

Parish Board
December 3, 2018

Attendees: Rev Lisa, Michele David, Alice Mark, David Cave, Charles Sandmel, Laura Hatfield, Janet Britcher, Gene Thompson-Grove, Dave Demerjian

Absent: Stephen Pratt-Otto

Chalice Lighting: “Blessed are you who bear the light” by Jan Richardson

Check-in: What is something that lightens your heart?

We held Stephen in our thoughts – he is with his mother who broke her hip

Minutes: Consensus to approve the minutes from November with name change.

Minister’s Report: Lisa reviewed her confidential minister’s report.

The action item involved renewing FP as a “Welcoming Congregation”. This was first done in 2006 and we need to do it again. The UUA has steps to do this. Lisa wonders where this should live. Because worship service is involved, and it is about welcoming, we wondered if worship and welcoming could own this. **Lisa will take this to them**. Michele noted that because we have congregational polity that UUA cannot require that we go through the renewal process. However, the Board noted that calling ourselves a “Welcoming Congregation” has specific meaning and it is a process worth repeating since we have had change in membership.

Treasurer’s Report: Charles reviewed the notes from the last Finance Committee meeting. He noted that we are in good shape financially and are expecting to increase building rental income over the next year thanks to Karla and her tireless efforts.

We talked at length about canvass. Last year’s chairs are unwilling or unable to be chairs again this year. Stephen Pratt-Otto made a proposal related to canvass that is in the finance committee report. To increase stewardship, he proposed that we share responsibility for canvass and use 15-20 board and other church members to reach out individually to parishioners. He also recommended using the UUA’s “fair share” guidelines to frame the ask.

After considerable discussion, we agreed to this method of running canvass. **Alice will coordinate canvass and expects that each board member plus other recruits will be on the canvass team to have conversations about pledging and stewardship**. Creating a canvass team will spread out the burden and responsibility and build capacity for other congregants to speak about money. She will ask other congregants to help her once she has a timeline from Rev. Lisa and Charles.

Report on RE Committee: Janet recently met with Jen Goulart (REC chair), Nathan Freitas (REC past chair), Laci and Rev Lisa. The intent of the meeting was to gather information about the CRE job and how it is working. From the meeting, it became apparent that there are no active members of the RE Committee right now except Jen Goulart, with Nathan helping as needed. This was a surprise to the rest of the Board who had not heard of this problem. We wondered:

- Why are there no active members? Is this a burnout problem? A lack of role clarity problem?
- Is the way RE is set up now enabling the congregation to not support it?

- What efforts have been made to recruit people to RE Committee?
- What role does Laci have in relationship to the RE Committee?
- There are bigger questions here of whether/how the church congregation invests in and supports the RE program
- Whether to require parents to volunteer their time either as teachers or RE committee members is another option – we say that we require their time but we don't enforce it

We discussed how to move forward including

- Getting a request for REC members into the weekly email and order of service
- Gene and Lisa will talk with Laci and Jen about what their needs are for REC members – what is the role? What do they want/need people to do?
- Gene will think about how to ask for REC members more concretely
- REC is not only a parental responsibility but a church responsibility
- The role of RE Committee also depends on whether the RE program is staffed by a CRE/DRE. Janet (as personnel) and Rev. Lisa will continue to look into this. There are financial implications as well as implications on the job and job description. Laci is currently seeking credentialing as a DRE.

We noted that no member of REC or anyone involved in the program has come to us with this problem – we discovered it as part of a personnel question/exploration. Why did it take so long to come to light? Is this the Board's problem to fix?

Building use: We had a brief discussion about a request to remove the pews from the sanctuary so that space is more flexible. We discussed that we need to have a larger vision of our space and how it is used rather than talk about these individual space-related decisions one by one. Gene mentioned talking with experts in space use that she has seen used before in schools. This is something to pursue in future.

Check-out:

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Zoom meeting was good	We didn't make enough space for all to talk – we have to figure out how to give room for everyone
We unearthed some painful/messy topics tonight	