

Regular Attendees		Present
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
Kate Svreck	Standing Committee member	Y
Valerie Vallancourt	Standing Committee member	Y
Lora Venesy	Standing Committee member	Y
Tom Wilson	Standing Committee member	Y
Rev. Jo VonRue	Minister in Residence	Y

Howard lit our chalice and opened the meeting with *Change Alone is Unchanging*, words by Heraklitos of Ephesos. We then held a moment of silence. The committee thanked both Patty for her service to the Standing Committee (SC), and Kristin for her service as chair. We will miss their wit, wisdom and leadership! We also welcomed our newest SC member, Val Vallancourt.

The committee then expressed gratitude for qualities in each other, and Kristin read our SC covenant.

The minutes from our May 6th meeting had been approved by email.

Annual Meeting Review

The committee thought the Annual Meeting went well if a bit long, with good dialogue, openness and a generally respectful debate. The discussion during the debate on social action funding was especially thorough. Kristin Moore did an excellent job as moderator and managed a complex meeting process that included several amendments to motions. Tom thought the summary process was excellent, whereby each speaker gave an overview of their committee or group’s activity. The Clerk’s minutes from the meeting will be forthcoming for review.

Chair’s Report

Kristin thanked the committee for its work this year. Kristin reported out about our self-evaluation process, and the results of that process included some of the following observations:

- we (the SC) need more clarity about moving into and out of Executive Sessions, and we need to be especially careful about who should attend Executive Sessions
- we could think differently about how to better organize our work next year, especially our evaluation and leadership succession practices

Minister's Report

Kate asked if Howard would be contactable during his summer activities, and Howard said yes, and that texting is probably the best way to reach him. Michelle thanked Howard for his work in our community by presiding over so many memorial services this past year, something unexpected in Howard's ministry but something that he has really stepped up to do well. Otherwise there were no additional questions or comments on his May report.

Director of Operation's Report

Using the annual budget and year-to-date figures, and looking ahead, Fifi anticipates a 2017-2018 loss. The amount of the loss will become clearer as we see income and expenses for May, and then, of course, for June/year-end. In June 2018 there will be a third payroll run (approximately \$30,000) which will make that month's expenses higher than average. Fifi also answered a question about Solar Energy Credit (SREC) income for 2017-2018. The "Budget Remaining" column on this income line on the income statement is negative because we have earned more than anticipated this year.

Treasurer's Report

Michelle reported that the books are in great shape. Tom moved that Scheid and Co. be authorized to perform a financial review of First Parish in FY 2018-19. The motion was seconded and approved unanimously.

Senior Minister (SM) Evaluation update

Kristin reminded the group that typically the SM evaluation takes place in May with the SC evaluation following in June, which did not happen this year because of Year for Reflection and Visioning (YfRaV) activities. An opportunity to evaluate Howard was offered to the entire congregation and 48 people requested to complete the evaluation, 43 of whom have actually filled out the evaluation. An Evaluation Subcommittee (comprised of Kristin, John and Dave) is developing an SC-only SM survey that will be distributed as soon as possible. That survey will include questions on communication and leadership, and once it is distributed and completed the subcommittee will compile a report for committee evaluation. Upcoming SC meetings are scheduled for both July 10th and August 14th, and Dave mentioned that we need to plan our next retreat, the date of which will be decided by email poll.

Goals Discussion

Kristin asked the group about the merits of having goals with different durations. Members discussed the usefulness of flexibility in duration as some goals require more or less time to accomplish. Generally, the two-year goal cycle seems to be a nice horizon for engagement. John noted that the tidying up and sorting out of how we do evaluations are an example of a useful short-term goal. Tom noted that longer term goals can have shorter term milestones and tasks to ensure progress toward the long-term goal, and Lora noted that we have been doing some of this kind of goal setting already. Dave suggested that we might do a working retreat to set new goals, and Kate reminded the group that we have discussed the formation of task forces to help with developing goals in, for instance, the three areas identified by the YfRaV process. Tom noted that these task force groups ought to have charters to keep the work clear.

Racial Justice Advocacy Group – vote on Black Lives Matter (BLM) banner

Kristin reminded the group about First Parish's agreement with the Town of Concord's Historic Districts

Commission, that we internally revisit the BLM banner placement every 6 months or so. The banner has been up since December of 2015. Jo noted that the Beloved Conversations process is moving forward so that the banner now supports those efforts. Michelle asked about other UU churches and how demonstrably we are a part of the larger BLM movement. Howard talked about how relevant the banner continues to be, especially to visitors and passerby, even if we at First Parish have grown used to it. The banner was briefly taken down before Patriot's Day and rehung on the holiday itself. John moved that we extend the hanging of the Black Lives Matter banner until January 2nd, 2019. The motion passed with a unanimous vote.

Review of Self Evaluation Process

Kate noted how valuable it was to discuss self-evaluation in a group setting. Patty agreed that the process benefitted from doing the work together. John advocated for as much transparency as possible, but that we should also be intentional and clear about the purpose of the report. Members asked clarifying questions about availability and distribution of the consolidated review materials. The group generally thinks that evaluation information should be available outside the SC by request only. John moved that the SC self-evaluation and Howard's SC evaluation material be made available by request to the SC chair. The motion was seconded and passed unanimously.

The public meeting was closed at 7:58PM. The group entered an Executive Session at 8:01 PM. The Executive Session was closed at 10:05 PM, and the meeting was adjourned.

Respectfully Submitted,
Peter Nobile
Clerk