

First Parish in Cambridge  
Annual Meeting  
June 4, 2023 (Virtual)  
4:00-5:00 p.m.

AGENDA

- Opening of Annual General Meeting
- Chalice Lighting
- Reading of the Covenant of Right Relations
- Call to Order
- Overview of 2022-2023 Accomplishments & Board Priorities for 2023-2024
- Options for Ministerial Transition
- Presentation of FY2024 Budget, Discussion, Vote
  - Budget Proposal
  - Staff and Program Budget Narrative
- Recognition of Retiring Board Members
- Election of Board Members
  - Slate of Candidates

Sylvia Wheeler, Board Chair, opened the meeting at 4:04PM with a chalice lighting and quote: “Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek.” – former President Barack Obama

A quorum of voting members were present on ZOOM so the meeting was turned over to Susan Shepard, Moderator, and Michael Wiggins as Parliamentarian. Susan read our Covenant of Right Relations.

Sylvia gave an overview of the past year’s accomplishments accompanied by a PowerPoint with details on the three focus areas identified by the Board and staff in August. She thanked the Board and the Congregation for their help as well as Rev. Rob Hardies who joined our Congregation as Lead Minister in August 2022. The following were the areas of focus for 2022-23

1. Rebuild connection and joyful participation within our intergenerational community
2. Repair and reimagine our building so that it will serve our core ministries and present a welcoming face to the neighborhood
3. Rebuild, support and strengthen our dedicated staff team

Sylvia reviewed the achievements that had been made in each of these areas.

Rev. Rob Hardies, our Lead Minister, will continue to serve our congregation with an extension of his contract for another year,  $\frac{3}{4}$  time, assisting the congregation with our ministerial transition. He thanked the Board and the Staff team for their hard work this past year then

proceeded to explain the different options for ministerial transition. The Board had met last month with Keith Kron, UUA Director of Transitions, who gave an update on the general situation of ministerial searches. With Covid, there were many changes, ministers leaving the profession and many ministry positions have not been filled. Rev Hardies explained the different ministerial options: Interim Minister, Contract Minister, Settled Minister, Developmental Minister. The Board is continuing to seek information on the status of these options and input from the congregation in the coming weeks.

Tod Hibbard, Chair of the Finance and Development Committee, presented an Overview of the Budget Proposal prepared by the Staff, reviewed and approved by the Finance and Development Committee, and the Governing Board and presented to this Annual Meeting for a vote:

The Stewardship campaign was successful. The Personnel Advisory Committee reviewed the UUA guidelines for salaries and the budget reflects a midpoint per the guidelines.

Highlights: Staffing, Programs, Dues

- Ministerial Intern assisting Rev Rob with worship and pastoral care.
- Director of Ministry to Families and Children will be added for 20 hours per week.
- Lead Teacher and two child-care assistants.
- Adequate funding is available for the Music program: Choir director, accompanists, jazz trio, Section leaders, and Gospel Choir.
- The Program budget has been augmented for RE, Hospitality (1<sup>st</sup> Sunday luncheon)
- Dues are fully funded for our obligation to UUA and other partner organizations such as Sanctuary Boston, Urban Ministry, UUMASS Action, GBIO and DRUUM.

A **motion** was made by Marcia Hams to accept the budget, seconded by Rashid Shaikh. The moderator opened the meeting up for questions before a vote was taken electronically.

There were 56 members voting and the vote was unanimous: all were in FAVOR of approving the Budget as presented. No abstentions.

The moderator thanked all those who had worked on the Budget: Carol Lewis, Director of Administration, and the Finance and Development Committee.

Sylvia Wheeler, Board Chair, thanked the departing Board members for their time and devotion to the work of the Congregation: Jan Puibello, ex-officio Chair, Valerie Fullum, Member-at-Large and Carolyn White, Clerk. She also thanked the entire board and the staff for their support and hard work. She further thanked departing staff member, Katie McQuage-Loukas who served this past year as both Pastoral Care Associate and the Religious Education Program Coordinator. She will be taking a position as Settled Minister in Houston, Texas.

- Election of Board Members:

The nominees for governing board, presented by Susan Shepard were:

- Cade Murray: Chair (1-year term followed by one-year ex-officio term)
- Tod Hibbard: Vice Chair (1-year term)
- Richard Lawson: Clerk (1<sup>st</sup> year of 2-year term; eligible for another 2-year term)
- Nina Lytton: Member at Large (1 year term to fill remaining year of term vacated by Tod Hibbard)
- Patrick Sullivan: Member at Large (1<sup>st</sup> year of 2-year term)

Continuing in their role:

- Lindsay Lucke: Treasurer (2<sup>nd</sup> year of 2-year term, eligible for another 2-year term)
- Jane Stabile: Member at Large (1<sup>st</sup> year of second 2-year term)
- Sylvia Wheeler: Chair, Ex-officio (non-voting one-year term)

A vote was taken electronically.

55 voted in FAVOR.

1 person abstained.

The slate of Candidates as presented was approved.

Before the close of the meeting, Lindsay Lucke, mentioned her appreciation of the Building Committee and is very happy that work has begun.

A new member mentioned her appreciation at being warmly welcomed and 'felt at home'.

There being no further business, Gina Laroche, seconded by Jan Puibello, made a motion to end the meeting. All approved.

The meeting adjourned at 5:10PM.

Respectfully submitted,

*Carolyn White*

Carolyn White

Clerk

**Meeting Materials**

Notice of Annual Business Meeting, May 20, 2023 at 5:42 PM  
Annual Meeting Agenda  
Covenant of Right Relations  
Overview of Accomplishments 2022 - 2023 and Goals for 2023  
Staff and Program Budget Narrative  
Proposal for FY2024 Budget  
Slate of Candidates for Governing Board with statements

Approved by the First Parish Governing Board on June 27, 2023

Carolyn White, Clerk