

First Religious Society Parish Board

Meeting Minutes

November 11, 2020

via Zoom

Present: Juliana Beauvais, Rebecca Brodish, Rev. Rebecca Bryan, Holly Cashman, Micah Donahue, Vernon Ellis, Judy Fayre, Sadie Fountain, Tom Himmel, Rich Johnson, Michelle Kimball, Forrest Speck, Renee Wolf-Foster

Absent: Maureen Adams, Kristen Fehlhaber

Call to Order

The monthly meeting of the First Religious Society Parish Board was called to order by Rebecca Brodish, Parish Board Chair, at 7:03 pm on November 11, 2020.

Opening Reading and Chalice Lighting

Rev. Rebecca Bryan lit the chalice, followed by reading from Fra Giocondo that is known as "A Letter to the Most Illustrious Contessina Allagia degli Aldobrandeschi".

Welcome

Parish Board chair Rebecca Brodish welcomed the Parish Board members.

New Business

Executive Session

The following motion was made by Rich Johnson and seconded by Juliana Beauvais:

Motion: "I move that we enter Executive Session."

Vote: The motion was passed unanimously.

The following motion was made by Vern Ellis and seconded by Tom Himmel:

Motion: "I move that we exit Executive Session."

Vote: The motion was passed unanimously.

Finance Updates

Tom Himmel (for Kristen Fehlhaber) gave the finance update.

- We are up for pledges and payments; still behind on collection, but that is up as well.
- There were salary savings for the "gapped" staff position. That gap will erode somewhat because the new position is a higher salary. FRS finances are in reasonably good shape, but things are very tight. They will do a re-projection on the expense side to see where we are going to come out.

- PPP loan forgiveness looks good (according to bank), but formal approval will come from the SBA.
- There is an issue with the roof, and they are starting to look at bids to see what will be needed. Going from some repairs to the roof directly on either side of the steeple, which have resulted in leaking into the choir. Drone exploration indicated that there are some shingles missing. Repairs need to be made before winter. There are some potential sources where funds can be drawn from.

Minister's Report

Rev. Rebecca Bryan introduced the minister's report by asking if anyone had any questions or if there was anything that anyone would like her to elaborate on.

Discussion of the minister's report.

Other New Business

Rebecca Brodish asked if there was any new business.

Open Issues/Strategic Thinking

Mission Vision – Next Steps

Rebecca Brodish suggested just giving a brief report on this topic, in light of the time and the remaining agenda items. It was suggested that the board members look over the notes from the retreat and the survey that was shared.

Stewardship Proposal

Rebecca Brodish explained that Kim Kenley recommended that getting outside consulting help from Mark Ewert would help move FRS forward in terms of stewardship.

Discussion of the proposal.

The following motion was made by Judy Fayre and seconded by Vern Ellis:

Motion: "I move that we approval the Stewardship Consulting Proposal for Mark Ewert with fees not to exceed \$1,300."

Vote: The motion passed unanimously.

Staffing Discussion

Rev. Rebecca suggested that it is clear we need someone on staff who could facilitate the many varied aspects of the virtual worship, from technical aspects, sound, video editing, and so on.

She asked the PB members to consider what is possible if we had someone who could do this?

Thinking about the new director of finance position, Rev. Rebecca wondered if the bookkeeper part were taken out as a contracted position, would this allow more time and focus on stewardship, fundraising, etc. This position could be almost equivalent to an “executive director” position in a non-profit.

Rev. Rebecca also raised the question of FRS staffing more generally and what is in line with current needs. It was decided that a small subgroup of board members should look at this issue; anyone interested should reach out to Rebecca Brodish to express an interest in participating. The Human Resources subcommittee could be asked to consider the big picture, and teams from the board could focus on defining the two new positions.

Consent Agenda

- Parish Board Minutes 10/14/2020 2 Vote
- Chalice Circle Report 11/11/2020
- Community Human Service Minutes 10/18/2020
- JAM Update 11/2020
- Audit Report 10/10/2020
- Other reports

The following motion was made by Tom Himmel and seconded by Rich Johnson:

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

Vote: The motion passed unanimously.

Closing words

Rich Johnson shared a reflection on the change in the leadership of the country.

Rev. Rebecca Bryan shared closing words of reflection on change and good times ahead.

Motion to Adjourn

Rebecca Brodish mentioned that she posted a link to the process check in the chat and encouraged everyone to fill it out. Sadie shared that she received a college acceptance!

Tom Himmel moved that we adjourn; Rich Johnson seconded.

Motion was approved unanimously.

Adjournment

Rebecca Brodish adjourned the meeting at 8:58 pm.

Minutes submitted by Holly Cashman, Parish Clerk