

First Parish Cambridge Governing Board Minutes
January 21, 2024 at 12:30 PM
(In-person)

Present:

Cade Murray, Chair	Sylvia Wheeler, Past Board Chair
Jane Stabile, Member at Large	Rev. Rob Hardies, Contract Minister 2022-23
Lindsay Lucke, Treasurer	Carol Lewis, Director of Administration
Patrick Sullivan, Member at Large	Grace Hall, Governance Advisory Committee

Chalice Lighting & Check in

For the chalice lighting, in Tod's absence, Cade led. Tod's check-in question was: "Do you have a New Year's resolution that you can share? Alternatively (in the spirit of Rob's sermon of two Sundays ago), what call have you heard, and what will be your response?"

Consent Agenda – Cade

Jane Stabile moved to accept the consent agenda. This was seconded by Patrick Sullivan and approved unanimously.

Cambridge HEART Update- Lois Markham

Lois provided a review of Rich Lawson's and Lois's involvement with HEART. She thanked the governing board for sponsoring HEART. Lois currently attends the coalition meetings of HEART staff and supporting groups as Rich used to do. She sees her role as listening and learning, but would speak up only if asked. When members asked what we could do to participate, she indicated we could donate, attend city council meetings when asked and reach out to other Cambridge churches about also sponsoring. Cade noted that individuals are welcome to reach out to Lois but this is not a board function.

Board Priorities

- Ministerial Transition

In a follow-up to the ministry team announcement, Cade reported that congregational response was overwhelmingly positive and this was echoed by others. One concern was that we do right by Vivian Montgomery. Cade thanked board members for their input during extra board meetings.

One major remaining issue is travel and lodging compensation for Jen Hayman. Unlike a minister, Jen is part of the regular staff and any decision is more complicated. Input from the UUA, the Personnel Committee and Mike Wiggins is requested.

In addition, Rev. Rob Hardies pointed out that the congregation needs to hear about the selection of the developmental goals. Cade assigned sending out a letter as a final task for the Ministerial Transition Team. Rev. Rob also wants to start planning for a spring retreat for the board to address our approach to the developmental goals (to be included in the February agenda).

- Membership Program/Team

The initial steps are going well, including the Newcomers' Table. The next step is meeting with individuals who are interested in considering membership. There will be a meeting in March. One purpose is to get people involved in a group such as the Newcomers' Soul Matters group or helping at Tuesday Meals. It is important to contribute in a meaningful way in order to receive in a meaningful way. The timing of Membership Meetings is still flexible, but Cade suggested that having such meetings regularly (perhaps every other month) establishes a pattern and creates momentum.

- Update on the RE program

The newest step is starting the teen program. There are several youths in this age group and hopefully it will go well. Getting an adequate number of volunteers is still an issue.

Building Project and other Improvements Update – Sylvia/Carol

On February 4, the sermon will be related to the Meetinghouse, including next steps. After the service, there will be a musical interlude as we welcome visitors who may not have attended the service. At noon, Cade will provide thank yous and enumerate major accomplishments. Denise Jillson and Charlie Sullivan may provide brief remarks. After a celebratory lunch, we will reconvene at 1 pm to hear some interesting details from David Torrey and Jeff Lesieur. Preservation of the building (sealing the envelope) has gone well but major restoration projects remain.

There will be a 1-page flier about accessibility improvements that we would like to see. This is not a fundraiser, but the flier will note that this is Phase 1. Sylvia added her appreciation of the work of the team, including the level of detail in workmanship, e.g. on the metal work.

Updates to Board Policy Book - Grace (in Tod's absence)

Jane and Patrick were the only people there who had not already read the current draft of the Governing Board Policy Book. Patrick reported that he felt it looked good overall. Jane had read most of it in some detail and felt it represents what we the board currently does.

Grace pointed out that she and Carol needed to address a few items and hopes that work can be completed by the GAC meeting on January 31. However, the paragraph on disruptive behavior will need more significant work and will be left as is until an appropriate replacement is ready.

Cade stated that next month the board would be asked to vote on the Policy Book. Even with the disruptive behavior issue not yet addressed, it may be good to post the approved version on the website, since the current version dates from June 2021 and does not reflect current practice.

Mid-year financial overview - Cade

Prior to planning for next year, Cade requested that Carol provide an overview of where finances stand. Overall, we are doing well. In terms of capital expenses, we have used all but approximately \$98,000 of the money allocated from the endowment and received in grants. Approximately 50% of pledges have been received, matching the current position in the financial

year. Rentals are doing well. In addition, two anticipated gifts have arrived. Overall, finances are in good shape.

The meeting adjourned at 2:30 pm.

Respectfully submitted,

Grace Hall (substituting for the Clerk)

Note: Chalice lighting/check-in monthly rotation – Proposed 2024

January: Tod, February: Rich, March: Lindsay, April: Nina, May: Jane, June: Patrick. July: [replacement for Tod], August: Rich, September: Lindsay, October: Nina, November: Jane, December: Patrick

(Sylvia is a substitute as needed until June, with Cade taking over for the balance of the calendar year)