

BCC Cabinet Meeting Minutes

Date: 06/12/2022

Submitted by: Sanjay Cherian

In Attendance (by Zoom):

Name	Role	Voting?
Catherine Merrill	Minister	N
Ann Desrochers	Moderator	Y
Sanjay Cherian	Clerk	Y
Amy Razzaboni	Outreach	Y
Rena Duncklee	Treasurer	Y
Susan Haight	Trustees	Y
Bill Dunbar	Finance	Y
Jill Aitken	Deacons	Y

The meeting started at 8:31 am with a prayer from Rev Cath. We had a quorum of filled cabinet positions.

Calendar Review

- June 18, 2022 – Take Home Meals (Saturday)
- June 19, 2022 – Service time changes to 9:00 am, service at the lake
- June 26, 2022 – Service at the lake
- July 3, 2022 11:45 PM – July 4, 2022 12:15 AM – Bell Ringing at the church? Should we do it?
 - Sanjay says it's enthusiastically attended so he thinks we should do it.
 - Ann & Susan agree. John & Ann, Sanjay, Russell & Susan will be there to support it.
- July 17, 2022 – Potluck Breakfast Service
- July 24, 2022 – Service at the lake
- July 31, 2022 – Service at the lake

Review of Prior minutes

- Susan moved to approve the minutes as amended, Amy seconded; the motion passed with a vote of 6 in favor and 1 abstention due to not having attended the meeting.

Emeritus Recognition

- Bill: what does "Emeritus" mean? Who gets it? How is it decided? Is it the same for everybody? He doesn't believe there should be pictures put up. Ann: we talked about these questions last month but didn't come to closure. Bill: why are we even doing Emeritus?
 - Ann: it gave people that are getting older a way to be part of the board and not have to contribute.
- Sue: is it possible when we next do our first 10 am service to make it a Recognition Sunday and go back and recognize everyone who's ever contributed to the church? She's only talking about recognition, not the Emeritus status.

- Ann: but how do we then give people the ability to participate without obligation? Susan: if we don't do Emeritus at all, there should be some way to recognize people.
- Amy: feels it's hard to single out people because everybody who belongs to the church has done something. Even if some do more than others, it doesn't make everyone else less important.
- Sue: should we eliminate recognition?
- Amy: likes the ability for people to be on a board without having to be at all the meetings.
- Sanjay: doesn't want the removal of the Emeritus status to be done simply as a reaction to people's irritation. It would be our equivalent of a mob tearing down confederate statues. He doesn't like the idea of expecting our heroes to be flawless, as church is a place for broken people trying to get better. He agrees with the concerns that putting people's photos up verges on idolatry. He also doesn't like the use of Emeritus to avoid direct conversation with people who are no longer in a position to be helpful contributors to a board. It would be a kindhearted lie.
- Bill: why not say someone is an "honorary member," for example, of Outreach?
- Cath: on Recognition Sunday, we can recognize members of all boards. She's good with Amy's thoughts about accidental exclusion. She's fine with retiring the Emeritus concept. She's fine with telling people who can no longer actively serve on board. She says there's already a different weighting of the opinions of visitors vs board members so the presence of honorary members at meetings shouldn't be a problem. She's happy with ministry-level recognition – either broad based or specific. It's important to think of inclusion vs exclusion.
- Ann: If we're going to recognize individuals, we need specific criteria to be fair so she is good with instead recognizing the overall ministry of the church.
- Jill: there are a lot of people in the congregation who are amazing with their gifts, time, etc. so it's good to recognize people who are on a board or who have served.
 - Sanjay: we have people who are not on boards but are very helpful when we do certain activities.
 - Ann: agrees, particularly with things like cleanup events like yesterday, so we should recognize our overall ministry. Jill: is good with this.
- Cath: let's try it on 9/18. If it feels like we're under-celebrating, we can return to further Cabinet discussion. Ann: recalls that after certain special events, like chairing a huge event, we recognize the key people the following Sunday. Cath: notes the person being recognized usually turns to recognize all the people who were crucial to the effort.
- Sanjay: we should be explicit that we are making an intentional, considered change to remove the Emeritus status.
 - Cath: should we put in the bulletin that we're revising our position on Emeritus and soliciting feedback?
 - Ann: we never had an official perspective on Emeritus. It was just happening haphazardly.
 - Bill: only one person on the Emeritus wall is still living. By taking the pictures down, we've done enough and can let it go.
 - Sanjay: his corporate scars say that people make their own assumptions about why and there can be a lot of side conversations and grousing based on those potentially false assumptions.
 - Bill: Sometimes it's better to say nothing and let it go rather than stir up a bee's nest.
 - Sanjay: the bees are quite capable of stirring themselves up.
 - Ann: sees the truth in both points of view.
 - Cath: why not put it out there and be as transparent as we can be to earn slack for a future mistake?
 - Ann: is concerned that we can't capture the richness of all of this conversation in a bulletin blurb.

- Sanjay: conversations happen at church events whether leadership explicitly said something or not.
- Ann: Do we want to craft an announcement or write-up?
 - Bill: the main issue was the people who weren't up on the wall, specifically the women who were pillars of the church. Part of our reasoning that we articulate should be that deserving people were left off and we can't go back and redo it so we're changing how it's done moving forward. There was general agreement.
 - Jill: agrees though she feels we don't need to announce that it's because women were left off but more generally that we didn't recognize everybody we could have.
- Jill: agrees with Sanjay [about saying this is an intentional and considered decision] and adds that anyone who's going to be upset with the removal of Emeritus will be upset when they find out, regardless of how they found out. It's better to have it happen in a direct announcement rather than distributed over time as the information leaks. We have a good reason for eliminating it: it's not a fair system.

UMC Split update

- Ann: looked at the UMC website during the meeting and saw no outcome from their annual meeting re: split. Cath: confirms.
- We'll carry this over to our next cabinet meeting. It probably won't affect us for almost a year if at all.
- Ann: will monitor and update Cabinet.

Church Cleaning

- Sue Laub is leaving the church at the end of the month.
- We want to do something to honor the service that she's done for the church. Should we do it on recognition Sunday?
- Cath: told Sue we want to do it in September and would check with her on her schedule. We will check closer to the date. She prefers not to do it without her there.
 - Jill: if it turns out Sue can't be there on recognition Sunday, she thinks we should still mention her.
- Ann: Bill provided information from our budget on how we pay Sue. Is our pay competitive?
 - Sanjay: recalls from prior work on this that it would cost more to hire someone new to clean than we currently budget.
 - Bill: if we paid more, we'd be out of line with what we pay our other paid positions.
 - Sanjay: he is just answering the specific question of how an arbitrary stranger would view a job posting with our offered salary. He agrees that across the board, we are paying less than market value for the services we receive.
- Ann: should we advertise the position at current rates and see if anyone will do it? Rena: should we advertise it in house first and see if anyone will do it before we go out? There was general agreement. Ann: we can do it as an announcement and in the bulletin.
- Bill: do we have a job description with specific duties? Cath: yes.
 - Bill: did it include outdoor garden work? Answer: no. Cath: thinks Sue enjoyed working in the garden so she just didn't put it on her time card even though we were generally okay with her doing it as part of her duties.
 - Jill: thinks we should keep an eye on the garden and see if we can do volunteer days once or twice a year. Ann: we did it yesterday.
- Susan: will keep an eye on things. She doesn't know if AA meets in summer but will keep an eye on things and make sure things are clean for now. She may solicit assistance from others. Ann & Amy asked to be put on her volunteer list.

- Rena: do we know if Sue has been cleaning the past few months? Sue: asked her to reach out to Rena with her totals by the end of the month.

Dues to our two denominations.

- Ann: are we reporting membership to each denomination separately to avoid double counting?
- Sanjay: we have been trimming our membership lists as aggressively as possible in last few years to be as accurate as possible and we report separately.
- Ann: doesn't believe we've ever pledged for OCWM. Bill: concurs.
 - Cath: there's been a similar program for UMC.
 - Amy: we have a UCC Disaster Relief item in the Outreach budget of \$100. Is that part of it? Ann: it's part of the UCC OCWM but not something we pledge ahead of time.

Discernment

- Sanjay: should we continue meeting in summer? It's a tradeoff between losing momentum and having sufficient attendance.
 - Cath: her observation from church attendance is we don't have a big dip in summer like other churches. It's not a 100% to 60% drop off but individual families being gone on a given Sunday.
- Jill: would it make sense to come up with a date, announce it tentatively, and ask people to respond if they're available? If we're going to lose significant input, maybe we should schedule for Fall.
 - Amy: or during summer, try to do it on a weeknight so we're not doing weekends where people tend to make plans or have vacations.
 - Ann: looking at her schedule, a weeknight seems better.
 - Sanjay: sounds good, we will plan for a weeknight & do a test schedule.
- Ann: should we do a Doodle poll or announce it and see what happens?
 - Jill: we should pick a date & time and say "we're trying to pick a date. People tend to be away during summer. Please let us know if you're available to attend." Announce it to everybody. There was general agreement with this approach.

Fundraising Events

- Ann: are there any town events coming up to align breakfasts with?
- Amy: with the price of food lately, is concerned we'll ask people to donate things like sausage, bacon, eggs and then not make enough to cover the expenses.
- Sue: the next event coming up is July 4th. Is the town having a parade? Bill: yes, on 7/4 at 10 am as usual.
 - Ann: some years we've done smaller things than breakfasts around July 4th like giving out water. Cath: since she's been here, we've only given away water and had the church open for restroom use.
 - Ann: do we want to do this again? Sue: thinks back to the 250th celebration and thinks it would be a good gesture to the town. Sue would get bottles of water. Cath: when she did it, it was just jugs of water and paper cups. Amy & Ann are willing to donate water.
 - Sue will be at church to open it up.
- Ann: is there going to be a town-wide yard sale? Sue: not unless we sponsor it. Cath: we had sponsored it with the Lions so unless they're doing it on their own, no. Amy: looked it up on the town web site and sees nothing.
- Bill: do we have heads for the Christmas Faire & Spaghetti Supper?
 - Sue is doing the Ghost Train Rail Trail Spaghetti Supper.
- Cath: had an idea for the Christmas Faire, sent it to Donna B, and asked if she should make jam. Donna said she's not sure where she's going to be but to make jam because we'll probably need it.

- Sue: will be putting lock back on nursery door to store baskets or other valuables.
- Bill: \$3000 is in the budget as planned revenue from the Christmas Faire.
- Ann: will talk to Donna to see how much of what she did last year was documented so someone else could pick it up?
- Amy: asks Bill if we still have the online setup for taking payments. Bill: yes, he just has to update forms and pictures. Amy: thinks volunteer help is available and we just need someone to coordinate it.
- Amy: they had a follow up after last year's Christmas Faire on what worked/didn't so thinks Donna has notes on what was done.

Faith Formation

- No change.

Live music

- We have a little bit of a schedule but it's not fleshed out.
- Cath: is trying to get more live music for sanctuary. Had a good conversation with Yi Fan about different music for different venues. Talked to Jocelyn about live music and they are in sync. If anyone knows other musicians available, she would love to hear about them.

Deacons

- Met 5/15.
- Discussed live music.
- Planning the potluck brunch and a date for it.
- Looking at other ways to worship. Came up with a summer worship plan and lake services, which includes 2 Sundays in August at the lake.
- Looking at different things to try like cleanup & the outdoor service that was done yesterday.
- Focused on worship and what it looks like.
- Ann: were they also looking at weekday services for holiday weekends? Jill: yes, since attendance is likely to be down on holiday weekends. We did it for Memorial Day and will do it for Labor Day too.
- Next meeting will be in July because of the availability of board members

Finance & Treasurer's Report

BCC YTD Financial Summary	Actual Income	Actual Expenses	Income vs Expenses + / -
May	\$28,340	\$40,271	(\$11,932)

Cash Reserves: \$ 57,877.20 (threshold < \$48,362.00)

- Bill & Rena: nothing to add.

ONA:

- Ann: Believes nothing is actively happening. Jill: confirms.

Outreach Report

- Is going to take the cards for military personnel and drop them off.

- Senior Luncheon in May: we had only 18 people plus the lunch taken to the transfer station.
 - People brought donations for the Food Pantry which were dropped off.
 - Asked for donation for a couple in Brookline who had gotten custody of their 2-year-old granddaughter. Outreach & Deacons gave gift card donations. Jill cleaned out her house to find stuff to donate.
- Talked to Angie to get an update on the Food Pantry and that couple's needs.
- Still looking into Harbor Homes' Stand Down event for veterans in September.
- Few other things going on that have not yet been gotten around to.

Trustees Report

- The door should be in this week if the contractor is to be believed. Supply shortages are affecting everything.

Minister's Report

June 2022 (5/2 through 6/5)

Since this goes in the church's record, because of the Covid-19 global pandemic, we continue to offer in-person worships services weekly, which we have been doing since 3/21/2021. That service is recorded, edited and posted for those who aren't able to come to the sanctuary.

- Averaging 26.3 hours/week, which puts me between 44 hours under to 51 hours over since Sept. 12. This time last year, I was averaging 27.9 hours/week.
- Pastoral counseling in person & on the phone.
- Graveside service for Jesse Delrossi.
- Third discernment meeting after worship on 5/22.
- Gave the invocation at the Brookline Memorial Day Services at the Town Hall.
- Working on worship plan for July, August and first two weeks of September.
- Pastoral coverage for Veronica Walsh Don.
- Memorial Day holiday.

Services:

- 5/8: The world is full of chaos that we want to shelter our kids from; we give our best and walk with them through the dark valleys, just like the Good Shepherd does.
- 5/15: At critical moments in the early church, discernment was key for Peter and Paul.
- 5/22: Catching a glimpse of the Trinity in John 14.
- 5/26: Thursday night Evensong service at 7:00pm.
- 6/5: When mass shootings have taken our words, how does our faith help us speak?

Remarks from cabinet meeting:

- Mostly worship prep & planning.
- Thursday night Memorial Day service was a great experience in terms of planning. It represented the same amount of prep with half the time, for the Sunday to Thursday leg.
- Was still invited to Town Hall Memorial Day to give invocation, even without Dave Larkin's advocacy. Cath appreciated this.
- Vacation coverage for Pastor Veronica.

Publicity:

No specifics from Candy but Ann sees we're getting good engagement with our Facebook page.

New or Other Business:

- Discussion of Cabinet meetings over the summer.
 - Cath: we'll be doing 9 am worship soon. Lake services are on the last 2 weeks of each month this year so we'll be worshipping at church on Cabinet Meeting Sundays.

The meeting was closed in prayer at 9:45 am by Rev Cath.