

Standing Committee Minutes
April 17, 2019

Attending: Kathy Richardson (Chair), Phyllis Preston, Rebecca Keller, Patty Cameron, Sue Kiewra, Judy Murray, James Pidacks, Sheila Puffer

Absent: Steve Forcucci, Mike Hyde, Alison Streit Baron

Ex-Officio: Heather Janules, Marianne DiBlasi

Guest: Fritzie Nace

1. **Opening words** – Jennifer
2. **Check-in** – Everyone shared what they have learned on SC this year and offered advice for next year's committee. Comments: pick only one or two projects or programs and think about them in a more wholistic view - have an exit strategy for projects that don't work out, don't focus only on people and how they feel; pick a goal and see it all the way through; think about goals as visionary or tactical; important to remember the people who aren't here; do the goal-setting exercise at the retreat; SC doesn't have to approve everything – learn to “stay out of the weeds and on the balcony”; look 5 years down the road, where does the congregation want to go?; ensure members of SC have the time to do this to be effective; keep momentum going (got a lot of things done this year) – esp. legacy giving, draw upon UUA more to bring in Unitarianism aspect; leadership is spiritual growth; helpful to keep in mind goal of increasing membership – all the committees need to keep in mind, build outward as well as maintain current membership.
3. **Consent agenda** – motion to approve passed with 1 abstention
 - a. Standing Committee minutes of March 20 from Alison
 - b. Executive Committee meeting April 10 from Jennifer
 - c. Staff reports from Heather – email of April 14
 - d. Committee reports from Alison - email of April 15
 - e. Treasurers' report from Judy
4. **Ordination costs** – SC had voted to spend \$2000 on the ordination; final costs ended up being about \$350 over that. Judy will send out a motion to vote on via email with amounts to come from Contra fund and the flower fund.
5. **Pledge update** – Rebecca reported that we have received \$367,461 in pledges as of today. Someone included a \$1500 match from their employer which hasn't been confirmed yet so it is not included in the total. There are still some outstanding pledges who have not responded yet; Rebecca expects we should be able to get to \$370,000.
6. **Budget** – There have been some changes to the budget from draft discussed last month. Judy sent out an update today with actual numbers as known. Sue and Judy looked at the past few years at budgeted salaries for RE teachers and assistants and realized they had been way overestimating in the past; they proposed more reasonable/realistic number which is more aligned with actual expenditures. The result is a net deficit of \$8788. In the open discussions with the congregation, they were ok with the draft \$16,000 deficit so the smaller deficit should be approved at the annual meeting. But even though we are in much better shape now than expected, there are some unknowns for coming year (e.g. snow, administrator healthcare needs, etc.). A motion to approve the budget as amended with the \$8788 deficit was passed.

7. **Warrant** – Jennifer sent out a draft of the warrant for the upcoming Annual Meeting. There were no unusual requests this time. A motion to approve the warrant as written was passed.
8. **Supporting Rebecca Kelley Morgan** – Rebecca is scheduled to return May 1 but given the circumstances this past month, Heather asked about options she could present to Rebecca if she needed or wanted to extend her time off. Terry Currier has agreed to continue her interim position until the end of the RE year. After some discussion, SC agreed that we are open to different options which may hinge on compensation factors, personnel policy, and other boundaries that may limit what can be offered.
9. **Status of summer coverage, administrator position** – For the Summer Minister position, there are now 4 applications; the search committee will meet tomorrow to start planning. For the Administrator position, Personnel Committee is looking at designing a new position which would include increased marketing and outreach components. Jenny is also interested in adding more hours.
10. **Nominating feedback** – Kathy reported that it has not been easy finding people to fill open positions but hopes to have a slate by annual meeting. SC has 3 open positions for the coming year, as well as the clerk. While Growth & Learning has run numerous programs this year, most were initiated by other committees; the Nominating and Leadership Development Committee is discussing whether to recommend keeping this committee.
11. **June meeting** – This meeting will include members of the old and new committees. The usual third Wednesday meeting time is during General Assembly this year so it has been tentatively rescheduled to June 12; Executive Committee will also be rescheduled soon.
12. **Other Business**
 - a. **Stop & Shop resolution** – a motion was made to accept this statement—“Whereas belief in “justice, equity and compassion in human relations” is one of the Seven Principles of Unitarian Universalism and whereas the Winchester Unitarian Society actively strives to provide fair compensation and benefits to its paid employees, we, the WUS Standing Committee, support the efforts of Stop & Shop employees to prevent their benefits from being reduced and encourage the members of our faith community not to cross their picket lines. Put in Highlights, Winchester Star (if strike continues), Woburn Daily Times, and Facebook.” Discussion: this was intentionally worded as coming from SC, speaking as the governing board, and not the whole congregation, given the immediacy of the situation. Motion was amended to send the statement as an email blast, include in Order of Service announcement, post in WUS members and Friends only Facebook page (not the public-facing page), and Highlights if still relevant, as the first step. Do not do a wider distribution; include a statement that if members have concern, they can send email to sc@winchesteruu.org. Motion was passed as amended.
 - b. **Donation** -- Sue made a motion from Kathryn Maffei, chair of Music Committee to give a \$200 donation from concert series to the Sue Swap fund. Motion passed.
13. **Input to Rev. Heather’s annual review** – Fritzie Nace from CoSM (without Heather and Marianne present). SC members provided feedback on Heather’s work with the committee.
14. **Upcoming dates**
 - April 26, annual reports due to the office
 - May 8, Executive Committee meeting, 7 p.m.

- May 15, Standing Committee meeting, 7 p.m.
- May 19, Annual Meeting, 12:15 p.m.

15. Gratitudes

- Ordination team: Sara Delano & Julie Khuen – Phyllis
- Memorial team: Karen Erikson, Vicky Coccoluto, Sara Delano - Patty
- John Kramer: congratulations on award from UU Mass Action for significant contributions to social justice. His cantata *The Immigrant Experience* has raised over \$20,000 so far, a substantial part of which has gone to BIJAN, the organization closely linked to UU Mass Action. -- Kathy
- Pledge Team – Steve P, Alison K., John Keller – fourth honorary member of Pledge Team (Rebecca thanked in person) – Sheila

Addendum

16. The following changes were made to the Warrant for the Annual Meeting after this meeting: 1) added an article to approve minutes of December 9, 2018, special meeting (approving ordination of Deb Morgan Bennett); 2) Deleted the article regarding Rebecca Kelley-Morgan's report. These changes were approved informally via email.
17. Email vote on motion made by Judy Murray: To approve \$132.38 in funds from the Contra account to cover additional costs for Deborah Morgan Bennett's ordination on 4/6/2019. Motion was seconded and passed (with 9 yes votes, 0 no votes, 0 abstentions).
18. Email vote on motion made by Kathy Richardson: To approve the hire of the Rev. Joanna Lubkin as recommended by the search team for the Summer Minister/Administrator position. Motion was seconded and passed (with 10 yes votes, 0 no votes, 0 abstentions).

Respectfully submitted by
Jennifer Edwards, Clerk