

# USG Board Agenda / Minutes

26-February-2019

**Attendees:** Debbie Ward, Jenn Leiby, Sam Stormont, Jess Slivak, Michael Campbell, Eva Finney, Nancy Anderson, Kent Matthies

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## 1. Approve January Board Meeting Minutes

- **Decision: The January 2019 Board meeting minutes were approved.**

## 2. MET Report

See Appendix 1 for the February 2019 MET report

Purchase and installation of a new electronic sign on Lincoln Drive will cost ~\$21,000. MET believes that a new sign will be an investment in community outreach and advertising that will pay for itself over the next several years. MET considers a new sign to be a high priority and will continue to evaluate ways to pay for the cost.

Another high-priority near-term expense is installation of an electronic locking system, which will cost ~\$20,000-\$25,000. MET is requesting a working group to convene between MET, Building and Grounds, and Board to discuss path forward for the new locks and sign. Sam



Stormont volunteered to represent the Board on the working group.

### 3. President's Report

The elevator is making good progress but is waiting on Otis, the elevator manufacturer, to assemble the elevator. We are still on track for the elevator to be functional by the 30-Mar-2019 All Church Dinner. From a cost perspective, we have used the contingency funds and currently do not have enough funding to complete the hoped-for driveway improvements.

Board members are asked to champion the stewardship drive and service auction to encourage participation and giving. We will attempt to engage CSD more in the auction this year. In addition, the Board discussed ways to enable better absentee participation (e.g., online participation).

**Assignment: Kent to investigate recruiting an external consultant to assist in leveraging technology to enable remote participation in the service auction.**

### 4. Congregational Awards

See Appendix 2 for the list of past Congregational & Lifetime Achievement Award Recipients.

**Decision: The Board granted the following annual awards:**

- **Hit-the-Ground-Running Award (under 5 years as USG member): Devery Howerton (Nancy Anderson to interview and present award) and Lois Murphy (Debbie Ward to interview and present award)**
- **Congregational Award: Kay Weiser (Sam Stormont to interview and present award)**
- **Lifetime Achievement Award: Bill Morrow (Jenn Leiby to interview and present award)**

**Assignment: Jenn and Kent to discuss at Worship Arts when and how the annual awards will be presented.**

### 5. Roadmap

See Appendix 3 for the Roadmap

A major goal for this year is CSD stability and forging partnerships for maximum effectiveness. Time pressures in people's lives are ever increasing. CSD is working with teacher training models, workshops, and engagement of parents (e.g., diversity training for parents, parents' night out). USG needs to adapt to changing times and bring spirit and justice to congregants 24/7, not just on Sunday mornings.

We have been partnering with Springboard Meditation Sangha, POWER, CAMI, and many other organizations to increase effectiveness and impact. We intend to continue to leverage partnerships in coming years. The Board discussed how we can partner with other churches in our music ministry, possibly even for fund raising opportunities.

We previously had a Transformation Team with the objective to assess USG's programming and structure and determine what is working well, and how we can be more welcoming and encourage diversity and inclusion. The Board discussed convening a Building Beloved Community team to continue the momentum initiated by the October 6, 2018 Building Beloved Community retreat.

## 6. Welcome Table Schedule

Board members signed up for hosting the Welcome Table over the next several months.

## 7. Save the Date

- 8-9-Mar-2019 Anti-Racism Jubilee – Main Line UU
- 9-Mar-2019 and 16-Mar-2019 – Stewardship Circles
- 16-Mar-2019 – Volunteerism Workshop – USG
- 30-Mar-2019 – All Church Dinner
- 5-Apr-2019 – Social Justice movie

\*\*Next Meeting – 26-Mar-2019\*\*

## Appendix 1: February 2019 MET report

Ministry Executive Team Report  
February 2019

### Security Update

The USG Security Team (Beth Lazer, Susan Smith, Rev. Kent, Ryan Hurd, Gloria Guldager) met on Friday, February 8 and focused on evaluating options for emergency response procedures depending on circumstances. The team is reviewing information and continues to sort through various options to take when confronted with an emergency situation so the congregation knows what to do to stay as safe as possible. Discussion included procedures for dealing with circumstances such as a violent individual, bomb threat, and fire, as well as when to shelter in place vs. evacuating. The team continues its important work on this issue. Plans for final procedures are still in development.

In addition, Gloria has been working with Howard Silver to explore options for electronic locking systems. Estimated cost is \$20,000-25,000, which would include all the hardware and software.

### Stewardship Circles

As part of its annual pledge campaign, Stewardship will offer three socials on March 9 and 16. Three USG households have graciously agreed to host a session: Rev. Kent & Kristin Shieler, Eva Finney & Kurt Ahrens, and Shobhi Kanal & Eric Foster. Rev. Kent will be the primary leader of all the sessions and will engage members in conversation to reflect on a number of topics related to the state of the church, as well as the significance of members' important role in helping USG achieve its mission.

### ERC Video Collection

We are pleased to report that ERC's video project featuring narrative and interviews has been sent to the Meadville Lombard Theological School's Sankofa Special Collection for research. As noted on the school's website: "The Sankofa Collection serves as a repository of archival materials, biographies, worship resources, and images that tell the story of Unitarian Universalists of Color".

### Promotional Video Production

Rev. Kent has been exploring the use of promotional videos to highlight USG and its programs and services. Ryan Hurd has agreed to work with Rev. Kent on how to move forward with this project. They will look at the possibility of hiring someone experienced in video production to work with them for a limited number of hours to make engaging and creative videos.

### POWER Anti-Racism Training

USG will serve as host for this important event sponsored by POWER which will be held from March 27-29 in Sullivan Chapel. Forty seats are available for representatives from 60 POWER congregations. USG will have 4 seats.

### Membership

Church records indicate there is a 5% drop in membership, from 298 to 283. However, overall church attendance is up and donations remain stable. CSD and SGM attendance remains strong.

### Lincoln Drive Signage

MET is moving forward in its efforts to obtain funding for a new sign on Lincoln Drive. Rev. Kent will meet with the Board soon to discuss various funding options. Estimated cost is \$21,000, which includes the sign and installation.

## Appendix 2: Congregational & Lifetime Achievement Award Recipients

### **Congregational & Lifetime Achievement Award Recipients**

The congregational awards are a way of recognizing current or recent sustained outstanding efforts. The lifetime achievement award is meant to honor someone who may not be actively contributing their efforts now, but who had many years of service.

There is no set number to be given out. The lifetime award does not have to be given every year if no one's name comes up.

<b>Lifetime Achievement</b>	<b>Under 5 years award</b>
2018 Elaine Hills	2018 Janet Haas
2017 Ann Schoonmaker	2017 Eric Foster
2016 Carol Ceglowski	2015 Gerry Whelan
2016 Marny Walsh	2015 Cynthia Byron-Williford
2015 Mark & Elizabeth Kaufki	2014 Jan and Ken Eng
2014 Peter Walsh	2013 Jessica Slivak
2013 Sarah West	2013 Susan Doering
2012 Berne & Dallis Graham	2012 Scott & Jill Murray
2011 Ingrid Brown	2012 Beth Lazer
2011 David Bruton	2011 Jenn & Carl Leiby
2011 Thomas Schoonmaker	2010 Christine Ginsburg
2010 Fran Emery	2010 Joe Walsh
2010 Marietta Tanner	2008 Betsy Gabriel
2009 Cynthia Claus	
2009 William M. Downes	
2009 Richard & Irene Magaziner	
2008 <i>None Given</i>	
2007 Violet Hay	
2006 Mary Lo Eberle	
2005 Richard & Irene Magaziner	
2004 Mary Calwell	
2004 William and Gloria Delamar	
2003 Amie Rumsey Van Italie	
2002 Elizabeth Charles	
2002 The Samuel Longfellow Alliance	
2001 Jack Heckelman	
2001 Thomas McConkey	
2001 Martha Mertz	
2001 Oscar Mertz	
2000 Adelle Q. Ebenbach	
2000 Bernice Mitchell	
2000 Elizabeth Madeira	
<b>Congregational Awards</b>	
2018 Andrea Durham	1998 Carolyn Cotton
2018 Margaret Lea	1997 Lynn Kalish
2018 Tom Ott	1997 Bill Graham
2017 Jeff Smith	1997 Amie VanItalie
2017 Robert Williford	1996 Dick Magaziner
2017 David Ward	1996 Ann Schoonmaker
2016 Susan Bockius	1995 Mark Kaufki

2016	Bill Dowdall	1995	Linda Brunn
2016	Gale Gibbons	1995	Jonel Sofian
2015	Treva Burger	1995	Hal Krieger
2015	Andrea Parry	1995	Berne Graham
2014	Bill Blasdel	1994	Tom McConkey
2014	Dave Dearden	1994	Mary Kydd
2013	Carolyn Scott	1994	Ingrid Brown
2013	Eli Searce	1994	Elizabeth Madeira
2012	Charles Gabriel	1993	Oscar Gibbs
2012	Sam Gugino	1993	Linda Bernstein
2012	Alan Windle	1993	Bill Downes
2011	Carol Ceglowski	1992	Violet Hay
2011	Delores Hill	1992	Sarah West
2010	Dennis Strain	1992	Jack Armstrong
2010	Leni Windle	1992	Bob West
2008	Margaret Griffen	1991	Oscar Mertz
2008	Edna Jones	1991	Martha Mertz
2004	Tom Garabrandt	1991	Elizabeth Charles
2004	Mel Strieb	1990	Sandy Haigler
2004	Linda Maldonado	1990	Ed Haigler
2004	Andrea Barsevick	1990	Bernice Mitchell
2003	Eric Winston	1990	Barbara Dowdall
2003	Dennis Brunn	1989	Ted Kyne
2003	Betty Hankins	1989	Elizabeth Kaufki
2003	Anne Gwynn	1989	Boz Thomas
2002	Mark Bernstein	1988	Tony Wallace
2002	Marcy George	1988	Martha Lavell
2002	Debbie Ward	1988	Irene Magaziner
2002	Cynthia Claus	1987	Tom Schoonmaker
2001	Berdine Whedon Smith	1987	Eula Saunders
2000	Wendy Weber	1987	Eddilera Kinzer
2000	Violet Hay	1985	Eleanor Butler
2000	Robert Munger	1985	Earle Spaulding
2000	Carla Campbell	1985	Bob LeMay
1999	Margie Caplan	1985	Adelle Ebenbach
1999	John Pron	1984	Gertrude Moore
1999	Howard Silver	1984	Allen Mitchell
1999	Gloria Jauss		
1998	Rudi Sprinkle		
1998	Mary Lou Eberle		

## Appendix 3: Roadmap 2018/2019

### Unitarian Society of Germantown Roadmap 2018/19

The Mission of the Unitarian Society of Germantown is: *“Building Beloved Community with compassion, service, and empowerment.”*

#### **Children’s Spiritual Development**

**Charge:** Provide developmentally appropriate education that supports the lifelong process of learning, to cultivate goodness, compassion, empathy, and love for oneself and others. Offer safe and caring spaces for introspective work, connecting to nature, and building right-relationships in community across generations. Put into practice hands-on, experiential education for children, facilitators and parents that cultivates respect, stewardship, service, mindfulness, responsibility, justice, and the search for truth and beauty. To welcome young people into the UU community, help them find their way into becoming active members, and provide them opportunities to learn the rich history and guiding principles of Unitarian Universalism.

#### **Goals:**

- Revisit the volunteer teaching model to see if there are alternatives available (clustering teaching assignments).
- Increase youth participation with younger kids in this new volunteer teaching model (Youth Team in Pre-K).
- Continue workshops based on the needs and interests of parents and teachers.
- Support new DSD while he gets settled and bring him up to speed.
- Conduct a teacher workshop in January 2019 -- theme was behavior management and mindfulness in the classroom.
- Conduct a Teacher/Parent Workshop on 1/28/19 - co-sponsored by CSD and ERC, theme is Diversity Training for parents and those who work with children.
- Piloting CSD Children’s Chapel for some traditional low-attendance days.
- In general, have more blending of classes a couple times during year around a unified topic, i.e. an environmental project in spring.
- Institute a ‘parent nights out’ (childcare provided for free or nominal fee) - i.e. Valentine’s Day, and/or maybe one in May when parents are tired of school and activities.
- Promote more active involvement in the Service Auction by teachers and kids.

#### **Adult Spiritual Development**

**Charge:** To provide programs, events and communal gatherings that support members and friends of the Unitarian Society of Germantown in finding spiritual paths that are meaningful and relevant to their individual journeys as well as to the community as it moves forward compassionately in defining, refining and strengthening our Beloved Community.

**Goals:**

- Continue to develop new programs and spiritual practices to appeal to a wide range of our USG members and friends.
- Continue to develop and foster a robust program of meditation, mindfulness and related teachings involving our partner Springboard Meditation Sangha and hosting nationally recognized meditation teachers.
- Continue our Exploring Elderhood program and help that community take more active ownership of that program and to consider other directions that Exploring Elderhood might take.
- Continue our program of Difficult Conversation and provide a safe, respectful forum where many more of the topics that our members struggle with and sometimes appear to divide us can be explored and where we can learn what positions people who may differ from us may hold and their reasons for holding those views.
- Continue to offer the whole USG Community an annual Community Day wherein we can come together to share and explore new spiritual practices, share an intergenerational celebration of our Beloved Community.

**Small Group Ministry**

**Charge:** To support personal and community growth through Small Group Ministry groups.

**Goals:**

- Have more people use Soul Matters curricula as intended, including those not yet in groups.
- The minister will offer a small group for visitors/new members, could do a personal invite from Kent. Starting in January or February 2019.
- To help Villages connect and experience the SGM program, offer SGM sessions to Villages a few times a year.
- Find ways to introduce curricula exercises and questions in the weekly Spirit to help people engage them.

**Social Justice Council**

**Charge:** Broadly serves to plan, facilitate, and coordinate the social justice program for the congregation. The Council also serves to inform and educate congregants about the various social justice activities with the goal of providing meaningful opportunities for taking action in alignment with our UU Principles.

**Goals:**

- Continue with monthly social justice coffee hour, which was started in September and is scheduled for the third Sunday of each month before the service. These coffee hours are intended to provide opportunities for people to learn about USG social justice efforts, hear from activists working on justice issues of interest, and meet people for informal conversations about social justice work.
- Create opportunities and encourage USG members and friends to become more active in POWER Interfaith. This will include planning efforts and actions within the various POWER



working groups: environmental justice, Live Free, Education justice, Economic justice, and clergy.

- Continue supporting traditional endeavors such as MLK Day, PHIN family hosting, Rebuilding Philadelphia, and standing groups and committees.

### **Ending Racism**

**Charge:** *ERC works toward dismantling racism in all its forms, individual, institutional, and systemic, through self-examination, education, advocacy, public witness, and service.*

#### **Goals:**

- Expand membership.
- Encourage ERC members and USG congregants to address all forms and levels of racism through self-examination, education, advocacy, public witness, and service.
- Continue close connection with UUA racial justice efforts-  
<https://www.uua.org/multiculturalism>.
- Continue ERC movie nights.
- Increase awareness about racism within USG through the weekly ERC table, lending library, recommended readings, etc.
- Invite guest speakers to USG.
- Support Coalition Against Mass Incarceration (CAMI).
- Support Men Who Care of Germantown (MCWOG) through participation in efforts to support students and parents at Roosevelt Elementary School.
- Continue collaboration with The Unitarian Universalist Church of the Restoration.
- Organize field trips.
- Host an ERC Open House in the Fall of 2019.
- Premiere excerpts of USG Interviews conducted by ERC on race in congregational history.
- Expand coordination of Ending Racism activities with other Delaware Valley congregations.
- Establish Northwest interfaith links with groups sharing similar goals.
- Host an end of year pot luck.

### **Worship Arts**

**Charge:** Create worship experience that is spiritually inspiring, rich, engaging, challenging and comforting. Continue expanding roles for drama, movement and visual arts.

#### **Goals:**

- Lead congregation through complete review of Sunday services, including structure, sermons, themes, prayers, music, acoustics, visibility, intergenerational services, and special services
- Provide support to Worship Associates with training, communication, and organization.
- Determine future use of the organ.
- Continue to assure that the committee hears the voices of everyone.

### **Welcoming**



**Charge:** To welcome all and foster continued engagement with USG.

**Goals:**

- Develop system of assigning “buddies” to active visitors or new members to help them connect.
- Develop new ways of tracking visitors and helping them get engaged by 6/30/19.
- Work on new ways to make sure new members are engaged by 6/30/19.
- Evaluate usefulness of new question, comment, request, suggestion form 6/30/19.
- Reach out to bridging high school seniors with information about UUism wherever they are going and also online. Annually.
- Maintain or increase congregational membership each year. Ongoing.
- Engage more of the congregation in the role of welcomers: welcome table, ushers, tour guides, greeters, etc. by increasing recruiting and simplifying the tasks. Ongoing.
- Help congregants connect with those in their Villages through social events within (All Church Dinner, Fall Potluck, CSD Carnival) and outside of church, caring, carpooling, in addition to Fellowship Hour. Ongoing.

1/31/19