

Parish Board, June 4th 2018

Present: Michele David, Ben Davis, David Cave, Charles Sandmel, Alice Mark, James Shillaber (phone).

Absent: Laura Hatfield, Gene Thompson-Grove, Dave Demerjian

We opened with a reading by Michele.

We checked in – this is Rev Rebecca’s last meeting and we all talked about what the interim has meant. We wish her well in her journey!

The Building Use Committee (Sara Warren, Bob Williamson, Adam xxx) joined us to talk about the **preschool development proposal**. At annual meeting, the congregation approved \$5000 out of \$10000 requested to do a survey of our facility to see what renovations will need to be done to house a preschool and discuss with an architect and construction manager how much this project might cost. The Committee joined us to request the full amount. The full amount means that we will understand the total cost of the project (rather than the scope/scale only). Knowing cost will allow FPB to be able to negotiate the rental to a preschool including who should pay for what renovations. Without knowing cost, we really can’t move forward with any preschool. The committee feels that this work can be done over the summer which puts us into a good position to begin negotiating with preschools in the fall. They hope to come to the October/November board meeting with a plan in hand. We discussed that the money is available due to underspending in FY2018 and would otherwise be put back into the endowment. We discussed that the participants in annual meeting expressed a desire to see our space used more efficiently and effectively. The Building Use Committee answered our questions and left the meeting.

A motion was made to approve the full \$10,000 for the preschool survey and costing. The motion was seconded and passed unanimously.

We discussed **sabbatical** for our music director. We reviewed the UUA guideline that staff eligible for sabbatical included the music director. Currently at FP, sabbatical is only a benefit given to the ministerial staff. We discussed concerns about equity among a small staff – CRE is clearly not eligible for sabbatical under the guidelines. We discussed whether this benefit being conferred to a single staff member was appropriate. We discussed the sabbatical needs of part time vs. full time staff. We discussed sabbatical in other organizations (academia, medicine, business). There was no consensus that paid sabbatical be offered to the music director only. However, we did discuss that unpaid sabbatical could be offered to music director and RE professional to accrue according to the UUA guidelines. This seemed more equitable to us and would leave funds to pay for replacement staff as needed.

A motion was made to approve unpaid sabbatical for the music director and RE professional, according to the UUA’s accrual guidelines: 1 month per year of service pro-rated for part-time professionals, to be taken after 4 years and before 7 years (for full time staff), planned and scheduled in consultation with the Senior Minister. FP will pay for benefits which will continue during the sabbatical period. The motion was seconded and passed unanimously.

James **reported back on RJAC meeting about the DEEP consultation**. Gene also sent notes from their May 21st meeting and from Shared Leadership. We discussed wanting this work to continue, especially

with a new minister. We discussed how to involve minister in DEEP consultation. We discussed moving RJ outwards to all groups in the congregation, especially families and children.

We discussed **onboarding Rev Lisa Perry-Wood**. James has questionnaires out to all committees, three have been returned. From Parish Board we recommended adding information about the executive committee, our priorities, and our request for our work to have a spiritual component. We need a PB member to be part of the onboarding task force – David Cave has to step away due to work commitments. Ellie Boynton is leading this, and the work load isn't clear but shouldn't be too heavy and will only go through the first six months of Lisa's tenure. Alice volunteered to do it and will also make sure that Laura, Dave, and Gene are not more interested than her.

Rev Rebecca gave us her **reflections on a capital campaign**. Briefly, FP is not ready yet. We need to continue to operationalize our mission and take our mission beyond the congregation into the building and the community. If people give to a capital campaign, they are giving to the mission, not to fix the roof. We have a lot of energy now – take that and put it into our mission – move in a positive direction.

Rev Rebecca shared her **confidential minister's report**.

We **planned a retreat date tentatively for September 8th**. Charles Sandmel volunteered his house. Also discussed other environments (Arboretum, Blue Hills). Some topics for retreat include "RJ 101" to get new members and all of us using the same language and terms. The UUA is interested in potentially helping us with this – Michele will talk to Meck. We discussed adopting the Visions statement about how we will be in community as our board statement, since other mission statements haven't really stuck in the past.

We need to **schedule a goodbye dinner and welcome dinner** for our transitioning board members. We gave our love to Ben and James who are leaving us after this meeting and thanked them for their very hard work.

We **closed** with our usual prayer.