

**FIRST PARISH BROOKLINE
PARISH COMMITTEE MEETING MINUTES
October 3, 2016**

Attending: Sue Andrews, Rev. Rebecca Bryan (ex officio), David Cave, Michele David, Ann Dinsmoor, Chair, Laura Hatfield, Alice Mark and James Shillaber

Elena Garofoli attended the meeting briefly to announce that she has resigned from the Parish Committee for personal reasons.

Reading/Check in: Rev Rebecca asked that each of us briefly describe a decision from the past that had been difficult.

Executive Session: 7:45-8:00pm

Prior Minutes: The minutes from August 28 and September 12 were approved with corrections as currently posted on the website.

Minister's Report

Report from James Shillaber: James will reach out to the congregation via printed announcements requesting participation on a team to articulate the need for multi-cultural anti-racist work at FPB, and to recommend a specific consultant.

Bylaws Report: Sue Andrews reported a turnout of 18 people for the first Bylaws conversation on Sunday, September 25. She suggested that we take more time to listen to and incorporate ideas from our congregation before convening a meeting to vote on amendments. PC members agreed to a schedule of final approval of proposed amendments by our February meeting, and congregational vote in early March of 2017.

Actions:

- 1) Unanimous approval of a motion to provide \$2,500 from the budget, earmarked for potential needs of the RE program for the remainder of 2016.
- 2) Unanimous approval of a motion to appoint Ray Wellbaum as Deacon of FPB. Ray will be replacing Chris Beasley in this role, as Chris has resigned as Deacon.

Discussion: Ann Dinsmoor, chair, asked each PC member to rank suggested goals for 2016-17 in order of importance. Thoughts were discussed, and the following goals were adopted, with corresponding individuals named to come to our next meeting with a brief action plan. (*Numbers do not represent order of importance*)

- 1) Staffing Model: Michele
 - a. Create and begin the implementation of a staffing and ministerial model that will serve the congregation through the transition period and into the new called ministry.
- 2) Sustainable Budget: Ben
 - a. Develop a plan for the management of finances that includes a robust budget to meet the congregation's needs and a plan for financial sustainability and appropriate use of the endowment.
- 3) Multicultural/Diversity: James
 - a. Advance FPB's work of living into our mission to "celebrate multicultural diversity".

- 4) Search Committee: Rev Rebecca
 - a. Establish a search committee for the new called minister.
- 5) Bylaws Revision: Sue
 - a. Complete review and revision of the bylaws and key policies and procedures.
- 6) Stewardship: Laura
 - a. Create a definition of stewardship and create structures in the church that encourage maximal participation.

The PC members agreed to revisit these goals at our January meeting, especially the not yet assigned goal re: to Personnel: "Establish or improve processes and tools for goal setting, feedback, and review with staff."

Updates:

- 1) Anya Thomas will be doing a field placement at FPB as part of the requirements from Boston University for the completion of her Master's of Divinity degree. She had already begun this field work as of September 26, 2016.
- 2) Our current bylaws allow for the PC's discretion as to whether to replace any member who resigns. We will consider not replacing Elena Garofoli at this time.

The meeting was adjourned at 9:20pm

Respectfully submitted,
Sue Andrews, Acting Clerk