

**FIRST PARISH BROOKLINE
PARISH COMMITTEE MEETING MINUTES
February 8, 2016**

PC Members Participating: Sue Andrews, Michele David, Steve Davis, Ann Dinsmoor, Elena Garofoli, Ann Gilmore, Stacey Raczek, and James Shillaber. Also Rev. Rebecca Bryan
The meeting was conducted via Zoom video conferencing due to the snow storm.

Check-in: Rev Rebecca invited us to consider: We are enough. And we may never know the impact our actions will have in the world. What might you have done in your life, that you didn't do, that you didn't give yourself permission to express?

Consent Agenda - The revised Jan. 4 minutes were **APPROVED**.

Youth Group - Rev Rebecca gave an update. Six youth (10th-12th grade) gathered along with Bijan Etrmand-Gilbertson and Karley Ausiello on January 29th. They're going to meet every other week in Peterson when the younger kids are in RE classes. Priscilla Brown has agreed to volunteer as youth adviser. They will construct their agenda as they go.

GA Delegates - Elena drafted a proposal for how we would select delegates for GA. Rev Rebecca proposed that we set an amount that we could reimburse and establish an "honor system" to allow people to decide whether they need to ask for reimbursement. These proposals will be compiled and shared with the Executive Committee, for eventual publication to the community.

Canvass – Canvass Team Members Dave Demerjian, Karla Baehr, and Bob Williamson joined the video/call. They have met and drafted a pledge campaign kickoff letter. PC members are invited to send feedback about the letter to the committee directly. The committee wanted to be sure we link the campaign to FPB's mission. We want to make more decisions based on the mission we've established and it makes sense to start with the campaign. The Canvass Committee will approach the PC and committee chairs first for pledges in February, before the campaign begins on the first Sunday in March. We want the campaign to provide the opportunity for people to think about what part of the mission really speaks to them and how they want to contribute to it. The PC also offered to help work with Committee chairs in spreading the message about the campaign.

Minister's Report - Rev. Rebecca reported on the congregation membership numbers that were reported to the UUA. Our membership dropped from the 260's to 221, using the definition of Active Members in "good standing" in our By-Laws. This only includes active members who have made a financial commitment in the current fiscal year. Rev. Rebecca and Sonya reviewed the people who dropped off the list this year and will plan some outreach to them. Our average weekly attendance is 117.

Succession Planning - Typically PC members are elected for a term of three years. At the end of this year Stacey, Ann G, and Steve will rotate off the committee. It is also Ann D's 3rd year; however, she is willing to stay on for another year as Chair if the PC would like her to. Stacey is willing to support the new Treasurer. Ben is considering whether he can fit the treasurer role into his schedule. We will have three PC positions, plus the roles of Treasurer, Clerk, and Chair-elect, to fill at our Annual Meeting. The PC met without Ann D to discuss our options.

- The PC joyously accepts Ann D's offer to be chair for another year
- Sue is willing to be chair-elect, but also would like to be on the search committee for

the new settled minister. We see these roles as incompatible, but we also don't know when we will go into search.

- LDC should nominate Ann as chair for second year, and to look for someone to be chair-elect. If they can't find someone who is eager to do that, Sue would be willing.
- Ben was not at the meeting tonight, but will provide his feedback to Ann D about whether he will take the Treasurer role.

We agreed that a current PC member should not be chair of the search committee. Elena will reach out to the LDC to ask their assistance with these roles.

Immigration Justice Committee/Diversity Caucus Request- Ellen Blaney joined the video/call to discuss the recent federal immigration raids and deportations targeting vulnerable Central American families who came to the US in the past several years fleeing violence in their home countries of El Salvador, Guatemala and Honduras. After describing some of the steps we have taken on behalf of immigration justice in past years, she described how both our community partners Centro Presente and the Chelsea Collaborative, as well as UUA president Rev. Peter Morales, have called upon us to respond to this urgent crisis facing migrant families across Massachusetts and the U.S. As chair of the Immigration Justice Committee (IJC), Ellen presented a request from the IJC and the Diversity Caucus that:

“The Parish Committee endorse and support immediate efforts at FPB to respond to this humanitarian crisis, including raising awareness and engaging our congregation in dialogue about how we, as a community, feel called to respond.”

Rev Rebecca noted that this initiative could be a model for how we make decisions and get work done in the congregation - a key issue we need to explore as part of our interim work. We would do this in a way that engages the entire congregation and models how work gets done and how we stand up for social justice as a congregation. For example, a justice issue like this could be an example of how we do something inter-generationally. Also, how does this get built into goals that the PC will set? How do we engage families and other groups? In the end we want to ask how is this representative of who we want to be? How does this issue of justice co-exist with or relate to other social justice issues we're currently engaged in, like the Black Lives Matter movement?

Ellen proposed a timeline to structure our activities. It would include researching what other UU congregations are doing, conducting a worship service, an educational event, and providing multiple opportunities to engage congregants.

The proposal from the IJC and Diversity Caucus was unanimously **APPROVED**.

Finance report - the budget process starts in March when we look at draft budgets. In April, we open the draft budget and issues to the congregation and the members vote at the Annual Meeting in May. Staffing is the largest expense in the budget. Stacey will draft several budget possibilities. In doing the scenarios:

- We agree we won't take money away from people (given that we've moved to Mid-Size I from Mid-Size II).
- We recognize that we have two tasks - decide what our ultimate staffing profile will be, and design a budget. These are separate issues.
- Rev Rebecca will look at the staffing needs of the congregation during the next year of the interim period, and will work with the Treasurer and Parish Administrator on budget scenarios to review with the PC at the March meeting.

In addition, the Senior Minister and HR committee will review the role that Rev. Maria Cristina performs and whether she is titled and leveled appropriately for what she does.

Respectfully submitted,

Ann Gilmore, Clerk

With gratitude to James for providing excellent notes of the meeting