

**Winchester Unitarian Society**  
**Standing Committee Minutes**  
**March 21, 2018**

**Attending Voting:** Sioux Brokaw - Chair, Betsy Bowles – Vice Chair, Cynthia Randall, Kathy Richardson, Rebecca Keller, James Pidacks, Steve Butterfield - Treasurer, Sheila Puffer, Susan McPhee - Clerk, Ryan Levering,.

**Attending Non-Voting:** Fritzie Nace, Matthew Bronski, Heather Janules, Alison Streit Baron, Rebecca Kelley-Morgan.

**Absent:** Steve Forcucci.

1. Check-in question is *Where is your bliss?*
2. \*Consent Agenda: unanimous approval voted.
  - a. Standing Committee Minutes from February 13, 2018
  - b. Executive Meeting Minutes from March 9, 2018
  - c. Final as of Employee Policy Manual (as noted in Executive Committee minutes)
  - d. Staff Reports for March 14 SC
  - e. Committee Reports - from February 2018
3. Matthew Bronski presented an update on the Black Lives Matter (BLM) Process Group and Building Committee work to address the BLM challenge. Suggestions for making it “Vandal proof” were discussed and presented. Both groups agreed that a flag is a good solution, less expensive to replace and not as breakable as stained glass or paint. Matthew shared the ideas that the group had considered, sharing many illustrations. The flag solution shows equivalence with rainbow flag and does not over shadow the church’s name or the wayside pulpit. Building Committee will likely include small weights on the corners so that the flag is more easily read from a distance. Standing Committee expressed their thanks to both the BLM Process Group and Building Committee – great job.
4. Rebecca Kelley-Morgan – Religious Education discussion: Supporting our young people and our commitment as a congregation. Pre-School to 8<sup>th</sup> grade, trend is decreasing attendance. Religious Education on Sunday as well as OWL and F8th in action, both programs within the church and in the larger community, are experiencing diminishing attendance. A robust conversation ensued. James suggested that there be whole congregation discussions following church services to consider this topic. James thought is that it would increase effectiveness to have more than one future meeting – an initial gathering to get people comfortable with the topic and have fun. Follow this with a second gathering to delve deeper into content. Rebecca says we need to engage in this conversation beginning this year.

**Next Steps: Rebecca** suggested we continue to break down silos and encourage conversations between various age cohorts and discuss religious education. **Standing Committee and Religious Education Committee leadership work with Heather** to schedule an upcoming service to speak to this topic, with congregational conversation following.

5. Rebecca Kelley-Morgan and Religious Education Committee had previously drafted a childcare policy (attached).\* Rebecca says we need to edit with an eye to liability. She says this is a first pass at it and offered to work with a Standing Committee member to review the proposed policy and make edits.

**Next Steps: Rebecca and James** will work together to revise the draft.

6. Town Day Fundraiser, with chili and pie, is inspired by First Parish UU. Fritzie Nace has researched how it works at FPUU. Winchester Town Day is Saturday, June 2. She has recruited several people to take on parts of the effort. Heather mentioned the option of doing booths in Metcalf, simply renting the space, rather than running a rummage sale. Asked and answered that the kitchen is certified by the health department and there are a few people, including Sheila Correia and Rebecca Kelley-Morgan who are certified by the Health Department. Heather mentioned that the youth group has been given a commercial grade popcorn maker, would WUSYG like to sell popcorn during this event?

**Next Steps: Fritzie** will continue to recruit people for other areas of the project such as music. Sam will be approached re popcorn idea. Fred Yen will be approached about helping to get the word out for farmers market participants being approached to rent space for town day.

## **7. Money Matters**

- a. Pledge Drive Update – goal is \$400,000 we are at \$355,000, or 89% of goal. 126 pledges in thus far, last year 146 pledges came in. This is 86% of last year's number. Current estimate is \$372,000 when all is said and done. Rebecca and Cynthia asked for volunteers to help with follow up phone calls.

**Next Steps:** Rebecca and Cynthia will work with several Standing Committee volunteers re follow up phone calls.

- b. Budget Team Update – Kathy provided an over view of the budget process to date. She reported that 70% of the WUS budget is compensation (salary, wages, benefits). Her team is looking at where our staff are in the UUA range of recommended remuneration. UUA number represents roughly a 4% increase versus last year. Sioux said there is a doodle poll from Sue Kiewra for Standing Committee members to respond to, planning a budget meeting for Standing Committee. The goal is to have two Standing Committee meetings about the budget before our April Standing Committee meeting.

**Next Steps: All SC members participate in the doodle poll asap please.**

- c. Steve B shared his reports.

**Next Steps:** Please email Steve with any questions or concerns.

8. Heather suggested that we offer Deb Morgan Bennett the 2018 summer ministry. Voted unanimous approval provided we use funds previously budgeted.
9. News from liaisons: What works well? Tell us what is missing at your committee? Has your committee given Steve B. a budget request? We will revisit this at the next meeting due to time constraints.

10. CoSM – consideration for two additional candidates. Four names were proposed.  
All four candidates are approved and can be approached by nominating committee.

11. Other business

- a. Transparency: Standing Committee update to Highlights –Ryan volunteered.
- b. James passed along a request from Sam to sell merchandise for WUSYG after the service for the next few weeks.
  - i. Ryan shared that there is work being done to develop a WUS logo and merchandise – not completed yet. He would appreciate in future that other committees check in with his committee before creating merchandise.

12. Standing Committee please note the following dates;

- a. Committee considerations and concerns for Exec Committee to Betsy by Tuesday April 3, 2018.
- b. Executive Meeting Wednesday April 4, 2018, 1 PM.
- c. Next Standing Committee meeting: April 11, 7-9 PM Budget Biz!
- d. BLM flag dedication April 15 – on or after noon.

13. Gratitudes: Memorial Team and Margaret Lowry who did all the garden fix up, Kathy Richardson personnel manual. Sioux and Betsy to write notes.

14. Closing words – Heather

\* The president or chair at the beginning of a meeting may present a consent agenda. Items may be removed from the consent agenda on the request of any one member. Items not removed may be adopted by general consent without debate. Removed items may be taken up either immediately after the consent agenda or placed later on the agenda at the discretion of the assembly.

Attachments sent separate from minutes:

- 1) Standing Committee Minutes 2/13/18
- 2) Executive Committee Minutes 3/9/18\*
- 3) Final as of March 2018 Employee Policy Manual (as noted in EC minutes above\*)
- 4) Staff Reports to Standing Committee for 3/14/18
- 5) Committee Minutes for SC Feb 2018
- 6) Child Care Policy as drafted by Rebecca KM

Respectfully submitted,  
Susan Grimes McPhee  
Attila the Clerk