

First Religious Society Parish Board

Meeting Minutes

January 16, 2019

Present: Maureen Adams, Rebecca Brodish, Rev. Rebecca Bryan, Kristen Fehlhaber, Ann Haaser, Art Henshaw, Rich Johnson, Lynn Kettleison, Sophia Lyons, Ann Power, Forrest Speck, Karen Young

Absent: Micah Donohue, Tim Fountain

I. Call to Order

The monthly meeting of the First Religious Society Parish Board was called to order at 7:03 p.m. on January 16, 2019 in the Lower Meeting House of the FRS by Art Henshaw, Parish Board Chair, who noted at the outset that we are already ½ way through the church year!

II. Chalice Lighting, Reading and Check In

Rev. Rebecca read a blog essay written by a congregational leader in a different church, entitled “This Is Not the Same Church I Joined”, and asked members to share their thoughts and feelings about it.

“Serving with Grace”, Chap 4

After the above discussion, time ran out and so Chapter 4 will be taken up at the next Board meeting.

III. Strategic Thinking

Installation Plans

Jane Touhy, Stan Barrett and Leslie Lawrence gave the Board an update on plans for the Installation service and reception for Rev. Rebecca on March 3

- Members of the Board took turns reading the draft Covenant, followed by a discussion of the installation plans
- An insert will be prepared for inclusion in an Order of Service during February, to describe further the intent and elements of the service itself

HR Salary Recommendations FY 2019

IV. New Business

Staffing Aspirations

Executive Session

At 8:47 pm, the following motion was made by Forrest Speck and seconded:

Motion: “I move that the Board go into Executive Session.

Vote: The motion passed unanimously.

At 9:01 pm, the following motion was made by Karen Young and seconded:

Motion: “I move that the Board come out of Executive Session.

Vote: The motion passed unanimously.

V. **Communications**

Minister’s Report

Rev. Rebecca stressed that the “Oh, my” heading to her report is in no cause for worry, just reflections on a full month! There was some discussion about the idea of reengaging with FRS’ partner church in Transylvania, which as proposed by a group of congregants would involve substantial commitment on the part of the Board. This would need to be discussed further at a later meeting.

Chairperson’s Report

Art Henshaw mentioned a conference call that took place this afternoon regarding retreat planning. Planning for the retreat on February 9 is progressing.

VI. **Old Business**

Policy on Hiring of Members

Kristin Fehlhaber presented her email memo of January 8 to Art Henshaw, containing revised wording of changes to the HR manual pertaining to not hiring members as employees. The policy changes had previously been discussed at the Board meeting of December 12, 2018. Kristen’s memo contains language to be inserted into the HR manual, followed by exceptions to be addressed in a follow-up vote.

The following motion was made by Rebecca Brodish and seconded:

Motion: “I move that the Parish Board approve the policy that precedes the ‘follow-up vote’, to be included in Section 4.3 of the HR Manual.”

Vote: The motion passed unanimously.

The following motion was made by Lynn Kettleison and seconded

Motion: “I move that the Parish Board approve recommended exceptions to the policy relating to staff members.”

Vote: The motion passed unanimously.

VII. Routine Business

Consent Agenda Reports

- Director of Religious Education
- Director of Finance and Admin
- Minutes of December 12 Regular Meeting
- Minutes of December 20 Special Meeting

The following motion was made by Forrest Speck and seconded:

Motion: “I move that all items on the Consent Agenda be approved.”

Vote: The motion passed unanimously.

VIII. Process Check & Adjournment

Process Checks will be sent out by Art Henshaw, with responses to be sent to Forrest Speck. Karen Young made a motion to adjourn, which passed unanimously, and the meeting was adjourned at 9:18 p.m.

Minutes submitted by Ann Haaser, Parish Clerk