

## First Parish in Concord Standing Committee

Meeting Date: April 13, 2021

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	N
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
Peter Lowitt	Chair, GFPC	Y
Jan Power	Chair, CLC; and representing the Laying the Groundwork task force	Y
Adrienne Betancourt	Social Action Manager	Y

THIS MEETING WAS HELD VIRTUALLY VIA ZOOM

Peter lit the chalice and opened the meeting reading, *A Small Needful Fact*, a poem by Ross Gay.

### **Approval of Minutes**

Upon motion duly made and seconded, it was unanimously

VOTED: to accept the March 9, 2021 Standing Committee (SC) meeting minutes and to incorporate them into the permanent record.

### **Senior Minister's Report**

Amy Freedman, Liz Weber, and Beth Norton are serving as a staff advisory group researching the protocols needed to begin opening up First Parish. Howard expects to keep the building closed through the summer depending on rates of COVID transmission. The congregation will be kept informed along the way with the first email update going out next week.

Howard noted that First Parish, together with Milldam Nursery, has rented a professional 20' x 20' tent with no sides. It is accessible near the Herb Garden. First Parish will also purchase 25 outdoor plastic

chairs for use. The tent will be available for both organizations through May, and then from June to the end of October, it will be available exclusively to First Parish. Proper outdoor COVID guidelines will be required.

The annual pledge is going well and the rest of April will be focused on bringing in the remainder of the needed pledges with outreach support from SC members.

### **Director of Operations' Report**

Fifi reviewed the first draft of the FY22 budget. She noted that it did not include a cost of living increase for staff. She indicated that the proposed budget restores many of the programs that were cut when the Church went virtual. The proposed FY22 draft budget has a current shortfall of \$140,000. There would be available cash of \$140,000 at the end of this fiscal year, however if used, there wouldn't be any cushion for unexpected and unplanned emergencies.

The insurance company is strongly recommending that First Parish's main building be reroofed which is now 40 years old. The contractor's estimate for the work is \$27,000. This cost could be paid with some of the funds from the available cash, which is currently \$175,418. For future work, it was suggested to get a list of minority-owned contractors and suppliers for Church to review and consider.

Upon motion duly made and seconded, it was unanimously

VOTED: to approve \$27,000 to reroof the main building.

### **Subcommittee Updates**

- **Ministerial Support Subcommittee** – finalizing evaluation format in late spring.
- **SC Chair Selection** – Peter will convene a task force of non-returning SC members to solicit nominations for the next SC Chair. A vote will occur at the May meeting.

### **SC Goals**

- **Governance.** There was some discussion around FP governance and the disconnect between the diagram presented on the FP website and the how the Church truly functions. Peter mentioned that he has gathered materials from the UUA policy-based governance resource webpage which offers different models of governance.
- **General.** The SC will need to provide status reports on goals prior to the annual meeting, tentatively scheduled for June 13.

### **Pillar Check-In** – Adrienne Betancourt, Social Action Manager

Adrienne updated the SC on all the activities involved with FP Social Action Groups. She serves as a resource and connector for both internal and external groups looking for ways to collaborate. The silo

arrangement of the various committees has dissipated and there is increased communication and responsibility sharing among groups.

In 2019, the UU the Vote campaign engaged a lot of the congregation. It was a very successful year of social action. Many FP groups planned important activities around this theme and a lot of the congregation participated.

Racial justice is theme for 2021. Again, there is a lot of cross-committee collaboration as well as discussing the theme in RE.

While the technology has added a lot of extra work, including Zoom training, there are buddy systems, mentors, and resources for groups to help one another. Adrienne is delighted to be part of the Church.

### **Long range planning, Strategic Thinking, Visioning**

- **Greening of First Parish Campus Task Force (GFPC)**– Peter Lowitt, the incoming chair of the GFPC, indicated that he has reached out to a number of FP members to serve on the task force and will be sending out a doodle poll to confirm interest. The first goal is to have an initial meeting of potential task force members, followed by efforts to engage in public education and marketing around the greening of the campus.
- **Congregational Life Committee (CLC)** – Jan Power, chair, presented a report and noted that Operation Daffodil was a success. She feels that the committee is off to a good start.
- **Laying the Groundwork (a COIC task force)** – Jan Power submitted a report and requested input and direction from the SC vis-à-vis church readiness to engage in the COIC process.

There was a motion to adjourn the meeting 9:01 p.m.

Respectfully submitted,

Laurel Doggett  
Clerk