

First Parish Cambridge Governing Board Minutes
April 19, 2022 7:00-9:00 pm
(Virtual meeting via Zoom)

Present: Governing Board Members:

Jan Puibello, Chair	Tod Hibbard, Member at Large
Sylvia Wheeler, Vice-Chair	Julia Gallogly, Member at Large
Cade Murray, Treasurer	Rashid Shaikh, Governance Advisory Committee
Carolyn White, Clerk	Rev. Adam Dyer, Lead Minister
Gloria Korsman, Past Board Chair	Carol Lewis, Director of Administration
Jane Stabile, Member at Large	Mandy Neff, Dir. of Lifespan Faith Development

Jane Stabile opened the meeting with a chalice lighting and check-in question. Next months: May 17th: Sylvia Wheeler; June 21: Julia Gallogly (might need to exchange)

CONSENT AGENDA:

Administrator's Report April 2022
Faith Development April 2022
Minister's Report April 2022
Board Minutes: Feb 22, 2022
Board Minutes: March 15 2022
Board Minutes: Special Meeting on the Future of First Parish Cambridge, April 3, 2022
Space Use Meeting with Staff and Board member Julia Gallogly
Draft GAC 2022-23 Slate Recommendations (received orally; posted after)

MEETING MATERIALS:

2022 04 03 Special Meeting:

- Future of First Parish PowerPoint
- Rev Adam's Fantasy Mission Statement
- Anatomy of a Revived Church – Last Chapter [by Thom Rainer. Full title: Anatomy of a Revived Church: Seven Findings of How Congregations Avoided Death (Church Answers Resources)]
- Resources

FPC Board AGENDA

1. Consent Agenda: Gloria mentioned that she appreciated the details of the Minutes of the Special Meeting on the Future of First Parish, which captured that important discussion. This was possible because it was recorded. Jan mentioned that the Consent Agenda offers only a glimpse of all the work people are doing and she was very appreciative of everyone. Julia's chart from the meeting with Staff on their use of space and their wish-list will be very helpful for future building considerations and possible configuration. Jan asked for clarification from Rev Adam about his talks with Rev Jennifer Casstevens-Lopez and the support she can offer the Pastoral Care Team. We hope to "lean into a different way of embracing Pastoral Care. " She will speak with Mandy and Rashid. The hope is to build it out in stages and hopefully long-term. For the moment, the Pastoral Care Team will

be empowered with her help to remain the first-line of engagement. Jan suggested we invite her to a future Board Meeting.

Jan asked Reverend Adam about his thoughts on the Music Director search. Discussion ensued on a formal process, on the merits of the current person providing the music at services, Joe Reid. All concurred that he is very talented and lent much energy and variety to our Services. Music Director is a Senior Staff position. The Board Policy Book defines the procedure for the formal process. [See Section 3: Guidance and Limitations in the Board Policy Book.]

A motion was made by Jane Stabile and seconded by Sylvia Wheeler to accept the Consent Agenda.

2. GAC proposed Slate of Candidates: Sylvia and Rashid

After explaining the procedure (nominations from the Congregation including self-nominations, and reaching out to people directly), Rashid presented the list of candidates:

Nominees for the Governing Board

Chair: Sylvia Wheeler (1-year term followed by 1-year term as Past Chair, non-voting, ex officio)

Vice Chair: Cade Murray (1-year term; eligible for 1-year term as Chair)

Treasurer: Lindsay Lucke (2-year term; eligible for second 2-year term)

Member at Large: Tod Hibbard (2-year term; completing first 2-year term)

Member at Large: Valerie Fullum (1-year term; completing 2-year term for Julia Gallogly)

Continuing Governing Board Members

Past Chair: Jan Puibello (Non-voting, ex officio 1-year term)

Clerk: Carolyn White (Year 2 of 2-year term; completing first 2-year term)

Member at Large: Jane Stabile (Year 2 of 2-year term; eligible for second 2-year term)

Chair: Sylvia Wheeler

Annual meeting: Jan/Carolyn

The annual Meeting will take place on Sunday June 5, 2022 at 2:00PM. It will probably be on ZOOM again due to the continuation of Covid-19 and will not be multi-platform.

Gloria Korsman has accepted to be Moderator and Michael Wiggins has accepted to be the Parliamentarian. The Finance Committee will present the Budget to the Board at the May Board Meeting. If the Board approves it [May17th], it is then presented to the Congregation at the June 5th Annual Meeting. There will be reports and information about the Building Project.

Request for co-sponsorship from DRUUMM/ finances: Cade

DRUUMM (Diverse Revolutionary Unitarian Universalist Multicultural Ministries) is planning a DRUUMM event. The First Parish Racial Equity Team has requested a \$500 contribution for co-sponsorship of the event. Cade said that we are in a better place financially as some pledges have come in and a Spring Fundraiser is in the planning stage. Costs have been lower. The Board agreed to this donation.

Recent participant issue/ Covenant of Right Relations: Jan

Rev. Adam mentioned that there was an individual who has been a disturbance to the congregation and has been, in particular, disrespectful to Rev. Adam. This has been tolerated for several years but has come to a point that Rev Adam, feels this person should be asked to leave the Congregation. (See First Parish By-Laws V. MEMBERSHIP: F. Removal: A member shall be removed from membership In case of: ..."Removal for actions that threaten the well-being of the congregation, when approved by the board, followed by written notification to the member.) (See also Board Policy; 3. Guidance and Limitations: 3.3.4 – Disruptive Behavior). The Board approved of Rev. Adam's decision. Discussion ensued that perhaps the Covenant of Right Relations needs clear language about consequences of a breach to the Covenant of Right Relations. Jan offered to work on this once she steps down as Chair of the Board.

Discussion of Rev Adams April 3 Board presentation "The Future of First Parish": Rev. Adam

Everyone felt it was a very valuable meeting: a time for reflection on what we value, who we are and who we want to be going forward. Rev. Adam said the Building Project sparked this presentation but it is more than the physical church's presence and history. As Cade added, it is really about us. What we consider essential. Cade acknowledged Roland Ellies' historical and detailed knowledge of the building; the care and concern that he has for First Parish and the building.

Julia mentioned Rev Adam's "Fantasy" Mission statement, that it speaks to a wish to heal the "brokenness".

Mandy mentioned that the Strategic Planning Committee is aware of certain trends affecting all congregations and many are re-visioning themselves as a result of the pandemic of the past 2 years and continuing into a third year. Mandy appreciated Rev Adam's use of the word "siloes" and that they are planning a meeting with the parenting group to discuss a way to integrate groups and find accessible ways for families to participate in this process.

Julia mentioned that Sanctuary Boston had used a "visioning strategic tool" that had been helpful for that group to think about their future.

Carol feels such a conversation is very important for the congregation to think about "What is community?"

The President of UUA attended the April 17th service with her family. She pondered, "What is church?" and said that "some of it is showing up, sharing a service..." and it made her think how important First Parish is.

To be fair, Rashid reminded us that the necessary repairs to the building and Covid-19 have been the unwelcome backdrops during the past two years.

Rev. Adam requested that we read the resources he has suggested and that we gather in May again to discuss. The two main resources are **available on Kindle** and Rev Adam has a few copies he can loan.

Partners for Sacred Places - Transitioning Older and Sacred Places: Community-Minded Approaches for Congregations and Judicatories by Rachel Hildebrandt with Joshua Castano

Autopsy of a Deceased Church: 12 Ways to Keep Yours Alive – by Thom Rainer
<https://www.amazon.com/Autopsy-Deceased-Church-Yours-Alive/dp/143368392X>

Also by Thom Rainer:

Podcast: **Anatomy of a Revived Church** (podcast) – Church Answers
(<https://churchanswers.com/>)

The meeting ended and 8:30PM.

The Board and Rev. Adam continued in an Executive Session.

The meeting closed at 9:00pm

Respectfully submitted,
Carolyn White, Clerk

Approved by the Governing Board on May 17, 2022
Carolyn White, Clerk