

First Parish Cambridge
Governing Board Minutes
December 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 the 11/17/2020 meeting
- Minutes of the special business meeting 11/22/2020
- Report of the 12/01/2020 board meeting to discuss COIC
- Administrator December 2020
- DLFDD Monthly Report December 2020
- Minister's Report December 2020
- RET Board Report December 2020
- Strategic Planning Design Meeting Notes 11/30/2020
- Building Project Updates 12/13/2020
- Housing Allowance

The minister's report, the RET report and housing allowance were removed from the Consent Agenda. The Consent Agenda was then accepted.

Emergency Shelter Proposal: (Rev. Adam)

Rev. Adam wished to explore the possibility of providing a limited number of beds in the Meetinghouse as an emergency winter shelter. The board will wait to hear further developments on the feasibility of this proposal.

Building Team charter: (Cade, Carol, Don, Tod)

The *ad hoc* Mass Ave Entrance, Tower, and Steeple Project Management Team submitted a proposed charter that provides flexibility in membership and specific tasks, but will track progress, facilitate communication with the board and congregation, and provide oversight and assistance as needed to facilitate the project. The board accepted the charter (motion Cade Murray, second Grace Hall)

Stewardship and sabbaticals: (Cade)

There is currently no Stewardship Team. The Development Team is focused on the building project and should not be involved in any annual fund drive. There is also the issue of sabbaticals for staff members other than the Lead Minister, as well as how any sabbatical is funded. A sub-committee consisting of Gloria, Cade, Rev. Adam and Eileen Sullivan will meet. Other board members are asked to share ideas in the meantime. Carol will send the UUA recommendations to the board and Eileen Sullivan.

Remote programs until May 31, 2021: (Rev. Adam)

The board had agreed to reconsider the reopening schedule by the end of the calendar year. The board voted (motion Jan Puibello, second Grace Hall) that First Parish activities remain virtual

until at least the end of May. Consideration of the actual reopening date will be discussed in the spring based on public health guidance.

Strategic Planning update: (Sylvia)

The team has enthusiastic and capable members who are ready to provide the board with a streamlined way forward for developing a Strategic Plan. They will be reporting back by mid-March as requested.

Robert's Rules: (Sylvia)

- A member of the congregation pointed out that Robert's Rules of Order are based on white supremacy culture.
- Many others on the board and in the congregation are not fond of the process. There are other approaches possible, including consensus (which is unwieldy with large groups), dynamic facilitation, or a simplified procedure based on Robert's Rules. We should consider a broader cultural way to make decisions (perhaps look beyond Eurocentric methods) while maintaining agility.
- What is the timeline for making a change? We expect to have a number of congregational meetings within the next year. As long as we continue to use Robert's Rules, we need to make sure they are not weaponized.

Minister's housing allowance: A motion to approve the requested housing allowance of \$36,300 was unanimously approved without discussion.

UUA liaison role: (Grace, Julia)

A summary of the report of the meeting that Grace and Julia held with Karin Lin included:

- Best to start with a single individual and subsequently decide if a team is needed.
- Providing information is the first step but need to go beyond that such as support from the pulpit and invitations to individuals to participate in regional programs.
- Inviting people to participate in GA would be useful, as well as providing more publicity about GA. Karen could provide introduction/training for those attending.

A follow-up meeting will be held in late January.

Racial Equity Team report:

The RET report included a request for input from the board on ways to spread the word about the 8th principle to the congregation. Mandy noted that they will be involved in the February Soul Matters topic on Beloved Community. They could hold meetings with the congregation (similar to the Building Team). It is important not only to accept the 8th principle as a congregation, but also for everyone to understand how we can start to implement it in our congregational life.

On Tuesday, December 29, from 7-8 pm, the board will meet to continue discussion of *Widening the Circle of Concern* based on two chapters, "Restoration and Reparations" and "Accountability Resources". At the next regular board meeting on January 19, Grace Hall will have the opening words and the check-in question.

Respectfully submitted,
Grace Hall, Clerk

Approved by the First Parish Governing Board on January 19, 2021
Grace Hall, Clerk

Related documents:

Documents listed in Consent Agenda (see above)

Agenda for December 15, 2020

No in person policy recommendation

Notes from UUA liaison meeting 2020.12.06

MATSTEP (Mass Ave Entrance, Tower, and Steeple Project Management Team) Charter