First Parish Cambridge
Governing Board Minutes
September 15, 2020
(Virtual meeting via Zoom)

Present: Gloria Korsman, Julia Gallogly, Grace Hall, Tod Hibbard, Cade Murray, Jan Puibello, Don Tucker, Gordie Calkins; Rev. Adam Dyer, Carol Lewis, Mandy Neff; Sylvia Wheeler

The meeting opened with chalice lighting and check-in.

Consent Agenda:
- Minutes of First Parish Board August 18, 2020
- Report on discussion of Introduction and Theology chapters of COIC report
- Administrator Report, September 2020
- DRE Report September, 2020
- Minister’s Report, September 2020
- RET report to board, September 2020
- Two proposed additions to Policy Book
- Balance sheet 6-30-2020 (final)
- Balance sheet August 31, 2020
- P&L 6-30-2020 (final)
- P&L August 2020

Comments:
- David Pettee’s recent death is a blow to First Parish Cambridge, of which he was a member, and to the UUA, where he had considerable impact.
- The relationship of Angeline Jackson to First Parish as an aspirant was further explained—she is encouraged to participate virtually in the life of the parish and we hope to become better acquainted with her as she studies at Meade-Lombard, but continues to live in Jamaica.

The Consent Agenda was then accepted.

Building Update: (Carol, Cade, Tod, Don)
- An information session will be held after discussion on Sunday, September 20 with Rev. Adam, Elizabeth Kline, David Torrey and Cade Murray. (Gloria to handle chat function; Carol, tech)
- The announcement included a short version of the mission statement. A longer version will be sent subsequently.
- Three discussions will follow: October 4 (focus on finance), October 18 and November 1
- The website will be kept up to date with plans and developments
- An application for a Certificate of Appropriateness has been submitted to the Cambridge Historical Commission, hopefully to be included in their October 1 meeting (approval normally takes several months).
- Grant writer: Several knowledgeable people have been consulted and they provided a few names. Don will be contacting one of those individuals.
- Issues likely to be raised during discussion include the endowment, silver, organ, and pews
Board work plan: (Gloria)
Main priorities are 1) Mission/vision/strategic plan and 2) the building project. These priorities are interrelated and must be considered together.

With respect to Mission/vision/strategic plan:
- We have some ideas presented last year, particularly by Rev. Adam and need to review.
- We need a stream-lined, not open-ended, approach.
- Is the vision/mission first, then the strategic plan?
- The strategic plan must consider both what is going on in the world and with our building
- Consider effect of having Ministry Teams
- Consider effect of being virtual and which of the current changes should be permanent.
- Use the RE revisioning process as a model. Some areas will differ, but likely in common are: volunteerism, sustainability, leadership development, deeper emotional engagement/spirituality, understanding Unitarian Universalism more deeply.
- Relationship between spiritual (ritual) and social (activism)
- Role of Faith Development
- Importance of strategic plan process being collaborative, involving communal thinking and working across interests
- Some difficulties, e.g. volunteers in a transient community, may be solved by a culture change
- Silo issue partially overcome by individuals involved in more than one area
- How do we get response from those not involved in any team?

FY20 financial review: (Cade)
- First Parish was at budget in March.
- By the end of the fiscal year (June 30) was overall still doing all right
- Capital costs included spending for building plans, etc., plus ceiling issue and Zero Church St door, leaving our reserves very low.
- In the current fiscal year, are operating at a monthly deficit, but the PPP loan will take care of that issue.

At 8:35, the board chair invited Rev. Adam to join the board in Executive Session to discuss staffing. The meeting adjourned at 9:10 pm.

At the next board meeting on October 20, Jan Puibello will have the opening words and the check-in question.

Respectfully submitted,
Grace Hall, Clerk

Related documents:
Documents listed in Consent Agenda (see above)
Agenda for September 2020
Director of Lifespan Faith Development proposal
Position Description – Director of Lifespan Faith Development
Approved by vote of the First Parish Governing Board on October 20, 2020
Grace Hall, Clerk