

Regular Attendees		Present
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	Y
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		
Roselyn Romberg	First Parish Trustees	
Eric Moore	Nominating Committee	
Wendy Holt	Racial Justice Action Group	

Rev. Dana opened our meeting with words by Marge Piercy. Liz lit our chalice and we held a moment of silence.

Upon motion duly made and seconded, it was unanimously
 VOTED: to accept December 2019 minutes as amended, and to incorporate them into the permanent record.

Director of Operations Report

The Christmas Eve service collections totaled \$7,771.00 and was split between our partner congregation in Transylvania and UU Urban Ministry’s Renewal House. Fifi updated us on several budget line items but reported no current financial concerns.

Senior Minister Report

Howard talked about looking forward to doing more ministry than administrative work at First Parish this year and spoke about his upcoming trip with the UUSC to El Salvador. The group discussed how to carry on the historical work that Doug Baker does once he retires, and Tom noted that the Trustees’ work at the Wright Tavern might fold into those efforts.

Trustee’s Report on Doug Baker’s Retirement

Roselyn briefed the Standing Committee (SC) on Trustees’ work around long term maintenance of the church campus properties, including a 5-year facilities maintenance plan is under development, and how

important Doug Baker's work and wisdom has been to the church. Roselyn gave us a presentation of options regarding Doug's retirement and future living situation. The Trustees realized they have not been properly paying into Social Security and Medicare for Doug, and that the total benefits that he would have accumulated over the 40+ years of his service to First Parish would be in the ballpark of \$150,000. AS remedies to that situation, Roslyn discussed pros and cons of strategies the Trustees have considered ranging from a one-time lump sum payment, to an annuity, to alternative living arrangements for Doug provided by First Parish that include rental, condominium or house options. After mature consideration, the Trustees are currently exploring rental and purchase options, with a preference to purchasing an investment property at a place like Concord Greene in the price range around \$400,000, for Doug and Diana to live in indefinitely. Condominium fees at Concord Greene run around \$650 per month or about \$7,800 per year. The goal is to have property ready for Doug and Diana by fall of 2020. Other ideas for helping Doug financially are under discussion, especially concerning long term medical costs. The SC was generally enthusiastic about the current direction and encouraged Roselyn and the Trustees to proceed.

Black Lives Banner

The group discussed whether to extend the banner for another six months, per the existing understanding with the Town of Concord that the banner is a temporary, not a permanent fixture on the church. The group discussed ongoing racial justice work.

Upon motion duly made and seconded, it was unanimously

VOTED: to keep the Black Lives Matter banner up on the porch of First Parish for another six months.

Treasurer/Finance committee

Tom briefly described Financial Committee discussions around a possible upcoming capital campaign. Tom also reported on a celebration on January 11 for the 30 current participants in the Legacy Giving program, and a short discussion ensued. The goal of that program is to grow the current Legacy fund to \$10m from the current \$3.5m.

Governance Subcommittee

Susan reported that possible revisions to our current membership policy will be discussed at the March SC meeting. We had a short discussion around membership issues. The Political Activity Policy was also briefly discussed.

Laurel Gray's Ordination

The SC enthusiastically wishes to permit the congregation to ordain Laurel to the UU Ministry.

Upon motion duly made and seconded, it was unanimously

VOTED: to have First Parish ordain Laurel Grey to the UU Ministry.

Standing Committee business

- Annual Pledge Campaign events:
 - CC, Liz, Alec, Peter will meet to begin planning the Sustainer Event, to be held

at CC King's house) on March 7th.

- A pancake breakfast staffed in part by SC members will be held March 21st, 8:00-9:45AM.
- The SC needs to consider a new chair to follow Dave, and Eric reminded us that 4 members (Lora, Dave, Tom and Alec) will be rolling off at the end of this year.
- General Assembly will be held in Providence RI this year, and participation is being spearheaded by Jim Sherblom and the Denominational Affairs committee.
- Next All Committee Chairs meeting is targeted to be held in late February, possibly an evening meeting. The discussion topic could address our membership policy around oversubscribed events, and general ideas about more effective internal and external communication.
- Peter will distribute a terrific report from Jan Power on the very busy Belonging Team's ongoing activities (appended to these minutes).

The main meeting was closed at 9:04PM, and there was a short Executive Session. With no further business before the Committee, the Executive Session was closed at 9:25PM and the meeting was adjourned.

Respectfully Submitted,
Peter Nobile, Clerk

Addendum: Jan Power's 1/12/2020 report from The Belonging Team

- Kristin Moore has "shelved" the idea of holding a design thinking workshop this year that would try to further define the problem of not feeling like one belongs at First Parish. She has decided to support some of the initiatives already begun within the committee.
- Liz Rust has begun the pew card pilot. Pew cards were placed in the pews on 1/4. Liz has worked with staff to establish a process for collecting the cards and responding to them. This project will run for 3 months (through March).
- The team has agreed that CC King should move ahead with scheduling her spring workshop on connecting beneath our words. Don't know if CC's recent injury will affect the timetable for this.
- Kristin is working with Sue Dobbie, the office volunteer in charge of maintaining the "Members in the News" bulletin board to pilot a different use for that section of bulletin board. The plan is to use the space for "Welcome to FP and Unitarian Universalism" information.
- Susan See's idea for a "Welcome New Members" occasional display (photos of new members willing to have their faces posted at church) is proceeding. Susan has talked with Chuck McDonald of the Membership Committee to coordinate with him. The Belonging Team has given Susan some suggestions from the last meeting for her to consider in moving this forward.
- The Third Sunday Suppers have been happening regularly but can now use some additional volunteers for a few months this spring. The team considers these suppers to be successful, given

that they regularly draw a minimum of about 40-50 people. For the effort to be sustainable, it will need regular volunteers to prepare the meals. Right now, Sue Ryan is spearheading the effort, with Kate & Lora helping as they can. Lora gave feedback that many of the attendees are seniors.

- Jan has now spoken with Chuck McDonald from the Membership Committee and Keith Wortman from the Ushers Committee about the idea of piloting a welcome table in the foyer before Sunday services. Both have been enthusiastic about the idea. Next step is for Jan to share the specifics with Keith and to work out the specifics of starting the pilot.
- The Guidebook team (Jan P, Dana Lissy, Jen Izzo) has been in touch with various staff members to gather information for their document. Staff have been very helpful and responsive. The Guidebook team wants to talk more with staff about the website revisions to coordinate what information will be on both the website and in the guidebook, and what might only be in one of those locations. The team's goal is to have a first draft of the guidebook by February 22nd, when they will meet again to discuss the next steps.

/pn