

# First Unitarian Society Board of Trustees Minutes

Date/Time: September 20, 2023 6:30 – 8:30 pm  
Location: Courtyard AB and Zoom

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## Attendees:

### Trustees:

- Jenny Conroy, President (Governance Committee)
- Emily Cusic Putnam (Secretary)
- Ann Schaffer (Youth Liaison)
- 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:

- Alyssa Ryanjoy, Governance Committee

## Materials:

- Agenda
- August 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.

## Vision of Ministry/Strategic Priorities

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.

<b>INTRODUCTIONS AND OVERVIEW</b>	
<ul style="list-style-type: none"> <li>• Roles</li> <li>• Check in</li> <li>• Discussion of <u>Centering</u>: Intro, Othering &amp; Belonging, Response</li> <li>• Review of agenda</li> </ul>	Ann will serve as liaison to youth advisors
<b>CONSENT AGENDA</b>	
Minutes from August Board Meeting	CONSENT AGENDA ADOPTED.
Committee and Task Force Reports: <ul style="list-style-type: none"> <li>○ Nominations Committee (no)</li> <li>○ Governance Committee (yes)</li> <li>○ Finance Committee (yes)</li> <li>○ Personnel Committee (no)</li> <li>○ Leadership Team (yes)</li> </ul>	
<b>DISCUSSION</b>	
Open Question Workshop	<p>Jenny proposed some options related to our new vision. Consensus formed around the following 2 questions:</p> <ul style="list-style-type: none"> <li>• Which parts of the vision resonate most with you as an area you could contribute?</li> <li>• how can we as a congregation use our collective strengths to fulfill our vision over the next 3-5 years?</li> </ul> <p>A small group consisting of Emily S, Monica and Jenny will work on refining the question and process for the open question discussion.</p> <p>All BOT indicated they were able to attend. BOT will assist with facilitating discussion groups.</p>
<b>BREAK</b>	
Policy Manual	Alyssa gave context for and presented revisions of the policy manual, which were drafted following the equity review by Stepping Up. We will vote on the revisions in October.
Bylaws review will occur in the fall.	
Staff – Leadership Discussion Update	The Leadership Team shared reflections related to staff morale.
Process check-in	Joy shared observations.
Closing reading - Chuck	<u>Upcoming Meeting:</u> Next chapter & response in Centering Policy Manual review adoption

Assignments for October meeting:

- Readings: Emily
- Timekeeper: Joy
- Process Observer: Emily P
- Virtual Liaison: