

**First Parish in Concord
Standing Committee Meeting
January 9, 2024**

Fifi Ball	Director of Operations	Y
Michael Beer	Standing Committee Member	Y
Lisa Bennett	Standing Committee Member	Y
Rev. Seth Carrier-Ladd	Senior Minister (Interim)	Y
Jennifer Izzo	Clerk	Y
C.C. King	Standing Committee Member	Y
Gib Metcalf	Chair	Y
Caroline Washburn Minkin	Standing Committee Member	Y
Jim Reynolds	Standing Committee Member	Y
Leah Russell	Treasurer	Y
Liz Rust	Standing Committee Member	Y
Susan See	Standing Committee Member	Y
Virginia Taylor	Standing Committee Member	Y
Jeff Brainerd	Nominating Committee Member Representative	Y

THIS MEETING WAS HELD VIA ZOOM.

Mike Beer offered opening words.

Everyone checked in about how they are doing.

DIRECTOR OF OPERATIONS REPORT

- Fifi reported that FP has received 4 restricted gifts since July 1, 2023: (i) \$500 from Jim Stern for the social action reserve fund, (ii) \$100 for the social action reserve fund in memory of Tony Rodriguez, (iii) an annual gift of \$5,000 from the Simmons family for the social action reserve fund, and (iv) \$20,000 from Ted Bayne for the Greening the Campus project. Fifi asked the SC to approve these restricted gifts. She also questioned the requirement to obtain approval from the SC prior to accepting a restricted gift. The SC will review our policies with this question in mind, and will revisit the topic in the future.

Upon motion duly made and seconded, it was unanimously

VOTED: to accept the following restricted gifts: (i) \$500 from Jim Stern for the social action reserve fund, (ii) \$100 for the social action reserve fund in memory of Tony Rodriguez, (iii) an annual gift of \$5,000 from the Simmons family for the social action reserve fund, and (iv) \$20,000 from Ted Bayne for the Greening the Campus project.

- Fifi reported that it is time to approve Rev. Seth Carrier-Ladd's annual housing allowance in the amount of \$24,000. This amount is part of Seth's salary that is designated to cover housing costs for tax purposes, not an additional expenditure.

Upon motion duly made and seconded, it was unanimously

VOTED: to approve Rev. Seth Carrier-Ladd's annual housing allowance in the amount of \$24,000.

INTERIM SENIOR MINISTER REPORT

- Rev. Seth Carrier-Ladd reported that the church holiday season was successful with a variety of services that were well attended and seemed to be well received.
- Reb. Liz Weber's medical leave is extending through the month of January. Seth and Fifi are looking into long-term disability insurance in case Liz is not well enough to come back as expected and hoped. We will also have to hire someone on a temporary basis to cover Liz's responsibilities.
- Rev. Paul Langston-Daley is managing pastoral care during the month of January.
- Seth suggested that the SC think about giving Amy Freedman a bonus in appreciation and acknowledgment of her extra work covering pastoral care duties during Liz's absence. Amy worked well in excess of the allotted 8 hours per week for pastoral care tasks, in addition to covering her normal load for Religious Explorations. Leah made a motion that the SC give Amy a bonus of \$1,000.

Upon motion duly made and seconded, it was

VOTED: to give Rev. Amy Freedman a bonus of \$1,000 (gross) in appreciation for her hard work covering pastoral care duties during Rev. Liz Weber's medical leave.

- Gib asked Seth about his concerns for the future of FP. Seth had several thoughts. First, we should be thinking about how the Congregation can take on a greater share of the ministry of the church. A second topic is our work on the Congregational Covenant and how we treat each other. We should be mindful of micro-aggressions and anti-racist or anti-social justice behavior that is excused as "Oh that's just so-and-so being so-and-so." Third, we should be thinking about the challenges that all organized religion is facing in our country right now: How is organized religion going to draw people in, especially in light of the fact that younger generations do not "do" organized religion?
- Seth raised the question of how FP should pay for the planned installation of ADA compliant hand railings on the pulpit in the sanctuary. The railings were requested by Rev. Howard Dana when he departed, in lieu of having his portrait painted. The total cost of the project will be \$11,690. Seth stated that the funds could be taken out of the long-term building maintenance fund (into which \$500 per month is automatically transferred). We could raise money through

fundraising, though Fifi and Seth are not excited by this idea because the stewardship campaign is about to start and people could question why we didn't allocate funds for this project before now. Finally, a third option is to use FP's surplus cash. Gib mentioned that he asked the Women's Parish Association to help pay for the railings. The WPA will discuss the request and get back to Gib by the end of the month. The SC will continue the conversation next month.

SC OPERATIONS

Governance Subcommittee Bylaws

- The Governance Subcommittee proposed edits to all ten of the Articles in FP's Bylaws. The SC will review the proposed edits to the Bylaws and send comments and edits to Virginia. The Governance Subcommittee hopes to have the larger SC approve the edits by February. Next, feedback will be solicited from the Congregation in March, and a final draft of the Bylaws will be presented in April. The Congregation can then have an up or down vote of the updated Bylaws at the Annual Meeting in June.
- Minutes Approval. Gib asked for a motion to approve the meeting minutes from the SC's November and December 2023 meetings.

Upon motion duly made and seconded, it was unanimously

VOTED: to accept the Standing Committee (SC) meeting minutes from November 14, 2023, and to incorporate them into the permanent record.

Upon motion duly made and seconded, it was unanimously

VOTED: to accept the Standing Committee (SC) meeting minutes from December 12, 2023, and to incorporate them into the permanent record.

The SC meeting was adjourned at 8:43pm.