



**FPB Board Minutes**  
**Sunday, October 6, 2019**  
**1:00-3:00**

Present: Gene Thompson-Grove (chair), Karla Baehr, Ellen Blaney, Janet Britcher, Michaela Coady, Dave Demerjian

Absent: Charles Sandmel, Steve Pratt-Otto, Bob Williamson

Others: Rev Lisa, Senior Minister; Jud Wolfskill, Ministerial Intern; Sue Andrews, By-Laws Committee Chair, and Betsy Coons, By-Laws Committee member

**Call to Order**

- Chair Gene Thompson-Grove called the meeting to order with a Chalice Lighting, Opening Reading by Adrienne Rich, and Connecting Activity.

**Covenant Review:**

- We reviewed our Covenant and shared in pairs one element that each sees as especially important to them this year.

*To be our best selves and do our best work we will:*

- Mission: Commit to the three parts of the Mission (Called by Love, Sustained By Commitment, Committed to Justice) in order to accomplish meaningful work and so that our decisions are always values-driven
- Generosity and Forgiveness: Bring a spirit of generosity for self and others that creates a safe space for all
- Space: Make space for all kinds of voices and ways of engaging
- Honesty: Bring and welcome honesty and challenging questions
- Limits: Take responsibility individually and collectively to set limits and ask for help
- Joy: Nurture spiritual growth, personal connections and joy

**By-Laws Change Recommendation:**

- Sue Andrews and Betsy Coons, representing the By-Laws Committee explained the origin of the Committee's deliberations about changing our by-laws, primarily related to a) eliminating the requirement to make a financial contribution to become a member (3.03), chair a committee (3.05), or vote in a congregational meeting (5.05, 6.07), (b) eliminating limitations to voting based on age (3.02) or financial contribution (3.04), c) calling for pastoral care as the response to a member not making a financial contribution in a given year (3.04), d) adding the concepts of "covenanting" and a "path to membership," and e) adding "skin color" and "immigration status" as factors related to discrimination (3.04), f) updating our purpose to link it to our mission (2.00).
- The Board proposed these changes:
  - Change "citizenship status" to "immigration status" (3.04)
  - Change the language about purpose to *"The purpose of this Society is to provide a community where members come together and, through worship, study, service and fellowship work together to accomplish our mission"* (2.00)
- We reached high level of consensus to bring the recommended by-law changes, as amended, to the congregation on November 17<sup>th</sup> for a possible vote: with five 4's and one 5
- **Next Steps:**
  - Sue and the By-Law Committee will develop a summary organized by topics to be voted
  - Gene and Karla will draft a letter to the Congregation to accompany the By-Law changes and summary to be sent by October 14<sup>th</sup>

**Called by Love, Sustained By Community, Committed to Justice**

We strive to be a welcoming, diverse and loving congregation that nurtures spiritual growth for individuals and families, celebrates multicultural community, and works together to demand social justice, dismantle racism, and care for our living earth.

**Minister's Report** (attached)

- Rev Lisa shared her October 6<sup>th</sup> Minister's Report
- Board members want to develop and make explicit our role and relationship to the social justice lens of our mission

**Space Rental Policy Update**

- Karla described lessons already being learned as implementation of the new Space Rental Policy and alerted the Board to the possibility that the policy will be brought back to the Board at the end of the year for refinement.

**Agenda for Shared Leadership Meeting on October 8<sup>th</sup>**

- Based on the Executive Committee discussion of this issue earlier this week, Gene explained the purpose of the session as now conceived:  
*Participants will consider how to make decisions about spending related to our assets, using two current issues as case studies: 1) various options for resurfacing the main driveway, and 2) on-going maintenance of our organ. We will not decide what to do about the organ or parking lot at this meeting, but instead, will establish how to make the two decisions.*
- Gene outlined the agenda developed for the meeting and Board members suggested refinements.
- **Next steps:**
  - Gene or Rev Lisa will reach out to Clint Richmond as Chair of Buildings & Grounds to encourage his attendance if he is available

**Personnel Chair Role**

- Janet presented a draft document intended for the Board and Minister to develop shared understanding of the role of a Board Personnel Chair, a position Janet has currently been filling.
- Board members suggested:
  - Making this work the responsibility of the vice-chair with the expectation that members in the congregation with human resource expertise or other outside experts be recruited to serve as resources as needed.
  - Establishing the expectation that the Personnel Chair report to the Board as needed, but at a minimum once or twice a year.
- **Next steps:**
  - Janet and Karla will bring back a revised draft for Board vote at its November meeting

**Other Next Steps**

- Rev Lisa will let Board members know what she recommends for food for the November 10<sup>th</sup> service with UUA President Susan Frederick Gray.
- Rev Lisa will let Board members know about whether or not Rev Gray will be offering a post-service conversation open to all.

**Approval of September Minutes**

- Minutes for the Board meeting of September 7, 2019 were approved via email vote prior to this meeting.

Respectfully submitted,

Karla Baehr, Clerk

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