

First Parish of Concord Standing Committee

Meeting Date: October 13, 2020

Fifi Ball	Manager of Operations	Y
Jane Barnes	Treasurer	Y
Jeff Brainard	Standing Committee Member	Y
Howard Dana	Senior Minister	Y
Laurel Doggett	Clerk	Y
James Hawks	Standing Committee Member	Y
C.C. King	Standing Committee Member	Y
Peter Nobile	Chair	Y
Jim Reynolds	Standing Committee Member	Y
Liz Rust	Vice Chair	Y
Susan See	Standing Committee Member	Y
Kate Struck	Standing Committee Member	Y
Jade Sylvan	Ministerial Intern	Y
Virginia Taylor	Standing Committee Member	Y
Roselyn Romberg	Trustee – Guest	Y
Beth Norton	Director of Music - Guest	Y

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

Howard lit the chalice and offered a reading from Reverend Scott Wells.

Approval of Minutes

Upon motion duly made and seconded, it was unanimously

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

Minister's Report

There were no specific questions related to Howard's report. It was noted that the service is now being streamed live on YouTube, allowing for more people to attend. Howard's bible class is going well, and all are welcome to drop in. Areas that seem to be functioning smoothly during COVID are 1) Sunday worship services, 2) pastoral care, and 3) the administrative operations. Liz Weber has been particularly successful at reaching out to congregants and providing needed pastoral care and support with only six months into her First Parish ministerial role.

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Questions were raised about the security and possible vandalism on First Parish leading up to and after the election. It was noted that First Parish has ample security in place and no threats have been received.

There was further conversation around how the Church can be a calming sanctuary in a virtual world amidst a politically hostile and uncertain election season. Howard indicated that the staff are discussing several activities. Peter mentioned that it might be useful to collect ideas on a google document for Standing Committee members to make suggestions.

Director of Operations' Report

Fifi presented her summary and welcomed questions. While income was low in August, it was high in July. The staff compensation report presented no surprises. The town of Concord voted to award First Parish \$75,000 toward the steeple restoration project. This does not include the painting of the side of the building, which also needs to be done. The project is being requested. First Parish will look into doing the work in the Spring.

Committee Updates

- **Finance Committee:** Jane, Peter, and Liz to work on a mission. Jim Reynolds mentioned that he reviews many financial statements and would be willing to assist with reviewing FP financials.
- **Governance Subcommittee:** needs objectives and a charter finalized in November
- **Ministerial Support Subcommittee:** Susan, Jeff, and Peter met two days ago with Howard, and it was nice to have a small group meeting to float around ideas. More work will be forthcoming around a charter and a mutually agreed-upon evaluation process and criteria.
- **Social Action Committee**– There are no updates, as of yet, to create a committee. Adrienne Betancourt will complete her one-year anniversary in January which may be a good time to review what type of support might be needed. In prior years, the SAC sponsored certain activities, such as Secret Santa, which may need a new home until a more formal structure is in place.
- **All Committee Chair meetings** – Nov, Feb and May dates and themes have been set.
- **Belonging Team** – Liz Rust will be presenting a final report at the November meeting.

Long-Range Planning and Strategic Thinking

- **Music and Worship Pillar:** Beth Norton's music ministry framework: Gather, Inspire and Share

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Moving music to a virtual arena has been challenging. Some people are adapting, and others are “zoomed” out. The adult choir remains strong. Roughly 25 – 30 devices are logged into each rehearsal, which is not far off from the regular in-person rehearsals. Understandably, some people don’t like to sing on Zoom. Beth reaches out to these people separately.

Brendan Ferrari is a jewel with a strong skillset. He serves as the music point-person for the Family Service. The children’s choir is a smaller group due to the recent staff change and the virtual component. Brendan is very positive and keeps pushing forward.

Anderson Manual continues to oversee the gospel choir, which currently has 10 – 12 members. The Open Door contemporary worship service is now part of his job description.

Eric is only person who is live in the Church sanctuary. He is the connection to the church building. His music is pre-recorded for the Sunday Service.

The contemporary vocal ensemble is a “wait-and-see” how the year unfolds.

- **Greening the First Parish**

VOTED: Upon motion duly made and seconded, it was unanimously approved to establish the Greening of the First Parish task force and adopt the charter.

The task force will fall under the SC umbrella, looping in Bruce and Fifi. This task force will require a strong diplomatic leader to facilitate productive stakeholder meetings.

- **Commission on Institutional Change**

COIC proposal was attached to the agenda, and will be reviewed in November.

- **Disability Justice Committee** – no updates

SC Virtual Retreat October 24, 2020

Tentative agenda attached for review.

The main meeting was closed at 8:52 PM, followed by an Executive Session. With no further business before the Committee, the Executive Session was closed at 9:40 PM and the meeting was adjourned.

Respectfully submitted,

Laurel Doggett, Clerk