

**FIRST PARISH BROOKLINE
PARISH COMMITTEE MEETING MINUTES
October 20, 2014**

PC Members Present: Sue Andrews, Greg Buckland, Ann Congleton, Steve Davis, Ann Dinsmoor, Elena Garofoli, Ann Gilmore, Stacey Raczek, Corey Thomas

Also present: Rev. Jim Sherblom and Rev. Maria Cristina

Check-in: In order to bring my best self to our gathering, what intention or quality do I bring tonight?

Minutes – the minutes from our October 6th meeting were revised and **APPROVED** and will be submitted to Sonya for posting on our website.

Minister's Report

Goals: Rev. Jim updated us on progress on goals of fostering Beloved Community, Cross-Cultural Competence, and Social Action. Regarding Worship, he reminded us that Thandeka will be coming the first weekend in December: Fri. night, Saturday, and Sunday service to work with our congregation on creating more affective worship experiences.

Staff changes: We are so happy that our long-time sexton, Frank Peace, is back with us, but he will be on a reduced schedule and cannot lift. Our other sexton, Will, Brown, recently resigned. A former sexton, Juan Miranda, has been asked back on a probationary basis. After discussion, we **APPROVED** the rehiring of Juan Miranda, with one abstention.

Rev. Jim also reported that Rev. Maria Cristina is taking on a much greater role this year in pastoral counseling.

Rev. Jim clarified his role in the Second Minister Search Committee as a resource to the committee.

Ministerial intern: Rev. Jim would like to hire a ministerial intern recommended by former intern, Rev. Sarah Napoline, for the next two years at a cost of \$6,000 per year. Discussion ensued. Although we highly value being a teaching parish and the cost seems minimal, we are also mindful of the three areas we also highly value, but were not able to fund this year, which include - bringing existing staff salaries more in line with a midpoint on the UUA Fair Compensation scale, funding a part-time Youth Minister which has been requested by parents and youth, and bringing in Mark Ewart to consult with us on our capital campaign. We agreed to hold off a vote on hiring a ministerial intern until our next meeting on Nov. 3rd. In the meantime, our treasurer, Stacey Raczek, along with Rev. Jim, will prepare an analysis of what we would need to fund these three areas to better inform our discussion. As part of that discussion, we will also consider the issues of fair compensation raised in the letter to the PC from SMSC member Bllu Catalano.

Treasurer's Report

Thanks to Stacey for preparing and guiding us through such easily accessible charts and bar graphs showing our budgeted versus actual Income and Expenses for Fiscal Year 2013/14! Our income for last fiscal year came in \$88,000 higher than budgeted, but this was due to a \$100,000 bequest from our dear Jane Hoey. That bequest has been added to our endowment, so our "regular" income for the year was actually \$12,000 under budget. We are also hoping to collect about \$5,000 in outstanding pledges for FY 2013/14. Our overall expenses for last year were in line with our budget, though the building expenses were higher due to a colder than normal winter which involved more fuel and snow removal costs.

Stacey and Rev. Jim are working to revive a Finance Council of 8-10 members who will act as an important advisory group, especially on issues of long term planning and a capital campaign.

Finally, because we have used pre-payment of current year pledges to cover last year's shortfall, Stacey requested and we **APPROVED** a motion to authorize her to withdraw funds from our endowment as authorized at our 2013 annual meeting to reconcile our income and expenses for FY 2013/14.

Song and Movement – Shake Away

Parish Committee 2014-2015 Goals

Report from Cory (Chair) and By-Law Subgroup on Goal #1: "Update the by-laws to provide clarity and transparency about the congregation's organizational structures and decision-making."

This subgroup will be partnering with our Mission Subgroup in terms of congregational engagement.

Next Steps:

In **Nov**, a list of items and issues to be addressed will be generated and recommendations will be made as to which issues are good candidates for by-laws versus policies.

In **December**, subgroup will propose the scope of by-law changes to consider.

From **Jan – March**, 2015, the group will engage the congregation with generative questions.

In **March** the group will prepare a working draft of proposed changes and solicit feedback from the congregation

Report from Ann D (Chair) and Mission Subgroup on Goal #2:

"Develop a broadly-endorsed mission/vision statement for adoption at the 2015 Annual Meeting that is focused on 'how FPB can make love and justice real in the world' and which can guide future congregational decision-making."

Subgroup #2 requested and the PC **APPROVED**

- 1) Rewording the focus in the above goal to read "how FPB can make justice and love real in the world"

- 2) Adopting the following definition of mission and vision :
“Very simply stated, a *mission* statement describes why we exist, what is our purpose, how we are unique. A *vision* statement is a picture of how we will be in the future, what we will look like, feel like, sound like, how we’ll be relating to one another and to others out in the world, by 20____.

We discussed whether this vision would be a five or ten year vision and it was suggested that since this vision will be aligned with a capital campaign, we should be developing a ten year vision.

The subgroup also plans to draw on data compiled within the last few years of the direction of the congregation including the 500 word statement composed by the Second Minister Search Committee included in our congregational record; the resolution on becoming an intentionally anti-racist, multicultural beloved community, passed at our 2013 Annual Meeting. We also want to draw upon the words of our congregational covenant, which we recite together at Sunday services.

Next Steps:

Nov. 16 – opportunity for subgroup to briefly engage and gather input from the congregation on mission/vision, including the children, at the worship service. Following the service, provide tables at hospitality hours and invite people to share their thoughts in writing.

Nov. 23 – at Thanksgiving Feast, subgroup will provide opportunity/activity at tables for congregational input

Dec- Jan - subgroup will conduct on-line congregational survey

Shared Ministry/Fair Compensation

Rev. Maria Cristina was excused from the meeting during our brief discussion of the themes proposed in the recent emails from congregants Sue Kalt and Bllu Catalano.

Bllu’s email addressed the disparity between our expectations for a second minister and what we are offering to pay a second minister. At our next meeting, on Nov. 3th, we will take a look at our overall levels of staff compensation, including the position of second minister.

Sue Kalt’s email proposed formalizing “a continued shared ministry” between Rev. Jim and Rev. Maria Cristina, where they would work as “equal partners.” This email raises several questions-

- 1) Is Rev Maria Cristina, who is currently working as an interim minister, eligible to be considered for the position of second minister, and ought we to consider her?
- 2) What would be the nature of the working relationship between Rev. Jim as our senior minister and Rev. Maria Cristina, or anyone else, as our second minister.

These issues will be discussed at the upcoming Second Minister Search Committee meeting on Oct. 29th, which both Rev. Jim and PC Chair Steve both plan to attend. They will share the outcomes of those discussions at our next PC meeting on Nov. 3th

Review of Process/Covenant

Thanks to Greg for serving as our Process Observer for this meeting!

Respectfully submitted,

Ann Gilmore, Clerk