

<b>Regular Attendees</b>		<b>Present</b>
Fifi Ball	Director of Operations	Y
Jane Barnes	Treasurer	
Jeff Brainerd	Standing Committee member	Y
Rev. Howard Dana	Senior Minister	Y
Dave Elwood	Chair	Y
C. C. King	Standing Committee member	Y
Peter Nobile	Clerk	Y
Liz Rust	Standing Committee member	Y
Susan See	Standing Committee member	Y
Kate Svreck	Standing Committee member	
Lora Venesy	Standing Committee member	
Tom Wilson	Standing Committee member	Y
Rev. Liz Weber	Minister for Pastoral Care	
Alec Walker	Standing Committee <i>alumnus, serving tempus esse</i>	Y
<b>Guests</b>		
Eric Moore	Nominating Committee	Y

Rev. Howard opened our meeting with “*Snowflakes Rising*” by Robin Colgrove, taken from the current issue of UU World magazine. Liz Rust lit our chalice and we held a moment of silence.

Upon motion duly made and seconded, it was unanimously

VOTED: to accept October minutes with comments and incorporate into the record.

Peter asked for comments by 11/17 on the draft 2019 Annual Meeting minutes.

**Director of Operations Report**

Fifi answered questions and provided clarifications about the annual staff compensation survey, which was distributed for review. Howard discussed the balancing act in composing the staff makeup, noted that we are compensating above 90% of the UUA midpoint in all categories, and pointed out that the public nature of this very discussion is a sign of organizational health at First Parish.

**Senior Minister’s report**

Howard discussed more background about our new Social Action Director, Adrienne Betancourt, and how excited he is to have her starting in January of 2020. Howard spoke about his disappointment in the abrupt ending of the South Bay Correctional Center’s detainee visiting program, in which he was about to take part, and the onerous processes taking place under the current US administration through ICE. He will continue to work to fight for immigrant justice. The group discussed a possible fourth Senior Minister goal – in conjunction with the SC – around evaluations, which Dave and Howard will draft for review at next month’s meeting. Howard’s next big tasks are the annual pledge campaign and the hiring of Doug Baker’s replacement.

**Treasurer/Finance Committee**

Jane Barnes has recommended Nan Jeffreys and John Caffrey be appointed to the Finance Committee. After some discussion, and upon motion duly made and seconded, it was unanimously

VOTED: to appoint John Caffrey and Nan Jeffreys to the Finance Committee.

After a short discussion, and upon motion duly made and seconded, it was unanimously

VOTED: to modify existing Finance policy and set \$2,500 as the threshold for designated gifts.

### **Standing Committee Business**

- CC is advocating for more Standing Committee (SC) participation in the upcoming iteration of Beloved Conversations. Liz, Susan and Peter spoke about their experiences last year, and CC described the basic structure of the program.
- Dave, Susan and Peter discussed the All Committee Chairs meeting/breakfast, set for Dec. 4<sup>th</sup> from 7:30-9:00 AM.
- The group discussed questions brought to the Belonging Group during coffee hour, and how the format of a Standing Committee member speaking during the weekly service format is working, which Howard seems pleased with. Susan reported positive feedback from congregants about SC visibility, as well as some complaints about the lack of a printed newsletter.
- Alec volunteered to be the SC liaison to the Membership Committee.

### **Governance Subcommittee**

The group discussed a proposed policy on political activity prepared by the Governance Subcommittee, which was distributed at the meeting. Howard noted that this kind of policy is very helpful especially if we have to say “no” to a group or person’s request, and that in all cases we should be in an existing relationship with any group who wants to use our property. The policy will be revised and re-presented to the SC at next month’s meeting.

### **Task Force (Time for Action) groups**

Dave reviewed questions coming from the Belonging Team, and the SC discussed ongoing task force efforts. The Belonging Team is working on several initiatives and is seeking further clarity of purpose. Liz distributed Connection Cards that will be distributed throughout the sanctuary during worship services and then collected and responded to by the Belonging Team, for a pilot period of January through March of 2020. There is also discussion about a Welcoming Table at the front foyer, and how best to interface such efforts with for instance the existing Membership Committee. Howard and Alec emphasized the need for building support for such initiatives in order to work with and respect existing groups and to ensure long term success – good ideas will only flourish if “all the dots are connected.” Alec and Jan Power will be attending the next Membership Committee meeting.

Peter will follow up with all Time for Action groups for a running list of accomplishments, for reporting back to the SC in November. Peter will also help reserve the Parlor for our November meeting, for a change of scenery and meeting tenor.

The main meeting was closed at 9:15 PM, and there was an Executive Session. With no further business before the Committee, the Executive Session was closed at 9:40PM and the meeting was adjourned.

Respectfully Submitted, Peter Nobile, Clerk