

Annual Meeting, June 3, 2018

Moderator: Michele Alves; Clerk: Maryhelen Hibben

ATTENDANCE - 31 active members present; quorum met to hold this meeting.

WARRANT – A motion to dispense with reading of the Warrant passed unanimously.

PROPOSED BYLAWS - Handouts were available. There were not enough active members to hold a vote.

REPORTS

* Reports which were submitted are compiled in a separate document.

Building & Facilities/Gardens & Grounds report was read by Marcia Matthews.

Nominating Committee declined to read their report aloud.

Parish Board Report was read aloud by Michele Alves

Other reports that were submitted: Kitchen Committee, Accessibility Project, Social Action, Caring Connection.

Reports that were not submitted: Finance & Investments, Historical Committee, Scholarship Committee,

Outreach and Engagement, Lifespan Faith Development/Religious Education, Music Committee, Worship Committee, Ministerial Advisory Committee.

Motion to dispense with reading the rest of the reports by Marcia Matthews, seconded by Jody Buck

30 in favor, 1 abstention

ELECTIONS

Vote counts include 3 absentee ballots counted after the meeting.

Parish Board 3-year term

Slate: Jody Buck, Fred Oldfield, Tracy Anderson, Paul Gattoni

For: 33 Abstain: 1 Against: 0 Not Voting: 2

Finance & Investment Committee 1-year term

Slate: Fred Oldfield, Bob Mallard, Chris Grilly

For: 36 Abstain: 0 Against: 0

Nominating Committee 3-year term

Slate: Kate Correa, Bob Anderson, Karen Gehm

Karen Gehm volunteered for the open position.

For: 35 Abstain: 0 Against: 0 Not Voting: 1

There was an explanation of the duties of the Nominating Committee by Bob Anderson.

Treasurer 3-year term

Fred Oldfield For: 31 Abstain: 0 Against: 0

Fred gave an explanation of the Treasurer duties: do the payroll every other week thru ADP online, sign checks, and make some deposits. Having an “apprentice” was encouraged, but no one volunteered.

Collector 3-year term

Paul Gattoni For: 35 Abstain: 1 Against: 0

There was an explanation of the Collector's duties by Janet Grant: collect the offering, count the cash and loose checks, secure the money in the office.

Beginning this year, the church administrator will record the pledges.

BUDGET for 2018-2019

* The Budget is a separate document.

The discussion was led by Alice Jacobson. The Parish Board recommends against having another deficit budget and the Congregational Rank Choice Survey results show that rather than having a deficit budget, the majority of members favored cutting the minister position to half-time. Congregations our size don't normally have a fulltime minister. We tried this 3 years ago when hiring Rev Tony and we hoped to grow. The Survey also showed that most people do not want to increase their pledges. The Congregation was reminded that one third of our pledges come from one family, but we are not guaranteed of this amount continuing.

Alice stated that Rev. Tony is aware that this is the recommended budget. The minister's contract comes up for review every 3 years, which is now. He will remain on fulltime until July 31, and the half-time takes effect on August 1, 2018. Kathleen Schleper recommends the Board write a new contract.

The minister's health benefits were kept at the fulltime level. Workers compensation amount stayed the same because we need to hear from the state about the precise amount. Life Span Faith Development funds are still in the budget and will allow hiring a consultant, buying a curriculum and perhaps occasional Sunday school coverage. Money is listed for finishing the portico or replacing the stove both which would improve the building's rental appeal.

There was discussion about what would change with a half-time minister. Sunday services can be covered by volunteers or by Pulpit Supply at \$300 each. This change means all of us have to step up and fill in the holes, such as running a service, doing social media, leading fundraising, doing pastoral care, attending community events as a HUP representative and evangelizing.

Barbara Guerra pointed out that grants may be available for building improvements through the pending historical district vote in Hopedale.

Motion by Richard Johnson to call the vote on the Budget as proposed by the Board, seconded by Marcia Matthews. In Favor: 28 Abstain: 3 Against: 5

ADDITIONAL DISCUSSION

Rob Burke questioned why some staff do not have a job description and do not get evaluated regularly? Michele Alves explained that they are works that have been in progress over the year. Job descriptions were informal for long term employees. They needed to be reviewed and updated. The Sexton's and church Admin's are done. It turned out the DRE one was not needed. The Music Director's is pending. The Staff Evaluation process initiated by Rev Tony raised tensions immensely and pushed regular Board business behind schedule.

Pat Giles stated his appreciation for all the work the Board has done over this difficult and challenging year.

Motion to adjourn made by Tony Alves, seconded by Judy Oldfield, passed unanimously.