

**FIRST PARISH BROOKLINE  
PARISH COMMITTEE MEETING  
April 7, 2014**

**Parish Committee Members Present:** Steve Davis, Ann Gilmore, Stacey Raczek, Ryan Kim

**Parish Committee Members Participating by Phone:** Ann Dinsmoor

**Others Present:** Rev. James Sherblom, Sean Neil-Barron

**March Minutes:** The March 2014 minutes were reviewed and approved unanimously.

**Minister's report:** Reverend Jim reviewed the status of his Staff objectives for the current fiscal year.

Despite offering more adult programming than ever before, participation and attendance are still strong vs. the more typical tail-off often seen in the spring. As a result, there have been some staffing issues, but bringing on a 2<sup>nd</sup> minister should help.

Welcoming team co-chairs are excited about Kristen taking on the membership coordinator position. FP membership has been tracking roughly flat, as rate of additions offsetting attrition almost exactly.

We are moving forward with the paid Youth Director (subject to budget supporting the cost) with support of current students, some of whom have stepped up to join the search committee. Appears that the target students have a vested interest to make sure the role succeeds.

Rev. Jim shared conclusions regarding RE participation and the use of technology. Current thinking from UUA is that online participation is a necessary part of any healthy program, such that declines in in-person attendance is the norm, even in healthy RE programs around the country.

Based on high interest, Rev. Jim asked Rev. Mykal Slack to develop a full sermon for next year based on the popular seminar offered this year

Social Action Committee is in transition, but stabilizing. We may be changing definition of Social Action, more of a blend of historical role. Rev. Jim is optimistic about their current trajectory.

We discussed consumerism, generational change and cultural change as it relates to participation in community conversations about 2<sup>nd</sup> minister, social action etc. Need to find a way to offer activities that maintain interest and satisfy individual needs, but also find a way to meet needs of the congregation and staffing. Sean will send around a relevant document on donor engagement, discussing current thinking on online participation and communication.

**Other Matters:**

The PC voted unanimously to approve holding the ordination ceremony for Sarah Napoline at FP in Brookline.

PC voted unanimously to approve the Social Action forum's recommendation to support the Jobs Not Jails event, by waiving the facility rental fee, thereby supporting the ex-prisoners and prisoners organizing for Community Advancement.

PC voted unanimously to allow 15 members of congregation attend GA in full, plus provide transportation for up to an additional 50 congregants for the Sunday services via the bus. Discussed process for deciding on General Assembly candidates if more interest exists than the number of slots needed. PC will vote on Rev. Jim's recommendation next meeting.

Based on this participation, the Mass Bay district meeting bylaw requirement may not be met, which would constitute a minor violation of our bylaws as a result. PC agreed that this would be OK.

**Second Minister Search:** Reverend Jim gave an update on the 2<sup>nd</sup> minister search, in particular the fact that the candidate to whom we made an offer did not accept. The question was asked how the PC could help – the process is still unfolding. We can either enter into a 2<sup>nd</sup> round matching process or focus on an interim minister search. Everyone was very appreciative of the hard work and dedication put forth by the 2<sup>nd</sup> Minister Search committee, and expressed our interest in giving them our full support.

**Leadership Development Committee:** PC discussed the process and potential candidates for the Leadership Development Committee selecting two new members - PC discussed the list of candidates who expressed interest, including the desire to ensure that a diversity of cultures, leadership philosophies, and generations was represented on the LDC. PC will consider candidates for formal approval by email.

**Bylaw Amendments and Policy Handbook:** Discussed the current version of the Bylaw Amendments including previously recommended changes. Added 2 additional changes: a) edited the Treasurer and Clerk duties to reflect oversight as opposed to actual execution of the key responsibilities b) removed the requirement to hold the Annual Meeting in May, instead making it at the discretion of the PC so long as it occurs before the end of the fiscal year. PC unanimously voted to approve the Amendments to the Bylaws including the 2 changes above.

PC unanimously voted to strike Investment Policy given that we have outsourced them to the UUA.

PC discussed current draft of Policy Manual, proposing additional changes to the policies. Decided to do a Congregational Meeting on April 27 to review and discuss changes. Draft will be circulated in advance of the meeting widely. Will include cover memo highlighting philosophy of the document as a statement of current practices.

There being no other business it was unanimously voted to Adjourn.

Respectfully submitted  
Ryan Kim (filling in for Jake Walters, Clerk)