

First Parish Cambridge Governing Board Minutes  
November 15, 2022 7:00-9:00PM  
(Virtual meeting via Zoom)

Present: Governing Board meeting

Sylvia Wheeler, Chair	ABSENT: 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	Rashid Shaikh, Governance Advisory Committee
Tod Hibbard, Member at Large	Rev. Robert H. Hardies, Contract Sr. Minister
Lindsay Lucke, Treasurer	

**Guests:** Karin Lin, Charlene Galarneau, Julie Duncan

**Note:** Chalice lighting/check-in monthly rotation –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  
“Gratitude” by Swiftwalker from Jan Puibello who led the check-in question: With the  
oncoming holidays, how might we think differently about this?

**CONSENT AGENDA:**

Lindsay Lucke, seconded by Cade Murray, made the motion to accept the Consent  
Agenda. All approved. No abstentions.

The Board, upon Rev Rob Hardies' request, approved having Peter Bowden,  
Consultant, join our Dec 20 Board meeting to present his suggestions for updating  
our Website.

**RACIAL EQUITY TEAM UPDATE AND DISCUSSION – Karin Lin, Charlene Galarneau, Julie  
Duncan**

- **Mistakes and Miracles Common Read** ([Mistakes and Miracles: Congregations on  
the Road to Multiculturalism](#) by Nancy Palmer Jones and Karin Lin, Skinner House  
Books, 2019):

Karin, along with co-author Nancy Palmer and Susan Dana Lawrence, have finished  
the Discussion Guide, now available on the UUA website.

[Link: <https://www.uua.org/read/mistakes-and-miracles>]. Four discussion sessions are  
planned for Sunday afternoons from 4-5:30pm starting mid-Jan and Karin along with  
other facilitators invited by the Racial Equity Team will lead discussion groups at First  
Parish. Discussion will focus on how congregations have approached  
multiculturalism. An Audiobook will be available as of Dec 12.

- **First Parish and Harvard History of Slavery**

Charlene Galarneau, speaking for the Racial Equity Team, mentioned that several members have attended events organized by First Church Congregational on the subject of their research into our shared history of slave ownership by ministers and members of the founding congregation that was the precursor of both First Parish in Cambridge and First Church. Cushing Giesey has been in touch with Rev. Daniel Smith, Senior Minister at First Church Cambridge, Congregational (UCC), Harvard University (Adjunct Faculty) and Greater Boston Interfaith Organization. Rev. Smith has offered to work with us to explore the issues of increasing understanding and the consideration of reparations which is also part of what Harvard is currently addressing. Initial plans include readings, discussion groups and perhaps to suggest a Cambridge Forum talk.

[First Church UCC history is also our history: in 1829, the original congregation of First Parish split up forming a separate congregation, now known as First Church, Cambridge Congregational United Church of Christ. First Parish evolved to its present congregation now known as First Parish Cambridge, Unitarian Universalist. Board members are encouraged to read their excellent history available on line as well as the Harvard Slavery Project Report, also available online. See: <https://www.firstchurchcambridge.org/owning-our-history/> ]

**- Other Initiatives:**

**Hiring Policy:** Karin Lin participated in the interim choir director position search and raised the issue of how the candidate could envision contributing to our commitment to antiracism. She recommended that the Racial Equity Team be part of the hiring process to assess future candidates. Carol will incorporate this into the personnel manual update.

**Article II of the UUA Bylaws, Principles and Purposes** A Study Commission has been formed to determine if the current Principles and Purposes need to be amended to “bring them into the future”. They were last modified in 1987- and should be reviewed every 15 years. An “Article 2” Study Commission has been formed to consider a major overhaul of the Principles including the proposed 8<sup>th</sup> Principle. A draft is available for review:

[[https://www.uua.org/files/2022-10/article2\\_draft\\_language\\_102022.pdf](https://www.uua.org/files/2022-10/article2_draft_language_102022.pdf) ; accessed Nov 24, 2022] Discussion will be ongoing and a vote on Article 2 will not take place until the UUA General Assembly in June 2024. [See also

<https://www.uua.org/uuagovernance/committees/article-ii-study-commission/about-article-2>]

The board will bring the proposed changes to Article II for discussion to the congregation. The numbering of the Principles is no longer used and replaced by a

circle of concepts in which the center concept is "Love" which, Rashid pointed out, is the logical basis of all we do.

The Racial Justice Equity Team departed at 8:15PM and all agreed it would be beneficial to meet with the board more often.

Discussion on the history of the church and slavery continued. Cade Murray brought up the congregational silver (Dummer Bowl) as Julie Duncan has proposed more congregational education on the existence and history of the silver. Cade suggested that this provides an opportunity to weave its history into the conversation on slavery after the conclusion of the Mistakes and Miracles discussion groups.

#### **- TECHNOLOGY UPGRADE PROPOSAL (SEE POSTED PROPOSAL) – CADE MURRAY**

A goal in the future, in the Meetinghouse, is to set up a simple operation for multi-platform meetings. It was agreed by the Project Management Team (PMT) that funds allocated for the Meetinghouse repairs are appropriate to include in the project task orders. The equipment should be ready for January 2023. There will be a corps of trained members to operate the equipment and a charge for outside groups using their services. More research on best broadcast systems for hearing assistance is needed. Cade is requesting donations of old (7 years or less) television screens, tablets, computers, iPhones.

#### **- Board Priorities Update – Sylvia -Board/PMT Brainstorming, Nov. 20. 2 pm**

The Board will meet at the church to brainstorm current space use needs and consider how we can improve space use for worship and RE after the building repair project is completed.

**- Social Justice Council Meeting (see posted notes)** The Social Justice Council is reassessing the Ministry Teams' activities as we return to more active congregational participation.

#### **- Right Relations Training**

The Right Relations Training group is meeting every 2 weeks to discuss the program. Currently involved in the training are Mike Wiggins, Jane Stabile, Lindsay Lucke, Jan Puibello, Sylvia Wheeler, Marcia Yousik and Anna Rosenquist. The Safe Congregations Response Team (Mike, Anna, Jan & Marcia Yousik) would deal with interactions requiring an immediate response to disruptive behavior incidents per our Safe Congregations Policy. The Right Relations Team would address issues that involve interpersonal conflicts associated with the Covenant of Right Relations

providing resources for the congregation to better address conflict: What are our responsibilities to each other?

At the request of Cade and Katie MdQuage-Loukas (RE), members of the board and other volunteers will help her to organize the RE materials.

The meeting adjourned at 8:45 PM.

Respectfully submitted,

*Carolyn White*

Carolyn White, Clerk

Approved by the Governing Board on [ Date]

Carolyn White, Clerk

### **Meeting Materials**

#### **Consent Agenda:**

- Minutes of October 18, 2022;
- Administrator's Report: Nov 2022 and
- RE/Pastoral Care Associate Report Nov 2022:
- November 2022 Minister Report to the Gov Board