

**First Parish in Concord
Standing Committee Meeting
March 12, 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	N
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

THIS MEETING WAS HELD VIA IN PERSON AT FIRST PARISH.

Liz Rust offered opening words.

Everyone checked in about how they are doing.

DIRECTOR OF OPERATIONS REPORT

- Fifi reported that she received about 5 checks this week with donations for the new hand railings at the pulpit, in the total amount of approximately \$1,000.

INTERIM SENIOR MINISTER REPORT

- Rev. Seth Carrier-Ladd reported that we hired Rev. Elizabeth Ide on a temporary basis to fill in for Rev. Liz Webster as Minister for Congregational Care until Liz is well enough to return to work. Elizabeth will work 20 hours per week. The feature article in the upcoming Congregational Life edition of *FP Weekly* will include a biography of Elizabeth.

- The technology in the sanctuary appears to be working properly. It's now been 2 weeks in a row that the services have happened without any technology problems occurring.
- The SC discussed the request from the Diversity and Inclusion Committee to have everyone include their pronouns on their name tags and to announce their pronouns when they speak at the pulpit. Gib noted that this is a request, not a mandate.
- The group moved into Executive Session to discuss some personnel matters, and then came out of Executive Session.

SC OPERATIONS

Finance and Pledge Campaign Report

- Seth stated that Celebration Sunday was a positive start to the Pledge Campaign.
- Leah gave an update on the Pledge Campaign. As of today, we have received 78 pledges totaling about \$282,000. The goal for the campaign is \$990,000. Last year we received 310 pledges in total. There is an email from Seth about the pledge campaign going out to the congregation this week. A letter from the Standing Committee will go out the following week. In addition, the pledge campaign stewards will be starting their one-on-one communications next week.
- The number of pledging units at First Parish is decreasing. In the 2019-2020 year we had 402 pledging units. Last year we had 310 pledging units.

Community and Connection Subcommittee

- Susan, Lisa and CC reported on the state of their subcommittee. They are focusing on the following priorities: (1) finding an ascending vice chair for the SC for next year, (2) determining how best to be helpful for the transition to the new senior minister, and (3) figuring out the best role of this subcommittee, in general.
- The subcommittee asked the SC to sponsor a True Story theater event in May. True Story is a playback theater improv group. The event will offer an opportunity for people to share their hopes and fears about FP.

Upon motion duly made and seconded, it was unanimously

VOTED: to sponsor a True Story theater event in May.

- Rev. Paul Langston-Daley and CC are beginning a covenant reflection process.
- The subcommittee is also thinking about planning a goodbye event for Seth.

Minutes Approval.

- Gib asked for a motion to approve the Standing Committee meeting minutes from February 13, 2024, after removing the appended reports from the senior minister and staff.

Upon motion duly made and seconded, it was unanimously

VOTED: to accept the Standing Committee meeting minutes from February 13, 2024, and to incorporate them into the permanent record.

250th Concord Celebration Task Force

- Next year is the 250th year anniversary of the Revolutionary War battle at Old North Bridge in Concord. First Parish will participate in town-wide activities to celebrate the anniversary. Seth has created an Operational task force to work on the 250th Concord Celebration. The group is currently working on its charter.

SC Meetings in April

- The next SC meeting in April will be via Zoom.
- In addition, the SC will have a second meeting on April 25 to meet with the senior minister candidate.

The SC meeting was adjourned at 7:56pm.