

First Parish Cambridge Governing Board Minutes..  
Special Board Meeting, May 11, 2022 7:00-8:30 pm  
(Virtual meeting via Zoom)

Present: Governing Board Members:

Jan Puibello, Chair	Jane Stabile, Member at Large
Sylvia Wheeler, Vice-Chair	Tod Hibbard, Member at Large
Cade Murray, Treasurer	Julia Gallogly, Member at Large
Rev. Adam Dyer, Lead Minister	

Absent:

Carolyn White, Clerk	Gloria Korsman, Past Board Chair
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*The meeting was recorded by Julia Gallogly and sent to those who were absent.*

### **Agenda**

1. Chalice Lighting/check in -Cade
2. Clarifying the role and charge of the proposed "Staffing Planning Advisory Committee" and members (or groups that could be represented)
3. Discuss Rev. Adam's plans for Sunday worship service and congregational discussion of the announcements planned for Saturday
4. Discussion of anticipated concerns from the congregation and ways we can best address them
5. Ideas and planning for other follow-up efforts

#### **1. Chalice Lighting/check in -Cade**

Jan Puibello opened the meeting expressing sympathy for Cade who has Covid 19 but is present on Zoom.. Sylvia Wheeler lit the chalice with "Prayer for Living In Tension" by Joseph M. Cherry:

"If we have any hope of transforming the world and changing ourselves,  
we must be bold enough to step into our discomfort,  
brave enough to be clumsy there,  
loving enough to forgive ourselves and others.

May we, as a people of faith, be granted the strength to be  
so bold, so brave, and so loving."

Rev. Adam requested to add an item to the agenda about future board meetings, which Jan suggested we could discuss right away. He notes that the Board should have a Person of Color on the Board if we are to be representing our values. He requested that if there is to be a conversation about him without his presence, he asks that there be a Person of Color. Cade supported this by noting that there is a long history of white people deciding the fate of people of color and appreciates that Rev Adam pointed this out to us and that we should find a way to make it happen now and in the future. Rev Adam urged us to reach within the immediate community initially.

## **2. Clarifying the role and charge of the proposed "Staffing Planning Advisory Committee" and members (or groups that could be represented)**

Jan asked for comments on the proposed Draft sent out with the Agenda. Rev Adam asked about the financial capacity to spend on staff for the group who will be dealing with them. Cade replied that he had held a long and thorough discussion with the Finance Committee and they have a good idea of what is possible. Rev Adam identified the key priorities of the Congregation: Worship and Religious Education have top and equal importance. Pastoral Care is also very important. In addition to these three top priorities, Sylvia mentioned that there are three other issues we are working on: the Building repairs and enhancements, Strategic Planning and a future Partnership in the Community.

Timing of forming an Advisory Committee was discussed as well as the number of key groups and volunteers. The preference is to get many people involved and active while aiming for agility and the ability to make decisions efficiently.

Rather than identifying people for a particular role, it was decided to recruit the Advisory Committee members for their overall experience. Specific roles will follow.

## **3. Discuss Rev. Adam's plans for Sunday worship service and congregational discussion of the announcements planned for Saturday**

Within the next few days, Rev Adam wishes to notify certain people of his departure with whom he has worked closely before the announcement goes out on Saturday, May 14<sup>th</sup>, 2022.

The Sunday Service Homily will be shorter in order to include a celebration and acknowledgement of the OWL classes at 11:30. After that, Rev Adam will speak specifically about his departure plans and part-time remote work. His current contract ends on July 31, 2022.

## **4. Discussion of anticipated concerns from the congregation and ways we can best address them**

The Board and Rev Adam decided to schedule facilitated group discussions similar to those of February 2022 before Rev. Adam returned from a medical Leave of Absence. Dates should be announced as soon as possible but not held immediately to give people time to process the news.

## **5. Ideas and planning for other follow-up efforts**

Rev Adam mentioned a potential trainer for the Pastoral Care Team who is a former Retirement Community chaplain. It is hoped an Advisory Committee can meet as soon as possible which might act on this suggestion. Sylvia mentioned that Hillary Allen of UUA suggested that Rev Adam contact Keith Kron to let him know of Rev Adam's departure and to obtain a list of people who might be available for certain roles. Rev. Keith Kron is the Director of the Transitions Office for the Unitarian Universalist Association, "helping congregations and ministers as they navigate the ministerial search process."

As there was no further business, Jan and Sylvia thanked everyone for this productive meeting and appreciated everyone's help. Sylvia offered her empathy for the tough weekend ahead for Rev Adam and noted that there will be sadness in the congregation.

The meeting was adjourned at 8:15PM.

Respectfully submitted,  
Carolyn White, Clerk

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

Meeting Materials:  
Draft Staffing Planning AC Chargev3.docx