

## **USG Board of Trustees Meeting, May 27, 2014**

**Member present:** Tom Ott, Bob Williford, Craig Miller, Leni Windle, Dennis Strain, Ann Schoonmaker, Andrea Parry (taking minutes), Treva Burger (a little late)

**Non-Members present:** Daniel Gregoire, Gloria Guldager, Rev. Kent Matthies

**Members absent:** Marina Patrice Nolan

**Motion:** to approve the April Minutes

**Motion Approved:** Unanimous

**Minister's Report:** See written report.

**President's Report:** \$380 from Board's budget approved for Joan's ordination. Will cover cost of stole that will be presented to Joan as a gift. Other committees and individuals participating.

**All in Sunday** (Rev. Kent Matthies): Daniel and RE made decision that all parents of children in RE are required to volunteer in the RE program next year. This will start in September. In addition, Board was asked if we should consider asking entire congregation to help with the Sunday service in some way at least once or twice in the course of the year. (We are already asking this with hospitality hour.) Current volunteers are burning out. Possibility of assigning slots to people, or creating a cluster of people and assigning them a task and let them organize it. Concern raised about the effect this may have on pledging. Some people have expressed resentment that they are being asked to pledge when they give their time. View expressed that people should be encouraged to volunteer for what interests them. Another option would be to give people a choice of tasks and let them select. This issue is exacerbated by second service but the concern exists anyhow. **Suggestion that next year's Board consider this in the context of how are we living out the covenant of membership. If there is a problem, how do you address it.**

**Vote on Safe Congregation Policy:** The Board intended to do this in November. Motion that it be approved effective November 2013. Unanimously approved.

**Governance changes** (Andrea Parry): Process for selection of the two lay members of Ministry Executive Team for 2014-2015 discussed. Governance & Ministry task force discussed names with Rev. Kent. They were presented to Board president, president-elect, vice president and secretary for input, without veto power. This has been done, and Beth Lazer and Treva Burger will serve. Initial term will be one year. Process to be re-visited during the next year. Board would like Governance and Ministry Task force to take responsibility for communications about governance change. Board members to review previously-distributed chart allocating final decision making responsibility to Governance or Ministry. Any concerns or questions to be directed to Andrea Parry as point person for the task force.

**Filling Treva Burger's position on the Board for the remaining year of her term:** Possible names proposed. Other suggestions to be sent to Tom within 24 hours.

**8:25pm Treva Burger takes over minute taking from Andrea Parry**

**Vote on Second Service**

The second service proposal asked that the second services be continued for two more years. Some prefer one year because the congregation is feeling mixed about two services, and we can always continue it. Others felt doing the second service

year to year makes it feel temporary, if we commit to two years, it will feel more like a real commitment. Ambivalence about two services is very connected to concerns about growth. If we do for two years but it's not going well, we can always change it. Also our new audio visual equipment may not be here at the beginning of the year and we'll need time to fully assimilate it into the service.

**Motion:** Continue the second service for another two years from the Sunday after Labor to the Sunday before Memorial Day.

**Motion approved:** 7-1-0

**Capital Campaign Start Up funds:** Tom Ott is concerned about leaving the \$30,000 in the budget to investigate a capital campaign when we have a \$45,000 deficit without it. It was pointed out that taking it out of the budget, does not mean we do not have a capital campaign.

**Motion:** to rescind the vote on the \$30,000 that we put into the budget for use in start up for a capital campaign.

**Motion approved:** 8-0-0

### **Budget**

Current pledges committed are \$301,000. We are budgeted for \$325,000. It is felt that this number will hold up. The budget was constructed based on last years' budget, and takes into account actual income and expenditures. The second service costs are factored into the Worship Arts and Personnel budgets and the expenses will be decreased and the income was more than expected, so the cost of the second service is roughly \$10,000 rather than \$13,000 plus that was budgeted last year. Income is decreased for RE and ASD because MPC voted not to charge USG members for RE or ASD classes. Tom Ott, Dennis Strain, Rev. Kent will meet with Charles Gabriel of Budget and Finance and have a final budget ready for the June Board meeting. Leni Windle and Bill Dowdall will write a letter to the congregation about the budget needing to be passed and that we are looking at a \$50,000 deficit and asking people to please pledge or increase their pledges to help decrease the deficit. One request is to have actuals and projected for this year to help feel confident that this deficit is as small as we can make it.

Motion to adjourn at 9:34pm

Respectfully Submitted,

Treva Burger and Andrea Parry

### **USG Board of Directors**

#### **Minister's May Report 2014**

#### **Rev. Kent Matthies**

We celebrate with people around the state the establishment of Marriage Equality in PA. This development this week caught many of us by great surprise. In response the staff and I organized an impromptu party and rally on Lincoln Drive. We had a great response of over 30 people coming out and dozens of positive messages from the broader community. WHY reported on our event with a wonderful article and photos on their webpage. This morning I was a guest to discuss this topic on WURD Radio, (900 AM), which is only African-American owned and run radio station in PA. Program Host Phillip Allen brought me in as Minister of "a

vibrant, diverse” congregation in Mt. Airy, that “does more social justice work than any church he knows.” As of the writing of this report – three days after the Judge’s ruling – I have received invitations to officiate weddings for three couples. The first wedding ceremony will be for Gina Collier and Patricia Hamill at 8 am this Saturday. It has been a good week for UU values and public discourse. It is a great time for standing on the side of love.

As you know I have been deeply involved with Linda Brunn and others in the assessment of this year of two worship and RE services every Sunday. Especially in worship I am involved intensively in planning for how to build on strengths and improve weaknesses next year.

I am also intensively involved in the Governance and Ministry work. We look forward to more conversations with the board in May and June about how we will work together for launching the new effort in July.

I am in specific, fruitful conversations with each staff person and Patricia Hamill, Chair of the Personnel Committee about staff evaluations. I apologize for being behind schedule. My formal reviews will be completed by the first week of June.

I worked closely with Sandra Greenfield, Consultant from the JPD and Daniel in organizing and supporting the “Start-Up” weekend. Thanks much to many key leaders for their participation, including Tom Ott and Marina Patrice Nolan. I believe we made good headway in clarifying how Daniel will work with key leadership and support teams going forward.

I am working with leaders from Worship, Small Group Ministry and Religious Education to finalize our monthly themes for September 2014-August 2015.

Our congregation has been hit by very sad news with the death of Dave Dearden’s brother and sister-in-law. The 57 year-old-couple died in a car accident on May 12<sup>th</sup>. I have been working closely to support the family. As happens with most of our folks in struggle I know our church is and will give strong comfort to the Deardens.

### **Summary of Most Important Second Service Survey Responses**

The **response rate of 130** is remarkable and shows that the congregation feels involved in this issue

**68(39%) carry some responsibility on Sunday morning.**

78 (61%) have experienced both services.

28(22%) attend 9:00 always or often.

79 (62 %) attend 11:15 always or often .

**88((69%) like the option of having the choice of 2 services .**

**38(30%) do not like the option of having the choice of 2 services.**

**94(74%) rate their experience with 2 services as NET POSITIVE.**

**33(26%) rate their experience with 2 services as NET NEGATIVE.**

**MUSIC- See: Summary of Comments- overwhelmingly positive for both services.**

**96(76%) recommend we experience and improve on 2 services for another 2 years.**

**31( 24%) do not recommend we continue 2 services for another 2 years ( some comments clarify maybe 1 more year).**

**FELLOWSHIP HOUR ( see Summary of Comments)**

**80(62%) usually attend FH.**

**47(37%) rarely or never attend FH.**

**45(35%) feel FH works for them.**

**93(73%) feel FH works or only somewhat works for them**

**72(57%) feel FH does not or only somewhat works for them**

**88(69%) usually see the people they already know**

**26(20%) do not often see the people they know**

**36(28%) feel they connect more with people they do not know**

**69(54%) feel they do NOT connect more with people they do not know**