

Regular Attendees		Present
Fifi Ball	Director of Operations	Y
Jane Barnes	Treasurer	Y
Jeff Brainerd	Standing Committee member	
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	Y
Tom Wilson	Standing Committee member	Y
Rev. Liz Weber	Minister for Pastoral Care	
Alec Walker	Standing Committee <i>alumnus, serving tempus esse</i>	Y
Guests		
Bob Brack	Social Action Council	
Fred Van Deusen	Social Action Council	
Ted Bayne	Social Action Council	

Rev. Howard opened our meeting with *Advent* by Steven Peterson. Liz Rust lit our chalice and we held a moment of silence.

Upon motion duly made and seconded, it was unanimously
 VOTED: to accept November minutes and incorporate them into the permanent record.

Director of Operations Report

Fifi made a small correction to the Net Budget Changes amount on the Statements of Cash Positions page – there is more available cash than what is shown on the first version of the report. Fifi also noted an increase in the Health Insurance costs amounting to \$2,000 to cover 6 months of family plan coverage for Adrienne Betancourt, our incoming Social Action Manager.

Upon motion duly made and seconded, it was unanimously
 VOTED: to increase the total health care spending by \$2,000.

Fifi reported ongoing work on the First Parish web site, including archiving older Standing Committee minutes, in part to better organize the site but also to help prevent scams. First Parish currently fend off about one hundred hackers a day!

Senior Minister’s report

Howard recruited a hiring team for the new sexton, including Roselyn Romberg. Howard asked the SC to

be more involved in the 2020 Annual Pledge Campaign and would like the SC to sponsor and attend the Sustainer Event to be held at CC King's house on Saturday March 7th. The event is intended to be primarily social with of course some pledge talk, heavy hors d'oeuvres will be served. Liz, Alec and Peter volunteered to help CC plan the event.

Howard reviewed housing allowances to be designated for ministerial staff in 2020. Upon three motions duly made and seconded, it was unanimously

VOTED: to approve a 2020 First Parish staff housing allowance for Rev. Howard Dana in the amount of \$33,400.

VOTED: to approve a 2020 First Parish staff housing allowance for Rev. Amy Freedman in the amount of \$52,400.

VOTED: to approve a 2020 First Parish staff housing allowance for Rev. Liz Weber in the amount of \$10,800.

UU The Vote Discussion

Fred Van Deusen reviewed the objectives of the UUA sponsored *UU The Vote*, which is an effort to engage UUs across the US in the 2020 electoral cycle. Areas of work include voter mobilization, voter persuasion, and combating voter suppression. The larger goal is to incorporate voter engagements into strategies important to UUs. A national *UU The Vote* team will provide support and coordination to UU congregations. The big launch of the effort will be on Sunday January 12th when congregations are asked to lift up the program – Fred's question is: what could First Parish do on January 12th? The chapel and sanctuary are available, and some part of the service could focus on this effort. The group discussed a variety of ideas of how to engage the congregation, including an insert in the order of service. Consensus was that the Standing Committee should endorse the program.

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

VOTED: to enthusiastically support the *UU The Vote* initiative.

Social Action Discussion

Bob Brack outlined the Social Action Council's proposed approach to grants in FY 2020. The group discussed how social action grants fit into the annual budget. Dave asked for high-level SC input on the idea of grants, and the committee shared opinions in a lengthy discussion. Liz described organizations that most noticed our change in support strategy including Open Table and Concord Prison Outreach. CC advocated that giving is a central First Parish value – whether through grants or partnerships – and that financial resources are a very important way to show our commitment. Howard emphasized the importance of engagement with any organization we support – he would like to make sure First Parishioners are engaged with the organizations we support financially.

Standing Committee Business

- December's All Committee Chair breakfast went very well, with 26 groups participating and expressing interest and enthusiasm for the next such meeting planned for February. Several groups who had previously felt isolated expressed a sense of connection.
- Peter reported excellent feedback on the annual campaign team's outreach to members who rarely attend church but pledge anyways.

- Dave asked about capital campaign strategies, and Howard recommended that we discuss after the first of the new year.
- Tom mentioned a thank-you event on January 11th at Tom Wilson's house for people who have committed to participate in the First Parish Legacy Fund.

Governance Subcommittee

The group discussed the pending Political Activity Policy, which the group thought was excellent and suggested very minor changes. We discussed whether the already advertised upcoming "No One is Above the Law" rally, which will likely be interpreted as partisan, should be rescinded. The committee's recommendation is to proceed. Minor revisions to existing membership policies were also discussed.

Task Force (Time for Action) groups

Peter shared materials from the Belonging Team's and the Spirituality Team's recent activities, for committee review. Liz distributed test pew cards for pilot use in January. Dave recommended that the two other task forces reach out to Jan Power if interested in joining the Belonging Team, or to David Ropeik for the Spirituality Team.

The main meeting was closed at 9:15PM, and there was a short Executive Session. With no further business before the Committee, the Executive Session was closed at 9:30PM and the meeting was adjourned.

Respectfully Submitted,
Peter Nobile, Clerk