

**FIRST PARISH BROOKLINE
PARISH COMMITTEE MEETING MINUTES
November 3, 2014**

PC Members Present: Sue Andrews, Greg Buckland, Ann Congleton, Steve Davis, Ann Dinsmoor, Elena Garofoli, Ann Gilmore, Stacey Raczek, Corey Thomas

Also present: Rev. Jim Sherblom

Check-in: How are you going to bring your leadership into this meeting?

Minutes – the minutes from our October 20th meeting were revised and **APPROVED** and will be submitted to Sonya for posting on our website.

Minister's Report

Affiliate ministers -Rev. Jim recommended that we approve Mary Helen Gunn, our former ministerial intern and current minister to the Northeastern University community, as an Affiliate Minister to FPB. This is a way for a UU community minister to stay anchored in a congregation. There is no payment involved and the affiliate is usually invited to preach once a year. Currently Eliza Blanchard is an Affiliate Minister at FPB. **APPROVED**

Rev. Jim also recommended that we approve Mary Rogers as an Affiliate Minister for Pastoral Care. Mary was ordained as a Community Minister at FPB, though she is not in fellowship with the UUA. She remains active in pastoral care and this would be a way to recognize and honor her connection to our congregation. **APPROVED**

Ministerial intern/ Fair Compensation/Treasurers Report: Rev. Jim would like to hire a ministerial intern for the next two years at a cost of \$8500 per year. In order to make this decision in the context of other priorities which we were not able to fund for FY2014/15, including bringing existing staff salaries more in line with a midpoint on the UUA Fair Compensation scale and funding a part-time Youth Minister, Stacey prepared and presented a detailed analysis of what those other priorities would cost. The total projected increase in compensation and expenses, including a ministerial intern, was approximately \$66,000. Rev. Jim informed us that the candidate he would like to bring on as a ministerial intern is very experienced in working with youth and, by asking her to focus on youth, we could create a pathway to a separate youth advisor in the future. We also discussed how fortunate we are in having such a talented and dedicated staff and we need to focus more on fair compensation in our next budget process. Rev. Jim raised the issue of just compensation” which would include consideration of factors other than merely following the UUA guidelines.

After much discussion, a motion was made and seconded to authorize Rev. Jim to extend an offer to the candidate for ministerial intern. Instead of a simple yes or no vote, we voted on a nuanced scale of fist to five, which ranges from enthusiastic support (5 fingers), to support (4 fingers), to neutral (3 fingers), to against (2 fingers), to a paramount objection (1 finger), to a block (fist). On the first round of voting, there was almost unanimous support, along with one paramount concern relating to the effect this decision would have on our ability to compensate our existing staff more fairly. In response to this concern, an amended motion was made and seconded to include making a commitment to increase the total of existing staff compensation by a minimum

of \$8500 in FY2015/16, allocated where the gaps are the greatest, even if that requires us to draw more from our endowment. This amended motion was unanimously **APPROVED**.

Second Minister Search Committee - The SMSC has asked us for authorization to consider interim minister Rev. Maria Cristina for the position of assistant minister, before entering a second year of search through the UUA. After discussion, and with the support of Rev. Jim, a motion was made and seconded to authorize the SMSC to consider Rev. Maria Cristina for the position, using all the criteria which was established during last year's search, before entering a second year of search through the UUA. This motion was unanimously **APPROVED**

Song and Movement – Sue led us in an abbreviated version of the **Hokey Pokey!**

Parish Committee 2014-2015 Goals

Report from Elena (Chair) and Subgroup on Goal #3:

Begin to define organizational relationships by working with the LDC to implement the committee charter process with 4 pilot committees for approval by the PC in the spring of 2015.

Subgroup #3 requested and the PC **APPROVED** the template for committee charters which was given by Doug Zelinski of the UUA and recommended by our LDC. This template can be filled out on-line and includes a request for short-term (annual) action steps which can be modified. Once approved, we would like to post the committee charters, action plans, and membership rosters on our FPB website.

Next Steps:

In **Nov/Dec** subgroup drafts PC charter

At **Jan** PC meeting, PC reviews draft of charter

At **Feb** PC meeting, PC reviews and approves revised PC charter along with charters from 4 pilot committees.

Question raised by subgroup: Is it the responsibility of the PC to approve all committee charters?

The By-Laws subgroup will review the by-laws for guidance on this issue and help the PC create a policy to govern the committee charter review and approval process.

Report from Stacey (Chair) and Subgroup on Goal #4:

#4 Begin to align our shared mission, financial resources, and diverse needs to best serve the long term needs of the congregation.

Subgroup #4 is in the process of reconvening the Finance Council, which will serve as an advisory group to help the PC create and approve a charter for a Capital Campaign Committee prior to our next Annual Meeting in May of 2015. The new committee would lay the groundwork during FY 2015/16 in order to launch a successful capital campaign in FY 2016/17.

Review of Process/Covenant

Thanks to Ann D. for serving as our Process Observer for this meeting!

Respectfully submitted,

Ann Gilmore, Clerk