



Minister's Report

October 3, 2021

Monthly Worship Theme: Cultivating Relationships

Opening Words: ** Excerpt from "How to Lead When You Don't Know Where You're Going" by Susan Beaumont

	Ministerial Observations	Ministerial Wonderings	Ministerial Flags	Ministerial Celebrations
Governance and Leadership	As we lean into this "liminal space," we'll need to learn how to care for ourselves and each other, to effectively lead our congregation. This will require honesty, vulnerability, and a willingness to make and acknowledge mistakes on all of our parts.	What are the next steps for the board (and minister) to take, to move forward the ideas brainstormed in September? How can we engage in shared leadership to accomplish these?	Reopening guidelines are still raising questions and concerns; (e.g. Do we need to limit the numbers in the sanctuary? Should/can we have an "overflow room?") Also, some are still expressing fears of being in person. The RPG is figuring out how best to support all congregants, while ensuring safety and the need to be together.	The board's presence as worship associates and ushers on our second Sunday was greatly appreciated. It was good for the board to have such high visibility.
Staff	New RE staff are doing well so far. The board may want to clarify their roles, to	The staff team is working very hard to keep up with everything, considering that we are actually	Bob has been reviewing Rev Lisa's ministerial agreement (this happens every three years) and will bring any	Keith has just hired a Worship (Livestream and worship support) Tech, Keira Cronin! We especially need

	understand the limitations of their positions this year.	understaffed, compared to last year. Appreciations for their efforts are always welcome, as well as patience and understanding for mistakes or missteps.	suggested changes to the board. Rev Lisa is beginning to think about a sabbatical for the next (her fifth!) program year.	this position as we move worship indoors. Keira will start on October 3 rd .
Worship, Ritual and Ceremony	Outdoor worship was very stressful for the staff, without regular, professional tech support. Staff are relieved to be moving indoors, where set up can stay the same all week long, starting 10/3.	Our staff are already feeling very stressed by all the changes in worship. We are encouraging active practice in self-care and finding ways to mutually support time off and other breaks.	We are feeling frustrated, as we still wait on installation of new wiring for livestream/multiplatform equipment to be installed in the sanctuary. The Fenway group (our contractor) has been extremely slow in delivering services.	Worship services, especially those outdoors, have been very much appreciated so far. We will revisit our capacity for outdoor worship in the Spring and Summer.
Congregational Life and Spiritual Development	Small group leaders and the pastoral care team are considering how to expand our small group ministries to greater numbers this fall.	There seems to be a hunger among congregation members for opportunities to deepen spirituality during this liminal time. There are at least two new small groups devoted to spiritual practice in the works.	The Welcoming and Worship Committees are no longer existent. Rev. Lisa has been reaching out to standing and other committees, "ad hoc" and small groups to provide ushers and worship associates each week.	Social (vs "coffee") hour, with no food or drink, except water, being served has been well-accepted. Fred Andree's cookies are a big help!

			This effort could definitely use the support of the board, lest the minister spend all of her week “herding cats!”	
Community Engagement and Social Justice	Climate Justice appears to be the most vibrant and growing committee at FPB. We are reminded that climate justice is at the intersection of all other justice issues. There will be a worship service focused on climate justice on Sunday, Nov. 14.	REC, Climate Justice and other FPB members will participate in a climate rally in Coolidge Corner on Saturday, October 16 th .	The RJAC is talking about the work of reparations and what that looks like for our congregation. RL is in early conversations with Rev. Karlene Griffiths-Sekou about the work she’s done in this area and how she might support our efforts.	Representatives of the Justice Committees (Climate, Immigration and Racial) met together to share resources, best practices and plan ways support each other’s work.
Finance and Administration	Debba Andree and the auction team are hard at work. Please consider donating a talent or service for this event and mark your calendars for end of October bidding to start.	Members of the finance committee and Rev. Lisa are planning to look at accounting practices related to how we track, handle and report donations.	Our 2021 budget ended up in the black, in part due to a second PPP loan and to Canvass donations that exceeded expectations.	Our hardworking finance committee could use new members. Please consider who might fill that role well.

**** Refer to book.**