

**Parish Board Meeting
May 1, 2022
hybrid**

Minutes

Present: Karla Baehr (attending virtually), Alfred Brownell, Micaela Coady, Jen Guillemín
(attending virtually), Jody Leader, John Mignano, Margaret Williams, Bob Williamson

Absent: none

Others: Rev Lisa Perry-Wood (attending virtually)

Guests: RE Committee members: Nathan Freitas, Jennifer Goulart (virtually), Sally Ruderman (virtually)

Chair Bob Williamson called the hybrid meeting of the Parish Board to order at 1:06pm. Rev Lisa lit the chalice and read Danna Faulds' *Whichever Doesn't Serve*. Joined by members of the RE Committee, Board members checked in by responding to this prompt: *When did you experience Spring this week? With what sense? Sight, sound, smell?*

Board Goal #4: Develop a Framework for Religious Exploration

Bob described the context for today's discussion of two documents: [Report and Recommendations for the Future of Religious Education at First Parish in Brookline](#) prepared by consultant Deb Weiner, and [Religious Exploration Committee \(REC\) Staffing Proposal for 22-23 and Beyond](#). He drew on the UUA's study on congregation size and governance, as well as the notion that the pandemic has put individuals and institutions in a liminal state. He explained the difference the UUA sees in size and governance between "pastoral" churches (50-150 attending Sunday services) and "program" churches (150-300 attending Sunday services).

As Board liaison to the REC (and REC member), Micaela Coady offered an overview of the rationale for the REC's proposal to create a full-time position of Director of Family Ministries for next year whose responsibilities would be equally divided between 1) RE for children and youth, 2) RE for adults, and 3) community-building events and programs across the church. REC members shared their hopes for how the proposal could strengthen the FPB community and Board members offered insights, experiences, and questions. Topics discussed included children's and youth needs, cost and impact on the endowment, potential to positively affect church health and longevity, likelihood of expanding FPB "market share" and engaging new families, feasibility of splitting the position among three responsibilities.

REC members agreed to gather and prepare information to address key considerations discussed in anticipation of a discussion and vote at the Board's next meeting on May 4th on whether or not to accept the REC's proposal and include it in its recommended budget for 2022-23.

At least one REC member will attend the Finance Committee meeting to present the proposal and its rationale. Margaret will gather information about fringe benefits and related costs in order to identify budget impacts.

Future Meetings

- Board Meeting, Wednesday, **May 4th**, 7:00-9:00 (virtual)
- RJAC-sponsored session related to Board Goal #5, *Listening to Each Other on our Journey to Racial Reckoning*, Thursday, **May 5th**, 7:30-9:00 (virtual)
- Congregational Budget Conversation on Board-recommended Budget: Tuesday, **May 10th** 7:30-8:30 (virtual)
- Annual Meeting: Sunday, **May 22nd** 12:30pm (hybrid)
- June Board Meeting: Sunday, **June 5th** 1:00-3:00 (in person)

The meeting was adjourned at 3:15pm

Respectfully submitted,

Karla Baehr, Clerk