

First Parish of Concord Standing Committee

Meeting Date: November 10, 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
Jim 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 Svrcek	Standing Committee Member	Y
Jade Sylvan	Ministerial Intern	Y
Virginia Taylor	Standing Committee Member	Y
Liz Weber	Minister for Pastoral Care	Y
Eric Moore	Guest	Y
Jan Powers	Guest	Y
Kristin Moore	Guest	Y

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

Peter lit the chalice and offered a reading from John O'Donohue.

Approval of Minutes

Upon motion duly made and seconded, it was unanimously

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

Minister's Report

Howard answered questions regarding his report. The evaluation for the Senior Minister and the Standing Committee was paused while the Church focused on response activities related to the Diana Ploss demonstration and the upcoming presidential election.

Howard mentioned that he meets monthly with a small group of Concord clergy. While all Concord clergy are invited, the current group consists of four representatives from West Concord Union, Karem Shalom Synagogue, Trinity Episcopal Church, and First Parish of Concord.

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Regarding the building and grounds, Howard noted that he met with the Wright Tavern Futures Taskforce and there will be some interesting work ahead. In addition to greening the campus and repainting the steeple, the First Parish roof will need to be replaced. Howard will be working with Bruce on all of these projects in the spring.

Director of Operation's Report

Fifi noted that the roof project is estimated to cost \$30K and the steeple work will cost \$100,000, of which \$75,000 will come from the town of Concord. There is a long-term building maintenance account, to which the Church contributes \$500 per month. Funds will be used from this account to cover the balance of the replacement of the roof and repainting the steeple projects.

Fifi mentioned that in October, First Parish received a check for \$8,570 for the solar credits (SRECs), which was higher than the projected budget of \$4,725 originally based on the pro forma created by the Environmental Leadership Team. Fifi also noted that pledge income was low, and expenses were average. However, the year-to-date pledge statements were mailed in October, and she expects this to trigger an increase in contributions in the upcoming months. She mentioned that the SC could expect to see greater than average monthly losses until the \$118,000 PPP loan is forgiven and allocated as miscellaneous income.

In September, Share-the-Plate resumed and \$3,218 was sent to the Union of Minority Neighborhoods' Black Ballot Power Initiative. For October, Open Table will receive a check for \$2,333.50.

Committee Updates

- **Finance Subcommittee:** nothing to report
- **Governance Subcommittee:** nothing to report
- **Ministerial Support Subcommittee:** There have been several meetings with positive conversations.
- **All Committee Chair meetings:** To be scheduled in December, February, and May for updates and sharing of various initiatives

Congregational Pulse: What are you hearing?

Implementing Secret Santa this year amid COVID-19 is being discussed. One idea is to collect gift cards.

There was some discussion around supporting those who voted for Trump and the Republican agenda. Peter mentioned that there are outside organizations, such as Braver Angels, who are committed to long-term red blue conversations.

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November Pillar Report: Pastoral Care (with Rev. Liz Weber)

Liz Weber answered questions around Pastoral Care which has transferred seamlessly to a virtual care environment. People reaching out for care are also invited to go on walks with lay ministers. The three major support groups for Parents, Cancer Patients, and Caretakers remain active. Members of the SC who know folks feeling lonely or notice someone hasn't logged on to attend the virtual service, should feel comfortable reaching out and lending support.

Liz's hope is to see the Standing Committee grow and adapt to a bigger picture of its ministry as the congregation's representative voice.

Task Force Updates

- **GFPC task force** - Greening of First Parish. Howard, Liz, and Peter to meet to discuss next steps.
- **Belonging Team** - Jan, Liz, and Kristen provided an overview of the Belonging Team's in-depth and comprehensive 30-page report, which offered 36 recommendations to improve the feelings of belong, some of which are currently being implemented. A couple of the members of the task force expressed interest in carrying this work forward.
- **COIC proposal** – The Commission on Institutional Change from the UUA recommends starting with some key foundational work before instituting a task force. Peter noted that there would be a presentation in December.

Standing Committee 2-year goals

Following the SC October Retreat, Peter developed a spread sheet for SC members to vote and prioritize goals. Not everyone on the SC had voted, however, the top three two-year goals focused on:

1. Governance structure
2. Strengthen community and communication
3. Develop a fundraising plan

Peter, Liz Rust, and Laurel will flesh out the goals for review in December and to launch in January of 2021.

The meeting adjourned at 8:42 p.m.

Respectfully submitted,
Laurel Doggett, Clerk