

First Parish Cambridge Governing Board Minutes
October 18, 2022 7:00-9:00PM
(Virtual meeting via Zoom)

Present: Governing Board meeting

Sylvia Wheeler, Chair	Valerie Fullum, Member at Large
Cade Murray, Vice-Chair	Jan Puibello, Past Board Chair
Carolyn White, Clerk	Carol Lewis, Director of Administration
Jane Stabile, Member at Large	Grace Hall, Governance Advisory Committee
Tod Hibbard, Member at Large	Rev. Robert H. Hardies, Contract Sr Minister
Lindsay Lucke, Treasurer	Katie McQuage-Loukas, Pastoral/RE Assoc.

Note: Chalice lighting/check-in monthly rotation – Nov: Valerie; Dec: Lindsay; 2023 Jan: Cade Feb: Carolyn; Mar: Jane; Apr: Tod; May: Valerie; June: Lindsay (Jan is a substitute as needed).

CHALICE LIGHTING: The meeting opened at 7:05PM with a chalice lighting and Blessing from the Soul Matters “Courage” packet from Tod Hibbard who led the check-in question: Was there a time when you were encouraged to question a conventional wisdom?

CONSENT AGENDA:

Minutes of Sept 20, 2022;

Administrator’s Report: Oct 2022 and

RE/Pastoral Care Associate Report October 2022:

Jane Stabile, seconded by Cade Murray, made a motion to accept the Consent Agenda. All approved. No abstentions.

REVIEW OF DRAFT BOARD TRANSITION YEAR PRIORITIES – Sylvia, Rob, Katie

- Progress to date – Both Sylvia and Rev Rob expressed their pleasure in how much progress has been made over the past two months, especially in rebuilding the staff team with the hiring of Katie McQuage-Loukas for Pastoral Care Ministry and Religious Education Associate. In addition, a new interim Choir Director has been hired, Vivian Montgomery and nursery staff have been hired. The focus has been on getting people back into the church and this is going well with the option of Zoom online.
It was also noted that attendance was equally high when Rev Rob was there as when we had guest speakers so a good community feeling is developing.
- It was a pleasure to see a group of young people who expressed their pleasure in having discovered First Parish and its connection to Sanctuary Boston. The children in the RE program seem to be connecting already.

Communication with the congregation about goals and shared ministry –

We hope to foster a welcoming atmosphere but also provide different ways for people to experience their community. Elders are appreciating the online Sunday option and the Monday online discussion. The Board is feeling enthusiastic and working on how to communicate this out both verbally and in written communication. The website will be updated soon to reflect the different Shared Ministry commitments and our current priorities.

- Ways to involve volunteers (RE Council, Welcome Team/Greeters, Lay pastoral Care Team, Tech Team, Tuesday Meals, Y2Y, other ministry teams):

We need more volunteers in all areas. The more volunteers, the more we share responsibilities and it enhances our sense of community. As one Board member mentioned, community is created, not provided. By participating in some capacity, there is a sense of belonging to the community. The Board will work on better communicating the needs and connecting with volunteers. "Volunteer Central" developed during Covid has been very helpful. We also want to better communicate the activities of our Social Justice Ministries and the upcoming Common Read the Racial Equity Team will sponsor.

SAFE CONGREGATIONS POLICY AND RIGHT RELATIONS – Jan Puibello

The Safe Congregations Policy (24 page document) has been reviewed and revised by Rashid Shaikh with final revisions provided by Carol Lewis and the staff.

UUA will have a series of trainings available on the subject of Right Relations and the Safe Congregation Response Team are invited to participate in this workshop as we develop our approach to this subject. Several Board members will participate and is open to anyone interested. Fee is \$30 for individuals. We would also like to engage the congregation in the development of a process for addressing problems with our maintaining "Right Relations" and guidelines to help us develop the skills to live in covenant with each other. This may also involve re-visiting our Covenant of Right Relations with the congregation.

BUILDING SPACE USE AND INTERIOR IMPROVEMENTS – Cade and Rob

All agreed that there is need to take a hard look at the interior space and see what can be cleaned up, organized, stored more logically or simply discarded or given away.

The meeting adjourned at 8:46PM.

Respectfully submitted,

Carolyn White

Carolyn White, Clerk

Approved by the Governing Board on November 15, 2022
Carolyn White, Clerk

Meeting Materials

Financial Report:

FY 23 – 9-30-2022 Profit and Loss

Balance Sheet 9-30-22

- Safe Congregation Policy, Carol Lewis edits 9-27-22
- Minister's Report to the Governing Board, Oct 2022
- Agenda 10-19-2022 [correct date is 10-18-2022]