



**Minister's Report**

**November 3, 2021**

**Monthly Worship Theme: History**

**Opening Words:** \*\* Excerpt from The Hill We Climb by Amanda Gorman

	<b>Ministerial Observations</b>	<b>Ministerial Wonderings</b>	<b>Ministerial Flags</b>	<b>Ministerial Celebrations</b>
<b>Governance and Leadership</b>	Leadership of committees seems to be stepping up now, especially for the justice committees, RE, and, of course, the board!	<p>At some point we will need to find leaders to reconstitute the worship and welcoming committees.</p> <p>Is this something the board takes the lead on, or is it the minister's responsibility?</p>	<p>There continue to be concerns about our reopening – people are asking why our sanctuary seating is so limited, why the congregation can't sing, etc.</p> <p>The RPG will meet next week to consider further options for reopening.</p>	Our newly formed "Justice Coalition (leaders of the FPB justice committees) has met twice and are identifying shared initiatives and ways for mutual support.
<b>Staff</b>	New RE and worship tech staff continue to do well, as they become comfortable in their roles.	Ebiere will need some clerical support in the coming months, (as budgeted,) which we may attempt to outsource to FPB volunteers.	Bob, Karla and RL have been reviewing Rev Lisa's ministerial agreement and will bring suggested revisions to the board next month.	<p>Our hardworking staff are all working at or above capacity, as much as we support them to care for themselves.</p> <p>Staff will definitely deserve Holiday gift (cards) again, in</p>

		We are in preliminary discussions with First Church JP about sharing an on-call “facilities manager” for a few hours/week. This would be for next year’s budget.		appreciation for their hard work, as the board did last year!
<b>Worship, Ritual and Ceremony</b>	Indoor worship has gone well, generally. Set up has gone smoothly, though there have been some audio glitches in the livestream that Keith is trying to work out.	When the RPG meets, we will discuss how to manage numbers for Christmas Eve worship, which may mean having two services that evening.	Staff are still feeling frustrated, as we wait on installation of new equipment for our livestream/multiplatform worship. The Fenway group contractor is now scheduled for January. Keith has volunteered to do some of the install himself, with volunteer help, once the electrical work is done.	Worship services in our sanctuary have been very much appreciated; the return of the choir has been especially joyful!
<b>Congregational Life and Spiritual Development</b>	The pastoral care team will begin promoting our small group ministries after worship, beginning next Sunday.	Adult programming seems to be a strong desire for the congregation. It is challenging to determine how these needs can be met with diminished staff capacity this year (no intern, PT CRE.)	Our RE consultant is hard at work with the RE committee to restart our OWL and Challenge (Coming of Age) programs. We may partner with FP Dorchester to increase numbers and gain another OWL leader.	The congregation seems to be enjoying social time after worship, as a source of spiritual nourishment, as much as worship itself!

			Also, we need names of key members for Deb to contact about RE history and their experiences.	
<b>Community Engagement and Social Justice</b>	The Justice Coalition has met twice; there is good collaborative energy and shared problem-solving in this group.	How do we engage more congregation members in the community life of the church? In the past, potlucks, dances and other gatherings sustained us; what, if anything, can/should we do now?	RL is in conversation with Rev. June Cooper about an initiative to support people at Melnea-Cass in Boston, as well as other BIPOC-led projects, which our congregation might engage in.	Many FPB RE, Climate Justice and other FPB members participated in a well-attended "Fix the Pipeline" rally in Coolidge Corner on Saturday, October 16 <sup>th</sup> .
<b>Finance and Administration</b>	The finance committee, Rev. Lisa and Adam have been looking at best accounting practices related to how we track, report and express appreciation for donations.	Finance committee is in need of new members – what is the best way to generate names?	We will want to confirm Canvass leadership at our Dec. Board meeting, in order to begin organizing in January.	The auction is LIVE! Please support the hard work of the auction committee (and First Parish) by bidding on some of the fun and exciting items.

\*\* Refer to book.