

USG Board Agenda / Minutes

27-November-2018

Attendees: Eva Finney, Gloria Guldager, Nancy Anderson, Debbie Ward, Jenn Leiby, Sam Stormont, Kent Matthies, Jess Slivak, Ryan Hurd, Michael Campbell

Table of Contents

2. MET Report	1
3. Ryan – CSD/ASD Presentation	1
4. 2018-19 Budget Shortfall	2
5. Elevator Funding	3
6. Anti-Racism Task Force Proposal from MET	3
7. ERC Petition for Connie’s Pay.....	4
8. Contact Us page issues.....	4
9. 9 th Board Member	4
Appendix 1: MET Report	4
Appendix 2: CSD Attendance Fall 2018.....	7
Appendix 3: UUA model youth program – Web of Youth Ministry	8
Appendix 4: ERC Petition for Connie’s Pay	9

1. Approve October Minutes

- **Decision: The Oct-2018 USG Board minutes were approved.**

2. MET Report

See Appendix 1 for background materials.

- The copier is being leased on a rent-to-own contract, with USG owning the copier after 4 years.
- The Board commended the new gender diversity-welcoming bathroom signage.

3. Ryan – CSD/ASD Presentation

See Appendices 2 and 3 for background materials

CSD

- Attendance (see Appendix 2):
 - CSD attendance is comparable to last year.
 - Younger grades: 4th-6th grade attendance is the most consistent. 1st-3rd grade has lost several girls and is now mostly boys.
 - Older grades: OWL attendance is solid and consistent. Morning and Evening Youth Groups are ongoing, but Ryan would like more coherence between the two groups; most youth attend one or the other but not both. Morning youth tend to be more involved with church life outside of youth group. Evening Youth Group tends to be more like a support group.
 - Parents are a key factor in children's attendance at CSD. Ryan would like the CSD program to support parents in their parenting and is contemplating how to best support families as a whole. Stresses on parents may be keeping attending low or inconsistent, so the CSD Committee is considering piloting a "parents night out" evening where USG offers free babysitting service.
- CSD budget is on track compared to last year. An effort is ongoing to collect non-member activities fees.
- CSD Committee is also exploring better leveraging monthly themes available from the Soul Matters resource.
- For next year, Ryan is considering a Junior High Youth Group.
- The Board discussed the appropriate age for OWL, Building Bridges, and Coming of Age and the potential need to push these classes to older ages. In addition, opportunities to involve youth in larger church life or service were discussed. See Appendix 3 for a UUA model youth program.

ASD – A Wellness program launched this fall

- Qigong and Yoga programs were offered. There were not many attendees, however, so this program may not continue.
- Ryan will offer a dream therapy session the week of 12/3/2018.
- A mindfulness special event is planned for January 2019.

4. 2018-19 Budget Shortfall

- We anticipate a potential budget shortfall for the 2018-2019 fiscal year. Pledging slowed more than anticipated and is likely not to meet projections. Approximately \$25,000 may be needed to close the gap. A Close the Gap Pledge Campaign will be needed (in addition to a similar \$15,000 Close the Gap campaign that is needed for the elevator).
- One family has already committed to matching additional pledges, and we plan to approach a few other families who may be able to match.

- MET will also review projected remaining expenses to see what additional expenses can be cut from the budget.

5. Elevator Funding

- There is a \$15,000 gap in Capital Campaign fundraising for the elevator and driveway. Bill Dowdall is working to close that gap. Linda Bernstein is working to secure ~\$70,000 in congregational loans to bridge the funding gap between when the final elevator construction needs to be paid for in early 2019 and when all the pledges come in. Half the needed funds have already been committed.
- The elevator will be delivered in December 2018 with an opening planned in March 2019.

6. Anti-Racism Task Force Proposal from MET

MET proposes to:

- Thank the Anti-Racism Task Force (ARTF) for completing their task of assessing how we are doing with regard to anti-oppression, anti-racism, inclusivity and multi-culturalism and moving us forward in many ways. October 6 leadership day helped highlight a number of specifics we can move forward with in implementation. MET feels that ending the Task Force and publicly thanking them for their work is best.
- We propose that the Board, MET, and staff all reiterate our commitment to anti-oppression, anti-racism, inclusivity and multi-culturalism. Board and MET would explicitly and formally check in on how we are doing four times per year. We propose that we encourage and support Ending Racism Committee to continue doing great work.
- MET proposes that the ARTF be dissolved and to thank the Anti-Racism Task Force for their work assessing how USG could improve on our anti-racism work, recognizing that the October 6th leadership retreat was a culmination of their work; that the Board, MET, and staff all reaffirm our commitment to anti-racism work; Board and MET would explicitly check in on how we are doing on these issues 2x/year; encourage and support ERC in their important work; and thus eliminate redundancy between ARTF and ERC.
- **Decision: Under the recommendation of MET, the Board resolved to thank the Anti-Racism Task Force for completing their task of assessing how we are doing with regard to anti-oppression, anti-racism, inclusivity and multi-culturalism and moving us forward in many ways. The October 6, 2018 leadership day helped highlight a number of specifics we can move forward with in implementation. MET feels that ending the Task Force and publicly thanking them for their work is best. We propose that the Board, MET, and staff all reiterate our commitment to anti-oppression, anti-racism, inclusivity and multi-culturalism. Board and MET would explicitly and formally check in on how we are doing four times per year. We propose that we encourage and support Ending Racism Committee to continue doing great work.**

7. ERC Petition for Connie's Pay

See Appendix 4 for background materials.

- A congregational vote can be called with 25 signatures.
- One option is to offer a small gift in lieu of payment for Connie's intern services. This option was previously discussed but not approved by the Board.
- The Board discussed the appropriate balance between supporting our operations and physical plant as opposed to work supporting our principles.
- This issue will be further discussed at the December 2018 Board of Trustees meeting.

8. Contact Us page issues

- Several Board and staff members have received phishing emails. The availability of Board and staff members' emails on the USG "Contact Us" web page is making us vulnerable to phishing scams.
- USG is looking into ways to remain accessible for contacting but increase security and privacy. The issue has been referred to the Safety Team for consideration.
- **Decision: The Board affirms the concept of removal of personal emails of USG Board, leadership, and staff members from USG's web site to protect the security and privacy of leadership and staff. The Security Team will be consulted to assist with operationalizing this request.**

9. 9th Board Member

- Issue deferred

Appendix 1: MET Report

Ministry Executive Team Report
November 2018

Vigil at USG

In response to the recent tragedies at the Tree of Light Temple and Kroger, a vigil of mourning, peace, and resolution was held at USG on Tuesday, October 30, 2018. People from USG, local churches and synagogues, as well as members from the community attended the event. Attendees were given the opportunity to express their grief, concern, and words of compassion for the victims. In addition, a speaker provided information about various options to consider to help stop more violence.

Safety and Security Updates



1. *Meetings with Jeff Baird:* Several USG members have been working closely with Jeff Baird to look at various options on how to minimize the risk of potential dangers, including mass shootings. Jeff has an extensive background on security issues and has worked/consulted with many individuals who are experts in procedures and planning to help minimize the threat to safety and security. Jenn Leiby is preparing an executive summary which will describe what USG is doing regarding safety and security measures to minimize risk.

2. *Door Lock System:* Gloria Guldager and Tom Smith are looking into various options for a more efficient and high security door lock system to replace our current cumbersome and, at times, unsafe system. To get some ideas about systems used at other Unitarian churches, Gloria and Tom visited the Main Line and Media UU churches. They are also looking at the benefits of having a panic button which directly alerts the police, as well as lock-down options.

In addition, Gloria and Tom met with Howard Silver and Susan Smith on November 20 to further define what USG needs in electronic door lock systems so that we can begin the process of obtaining bids. Howard is representing Building and Grounds and Susan Smith is representing the Security Task Force. Susan has been working with Beth Lazer on the Security Task Force.

3. *Fire Drill:* As part of USG's fire safety plan, a routine fire drill was held on Sunday, November 4, 2018. Before the actual drill, Andre Stormont explained the fire drill procedure and evacuation plan. After the fire alarm was activated, members of the congregation calmly and safely proceeded to the designated exits.

4. *Securing Sacred Spaces and Places Workshop:* Beth Lazer, Eric Foster, and Gloria Guldager attended this special workshop which was held at the Constitution Center on November 13, 2018. The event, sponsored by the Anti-defamation League of Philadelphia, the Delaware Valley Intelligence Center, and the U.S. Attorney's Office, featured several presenters who provided valuable information and advice about safety and security measures.

Men's Retreat

Congratulations to Rev. Kent, chair, and other members of the planning team for organizing and facilitating the successful USG Men's Retreat which was held at the Tenemos Retreat Center in West Chester, PA on November 2, 3, and 4, 2018. Seventeen people attended and many of them lead spiritually enriching workshops, discussion groups, and outdoor activities, all of which provided participants with opportunities to support and connect with one another.

Bathroom Inclusivity

MET recently received a request from the Home School which asked USG to consider labeling one of its two main bathrooms off the dining room/kitchen as "Gender Neutral". These two main bathrooms are currently labeled Women (left) and Men (right). Two additional, single-stall, gender neutral bathrooms are located in the Bristol Room.

MET decided to keep the bathrooms as they are (Women's, Men's, and two gender neutrals) and put up signage outside each bathroom to clarify that people can self-identify when choosing which bathroom to use. MET consulted Barbara Dowdall, who coordinates USG's re-welcoming effort in support of the LGBTQ community, on appropriate wording to use for the bathroom signage. After careful consideration, the following sign will be posted outside all four bathrooms:

"Gender diversity is welcomed here. All are welcome to use the bathroom that best fits their identity. Two gender neutral bathrooms are located by the Bristol Room."

Mark Daugherty Wedding Celebration

USG hosted a pot-luck reception on October 27, 2018 to celebrate the marriage of Mark Daugherty and his longtime partner, Michael Wartell. This fun-filled event was held in the Edna Jones Assembly Room where close to 80 guests enjoyed a pot luck dinner, followed by a lively program consisting of a toast to the grooms, speeches by Rev. Kent and Dr. Soyini Powell, and a special song performed by several members of USG's choir. In the end, Mark and Michael spoke and expressed their gratitude to USG and its members for their continued support. Many thanks to the reception planners: Delores Hill, Beverly Gross-Spencer, Jan Young, Andrea Parry, and Linda Brunn.

Video Interview Narrative Event

In the spring of 2015, the Ending Racism Committee decided to work on a project to honor USG's 150th anniversary. The committee interviewed 14 people who are past and present ERC members as well as other USGers who were/ are active in social justice issues. The completed project will be presented at a special event on Sunday, December 2, 2018 from noon - 2 p.m. in the Edna Jones Assembly Room. All are welcome to attend.

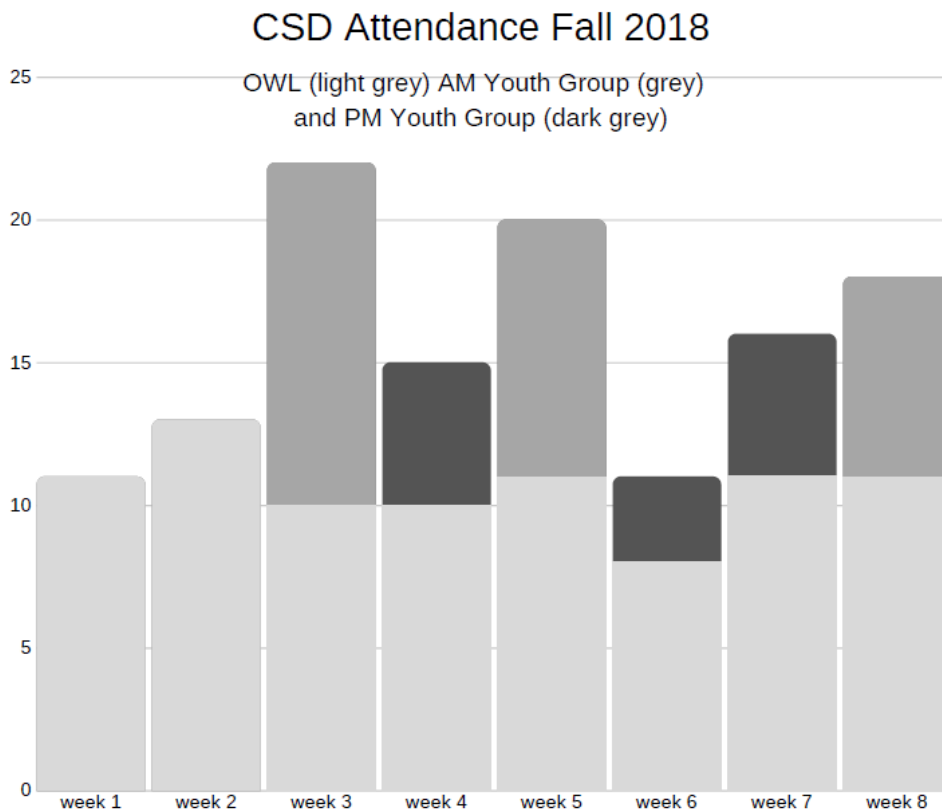
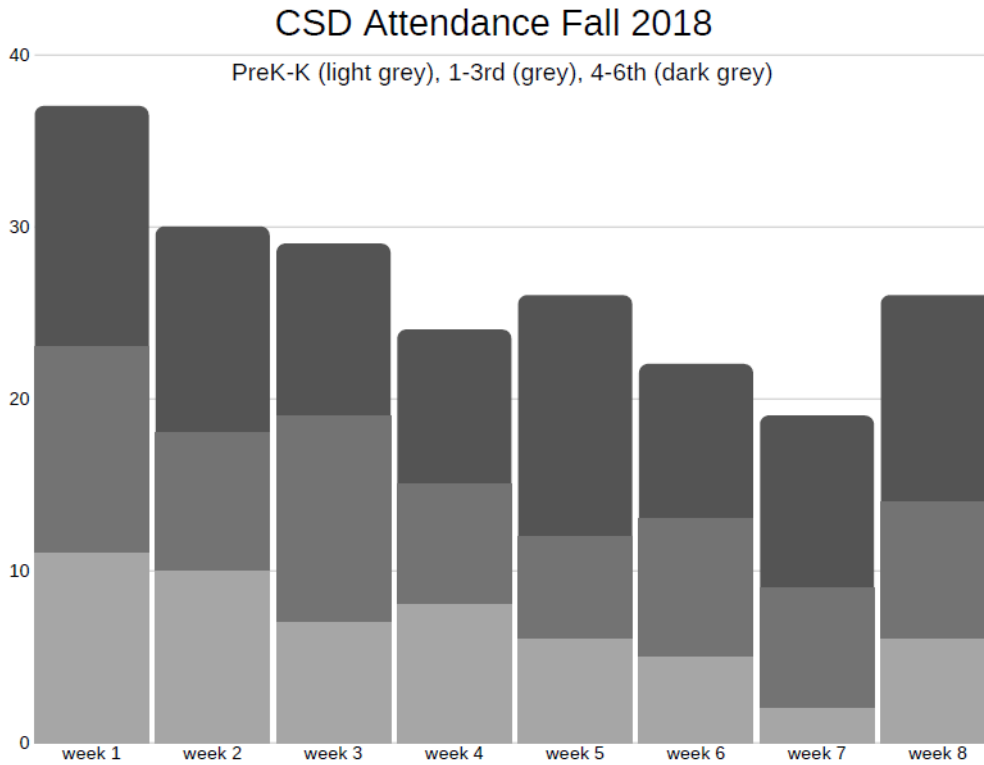
Rev. Kent's Refugee Support Trip

Rev. Kent will travel to Tijuana, Mexico from November 24-30, 2018 to help the UU Service Committee with refugee work. He was asked to participate in this important work by the Director of the Unitarian Universalist College of Social Justice. Kent wrote that while there he will help assess ways in which UUSC staff and volunteers can support refugees on both sides of the border. He will interview existing and potential UUSC partners who work in protecting human rights, asylum and refugee support, and meeting basic humanitarian needs. One of his primary objectives is to give UUSC ideas and suggestions for how best to utilize volunteers in the coming weeks and months.

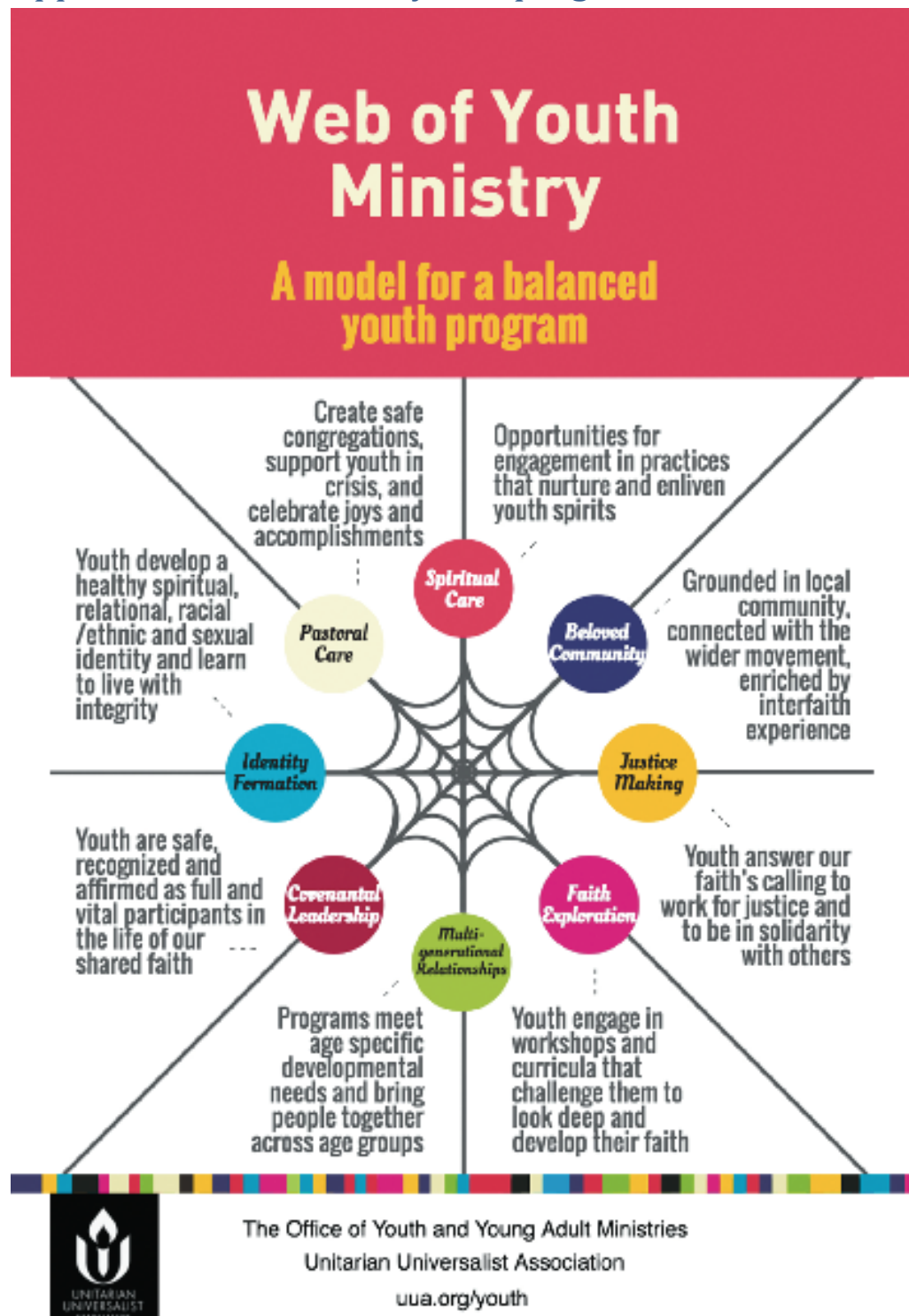
New copier

Gloria is happy to report that we now have a new copier which we are leasing for \$190 per month, the same amount we paid for the old copier.

Appendix 2: CSD Attendance Fall 2018



Appendix 3: UUA model youth program – Web of Youth Ministry



Appendix 4: ERC Petition for Connie's Pay

From the Ending Racism Committee of the Unitarian Society of Germantown

To the Board of Trustees of the Unitarian Society of Germantown

Regarding lack of compensation for Intern Minister Connie Simon

We, members of the Ending Racism Committee, are very disappointed in the Board's unwillingness to compensate Connie Simon monetarily for the very excellent work she did as an Intern Minister at USG, including the time that Kent Matthies, the senior minister, was on sabbatical.

We are aware that Connie agreed to serve as our intern without being paid. We are aware that Meadville Lombard did not ask that interns be paid until after she began her first year at which time they encouraged congregations to pay interns if they could.

We are aware that it was not in USG's budget to pay Connie during this time. And that the congregation has voiced its very strong opinion that the church should do less deficit spending.

However, USG does in fact have the money in its endowment and could have paid Connie. And not only was the congregation not asked if a gift to Connie could be made from the endowment, but when the congregation was solicited for a gift to Connie, they were not told that Connie was not paid.

If USG is indeed serious about participating in, and rectifying, the racial injustice systemic in our organization and churches, as was demonstrated by the UUA hiring scandal of 2017, there could be no better way to demonstrate that intent than to remunerate a beloved African American intern who took on, and masterfully handled, multiple roles at once, including performing all the duties normally handled by the lead Minister and leading us through a major crisis in our Association and churches.

If Connie were white, this might not be an issue the ERC would be involved in, but it would still be a justice issue and we would still want her to have been paid.

We would like the congregation to be told about this situation and a vote taken on whether the congregation would support a gift to Connie to be made from our endowment, or other funds. Even a small gift would be so much better than nothing.

Sincerely,

Treva Burger, Barbara Dowdall, Dev Howerton, Parvathy Menon, Gail Mershon, Lois Murphy, Jim Salom, Su Stout

(Members of the Ending Racism Committee)