

First Parish Cambridge Governing Board Minutes
August 2, 2022 7:00-9:00 pm
(Virtual meeting via Zoom)

Present: Governing Board Members:

Sylvia Wheeler, Chair	Tod Hibbard, Member at Large
Cade Murray, Vice-Chair	Valerie Fullum, Member at Large
Lindsay Lucke, Treasurer	Jan Puibello, Past Board Chair
Carolyn White, Clerk	Carol Lewis, Director of Administration
Jane Stabile, Member at Large	Rashid Shaikh, Governance Advisory Committee
GUEST: Eileen Sullivan -Executive Session	

Agenda

1. Chalice Lighting and Check-in Carolyn 15 -20 min
2. Status of offer to Rev Dr. Rob Hardies 15-20 min
 - Congregational communication
 - Introduction plans – in-person worship and “meet the minister” opportunities
3. Staffing Advisory Committee Update Cade -15- 20 min
 - Appointment of “Hiring Teams” for contract minister and DRE positions
 - DRE position update
 - Music search process
4. Right Relations Committee Discussion Jan & Sylvia – 10-15 min
5. Update on “community of caring” ideas – Jane & Carol -- 10 min
6. Executive Session (voting and non-voting Board members): Discussion of exit interviews with Rev. Adam & Mandy – Eileen 15-20 min

Chalice Lighting and Check-in Question: Carolyn White

Sylvia opened the meeting at 7:04. Carolyn read “We Prepare for the Future” by Robin F. Gray and lit the chalice. The check-in Question was: “What is bringing you energy and joy right now or recently?”

Status of offer to Rev. Dr. Rob Hardies: Sylvia Wheeler

Rev Hardies met with Carol, Cade and Sylvia and a contract will be signed by the end of the week. An announcement for the congregation will be drafted explaining how this came about, all the background work and how fortuitous to have found someone highly experienced in such a short time. The tentative plan is that Rev Hardies' first Sunday will be August 28th with a meet and greet on Zoom prior to the start of the service plus an in-person gathering after the Sermon in the Cambridge Commons. He will return for “Welcome Sunday” on Sept 11, 2022. As he mentioned and we agreed to it, he will be out of the

country leading a pilgrimage on the *Camino de Santiago* toward the *Santiago de Compostela* and back to preach on October 9, 2022. His contract will be for $\frac{3}{4}$ time. He will be in Cambridge twice a month for 5 days He will help find speakers for the other Sundays and attend Board meetings. A Pastoral Care Minister will be hired for $\frac{1}{4}$ time and will take charge of a Sunday Service each month.

Staffing Advisory Committee Update: Cade Murray

Cade and the Committee are working on the best staffing arrangement. Job descriptions are completed and one potential candidate for the Pastoral Care Ministry has been interviewed but it would be good for the Lead Minister to weigh in on this. The Director of Religious Education (DRE) job description is ready and posted. The next step is to establish a DRE Search Committee. Having Interviewing Teams will be the model for staff hires during transition period - except for the senior staff DRE position that requires a search committee under the Governing Board Policy Book. Hiring Names were suggested for the DRE Interviewing Team and Tod offered to help make calls.

Music: Joe Reid and Linda Brown San Martin are available until the end of the year and hopefully into the next calendar year at which time the Board would work with an Interview team. The choir would like to start a search for a Choir Director in September.

Having carefully thought through the hiring model for this transition period, the Board approved the following motion made by Sylvia Wheeler, seconded by Tod Hibbard:

MOTION: "First Parish Cambridge Governing Board is appointing a Hiring Team for the Contract Minister and the Pastoral Care Contract Minister." All were in favor; no abstentions.

Right Relations Committee Discussion: Jan & Sylvia

The Board would like to have Dr. Hardies participate in this Committee, which is being formed. It was suggested to have someone with legal advice as well. Larger churches, such as All Souls in DC, have an elaborate program for which we have not had the need in the past but it would be wise to look at our Covenant of Right Relations periodically.

Update on "community of caring" ideas – Jane & Carol

Ideas were again suggested of simple, frequent community events to build "a community of caring": an online "bulletin board"; a bag lunch to gather informally and chat; a long-time member suggested reviving the activities usually held in December such as Cookie Exchange, Bake and Crafts Sale, Holiday luncheon. This discussion will be taken up after the summer and ideas implemented. It was also suggested that others who have indicated an interest

in community building efforts like the Lay Pastoral Committee and Social Justice ministries be engaged in these efforts.

The regular meeting ended at 8:05.

Executive Session (voting and non-voting Board members): Discussion of exit interviews with Rev. Adam & Mandy – Eileen

The meeting was adjourned at 9:30PM

Respectfully submitted,
Carolyn White, Clerk

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

Meeting Materials: none