

**Parish Board Meeting
May 4, 2022
(hybrid)**

Minutes

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

Absent: none

Others: Rev Lisa Perry-Wood (attending virtually)

Once everyone had arrived, Bob Williamson called the meeting to order at 7:13. Rev Lisa lit our chalice and read a poem by Lisa Gill.

Racial Justice: Reparations and Repair

Karla and Jody presented the rationale for the request from the Racial Justice Action Committee (RJAC) that the Board co-sponsor a [Resolution](#) at Annual Meeting to “learn, acknowledge and work to repair the harm done to Black and Indigenous People”. Once approved, a resolution is memorialized in the minutes of the Annual Meeting and the Board has responsibility for reporting annually on progress.

Board Action: Consensus was reached a high level to co-sponsor the resolution with minor revisions to the description of the “we” who is making the commitment (7 5’s and 1 4)

2022-23 Budget Planning

Revised Finance Committee Budget Recommendation

Margaret outlined the key changes the Finance Committee is recommending since the Board’s May 1st meeting:

- A \$26,000 increase in revenue from a one-time federal Covid-related grant
- An increase of \$40,000 in spending to create the full-time position of Director of Family Ministries as recommended by our RE consultant Deb Weiner and the Religious Exploration Committee (REC) instead of a half-time Director of Religious Exploration position

Margaret pointed out that the budget as recommended is a “deficit budget” meaning that it calls for spending that exceeds anticipated revenue by \$23,988. Based on recent years’ trend of under-spending the budget and exceeding revenues in some areas, the Finance Committee believes the budget can be balanced by the end of next fiscal year, and seeks to establish a maximum draw on the endowment of \$150,000.

Buildings and Grounds

Margaret reported that the Finance Committee had reviewed and approved the Building and Grounds (B&G) Committee’s projection of income and expenses through FY 30. Assuming an annual investment from the First Parish endowment of \$40,000 going forward, B&G anticipates annual balances ranging from \$24,000 to \$63,000.

Bob reported that for FY23, B&G is proposing to spend \$78,000 for the following: annual roof maintenance, Parish Hall window repair, upper drive improvements, roof drain repairs, Dana subservice roof drain, and Lyon and Pierce storage improvements.

Alfred requested that B&G be invited to a Board meeting to make a presentation of their plans, budget, expenditures and progress. He said even though the absence of such data would not be an obstacle for his endorsement of the proposed 22-23 budget. In the future he recommends that this be treated as a matter of priority as several other committees including the RE and Climate Justice have been made to present and justify budgetary requests for their programs and activities.

Endowment

Board members discussed different understandings of the purposes and uses of an endowment - and how those different understandings are reflected within the congregation. They agreed that an all-congregation conversation - as originally envisioned before the pandemic but postponed - is needed next year. They further agreed that a useful Board role would be to develop a list of the questions about endowment use that members of the congregation need to discuss, debate and discern if congregational consensus is to be reached about how to make use of the FPB \$2.5 million endowment going forward.

Board Action

The Board reached a high level of consensus to recommend to Annual Meeting the 2022-23 budget as recommended by the Finance Committee (7 5's and 1 4)

Ministers' Report

Rev Lisa and Board members agreed to begin the process of approaching the Ministers' Report as an opportunity for reflective, shared two-way communication process about the health of ministries as originally recommended by Alfred. Discussion at this meeting focused primarily on how to organize Board leadership as a shared, distributed, community/committee-connected model for next year given that no single returning Board member feels able to assume all of the responsibilities of Board chair alone. The topic of staff supervision was also discussed. **Returning Board members Alfred Brownell, Jen Guillemin, Jody Leader, John Mignano, Margaret Williams** agreed to meet within two weeks to develop a leadership plan for next year.

Health of the Ministries

Bob described the context and purpose of a proposed short-term "Ministries Task Force" to gather information being discerned about Rev Lisa's ministry. Given time constraints, members agreed to offer comments and questions on the Google document itself over the next two weeks to see if the Board can reach consensus on implementing the proposed short-term Ministry Task Force. **Jen Guillemin** agreed to be the point person for these communications.

The meeting was adjourned, and chalice extinguished at 9:02pm.

Respectfully submitted,

Karla Baehr, Clerk