

Parish Board, July 2, 2018

Present: Michele David, Laura Hatfield, Gene Thompson-Grove, Stephen Pratt-Otto, Alice Mark

Absent: David Cave, Charles Sandmel, Janet Britcher, Dave Demerjian

We **opened** with a reading from Goethe “Knowing is not enough, we must apply. Willing is not enough, we must do.”

We **checked in**.

June minutes approved.

Michele will send the team the **UUA exit interview as well as the transition report**. Parish Board members should review and approve. These will be used by the UUA and are not for public consumption.

We discussed the **oil and gas lease** that was left to FPB. At this time we agreed we don’t have enough information on the lease and are asking the Finance Committee to look into it. **Stephen** volunteered to help with this. He will talk with Charles.

We reviewed the **organization of board meetings**.

- Michele will solicit agenda items from the board members 1-2 weeks ahead.
- Executive committee (Michele (chair), Gene (chair-elect) and Alice (clerk)) will meet with Rev Lisa 1-2 weeks ahead to review the agenda. This meeting is usually on a Wed during the afternoon given Michele’s schedule
- We will continue to have standing reports at each board meeting from Finance
- Personnel and other committee liaisons will make reports as needed. **Need someone to take over Personnel** with James now off board.
- The confidential minister’s report will be made at each board meeting

We discussed **how we make decisions as a board**. Gene observed that although we vote, we didn’t pass

Levels of Consensus:

1. I can say an unqualified "yes" to the decision. I am satisfied that the decision is an expression of the wisdom of the group.
2. I find the decision perfectly acceptable.
3. I can live with the decision; I’m not especially enthusiastic about it.
4. I do not fully agree with the decision and need to register my view about it. However, I do not choose to block the decision. I am willing to support the decision because I trust the wisdom of the group.
5. I do not agree with the decision and feel the need to stand in the way of this decision being accepted.
6. I feel that we have no clear sense of unity in the group. We need to do more work before consensus can be reached.

any motion last year without consensus. When we aren’t in agreement, we will continue to work through things or table them until we have more information. If that is how we operate, we should consider using “levels of consensus” as our decision-making tool. Some larger decisions need high levels of consensus while smaller decisions (e.g. approving

minutes, procedural stuff) needs lower levels. Because consensus decision-making takes time, we can fall back to voting when we have time sensitive matters and can’t reach consensus.

Gene recommended that we try consensus decision making based on levels of consensus. See text box for consensus levels. Anything below a four blocks consensus. A six means we need to take more time or get more information. We need to be transparent with the congregation as well that this is the tool we are using.

Upon discussion, we heard recommendations to post levels of consensus, agree before we talk about an issue about what level we need to reach, and send this to the congregation.

We discussed **upcoming dates**. Alice will send calendar reminders:

- 8/6 August board meeting
- 9/8 Board retreat, 9-2, location TBD
- 9/10 September board meeting

We discussed **transparency of board proceedings**. We asked our new member his impression of the board. Feels that there are so many committees who were so visible over the last year that he wasn't sure who was on PB and what they are doing. It's hard to also recruit members to PB if they don't know what we do. Recommendations that came out of this discussion:

- Put a brief update in each monthly newsletter about the board and what we are doing (Alice will send to Alisa)
- Open invitations to attend board meeting
- Consider liaison roles with other committees, especially RE. Make ourselves more available to other committees so that we are connected. During the retreat we will bring a list of committees and discuss liaison roles based on interest.
- Laura will ask Ellie how many people are downloading minutes from FP website

We discussed the **board retreat**. We will have "Equity 101" that will be a two-hour session facilitated by Meck and Woullard by the UUA. This is what they have been discussing will be part of that session:

1. Establish a climate of joint inquiry and exploration
2. Learn/review core concepts in race and equity work (four I's, white privilege, etc.) (could be done with pre-reading too)
3. Learn/review FPB's commitment to be a welcoming and equitable "institution"
4. Discuss examples from the prior Board year of tough issues or decisions that the Board encountered with respect to equity, and what it did
5. Discuss questions or issues facing the Board in the coming year and what equity issues might be involved with them
6. Have a common grounding experience together that sets the stage for openness, directness
7. Establish/review norms for how Board members will behave with respect to equity
8. Review/introduce tools to support the Board's equity work

This will not be personal exploration or an evaluation of board's work. It's not the place for a deep dive but about touching base, common language, setting expectations. We want to also make sure that the language and norms are consistent with the DEEP work.

The rest of the time we discussed getting to know each other better, knowing each other's strengths so we could think about how to deploy our talents over the year, getting to know Lisa, and some time for

spiritual practice. We agreed we did not want to make an overarching plan for the year because these tend to get sidelines quickly, especially with a new minister.

Alice will look at venues (Boston Nature Center, Arboretum, Blue Hills, Audobon). Need breakfast and catered lunch.

We reviewed the safety policies submitted by the Safety Task Force. We agreed to adopt the First Aid policy and Upper Parking Lot policies as submitted. We accepted the Fire Drills policy EXCEPT the Sunday morning drills to take place during church and Fellowship. Because our worship time is limited and precious AND because parishioners, children, and RE teachers change week by week, we felt that the Sunday morning drills might not achieve the goals of fire safety. We proposed that the Safety Task Force instead “deputize” Parish Board, Welcoming, and Worship Committees to run them through a fire drill during committee time so that they can help evacuate the building, locate fire extinguishers, etc. should this unlikely event occur. We also asked them to talk with Laci in detail so that she can do this with the teachers during teacher training so that teachers are prepared in an emergency. Michele will take this amendment back to the Safety Task Force.

We discussed our continuing work with DEEP. Contract was signed for one more year. Plan is for more workshops and in-depth discussions, parent and family workshops, and work with Rev Lisa and church leaders to use DEEP framework. We recommended that there also be an entry point for people who may not have participated in DEEP last year, maybe through independent reading or video to “catch up” and be able to participate. Gene will take this back to DEEP. We discussed using DEEP expertise in conjunction with the UUA’s white supremacy audit that was discussed at General Assembly.

We moved into **Executive Session**

Feedback:

+	Delta
Happy to have Stephen with us!	Small crew, but GREAT that we are meeting in the summer
We liked being in the soft chairs in a circle	
Yay Air Conditioning!	

We closed with our usual prayer.

Respectfully submitted,

Alice Mark,

Clerk