

First Parish in Brookline, Board Meeting

April 1, 2019

Attendees: Michele David, David Cave, Laura Hatfield, Stephen Pratt-Otto, Lisa Perry-Wood, Charles Sandmel, Alice Mark, Janet Britcher, Gene Thompson-Grove (via Zoom)

Absent: Dave Demerjian

Congregant: Margie Beal

We **opened** with may my heart always be open to little birds, ee cummings

We **checked-in**. What relationships are you grateful for?

We **moved to approve the January minutes and the March minutes**. These were approved without corrections.

We discussed the **minister's report** (attached).

- Alice will send out a doodle poll for **June board dinner**
- Jud Wolfskill will be beginning as **FP intern**. Rev. Martha will be his supervisor. Cost is 9000/year. We have a grant for half of that and half will come out of the budget. He has done pastoral care in the past. We discussed the process for hiring and supervising interns. Michele clarified that the board approved that we would be a teaching parish, but the decision to take on an intern lies with the minister. In the past, the minister has interviewed with or without a teaching committee. Janet discussed concerns for burnout with another committee to supervise the intern. Rev Lisa feels that people are up to this task. We discussed having policies and procedures in place for hiring an intern. These would include criteria for hiring, who hires the intern, how to put together a committee for supervision, budgeting for interns, etc. **Rev Lisa will reach out to other congregations to see if they have policies in place.**
- We discussed having a conversation about **personnel policies and personnel/board integration** at our next board meeting. **Michele will put it on our next agenda.**
- **Custodian** was hired to begin on April 8th. Janet is drafting the offer letter with Rev. Lisa
- **Common Hope** trip is in planning for Feb 2020.

We discussed **budget and finance committee report and pledge** (see attached).

- There is a **budget gap** due to decreased pledge revenue this year. However, we can hopefully make the deficit up on unspent draw allocated from endowment.
- **New budget is being proposed**. The only new expenditures are salary increases for existing personnel and intern.

- We need to look at our **membership** to see if we can reduce the \$ we have to send to the UUA. We now pay for 250 members but have 150 pledging units. This also has implications on salary for the minister. **Steve and Alice will review membership feedback from pledge with Rev. Lisa and Alisa.**
- 15 people were present at yesterday's **budget meeting**. There was enthusiasm for fundraising. We discussed that rentals are doing well, but that the sanctuary itself is not rentable for events due to parking/transit. We are maxed out on rentals unless we do significant renovations for a school space or kitchen. **Rev. Lisa discussed grant writing as a potential source of a small amount of revenue (\$5000).** There is another meeting at 9:30 on Sunday.
- We remembered that **fundraising** is supported in theory but in actuality often has low return for high amount of work and has implications for burnout. However, if people are enthusiastic to do some fundraising, we can support.
- We discussed **pledge** and where we are now (see report for details). Project possibly around \$400,000 from this year's pledge.
- We discussed that **a budget proposal** to share at the next meeting might have two categories. We discussed making this very simple for people to understand. We have some hard choices to make that need to be laid out very clearly.
 - Budget #1: Live within means – use pledge and gains from endowment only. This budget would likely mean cuts to personnel (music, RE). Show what we are currently able to support
 - Budget #2: Live beyond means – use pledge, gains from endowment, and principle to fund personnel and programs that we already have. How much will we need to draw off the endowment?

Gene gave the **nominating committee report**. In brief, they have some good candidates that they've reached out to and are awaiting self and congregational nominations. Gene is optimistic about the people and process.

Michele discussed **annual meeting**. We will be asking chairs for a report. **Alice will write the board report.** We also need to send out the letter for the meeting. Sue Andrews will be coming in May to discuss suspending Robert's rules. On the agenda are:

- Nominations
- Budget
- Members
- New business – there may be a couple of proposals coming to AM

We **thanked David Cave** for his service and wished him well on his new job in Cincinnati!!

Things that **worked well** in this meeting: having Margie with us, remote attendance, time keeping, having a report on exec committee. No negatives noted.

We **closed** with our usual prayer.

With love,

Alice Mark, clerk