

Wednesday, April 11, 2018
Winchester Unitarian Society Standing Committee, Minutes

Voting Attending: Sioux Brokaw (Chair), Kathy Richardson, Cynthia Randall, James Pidacks, Sheila Puffer, Ryan Levering (via Zoom), Rebecca Keller (via Zoom) and Susan McPhee (Clerk).

Non-Voting Attending: Lee Barton, Steve Milt, Alison Streit Baron.

Not Attending: Reverend Heather Janules, Betsy Bowles (Vice Chair), Steve Butterfield (Treasurer), Steve Forcucci.

1. Reading by Alison, followed by check in.
2. Consent agenda
 - a. Kathy Richardson had several questions re 4.4.18 notes, particularly about consent agenda items:
 - i. Sabbatical for growth and learning, would appreciate more information.
 - ii. Middle school choir, we should have more information before including this in the budget
 - iii. Child care policy, James clarified that the policy is with Rebecca Kelly-Morgan. In essence, it outlines what sort of events would qualify for childcare to be provided and then how to proceed. Cynthia mentioned that this would have been quite useful in the lead up to the kick off dinner.
 - iv. Safety policy, Kathy has a couple of easy edits and formatting changes. Additionally, Kathy pointed out that the safety policy, in its text, alludes to driving policies, CORI policies, etc. If we are referencing them, they should be policies they need to be transparent and evident on the website. Suggested that we pull the safety policy from the agenda until these questions are answered.
 - b. Cynthia reported a change to the Executive Committee minutes report \$373,000 in pledge income; should read \$363,000.
 - c. Rebecca Keller suggests that checking on other nursery school rents might be a conflict. Others disagreed, thinking that this is closer to market research.

Unanimous approval for consent agenda, minus the safety policy.

Next Steps: *Sioux* to include safety policy in future, provided the back-up docs mentioned by the policy are now visible and easily found on the WUS website.

3. Lee Barton attended to speak about annual review for the minister and conversation ensued.
4. Budget
 - a. Cindy raised the low pledge issue, change the number to \$367,000 which is the projected pledge total. Steve mentioned some variables, like sabbatical. James pointed out that we present this in the climate of fiscal prudence over the years. Kathy said we should take the gap to the meetings and get feedback. At times people at meetings have seen the budget and come back with further contributions.
 - b. Steve Milt attended to speak to the budget, thanks Steve. Because this process has been ongoing, there is an understanding that input is welcome and this is not the final budget.
 - c. Middle school choir is not additional hours. Kathy feels strongly that we need to assess the interest first. Without the research, it should not be counted as a given. Steve M notes that Kirsten is effective at bringing in additional kids into the children's chorale, possibly a positive development for membership. Kirsten is included in the budget. John's hours are flat, so there is ability to potentially do the middle school choir.
 - d. Kathy moved that the budget with a deficit of \$29,516.89 be presented at the budget meetings.

Seconded by James and voted unanimously.

- e. Kathy also reviewed the reasons that this year's budget is well in hand. Next year's budget still has several questions.
- f. Sioux encouraged all SC members to attend the budget meetings and help the congregation process the budget details.
- g. Sioux reviewed the wording for a Highlights blurb inviting everyone to the budget get meetings.

Next Steps: *Sheila* to check with music committee – has this been discussed? *Heather* to check in with John K, can he please reach out to potential middle school choir kids, would they participate at that specific time/day? Can we achieve critical mass?

- 5. Treasurers report, snow budget is running over as is water and gas, but it's okay as there are funds to cover.
- 6. Reports from committees:
 - a. Sioux reports that nominating is working hard on the slate for next year, despite a couple of members not being able to participate. Sioux and Fritzie are starting to feel that it is coming together.
 - b. Growth and learning, Sioux thinks there are enough people wanting to keep it going. Cindy recommended that collaboration can work well.
 - c. Cindy reports that Membership is working very hard this year and are doing a good job. They feel slightly discouraged, but Cindy feels that it is planting seeds for future harvest. James suggested that Membership be visible during Town Day. Also, perhaps Raym speaking about the stained glass can be a good addition to Town Day. Phil is working on a subcommittee for marketing and outreach.

Next Steps: *Alison to check with Heather* about sharing the exit interview information with Membership committee. Cynthia says that Membership would be very glad to have this information.

- d. Sheila reports that the music committee is working well and enthusiastically. There are currently night rehearsals for WUS choir to perform John's cantata with several other choirs, it will be performed at Newton UU.
- e. Sheila reported that Phil Coonley is taking over Green Sanctuary from Fritzie, after her many years of capable leadership. Phil is currently planning a screening of other films given the success of "Before the Flood" showing, as well as other green events.
- f. Ryan, reporting remotely from Israel, said that RE is trying to plan the congregational conversations around RE. Also, the committee is questioning what the RE committee's role is, between committee and staff. What is the mission, support? Grow? Innovate? 7:00 4/25 planning meeting for the congregational conversation.
- g. James reported that YAC is focused on fund raising and attendance. Some operational tangles are apparent. Echoes of the over scheduled kids, as Sam Wilson finds it difficult to schedule fundraisers and events. Cindy pointed out that each church has a youth group now and perhaps that's why WUSYG attendance is down. Sioux pointed out that similarly, Arlington Rec Dept. is running a program that is a corollary to OWL and charging around \$350 for it.
- h. Kathy pointed out that intern minister needs to have an official roll out or introduction. How are we planning to bring this appointment to the congregation's attention?

Next Steps: *Alison will check with Heather on this.*

- 7. April 30th is the deadline for Annual Meeting warrant. Alison has sent a reminder to get reports together, to all committee chairs.
 - a. Sioux pointed out that Heather's report should include an announcement of Black Lives Matter and immigration accomplishments, for posterity.
- 8. Closing words by Sioux.

Upcoming:
BLM flag dedication April 15 – on or after noon

Budget presentation to WUS community:

Tuesday April 24, 7 pm and Sunday April 29, after church service.

[Please be there to support Judy and Steve M.](#)

Committee considerations and concerns for EC to Betsy by Tuesday May 1, 2018.

Executive Meeting Wednesday May 2, 2018, 1 PM.

Next SC meeting: May 9, 7-9 PM

Be There! Annual Meeting Sunday May 20th after the Sunday service