

Parish Board Minutes, 2/15/2018

Attendees: Ben Davis, David Cave, Alice Mark, Gene Thompson-Grove (phone), Laura Hatfield, Rev Rebecca, James Shillaber (chair), Charles Sandmel (phone)

Absent: Michele David, Dave Demerjian

We began with a **chalice lighting** and a reading from “Voices from the Margins” by Kristen Harper, “Each Day”

We had our **check in** and a moment of silence for the Florida school shooting

We reviewed the **minister’s report**

Ben – We were slated for a review of financial processes this year, however, this is not moving forward

- Ben doesn’t have the time to do it
- Three firms approached, two got back, neither felt that the work was appropriate for their firm
- Board discussed that perhaps the task of driving the financial review can be delegated to another Finance Committee member and either completed this year or moved forward to next year. Ben will bring it up at next FC meeting

Next FC meeting Rev Rebecca will talk about prospects of capital campaign. Finance committee meeting on 2/26/18 will be an open meeting.

Rev Rebecca raised up that congregational decision making around social justice remains “unfinished business” of interim period.

Ben reviewed the **Finance Council** report which is attached.

Low attendance at finance council. Request made for AV specialist which was met with approval. Requests for building modifications including commercial fridge and 1st floor bathroom remodel will likely not be budgeted until we have a building plan moving forward. RE did not have a proposal. Safety Committee does have a proposal that they haven’t brought forward yet.

B&G got a 14,000 estimate for heating system but did not want to move forward. Still dealing with heat and ice problems. Ben, Rev Reb and Charles will reach out to B&G to see how we can support B&G and open a pathway to move forward on these types of projects.

Ben discussed P&L. So far this year we are ahead by about \$68,000. We have not yet drawn on our endowment. We met this news with gladness!

BLUU fundraising request was discussed

BLUU has asked us to continue the work of educating within our churches and supporting capacity for their work within the denomination. They asked for a fundraising commitment of \$10/member from each church - \$2700 from FPB.

Motion was made to support BLUU fundraising commitment of \$2700 to be paid in donations (special plate collection, fundraising outside service, etc.) through month of March. Shortfall in committed amount will be made up through the budget. This motion passed unanimously.

A church member may also commit to some sort of matching to be determined later.

Onboarding for new minister

James proposed that a small planning team create an onboarding plan for our new minister and that a larger team will implement this plan. David Cave, James, and Ellie Boynton with input from Rev Rebecca will discuss the onboarding plan including how to make up the larger team. The larger team will likely have members of Search Committee, Parish Board, Finance Committee. The onboarding team will be time limited and will NOT be a committee on ministry, which we previously voted to disband.

James and David will present their onboarding plan to the board in April. Congregation needs to be reminded that there will be no Committee on Ministry.

Summer Parish Board meetings

The Executive Committee feels that we should have Parish Board meetings in July and August to ensure that Rev Rebecca's departure and the new minister's start are smooth and that church business can continue during the summer months. This is new for the Board and we acknowledge that there might be some low attendance. The Board agreed to summer meetings on the first Monday of July and August with a plan for a retreat in August/September. New members will be at the July Board meeting.

DEEP follow-up

We discussed next steps from the DEEP meeting during our last meeting of the Board. We discussed whether DEEP should be engaged for another year. We agreed that DEEP would be useful as their work is far from finished and it's important to engage the new minister in DEEP's work. DEEP could potentially work with other parts of the church that have not been touched as deeply such as RE teachers and families.

Gene will discuss what another year's consultation with DEEP might mean and then Ben will work to put it into next year's budget.

Gene noted that DEEP is holding a two-day seminar in August and suggested that the new minister go to this as part of onboarding. The Board supported this idea.

Nominating and Board Membership

Ben and James will be leaving the board next year. Charles has volunteered to be Treasurer. We need two more board members. We discussed what we are losing with James leaving and what we might be looking for in a new board member. We discussed the loss of James' personnel/HR work. He will advise personnel committee next year but will not be on it, and he feels like a lot of this work has been done this year. He also has a lot of organizational development experience that we will miss, although he feels that much of this has been put in place this year.

We briefly discussed the cycle of new board member, chair-elect, chair. This is ideal but hasn't been done for some time. Dave D. and Gene T-G are the potential chair-elects, but this needs to be discussed with them and others.

We discussed having new Board members who have a long history with FPB as potential advisor to a new minister.

We discussed the process of nominating compared to the process of search and whether we could shift to a more transparent process. Given the timing, it's unlikely that this will happen this year. We discussed an open call for nominations which we agreed to do. Alice will write this call with Sue.

Other items

- We discussed Rev Susan Newman Moore from All Souls UU in DC
- We discussed Laci seeking credentialing as part of professional development
- We discussed upcoming Program Council meeting on 3/13
- We scheduled a dinner with the candidate on Friday May 4th. This will probably take place at Alice's house.
- We discussed timing of budget/mailling related to May 20th annual meeting

We ended with **plus/delta** and our **usual prayer**.

Plus	Delta
On track and on time until "other items"	Phone – hard for us to hear Gene, although she heard us
Grateful to James for stepping in to chair with Michele away	Need to ask if any Board member has agenda items prior to board meeting
Mission-based decision making (BLUU, DEEP consultation)	