

Parish Committee Minutes

First Parish Unitarian Universalist of Arlington

September 17, 2019

DRAFT: Not approved by the Parish Committee, do not circulate

Present: Steve McMullin (Chair), Marie Meteer (Vice Chair), Celia Wcislo (Clerk), David Klingsberg (Treasurer), Maggie Carey (Parish Committee Member), Tom Estabrook (Parish Committee Member), Sara Galantowicz (Parish Committee Member), Paul Hollings (Parish Committee Member), Anne Quaadgras (Parish Committee Member), Marta Flanagan (Minister), Tina Schultz (RE Director), Chloe Briede (Ministerial Intern)

(1) Consent agenda. *The members of the Parish Committee voted 9-0-0* to accept the consent agenda, which consists of the agenda, August 27, 2019 minutes, Minister's Report (Appendix A), and end August financial documents. David Klingsberg commented that in the first two months we have received a large amount of pledges because some people pay their entire year's pledge upfront. This does not mean we have excess revenue yet, but it will be spent down over the year. Salaries and benefits are lining up well. David is working with Joan to clean up journal entries for last year, which will not have much impact on the end-of-year finances.

(2) ParCom liaisons to unstaffed committees: A proposal was made that each ParCom member would become a liaison to major committees that have no direct staff support. Everyone agreed and members volunteered to be the liaison for: HR (Maggie Carey), Stewardship (Anne Quaadgras), RJCC/SJC (Tom Estabrook), Membership (Sara Galantowicz), Property (Paul Hollings) and Adult Programing/Star (Anne Quaadgras).

(3) Composting efforts. The Parish Committee heard a report on the composting efforts underway. The efforts have expanded to include the Climate Action Working Group. The children in RE will find ways to support the efforts. Social Justice has offered to pay half of the composting costs, if ParCom covers the other half. The cost includes the purchase of bins, bags, compost pickup and other compostable materials. It was moved and seconded that ParCom will pay up to \$500 towards the composting initiative. *The members of the Parish Committee voted 9-0-0* to spend up to \$500.

(4) Property Infrastructure Fund. The end-of-year financial report stated we had close to \$60,000 in retained earnings. A motion was made and seconded that ParCom move \$15,000 of that into the Capital Infrastructure Fund if the Trustees agree to match that \$15,000. These funds will be used to fix long-term property needs. *The members of the Parish Committee voted 9-0-0* to take \$15,000 from the General Reserve Fund to the Capital Infrastructure Fund contingent upon the Trustees agreeing to match this amount.

(5) Follow-up discussion of goals and needs from the September retreat. Marie led an

exercise and discussion on the interrelations between the 7 areas ParCom had identified as priorities: Managing Staff Transitions, Stewardship, Being Welcoming, Getting New Volunteers, Communications, Turning Outward, Adult Programing.

(6) Increase communication and community. It was apparent from the earlier discussion that communications to the membership is a critical link for all our priorities. Communications is not now located anywhere; there is no “News Department”. We could use the website and Spire to highlight and give thanks to good work of committees. Perhaps ParCom liaisons could write up an article each month to include in the Spire or website. Start taking photos or spotlight individuals. Write up stories that might interest others. Two words to remember: PICTURES and SHORT STORIES.

(7) New and old Website. The new website is up and being populated weekly with new and old material. If anyone is looking for the old website or materials, they can be found at **archives.firstparish.info**.

The meeting adjourned at 9:02 p.m.

Draft minutes submitted by Celia Wcislo, Clerk

Upcoming hosts:

Appendix A

Minister Report

August 23-September 12, 2019

Rev. Marta Morris Flanagan

First Parish in Arlington Massachusetts

We have begun! Ingathering Sunday was a joyful event with choir in good form. Rose Sawyer has begun as our new Youth Program Coordinator. Chloe Briede (pronounced Brie -day) has begun as our new intern minister. The Congregational Survey has been launched and by day 3 had received 78 completed surveys. Teacher training for this RE term occurred this week; classes begin this Sunday the 15th. And we are preparing chili and pies for Town Day this Saturday the 14th.

First Parish has a full calendar especially with the Racial Justice Coordinating Committee planning numerous programs and the Climate Action Working Group preparing for the Climate Strike on September 20 and a new composting effort here at First Parish. The Ferry Beach Retreat is set for the end of September with 146 people registered to date.

Oh, and did I forget to mention that five people from our sister village of Gagy, Transylvania were here for a week? It was wonderful to see our old friends.

I note, that because of the Parish Committee meeting dates, this report covers only 19 days. It is a testament to the vitality and activity of our beloved community. Thank you all for your part in upholding our First Parish!

Marta

Worship

September 8 Let's Begin Again! (304 attending)
 Rev. Marta Morris Flanagan preaching
 Ingathering Sunday with Water Ceremony

Average Sunday (mean) attendance for Ingathering Sunday over the last five years was 316. The median was 304.

The average for the summer services this year was 65.

Monthly Worship Associate Meeting: 9/5

Pastoral Care Provided by Minister

Pastoral appointments and visit

In my office: 6

In hospital: 0
In homes: 1
(themes: family illness, family death)

Monthly Lay Ministry Meeting: 9/4

Staff and Lay Leadership Support Provided by Minister

Appointments with lay leaders regarding projects and committee work: 4

Committee meetings attended
(in addition to Lay Ministry and Worship Associates):
ParCom Exec 9/5, 9/11
ParCom Meetings 8/27
ParCom Retreat 9/8
Second Minister Search Committee 8/27, 9/10
Stewardship Committee 9/3
Social Justice 9/12

Individual weekly meeting with DRE Tina Schultz, Office Manager Joan Dyer,
and Executive Assistant Sara Haugland

Biweekly weekly meetings with Music Director Jonathan Brennand

Biweekly Program Staff Meetings (DRE, Office Manager, Music Director, Intern,
Minister)

In addition, I hosted a staff dinner at my home (9/12) and hosted a brunch for our guest
from Gagy (8/29)

Education and Community Building

Lectio Divina: weekly

Social Justice / Turning Outward

Climate Action Working group 8/28
Pedrini 9/8

Professional Development and Continuing Education

none

Appendix B
Financial reports (attached separately)

Appendix C

Misc. Committee project updates

Update on Property Committee significant events from June - October

1. Air Conditioning - Property installed AC in the Parlor;

2. Gas Leaks - Julius and Property fixed these problems: there were gas leaks in the kitchen stove; repaired/replaced stove's burners, fixed sprinkler system, CO2 detector, fire detector, added new alarms, and inspections were performed by various entities (including but not limited to Fire Dept, American Alarm, Fire Equipment)

The Wall: As agreed between FP and Mariposa (ParCom approved it in the spring) the wall between 2 rooms on the 2nd floor was removed to enlarge a classroom.

Flat Roof: the flat roof replacement was signed mid-September, the work will be done soon, the price will be \$50,000 which is significantly less than the other 3 quotes which were in the mid-\$60,000s and was the basis for the ParCom vote in the Spring 2019 to provide additional funding up to \$20K as needed by property committee.

Composting Proposal

Joan Dyer began discussing FP composting about a year ago. Tish Miller, Julius and others became active on the issue by June 2019. Tish Miller and other members of the Climate Action Working Group have been working with Joan and others on details.

CAWG supports composting because it could reduce greenhouse-gas emissions both for FP and for members who feel inspired by our example to compost at home. Joan believes that composting would also help keep the kitchen cleaner, discourage ants and mice, save staff time (once it gets established), and improve the cleanliness and usability of FP's recycling. Tina/RE is enthusiastic about doing a Time for All Ages as part of our kickoff and educational campaign. We are currently looking at an October roll-out.

The Social Justice Committee agreed to cover half of the composting costs if ParCom/Exec covered the other half (they're looking for a signal of institutional commitment, not just money). At the time, people were talking about just the costs of Black Earth picking up one bin a week for ten months --

originally \$900, but Tish bargained it down to \$540. I'm not sure whether the SJC considers itself on the hook for \$450 (the number originally brought to them) or \$270 (the more recent number). There would also be one-time expenses for purchasing indoors collection bins and on-going expenses for purchasing compostable liner bags, cups, plates, and bowls (though those will be offset by purchasing fewer plastic bags etc.). If people really get into composting, we'll need to have two outdoors collection bins, which would cost a little more to pick up. And it would be nice to be able to have special pickups for occasional special events, especially the Harvest Moon Fair.

A reasonably full estimate of composting costs for ten months (starting in October).

Black Earth weekly pickups of one bin: \$540

Special/larger pickups: \$100-\$150

Green indoors collection bins: \$61 (one-time purchase)

Compostable bags, cups, plates, & bowls: \$200-500 above existing annual cost of these supplies

Total: \$900-\$1250

Compostable bags are significantly more expensive, it turns out, than petroleum-based plastic bags. And friendlier for the planet in several ways.

The big question around compostable supplies is whether to get hot/cold cups that are clearly marked 100% compostable -- and would help raise awareness of composting among members and guests -- or plain white hot/cold cups from Amazon that are compostable but don't say so. The plain white cups cost roughly the same as the non-compostable cold cups Joan orders now, and are a lot cheaper than our current hot cups. I estimate that the cups marked 100% compostable would cost about \$300 more per year than current practices (a rough estimate, based on lots of assumptions that would be hard to pin down for sure).

CLIMATE ACTION WORKING GROUP

The CAWG is a "partner" in the Global Climate Strike on September 20 and is organizing a legislative workshop with UU Mass Action on October 20. The UUA has endorsed the Global Climate Strike and is encouraging UUs to participate in it (<https://www.uua.org/action/organizing-strategy-justice-resources>). One of the Actions of Immediate Witness chosen at this year's GA was the Green New Deal (<https://www.uua.org/action/statements/build-movement-green-new-deal>), which has the same priorities of climate action and justice that the CAWG, UU Mass Action, and ~200 organizations affiliated with the Mass Power Forward are working for in the state-level legislation.

CAWG plans: Research major climate change strike-related events in this area, such as on Boston Common; seek to organize a rally on our lawn; CAWG would like approval from ParCom for 2 banners.

1st banner, which has been approved by Exec., will be something like "Global Climate Strike Sept. 20 & 27", with perhaps a few other words of invitation to join in. The UUA signed on as a partner organization for the strike. With this move by the UUA and the lack of time before 9/20 to publicize this event, Exec decided that a vote by ParCom was not necessary before CAWG posted an announcement of the strike as a banner. The congregation spoke about the need to respond to the threat of climate change in the [Green Sanctuary Resolution](#), and the UUA has endorsed this particular form of response. The Emergent Issues Task Group (which currently manages the public witness banners) concurred with the concept. Exec decided it was consistent with the [Public Witness Policy](#) provisions about the authority of Exec to deal with urgent or emergent matters.

ParCom approval at Aug. 27 ParCom meeting for 2nd banner in early September that invites participation in something specific. A CAWG member at the meeting to address questions.

CAWG has been become more active over the summer. John Anderson's delivered a summer service on "Protecting What's Important" which was well received and after the service 59 people signed a card thanking Rep. Sean Garballey for being one of the lead sponsors of a bill that would require 100% renewable electricity in MA by 2035 and 100% renewable energy by 2045.

Here's the link to the current draft of the document explaining how to opt up to 100% renewable electricity:

https://docs.google.com/document/d/1aofDOcKGQStqX18HYvBsWzHTAUIEkXEY_a3_AtDQKB4k/edit