

First Parish in Cambridge
Annual Meeting
June 13, 2021 (Virtual)
12:15-2:15 p.m.

Lighting of the chalice and a reading were provided by Jan Puibello, followed by the reading of the Covenant of Right Relations by Jane Stabile. Grace Hall, clerk, announced that the meeting would be moderated by Gordie Calkins with Margaret Drury as parliamentarian. Seventy voting members of First Parish participated, comprising well over the 30% quorum (44 members) required for changing the bylaws.

Recognition of those retiring:

Rev. Adam Dyer thanked retiring board members Grace Hall and Don Tucker for their work, thanked retiring Director of Music Jonathan Barnhart for his 35 years of service under a series of ministers with differing styles, and also expressed his appreciation to Board Chair Gloria Korsman for her untiring work during the past year.

Reports:

Tod Hibbard reported for the Development Team. He summarized steps taken by the team to consider sources of funds and hire a consultant. The team is seeking grants, will request a withdrawal from the endowment and will be asking for member donations from those who are willing and able to do so.

Carol Lewis, Director of Administration, reported on the state of First Parish after the past year when the building was open only to Y2Y, Youth on Fire and On the Rise (for a few months). There was a great deal of work adapting to new technologies but the outcome allowed many First Parish members to attend services and meetings and generally stay in touch. Financially, work included renegotiating payments, as well as requesting a PPP loan, with a successful outcome.

Mandy Neff, Director of Lifespan Faith Development, worked hard to accommodate the restrictions of the pandemic and the difficult situation for many families with young children. Fortunately, the Soul Matters curriculum was suitable for both children and adults and the result was a uniform set of topics across generations each month.

Rev. Adam Dyer, Lead Minister, spoke of the many issues that needed to be addressed and expressed his thanks to staff and members who rose to the occasion. Looking forward, reopening presents its own issues. Planning and discernment are needed in allowing for staff sabbaticals and to find a new music director.

Gloria Korsman, Chair of the Governing Board, spoke of how reopening plans are in a state of flux. The situation will be monitored closely over the summer and the current restrictions may be relaxed at some point. In any case, the hope is that we can be together in person in the fall.

Vote on 8th Principle:

Rashid Shaikh summarized reasons for adopting the 8th Principle as previously presented at meetings and on the website. The main thrust is that implementation of the 8th Principle is key, not just adopting it. The motion (Rashid Shaikh, second Elizabeth Kline) asked First Parish to

adopt this principle as many other parishes already have. With strong congregational support, it will be brought before the Unitarian Universalist Association at General Assembly two years from now. It was noted that the language is formal and may be changed.

Proposed Bylaws Changes:

Grace Hall presented two proposed bylaws revisions:

- Insertion of a new section B under Roman numeral II: Purpose, stating that “First Parish covenants to affirm and promote” the Eight Principles and listing them.
 - There was a question about inserting the 8th Principle into the bylaws when the wording may change. The idea is to make sure we are working on it now even if a revision is required in the future.
- Modification of subparts c and d of Roman numeral VII Governance Structure, Section B Governing Board, part 4 Frequency, Means, and Notice of Meetings, as follows:
 - In subpart c, a phrase was deleted that required actions taken at virtual meetings to be subsequently ratified at an in-person meeting
 - In subpart d, a phrase was added to state that when meetings are held in person, individuals may attend virtually as long as they are able to fully participate.
 - During discussion, the wording of subpart d was further amended, with the phrase “provided that all members can hear one another and have the opportunity to participate” to “provided that all members can fully participate”.

There was a motion to approve the changes (Grace Hall, second Cade Murray). The two changes were voted on separately, and each passed by 97%.

Election of Board Members:

The nominees for governing board, presented by clerk Grace Hall, were:

- Chair (1-year term)- Jan Puibello
- Vice Chair (1-year term)- Sylvia Wheeler
- Clerk (initial 2-year term)- Carolyn White
- Member at Large (second 2-year term)- Julia Gallogly
- Member at Large (initial 2-year term)- Jane Stabile

The motion to vote (motion Elizabeth Kline, second Grey Lee) resulted in accepting all nominees by a vote of 97-100%.

Presentation of FY2022 budget:

Treasurer Cade Murray presented fiscal plans for FY2022, noting that because of the Payroll Protection Program, First Parish did not have to lay off any staff during the past year and that there are funds in reserve to cover a large portion of the anticipated shortfall in income in the coming year. The budget was divided into two portions: the infrastructure budget, which is largely sourced from the endowment and has relatively predictable expenses, was presented for the entire year; the staff and program budget, which depends largely on member contributions and rentals, has a more uncertain income stream, and the budget was laid out only for the first quarter. In the fall, the board will review the situation and approve the staff and program budget for subsequent portions of the year or the entire year. There will also be an informational meeting to share how First Parish is doing financially and what the financial situation is for the balance of the year. The motion to approve the budget as presented, allow the board to make

subsequent decisions in that fall, and require an update to the congregation in the fall (moved by Gina LaRoche, second Jan Puibello) was approved by a vote of 98%..

Since there was no further business, the meeting was adjourned.

Respectfully submitted,

Grace Hall,
Clerk

Meeting Materials

Annual Meeting Agenda
Development Team Report
Development Team Slides
Director of Administration Slides
Director of Lifespan Faith Development Slides
8th Principle Information Page
8th Principle Proposed Bylaw Change
Proposed Bylaw Change Concerning Meetings
Proposed Bylaw Changes Slides
Candidates for Governing Board with statements
Budget Proposal for FY2022

Approved by the First Parish Governing Board on June 15, 2021
Grace Hall, Clerk