad. Racial Justice Team - board directed. Nobody showed up. Lack of engagement from congregation.</i> <i>What if we thought about clear what the call to action that feels doable.</i> <i>Each member will do something to engage in anti-racism work. Think about. ...</i> <i>Here's what we're going to do with them. Program areas.</i> BELONGING/RADICAL WELCOME/CONNECTION ANTIRACISM ACTION <i>distill post-its -> word cloud</i> Get more specific <i>Apply these focus areas to all the efforts we make.</i> <i>Bring themes to next meeting to consider and discuss.</i></p>	
<p>Process check-in <i>Process Observation: How well did we observe use of the Seven Norms of Collaboration: pausing, paraphrasing, posing questions, putting ideas on the table, presuming positive intentions, providing data, and pursuing balance between advocacy and inquiry?</i></p>	<p>5 minutes 8:20 - 8:25</p>
<p>Closing reading – Mason</p>	<p>5 minutes 8:25 – 8:30</p>

Assignments for next meeting: *Sign up for at least 5 slots throughout the year.* [Sign Up](#)

- Readings: Jenny
- Timekeeper: Joy
- Process Observer: Ed