

First Unitarian Society Board of Trustees Minutes

Date and Time: January 17, 2024 6:30 – 8:30 pm

Location: Courtyard AB and Zoom

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:

- December Meeting Minutes
- Open Question Summary
- Community Interviews Summary (from 2020 FUS Interim Ministry Team)
- Leadership 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	ACTION/Notes/Follow-up
<ul style="list-style-type: none"> ● Roles <ul style="list-style-type: none"> ○ Opening reading and chalice lighting: Ed ○ Timekeeper: Chuck ○ Process observer: Emily S. ○ Virtual Liaison (if needed): Joy ● Opening Reading - Ed ● Check in ● Discussion of <u>Centering</u>: The Religious Educator of Color and Response pg. 87-103 ● Review of agenda 	
CONSENT AGENDA	
<p>Minutes from December Board Meeting - Emily</p> <p>Committee and Task Force Reports:</p> <ul style="list-style-type: none"> ○ Nominations Committee (no) ○ Governance Committee (no) ○ Finance Committee (no) ○ Personnel Committee (no) ○ Leadership Team (yes) 	CONSENT AGENDA ADOPTED
DISCUSSION	
Staffing Structure Updates from Ministers	Met with current FT staff members prior to Town Hall meeting to share the proposed changes.
Town Hall Debrief and Financial Forum Discussion	<p>Our second of 3 Town Halls will be held virtually tomorrow. The main purpose of the Town Halls is to provide information, and hear questions and concerns.</p> <p>For the Financial Forum:</p> <ul style="list-style-type: none"> ● ask the finance committee to do provide an overview of the budget process; ● invite Connie to attend and share pertinent info related to the FUS Foundation Financial Forum; ● Emily S will poll Finance Committee about questions and information they think would be useful to share at Financial Forum.
Friends of the Meeting House project discussion	FoMH board requested guidance on types of supplemental fundraising permitted. As their bylaws state that they should meet to discuss with the FUS Executive Director, they will be directed to speak to Monica. Jenny/Chuck will follow-up with March.
Staff Report	Kelly C reported on her plans to introduce a program called Pathways, which will be reminiscent of the Quest Program, but more accessible and connected to the FUS community.

	She proposed using earnings from the Alliance custodial fund to fund it. We'll entertain a motion for action at the February meeting.
2023 – 2024 Focus Areas/ Goals Review and 2024 – 2025 Focus Areas Discussion	Tabled until next meeting.
Process check-in – Emily S. <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>	
Closing reading – Ed	
Adjourn	Adjourned at 8:30.