

## **April 2, 2018 Parish Board Meeting**

**Board members present:** David Cave, James Shillaber, Gene Thompson-Grove, Laura Hatfield, Ben Davis, Charles Sandmel

**Visitors:** Ellie Boynton, Susan Larrabee, Steve Davis, Ron Wilkinson, Laura Walters, Bob Wilkinson, Sue Andrews, Ginger Melton, Anne Copeland, Jamie Jordan (via Facetime), Mark Reynolds

We began with a chalice lighting and reading from Pablo Neruda.

Susan Andrews told us that the Transition Team recommends \$10k in the budget to continue our anti-racism work with DEEP next year.

Members of the Search Committee announced to the Board and the Transition Team the ministerial candidate, Lisa Perry-Wood, currently acting Parish Minister at First Parish in Bedford.

Minutes for March meeting were approved unanimously.

We discussed adding an interest in racial justice work and anti-racism to the list of desired qualifications for new board members. Will communicate this to the nominating committee.

David requested input from the board by end of May on the questionnaire for the final report of Rev Rebecca's ministry. [Per email after the meeting: David requests the information in the first half of May, if possible.]

Ben reported that Sun April 22 is a congregational budget meeting to solicit priorities for budget requests. The finance council will meet after that and give input as well. The board must approve a budget at the May 7 meeting to distribute it in time for the annual meeting. The draft budget exists in four versions. The first incorporates all that we have learned this year that will be different next year, including changes to staffing model and the adjustments to staff benefits, salary, etc. Leftover search committee budget will go to candidating week, installation, etc. The total budget requests come to \$40k and the UUA-recommended 4% raise would add \$9k, so total universe of new spending is \$50k. A new joint committee on building use will meet on Thurs 4/5 to prioritize building-related spending (safety survey, preschool survey, etc.). Laura will update the interactive budget tool with a more limited set of budget request priorities.

James presented the updated personnel policies. The biggest changes were to 1) increase vacation days from 12 to 15 per year 2) simplify the sick leave policy so that the sick days are available at the beginning of the year and apply to both employee and family illness, and 3) add a new "extended medical leave" policy that bridges the 90 days from sick days to long-term disability at 75% of salary. A few tweaks to the language about outside activities and inappropriate behavior. The policy was approved by email with 6 yeas.

Checkout:

Pluses: introduction of candidate was worth the extra time, Ben did great prep on the budget, effectively managed our time on a packed agenda, like the more intimate arrangement of the seating.

Deltas: want a whole timeline for the board's work (suggest collecting up the agendas for the year), want an overall evaluation of results of congregation-wide efforts like the work with DEEP, we miss Michele