

# USG Board Agenda / Minutes

23-April-2019

**Attendees:** Debbie Ward, Jenn Leiby, Sam Stormont, Jess Slivak, Eva Finney, Nancy Anderson, Joanne Davis, Kent Matthies, Bill Dowdall, Gloria Guldager

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## 1. Approve March Board Meeting Minutes

- Note: The March 2019 Board meeting was held on 3-Apr-2019.
- **Decision: The March 2019 Board meeting minutes (meeting held on 3-Apr-2019) were approved.**

## 2. Elevator Update – Bill Dowdall

Otis is coming 24-Apr-2019 for the final day of elevator installation. The state will then inspect the elevator. The rest of the building is almost complete, after which the city will conduct a final inspection. Some additional costs have been incurred (~\$19,500) due to the delayed schedule and some unanticipated expenses, but the overrun is less than 5% of the total project. About \$18,000 is still pending in final payments to the contractor (part of the original plan), so the total still to be paid is ~\$37,500. This should be covered by anticipated final payments on the capital campaign pledges.

### 3. MET Report

See Appendix 1 for the April 2019 MET report

The total pledges received to date for the 2019-2020 fiscal year Stewardship Campaign amount to \$241,000, slightly ahead of last year.

Although there is still conflict within the church and the denomination as a whole, trust and respect are growing at USG. Small Group Ministry has been rejuvenated this year with the new curriculum. Easter service had almost 250 attendees, which is excellent. USG is already viewed as a leader congregation in POWER after just one year of membership, among ~60 member congregations. The Church Retreat is planned for the first Saturday of June 2019.

Regarding staff, it will be difficult to replace what Gloria does for the church. A search committee has been formed of Delores Hill (chair), Andrea Parry, and Susan Smith. We hope to hire someone by early June 2019.

### 4. President's Report

- Michael Campbell has agreed to assist Tom Smith as assistant and back-up to the Treasurer.
- **Decision: The Board endorsed Michael Campbell as Assistant Treasurer.**

### 5. Minister's Report

There are no additional discussion topics beyond the MET report.

### 6. 8<sup>th</sup> Principle

Background:

- The proposed 8<sup>th</sup> Principle is "Dismantle Racism and Other Oppressions."
- The full text is, "We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse, multicultural, Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions."

The discussion on the 8<sup>th</sup> Principle on 14-Apr-2019 was well attended with ~25 people there. The Board has been asked to endorse the proposed 8<sup>th</sup> Principle before the question is put to the congregation. However, the Board feels that the Board and congregation both need more time prior to voting on the 8<sup>th</sup> Principle.

**Decision: The Board recommends that the 8<sup>th</sup> Principle be further discussed at the upcoming Annual Meeting, but that a congregational vote on the 8<sup>th</sup> Principle be deferred to allow additional time for discussion.**

## 7. Save the Dates

- May 4th Service Auction
- May 19th Annual Meeting and FH Hosting
- May 28th Board Meeting
- June 1st All-Church Retreat

## Appendix 1: April 2019 MET report

Ministry Executive Team  
Monthly Report to the Board  
April 2019

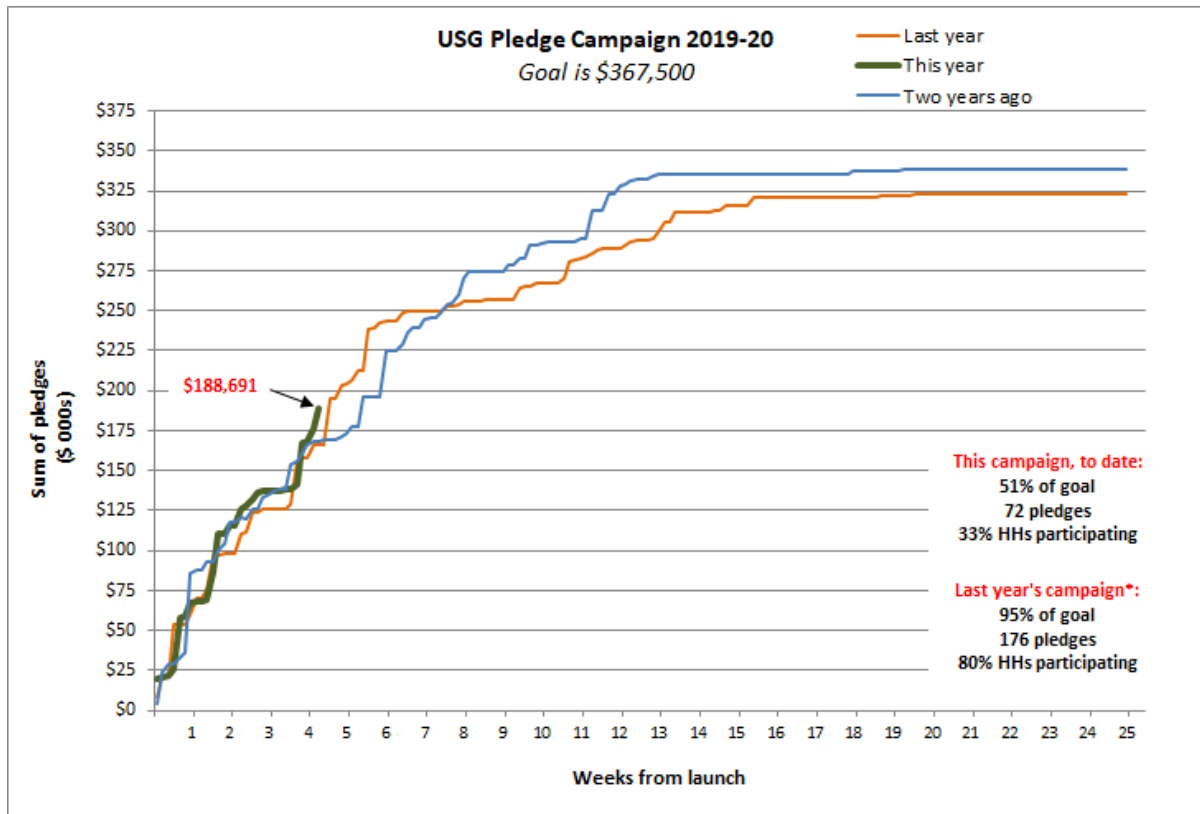
### Business Manager/Administrator Search Process

MET has begun planning the search process. We are pleased to report that members of the Search Committee include a core group: Delores Hill (chair), Andrea Parry and Susan Smith who will perform the majority of the tasks associated with the search process. Rev. Kent will work closely with the group and attend meetings on an as needed basis. In addition, Jenn Leiby, Eva Finney and Betsy Gabriel will serve as resources to the committee, and Gloria Guldager will work closely with the group as well.

Gloria is scheduled to leave on June 15<sup>th</sup> and our goal is to have the new business manager/administrator on board before then.

### Stewardship

Stewardship activities continue. Stewardship reports that the participation rate is a bit lower than last year at this time; however, it should be noted that it is still early in the campaign. Please see Stewardship's progress chart below for details.



Operating Budget

MET is currently in the process of building the FY19-20 budget. The Board has provided guidelines and limitations which include the elimination of any transfer from the CIF to cover a deficit. MET will review all updated tax and insurance requirements as well as UUA fair compensation guidelines and will budget compensation figures accordingly. In addition, all program areas with line items have been asked to submit their budget requests by the end of April.

All-church Retreat

Planning for the retreat is underway. The planning team (Rev. Kent, Ryan Hurd, Treva Burger, and Kay Weiser) continues to meet to plan and organize activities for June 1<sup>st</sup> retreat, which will be held at the Diamond Ridge Conference Center again this year. Diamond Ridge, located in Jamison, PA, has several amenities including a pool, a lake for boating and fishing, mini golf, playground, zip line, well-appointed meeting rooms and more.

Volunteerism Workshop

Several USG members (Lisa Dutton, Eric Foster, Jenn Leiby, and Kay Weiser) recently attended a workshop titled “Volunteerism: The Struggle is Real”, sponsored by the Greater Philly Unitarian Universalists. The workshop focused on how the culture of volunteerism has changed and included discussion on new ways of recruiting and retaining volunteers. Participants were also given the opportunity to share their experiences with volunteerism.

### All-church Dinner

The All-church dinner was a huge success! Over 150 USG members and friends attended the event. The evening began with a reception where several items from the church archives were showcased, including a video of the USG groundbreaking. The reception was followed by a potluck dinner. After dinner, guests enjoyed a performance by the Deb Callahan Band.

Many thanks and much appreciation for a job well-done to the All-church Dinner Planning team: Kay Weiser (chair), Susan Bockius, Bill Dowdall, and Susan Smith.