



**FPB Board Minutes**  
**Sunday, November 5, 2019**  
**7:00-9:00**

Present: Gene Thompson-Grove (chair), Karla Baehr, Ellen Blaney, Janet Britcher, Michaela Coady, Steve Pratt-Otto, Bob Williamson

Absent: Dave Demerjian, Charles Sandmel

Others: Rev Lisa; Intern Minister Jud Wolfskill; DRE Laci Adams; and, for part of the meeting REC member Jennifer Goulart; Rev Eliza; Ann Dinsmoor; and Sue Andrews

**Call to Order**

- Chair Gene Thompson-Grove called the meeting to order with a chalice lighting and reading (*Beginners* by Denise Levertov). Gene read our Covenant:  
*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
- Janet Britcher modeled with Bob Williamson our trio Connecting activity.

**RE Committee Support**

- We welcomed RE Committee member Jennifer Goulart and DRE Laci Adams and invited them to share responses to these questions:
  - What makes your heart sing in terms of RE this year?
  - What one or two pressing concerns or issues do you have right now?
  - How can we support you going into the future, especially in terms of coverage for Laci's maternity leave?
- Laci and Jennifer reported:
  - Success in recruiting new members to the RE Committee: Sara Warren and Amy Morrissey are joining Jennifer, Karly Ausiello and Nate Freitas. They hope to have six members by spring.
  - Preparing for her leave has turned out to be more time-consuming for Laci than she has anticipated, as has the move to an integrated database system designed to help close FPB's "two-church division" because of some technical challenges.
  - Welcoming diverse families at FPB is a blessing and a challenge to ensure they receive sufficient support.
- Laci's Maternity Leave
  - Laci described steps she, Jud and Jen are taking to ensure that the Sunday program works well during Laci's maternity leave of absence: Jud will cover two Sundays a month; Jen and Karly will each "quarterback" the program once a month.
  - Jen, Laci and Jud said they do not anticipate needing specific support from the Board.
- Parish Board members applauded the REC's 4 goals for this year addressing 1) a clear picture of youth life at FPB, 2) RE more integrated as part of the overall fabric of FPB, 3) a stronger, more integrated culture with RE and the larger church life; and 4) structures and operations running smoothly.

**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.

#### **Membership and November 17<sup>th</sup> Congregational Meeting to Consider ByLaw Changes**

- Gene reported on a shared leadership meeting held today at 5:30 involving representatives of the Board, Membership (Welcoming) Committee, Bylaws Committee and Rev Lisa.
- Bylaws Committee chair Sue Andrews described the plan developed there for the November 17<sup>th</sup> meeting: because there is no requirement that we take action on the bylaw changes at this meeting, we can make space to engage in conversation about underlying issues such as the nature of covenant, the cost of “winners and losers” when we make decisions by yes/no voting, and the place of money in our thinking about community. We plan to vote to suspend Robert’s Rules and introduce and practice the consensus decision-making process being used by the Parish Board. We concluded that we may be able to reach agreement through consensus to take a yes/no vote on one or more of the six bylaw proposals.
- **Next Steps:**
  - Gene will make an announcement to the congregation on November 10 about the plan to experiment with consensus decision making at the November 17<sup>th</sup> Congregational Meeting
  - Sue and the By-Law Committee will develop a summary organized by topics to be voted
  - Gene, Bob, Karla, Janet, and Sue agreed to be a task force to plan the Congregational Meeting – Gene will initiate a one hour Zoom call to plan

#### **Nominating Committee’s recommendation for an Acting Moderator**

- Gene reported that the Nominating Committee is recommending at the November 17<sup>th</sup> Congregational Meeting that Kimberly Zimmerman Rand be appointed to serve as Acting Moderator. Kimberly is actively engaged with RE. She is not available to be at FPB on November 17<sup>th</sup> but will be able to serve as Acting Moderator at Annual Meeting in May. It is the Nominating Committee’s intention to nominate her as Moderator at that time.

#### **Personnel Committee**

- The Board reached a high level of consensus on the proposed policy on the role and responsibilities of the Personnel Chair/Committee (5 five’s and 2 four’s).
- The Board tabled the draft document providing guidance on ministerial interns until a future meeting.
- The Board confirmed that Janet Britcher will continue to serve as Personnel Chair.
- Gene reported that she and Janet met Rev. Lisa about the Board and Ministerial Formation Team’s evaluations and her self-evaluation - and will follow up with Rev Lisa to help prioritize her many goals for this year.

#### **Update on the October 8<sup>th</sup> Shared Leadership Conversation about Organ Maintenance/Restoration and Driveway Repaving**

- **Organ:** Rev Lisa and Music Director Keith Kirchoff have reported that there are no plans at this point to bring forward a request for capital funds because basic maintenance needs are being met with funds from the organ fund (which must be spent on organ maintenance) and a portion of the music department’s budget for instrument repair and maintenance.
- **Driveway:** Bob Williamson reported on work underway to contract with a landscape architect or civil engineer to develop options with costs for improving conditions in the front driveway especially with respect to winter icing.
- **Next steps:**
  - Board members are invited to the meeting of Building and Grounds Committee called by Rev Lisa for December 3<sup>rd</sup> at 5:00

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- Rev Lisa will send the Welcoming Committee and other committees represented at the Shared Leadership Meeting a report on next steps on driveway improvements that Bob Williamson will draft.

**Minister's Report** (attached)

- Rev Lisa shared her November 5th Minister's Report – the highlighted areas were already scheduled as part of the meeting agenda

**Next Steps**

- Rev Lisa, Ellen Blaney and Steve Pratt-Otto will meet to develop guidelines for open Board meetings.

**Approval of October Minutes**

- Minutes for the Board meeting of October 6<sup>th</sup> were approved via email vote prior to this meeting.

Respectfully submitted,

Karla Baehr, Clerk

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