

<b>Regular Attendees</b>		<b>Present</b>
Fifi Ball	Director of Operations	Y
Jeff Brainerd	Standing Committee member	Y
Rev. Howard Dana	Senior Minister	Y
Dave Elwood	Standing Committee member	Y
Michelle Fortier	Treasurer	Y
Kristin Haddad	Chair	Y
John Lowe	Standing Committee member	Y
Peter Nobile	Clerk	Y
Patty Popov	Standing Committee member	Y
Zach Roe	Social Action Coordinator	
Toby Smith Ropeik	Standing Committee member	Y
Lora Venesy	Standing Committee member	Y
Tom Wilson	Standing Committee member	Y
Kate Svrcek	Standing Committee member	Y
Rev. Jo VonRue	Minister in Residence	
<b>Guests</b>		
Kristin Moore	2018 Annual Meeting Moderator	
Eric Moore	Attending as a parishioner	
Peter Lowitt	Environmental Leadership Team	
Bob Brack	Environmental Leadership Team	
Ted Bayne	Environmental Leadership Team	
Joyce Briggs	Environmental Leadership Team	
Richard Kelleher	Environmental Leadership Team	
Kate Crosby	Environmental Leadership Team	

Howard opened our meeting by reading George Odell’s *We Need One Another*. We held a moment of silence, Howard lit our chalice, and Kristin read our Standing Committee (SC) covenant.

**Approval of minutes**

Our March minutes were approved unanimously.

**Goal Status Review**

Kristin reviewed our five Standing Committee 2-year goals

- Kate reported that she and Peter’s Beloved Conversations discussion group compared First Parish (FP) Concord and FP Lexington’s governance groups
- Dave reported receptiveness to talking with other UU Board members, noting that fellow board members expressed less interest in formal meetings but more interest in informal connections
- Kristin reported a good deal of discussion going on about the 7.5% replacement policy recommendation

**Chair's Report**

Kristin reported a good deal of activity, especially around preparation for this year's Annual Meeting. She confirmed that Kristin Moore accepted the role of interim moderator for this year's meeting.

**Minister's Report**

After his trip with an intergenerational group to Romania, Howard spoke a bit more about the leadership transition and ongoing partnership between our church and our partner church in Székelykeresztúr, Romania. The SC expressed thanks for Howard and Fifi's work on the Annual Pledge Campaign. Howard spoke about continuing conflict in and around the Social Action Community (SAC) Board, as both Jo and Zach have received hurtful comments and there seem to be several misunderstandings about roles and processes. Some of the problems seem to stem from personality conflicts, some from struggles with accepting the new organizational structure model. Howard is hopeful that ongoing efforts will improve the situation.

**Director of Operations' Report**

Fifi highlighted the higher monthly expenses in March, primarily due to SAC grant timing and a 3-payroll month. Fifi expressed concern that the annual budget is so dependent on a small number of large donors, and that she and Howard are doing what they can to improve that situation. Fifi reported two large designated gifts, one to SAC and another to the building maintenance fund.

Fifi also reviewed the staff compensation report, and the group expressed appreciation for the report.

**Treasurer's Report**

Michelle reported that Verizon has found our steeple unsuitable for housing a cellular antenna. She also reminded the SC that the Finance Committee (FinCom) is looking for two new members. Fifi and Doug have been working to refine quotes for refurbishing the steeple. Howard asked about the FinCom's relationship with the SC and to the congregation, and suggested possibly reviewing the FinCom's charter, given the coming turnover in membership.

**Update from the Congregation: Climate Resolution**

Peter Lowitt and other attendees reviewed what the Environmental Leadership Team (ELT) has been up to, and how the proposed Climate Resolution continues to develop. Ted enlarged on ongoing modifications to the tone of the language. Michelle asked for clarifications on how we might more realistically align our goals at FP with this resolution. Howard pointed out that this resolution is aspirational and will keep us honest in our future decision making. The ELT will continue to staff tables at coffee hour, and a final draft of the resolution will be ready after Sunday May 13<sup>th</sup>. Kristin reminded the group that all written materials for Annual Meeting are due by June 1.

**Current Initiatives: SAC Policy recommendation update**

Kristin reported that along with Dave, Toby and Michelle she presented the proposed policy replacement to the congregation on Sunday April 29 at 11:30 in the sanctuary. About 26 parishioners attended. Kristin noted that although most of the discussion focused on operational questions, there were concerns about parishioner input and other governance issues. A robust discussion ensued. The SC has no issues

with the process so far, and thanked Kristin for navigating the waters around this policy work.

**Budget Preview**

Fifi and Howard presented a proposed FY19 budget, beginning with two possible scenarios around Social Action funding. The group discussed various details of the budget, and a revised version will be presented to the SC on May 20<sup>th</sup> when the SC will meet at 6:30 PM to vote on approval of this budget and to sign the warrant for annual meeting.

**Year for Reflection and Visioning (YfRaV) update**

Lora and Kate reported on ongoing post-retreat and survey processes, and Tom spoke about a small gathering with a very valuable discussion at an YfRaV/survey results meeting last week. The next congregational results presentation will be on Tuesday, May 8 and the task force hopes that more parishioners attend. The group discussed ongoing efforts to absorb and use the results of this year's activities.

**SC Policy Proposal**

Kristin reviewed one slight modification to the version of the SC policy presented last month, dealing with the distribution of minutes and allowing for electronic voting on minutes. The revised document was distributed by email one week ago. John moved that the SC accept our revised governing policies. The motion was seconded by Tom, and all voted in favor of the motion.

**Leadership Selection**

Toby informed the committee that she would not be assuming the role of chair of the Standing Committee one week ago. The leadership subcommittee re-convened this past week and is so pleased that there is an outstanding candidate to put forward: Dave Elwood. After the recommendation was presented and accepted by Dave, the rest of the standing committee had a short closed conversation about how we can best imagine supporting him in his new role. When Dave, and the staff returned to the room, we welcomed Dave as the next chair of the standing committee, a posting which Dave has accepted with honor.

**Evaluation Discussion**

Howard said that the evaluation process really is helpful to him, and that the Senior Minister evaluation fits into the larger evaluation process and helps with setting goals and improving performance. Fifi emphasized how much she enjoys working with Howard, that she feels supported and encouraged to grow, and that Howard has built a healthy and well-functioning staff.

The public meeting was closed at 9:06 PM, and the committee entered into Executive Session. A motion was made to close the Executive Session, and that meeting adjourned at 10:35 PM.

Respectfully Submitted,  
Peter Nobile  
Clerk