

First Parish of Concord Standing Committee

Meeting Date: December 8, 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
Darian Smith	Guest	Y
Jan Powers	Guest	Y

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

Peter lit the chalice and Howard read a poem, "Love in the time of coronavirus Quarantine day #8: Super moon" by Angela Alaimo O'Donnell.

Approval of Minutes

Upon motion duly made and seconded, it was unanimously

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

Senior Minister's Report

Howard answered questions regarding his report and clarified that the attendance numbers noted in prior years reflected adults only, not children attending religious education. He also commented that it is currently not possible to identify new devices connecting to the virtual Sunday worship service.

First Parish of Concord Standing Committee

Director of Operations' Report

Fifi summarized key points on her financial reports. She noted that since a new employee waived eligible health insurance benefits for this fiscal year, there will be a \$9,678 savings in health insurance expenses.

Fifi also reviewed a very comprehensive report that presented historical pledge data. While the total amount of pledges is increasing year-over-year, the total number of households pledging is going down. Currently, we have about 500 active households and friends, however, only 383 have pledged this year. In 2016 – 2017 there were 425 pledges. It was noted that there are some members who do not pledge at all.

There was a commitment from the Standing Committee to reach out to the First Parish congregation with well wishes over the holidays, before and separate from the pledge campaign.

Susan See offered to help with some Zoom data mining to determine which members may not be attending for possible outreach.

Howard encouraged any video testimonies around donations from Standing Committee members to assist with the upcoming pledge campaign.

Subcommittee Updates

- **Finance Subcommittee:** Jane and Peter to connect regarding the charter.
- **Governance Subcommittee:** The charter is still to be developed in conjunction with new SC goals. There was some discussion regarding the recent RJAG letter-to-the-editor process with the possible revision to Political Activity policy.
- **Ministerial Support Subcommittee:** The charter and ministerial evaluation process are still to be developed.
- **All Committee Chairs** meeting will be held on Thursday, December 17, at 4 p.m. Susan See is organizing this meeting. An invitation to staff should be extended.
- **GFPC task force** – No update other than looking for a project manager to manage the task force.
- **Belonging Team** – Liz Rust and Susan See will prepare a draft of the Congregational Life Committee (CLC) charter for the January SC meeting.
- **Annual Campaign** – Tim Whitney is going to lead the effort.

COIC Proposal Presentation: Jan Powers and Darien Smith

Jan and Darien presented their proposal to establish a Commission on Institutional Change at First Parish based on the UUA's report on their Commission on Institutional Change (COIC).

First Parish of Concord Standing Committee

The purpose of the FPC COIC will be to assess congregational life, policies, and practices (formal and informal) at FPC for their alignment with the UU values of equity, inclusion, and diversity. The commission will engage church staff, members, and friends in identifying opportunities for systemic change to help FPC realize itself as a place of radical welcome and anti-oppression.

The following are the recommended steps to implementing a COIC.

1. Lay the groundwork with staff, lay leaders, and ministers to educate different stakeholders to explain the mission and purpose, and to achieve buy-in
2. Form a group to work through the UUA study action guide to review churches policies and practices and develop recommendations
3. Implement said recommendations

Timeline:

- January – June: Laying the groundwork
- Next church year (September 2021): Enlarging the group work even more
- Thereafter: Implement the work

Standing Committee 2-year goals 2022-2024

Peter reviewed all the goals and collected names of people interested in working on the four different areas:

1. Governance
2. Community and Belonging
3. Communications which includes a process for dispute resolutions
4. Fundraising

There was some discussion about the need for a dispute resolution process: a procedure where members and congregants can voice disagreement or concerns about various policies and/or practices. Peter is going to edit the goals one more time. In January the SC will review and vote on these goals.

The meeting concluded at 8:50 p.m.

Executive Session ended at 9:07 p.m.

Respectfully submitted,

Laurel Doggett, Clerk