

Regular Attendees		Present
Fifi Ball	Director of Operations	Y
Jeff Brainerd	Standing Committee member	Y
Rev. Howard Dana	Senior Minister	Y
Dave Elwood	Chair	Y
Michelle Fortier	Treasurer	Y
Laurel Gray	Ministerial Intern	Y
Kristin Haddad	Standing Committee member	Y
John Lowe	Standing Committee member	Y
Peter Nobile	Clerk	Y
Toby Smith Ropeik	Standing Committee member	Y
Kate Svrcek	Standing Committee member	Y
Valerie Vallancourt	Standing Committee member	
Lora Venesy	Standing Committee member	Y
Marion Visel	Minister for Pastoral Care	
Tom Wilson	Standing Committee member	Y
Guests	Representing	
Liz Rust	Social Action Council	
Bob Brack	Social Action Council	
Ted Bayne	Social Action Council	

Howard opened with a reading by Hosea Ballou, and we held a moment of silence.

Fiscal Year (FY) 2020 budget review and discussion

Fifi reviewed changes made since our last (5/14) Standing Committee (SC) meeting, including adjustments to pledge income, interest income, taxes and social action line items.

Bob and Ted explained the Social Action Council’s (SAC) additional \$10,000 request (line 4827) to be given to UU Mass Action (UUMA). They outlined the good work done by UUMA. They further explained that while there are no additional SAC line item requests for named organizations, contributions to organizations such as UU Urban Ministries (UUUM) from First Parish will now need to come entirely from the SAC’s portion of the Share The Plate program. The committee discussed how best to modify SAC budget line items in the coming year, and how to transition to no longer making separate Social Action grants as we did when the budget automatically set aside 7.5% for SAC purposes.

The additional SAC request would need to be funded from remaining free cash, which Michelle reported is down to a less-than-desirable \$40,000 above our 10% reserve.

Dave proposed that the SC approve the line 4827 increase as a transitional measure, Liz proposed relabeling the line to be “UU Affiliated Organizations,” and Peter suggested specifically labeling the line with the word “transitional.” Michelle proposed that UUMA and UUUM both become Share The Plate recipients in 2020, not specific line item grants in the budget. The group discussed various ideas about

how to both proceed with caution and best carry out the will of the Congregation. John pointed out that last Annual Meeting did not result in a vote to end grants altogether, rather to transition to a new way of supporting social action.

Upon motion duly made and seconded, it was

VOTED: to change the name of budget line item 4827 to “UU Affiliated Organizations” and to approve the overall FY 2020 budget of \$1,396,503 as delineated in the First Parish in Concord FY20 Budget spreadsheet prepared by Fifi Ball. The vote was 5 in favor, 2 opposed and 3 abstentions, so the budget passed as amended.

Michelle reviewed her Annual Meeting presentation as well as the projected and dwindling available cash number which continues to concern her as Treasurer.

Michelle also distributed text comparing ways to fund Extended Leave, Parental Leave, and Leave for a Family Member benefits for FP senior staff in the future, as the State of Massachusetts will be offering coverage for these benefits starting in 2021.

Diversity banner

Dave reported that Sara Ballard of the Diversity Committee has proposed the placement of a diversity banner to be placed somewhere in front of the church. Jeff questioned the location of any such banner given the wind-related issues at the front portico. Kristin pointed out that the Congregation needs to be more centrally involved in any such decision, as with the Black Lives Matter (BLM) banner, and both John and Kate reinforced those necessary process comments. Howard noted that we need a clearer road map and more discussion about any and all banner decisions - temporary and permanent - both internally and with respect to Town of Concord rules and regulations. The SC would like the Sara to attend our next meeting with more specifics about the proposed shape, size, color, location and so on of the proposed banner. Kristin suggested that in the meantime we encourage Sara to proceed with some kind of display for Pride Month, which is in June of this year.

Upon motion duly made and seconded, it was unanimously

VOTED: to encourage Sara Ballard and the Diversity Committee, in conjunction with Howard, to design and display a banner or some other outward display at First Parish in support of Pride month in June of 2019. The motion passed unanimously.

Governance subcommittee

John distributed and reviewed draft SC self-assessment templates and asked for review and feedback to him as soon as possible as John intends to have the survey online by this coming weekend (June 1).

Other business

- The Annual Meeting Warrant is being signed tonight by all SC members.
- Tom distributed and reviewed a brochure template that the Welcoming task force would like to produce and distribute at Annual Meeting this year.
- Tom also distributed an analysis of Sunday attendance between 2006 and now, indicating both

stabilizing attendance and a declining number of pledgers.

- The SC intends to meet in July and August.

With no further business before the Committee, the meeting was adjourned at 8:40 PM.

Respectfully Submitted,
Peter Nobile, Clerk