

1.0 PREAMBLE

The responsibilities of the Standing Committee of First Parish in Concord, as defined in the bylaws of First Parish, are to have general charge of its property, except that held by the Trustees, conduct all its business affairs and control its administration, including the appointment of such ad hoc committees as it may deem necessary.

The conduct of these responsibilities (but not the responsibilities themselves) is assigned to the First Parish Staff, including both paid and volunteer members, with the Head of Staff designated to be the Senior Minister. The following policies are set forth to guide the Staff, describe how the Standing Committee functions, and define the relationship between the Head of Staff and the Standing Committee. The Standing Committee can change at any time the assignment of the conduct of its responsibilities, or the designation of the Head of Staff, or any of the following policies.

These policies supersede all previous policies of First Parish in Concord.

1.1 Mission Statement (Revised June 2012)

First Parish in Concord is a welcoming Unitarian Universalist congregation that seeks to deepen spiritually, build community, and make a positive difference in the world.

1.2 Our Strategic Ends Are (Sept. 2012):

- We at First Parish open our doors to everyone. We actively welcome one and all, enabling each person to find a place in our community.
- We at First Parish are visibly committed to our UU principles and to the larger UU community, and we honor our historical, intellectual and spiritual roots.
- We at First Parish come together to deepen spiritually through meaningful worship, mutual care, and opportunities for inspiring experiences.
- We at First Parish engage with and support one another through life's journey.
- We at First Parish work to make a positive difference in the world and are thereby transformed.