

First Parish Cambridge Governing Board Minutes .

July 19, 2022 7:00-9:00 pm

(Virtual meeting via Zoom)

Present: Governing Board Members:

Sylvia Wheeler, Chair	Valerie Fullum, Member at Large
Cade Murray, Vice-Chair	Jan Puibello, Past Board Chair
Lindsay Lucke, Treasurer	Rev. Adam Dyer, Lead Minister
Carolyn White, Clerk	Carol Lewis , Director of Administration
Jane Stabile, Member at Large	Grace Hall Governance Advisory Committee
Tod Hibbard, Member at Large	Rashid Shaikh, Governance Advisory Committee

Agenda

1. Chalice Lighting and Check-in - Cade 15 min
2. Consent Agenda 5-10 min
3. Staffing Advisory Committee Progress - Cade 5-10 min
4. Proposed actions on Destructive Behavior Policy and Covenant of Right Relations Updates - Sylvia and Cade 5-10 min
5. "Community of caring" ideas – Carolyn, Jane – 10-15 min
6. Advice on transition period and discussion - Rev. Adam - 75 min

Note: **Chalice lighting/check-in rotation** – Aug: Carolyn; Sept: Jane; Oct: Lindsay; Nov: Tod; Dec: Valerie; Jan 2023: Cade

1. Chalice: lighting and Check-in: Sylvia opened the meeting at 7:04pm. Cade read Natalie Fenimore's "We are Called". Check-in question: When in your life have you been called or answered a call?

2. Consent Agenda: Carol commented that she has most Sundays in August organized around the theme of Community, starting with three FPC Community Programs and Relationships: Paine Senior Services (1.5.1.1- Board Policy book) and Tuesday Meals (1.5.1.2.); the Y2Y program ( 1.5.2.10)

Cade made a motion, seconded by Tod, to accept the Consent Agenda. All in favor.

3. Staffing Advisory Committee Progress

Cade, Rashid and Eileen Sullivan will interview three ministerial candidates this week with Carol and Roland providing their feedback. A recommendation from the Committee can be expected by the end of this week. Eileen will draft a contract.

A Director of Religious Education (DRE) job description will be crafted soon.

Concerning Music, Joe Reid, Linda Brown San Martin, Cade and Maria Altamore are in consultation. Planning is well underway until, at least, to the end of the calendar year. The Music Team will conduct a search for a Choir Director.

4. Proposed actions on Destructive Behavior Policy and Covenant of Right Relations Updates:

Discussion centered on reviewing our Covenant of Right Relations. It focuses on relations between congregants but also needs to be clear that these behaviors are expected in relations with staff as well.

Jan Puibello has offered to undertake establishing a Right Relations Committee to consider a procedure when there is a conflict. A special Board meeting on August 2<sup>nd</sup> will include this as a major agenda topic on August 2, 2022.

5. "Community of caring" ideas: Jane Stabile lead the discussion having gathered suggestions from a few members and Rev Adam for developing a more caring and cohesive community; a guiding question being "How can we feel more like family?" Josh Sheldon suggested steps for proceeding. The structure for vetting and establishing activities needs to be framed. An informal email forum could be set up whereby congregants can communicate, ask for recommendations, i.e. a good plumber, share recipes, review a book or movie, etc.

Both Carol and Rev Adam suggested we proceed with caution with an on-line discussion forum and that a revised Covenant of Right Relations with "strong guardrails" must be in place.

6. Advice on transition period and discussion

For Rev Adam's final Board meeting, it was the wish of the Board to get his advice.

Some of the ideas and wisdom he shared:

"Be Braver". People need to feel safe with each other: get the guardrails in place.

Music is very important to the congregation. Consider it carefully.

A pressing issue is right on our doorstep: the Unhoused. What can we do? Figure it out and take actions that can alleviate their distress and brighten their day. Invite them in.

Be more significantly involved with Tuesday Meals.

The Community Fridge on our property. Fill it!

Y2Y is in our basement. Could we engage with them more?

Final discussion points:

- There is an opportunity for us here in Harvard Square. We can actually interact with people. We can change the world.

- Church is messy. Dealing with people with tough challenges is messy. Dealing with people who are only concerned about themselves is messy. But, that is Church and it is the foundation of Shared Ministry.

- There are tremendous resources in this congregation; people want to help and it could be so good for this congregation for the Board to take leadership and enable and encourage every single member to be participating in one of the service activities.

- If we can get that going, it will be so powerful because that is really when Church is meaningful: when people are involved, when they are working, when they are doing, when they are serving, when they are making the world a better place. It is not a matter of coming for a performance, watching a show, or anything like that. Get people involved.

The Board thanked Rev Adam for his helpful, meaningful suggestions.

The meeting was adjourned at 9:37PM

Respectfully submitted,  
Carolyn White, Clerk

Approved by the Governing Board on August 16, 2022 ]  
Carolyn White, Clerk

**Meeting Materials:**

Proposed Right Relations Committee  
Building Community: Josh Sheldon's thoughts – July 2022

Folder: 2022 07 20 APPROVED via Email Proposal for Space use on Sunday July 24 2022  
Contains the Proposal and the Emails giving approval to use the air-conditioned  
Meetinghouse instead of the Mikelson Room (formerly the Barn Room) due to extreme heat.