

## Special Board Meeting with Meck Groot: January 4, 2023

**Purpose:** Discuss terms of Rev. Lisa's negotiated resignation

**Attendees:** present: Meck Groot, Alfred Brownell, Margaret Williams, Jody Leader, Jen Guillemain, Kathryn Kirshner, John Mignano, Nancy Clark. Ed Page participated by phone.

### Agenda:

- Discuss and vote on the terms of Rev. Lisa's departure from First Parish
- Crafting a message to the congregation about Rev. Lisa's departure

### Vote:

The Board accepted in full Reverend Lisa's 12/14/22 proposed Addendum to her original Ministerial Agreement dated 4/1/2018.

### Next Steps: Message to Congregation

The Board should announce Rev. Lisa's upcoming departure some time after January 8, 2023. The Board needs to decide what information can be disclosed to the congregation, and how it should be communicated

- Action: Alfred, Kathryn, and Nancy agreed to draft an announcement to the congregation, to be reviewed and revised as needed by the board
- It was suggested that we should wait until *after* the Board's upcoming healing retreat, before we finalize the announcement about Rev. Lisa's departure

### Upcoming Board Retreat

The Board's "healing retreat" will be on Sunday, January 22, 6:30 PM at church. Gene Thompson Grove will lead us through the process

## Appendix: Note from Meck to Alfred - Shared with Board before the meeting

On Tuesday, January 3, 2023, Meck Groot <[MGroot@uua.org](mailto:MGroot@uua.org)> wrote:

Hi Alfred, I believe the purpose of this meeting is to decide a few things regarding the terms of the negotiated resignation. I think the things that the board needs to decide regarding this include:

1. Changes to the ministerial agreement. Some things are just obligations given what Rev. Lisa and the board agreed to when she started. The items Rev. Lisa wants changed have to do with
  1. Sabbatical leave
  2. Medical insurance payment
  3. Her desire for a transition team
2. Timing
  1. the date for her departure and
  2. when the congregation will be told about it
3. The content of what the congregation will be told ("the story" or "narrative" – Lisa has proposed language for that
4. A process for a good leave taking that takes into account the needs of staff, parishioners, committees, the board, etc. as well as Rev. Lisa's needs

Beyond those things, the board also has significant work to do to in the realm of repair. In particular, attention needs to be paid to

- strained and damaged relationships between board members
- questions about how FP Brookline engages differences and works with leadership for the sake of the congregation's mission

Under both of those are questions of culture and cultural difference.

I am guessing the best that can happen in 90 minutes tomorrow is items 1 through 4 above – and the group needs to agree to stick with those items and assume additional things will need to be picked up another time. For the meeting itself, I suggest people agree to the following ways of being together in the meeting:

- Stay present – focused on what is happening here and now
- Keep centered in the mission and values of FP Brookline and UUism
- Share your truth as you know it
- Listen deeply to others' truths
- Be open to your own truth changing
- Be unattached to the outcomes – don't try to force anything

In terms of facilitating the meeting, I think we would be co-facilitating with you keeping people focused on the items that need agreement (what) and me keeping people focused on their behavior (how).

What do you think? I am not attached to any of this – just offering a place for us to get started. If you want to talk, I'm available this evening or any time tomorrow except from 1:00 to 2:00. Just text me to say you'd like to talk – I might not see email as soon as a text.

**Meck Groot** :: she/her

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