

Regular Attendees		Present
Fifi Ball	Director of Operations	Y
Jane Barnes	Treasurer	Y
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		
Eric Moore	Nominating Committee	Y

PLEASE NOTE: THIS MEETING WAS HELD VIRTUALLY (VIA ZOOM)

Howard lit our chalice and shared *There Comes the Strangest Moment* by Kate Light.

Upon motion duly made and seconded, it was unanimously

VOTED: to accept the April 2020 Standing Committee (SC) meeting minutes as amended, and to incorporate them into the permanent record.

Director of Operations Report

Jane announced that First Parish was awarded \$118,000 in forgivable loans through the Federal Payroll Protection Program (PPP), which is designated to contribute to First Parish's payroll expenses retroactive to February 2020 through June 2020. Fifi thanked Jane for shepherding the application process with help from Tina. Fifi answered questions about her current financial reports, including a request to have the SC approve moving \$25,000 of Auction income out of this year's budget for use in a future budget.

Upon motion duly made and seconded, it was unanimously

VOTED: to move \$25,000.00 of Auction income from the 2020 budget, for use in a future budget.

Fifi also answered questions about the Staff compensation report, which she shares with us twice a year. Fifi will be moving the distribution of the report to April and October. She also reviewed an updated budget, showing an anticipated pledge total of \$1,050,000. A total of 80 pledge units have taken the 520 Challenge so far, with several pledges that are expected soon. Howard explained that with the PPP

funding we are now able to restore what was cut from the last version of the proposed budget, which included money for our UU Affiliates, full UUA dues, staff raises, and some funding for building maintenance. The group offered comments and thoughts, and Fifi and Howard will adjust the proposed budget for the next go-around, which we will review two weeks from now on Tuesday May 26th.

Senior Minister's Report

Howard answered questions about his report, and we discussed Sunday service attendance numbers. Plate collection has exceeded levels prior to moving services online. Plans for reopening the church are ongoing – we are following the State guidelines and watching for updates – however, until further notice services will be held online at least until September, and we are currently planning to hold virtual services into the fall.

The music programs are most significantly impacted by the shutdown because online rehearsals are very difficult and singing with masks does not really work. Beth is continuing to hire for a Contemporary Vocal Ensemble (CVE) director, but is pausing on the Children's Choir Director position, both because she would like families to be involved in the process and that there may indeed be no Children's Choir at all in the fall.

Governance Subcommittee

Susan reviewed the membership policy as modified and the group discussed the most major revision, which removes any preference given to members over non-members for church events.

Upon motion duly made and seconded, it was unanimously

VOTED: to accept the Membership Policy as revised in May of 2020.

Other Standing Committee Business

Dave discussed a proposed revision regarding SC terms as follows (text is by the Nominating Committee, with thanks to Eric Moore): *Persons who have served on the Standing Committee as Clerk or Treasurer may be nominated for election to the SC as Members at Large. In this case, the term of the nomination may be one, two or three years. The term will be chosen so that:*

- a) *The proposed consecutive years in service to the Standing Committee at the completion of the term would not exceed six years.*
- b) *The proposed term would be the maximum allowed under condition a). The above policy clarifies that officers (clerk and treasurer) may serve as Standing Committee members at large if total service to the Standing Committee including terms as officers does not exceed six years.*

Upon motion duly made and seconded, it was unanimously

VOTED: to accept revisions to the SC term policy into the church bylaws, as noted above.

Eric briefed the group on Nominating Committee recommendations for filling vacant SC positions in the coming year. Jane will graciously continue as Treasurer, Laurel Doggett will be nominated to be our new Clerk, and Virginia Taylor, Jim Reynolds, and Jim Hawkes will be our new members-at-large. Peter will stay on for one more year as a member-at-large.

Dave and Susan reported that the All Committee Chair Zoom meeting is scheduled for May 17th at 11:15AM, with about a dozen positive respondents so far.

The church is planning for an Annual Meeting on June 14th, to be held right after service.

Selection of new SC Chair

Tom described the process of selection of the next SC chair. Interviews of all SC members were conducted by Lora, Tom and Alec, and the committee expressed gratitude for their efforts. It was stressed that the primary challenges facing the church this coming year include:

- How do we transition to whatever the “next normal” will be?
- How will we maintain financial stability given declining membership, dependence on large donors, and other challenges including ongoing CV-19 restrictions?
- How will we build on and model an ever more collaborative relationship between the SC and the Ministerial Leadership and Staff?

The qualities needed in a chair include the need to be organized, to be able to run meetings effectively, to be proactive, and to have a clear vision for the SC and First Parish. The chair should also be able to effectively facilitate both ordinary and difficult conversations, be connected to and an advocate for the congregation, have a trusting relationship with the Minister and the Staff, and be someone who understands the rules and regulations of the church. It is clear that these qualities are numerous and difficult to embody in one person, and that success in the role will be enhanced by the simultaneous election of a Vice-Chair in order to share responsibilities, experience the leadership role, and especially to model a collaborative relationship.

The main meeting was closed at 8:42PM, the group then took a short break and then entered into an Executive Session. With no further business before the Committee, the Executive Session was closed at 10:25PM and the meeting was adjourned.

Respectfully Submitted,
Peter Nobile, Clerk