



**Minutes  
Parish Board Meeting**

**October 3, 2021**

Present: Karla Baehr, Alfred Brownell, Micaela Coady, Jen Guillemmin, Jody Leader, Bob Williamson (chair), Rev Lisa Perry-Wood  
Absent: Emily Cherry, John Mignano, Margaret Williams

After checking in and enjoying lunch together outside, Chair Bob Williamson opened the meeting at 1:28 inviting Rev Lisa to light a chalice. Bob read a selection from Leading in a Liminal Season: how to lead when you don't know where you're going, by Susan Beaumont

Board Covenant

Bob asked members to take turns reading each line of the 2020-21 Covenant:  
We reviewed together our Covenant by each reading one of our commitments.

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

- *Energy: We will focus our work on policy level issues*
- *We will be responsible for our own limits and self-care*
- *We will invite fun and joy*
- *We commit to listen to understand and learn.*
- *We will practice deliberate ways to give all voices a chance, making space for minority views, and for differences in processing and reflection time.*
- *We will bring clarity and focus to our work.*
- *The board will be a small group ministry with each other, providing support and personal and spiritual growth as we accomplish our work*
- *Our goals will be mission driven.*

He invited members to consider additions or changes.

Rev Lisa suggested the Board add:

We commit to hold each other and ourselves with tenderness and care, especially during this liminal time.

Jen Guillemmin suggested: an addition to the first commitment

- *Energy: We will focus our work on policy level issues **especially as they relate to the community's well-being and rebuilding of a sense of community.***

Members present will propose these changes for adoption by the full Board at our November meeting.

Minister's Report (see attached)

Rev Lisa highlighted developments and wonderings and members discussed:

- Religious Exploration staffing and consulting services
- Small group participation as worship associates/ushers
  - **Jody Leader** volunteered to assume responsibility for recruiting and scheduling small group participation in worship services.

**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.

- The minister's sabbatical called for in her fifth year by the "Minister's Agreement" signed when she was called in 2018.
  - Bob asked for a volunteer from the Board to work with him on minister agreement review and sabbatical planning.
- Anticipated improvements in tech capacity in the Sanctuary
- The vitality and growth of the Climate Justice Task Force
  - Members discussed the relationship of this work to Board goal setting.
- The auction (bidding will start in late October)

### Finance Report

On behalf of Treasurer Margaret Williams, Bob reported that FY 21 ended with a net surplus \$22,000.

### Board Goals for 21-22

Bob explained that the Executive Committee believes the Board should approach goal setting with an eye to congregational reconnection and well-being. Members reviewed last year's seven goals\*, and then explored the challenge of how to address the complex, inter-connected issues the community faces, many of which are represented in last year's goals. Members brainstormed ways it might lead and nurture the kinds of conversations among members needed to live into our future.

#### \*2020-21 Goals:

1. Resource and Expenditure Benchmarking (Financial Sustainability)
2. Data Dashboard and Organizational Health
3. Creating and Supporting a Digital Strategy
4. Advancing Social Justice, Climate Justice and Anti-Racism Work
5. Senior Minister Support and Evaluation
6. Inclusive and transparent budget development and monitoring
7. Capital Project Congregational Decision-making Process

The Board deferred discussion of how to identify and pursue goals for 2021-22. Bob suggested that a small group develop a proposal for Board review at its November meeting. (Goals may be drawn from 2020-21 Goals, the RE Consultant work, and the brainstormed ideas from the Board Retreat about assessing organizational connection and health). Alfred, Micaela, Jody will work with Bob. They will invite Margaret to join. Jen is willing to assist as needed.

The Board also deferred consideration of these ideas it had generated at the September retreat for reconnecting members and tending to community health until the November meeting:

1. Expanding pastoral care to more people
2. Offering listening circles
3. Expanding small groups
4. Using Sunday services to "hold" hard feelings and "amplify" feelings of possibility

The Board adjourned at 3:11pm

Next meetings:

1. Exec Committee Wednesday October 27, 5:00-6:15 (Zoom or in person)
2. October Board Meeting Wednesday November 3, 7:00-9:00 (Dana Room or Zoom)

Respectfully submitted,

Karla Baehr, Clerk