

Minutes, USG Board of Trustees, August 28, 2012

Board members present: Dennis Strain, Tom Ott, Marina Patrice Van Gossen, Walt Ceglowski, Leni Windle, Linda O’Gwynn, Treva Burger

Board Members Absent: Betsy Gabriel, Andrea Parry

Non Board Members Present: Rev. Kent Matthies

Minutes from July Board meeting

Motion: to approve the July minutes as presented. **Motion Carried:** 7-0-0

1. The Budget and Finance Committee has voted to take \$5000 from the Endowment to resolve cash flow issues (it will function like overdraft protection) so that they don’t have to continue choosing which bills to pay. This action needs Board approval.

Motion: The Budget and Finance Committee may use \$5000 from the Endowment Fund as overdraft protection to resolve cash flow issues. **Motion carried:** 7-0-0

2. Minister’s Report: Betsy Gabriel and Rev. Kent Matthies reviewed new DRE Jody Weldon’s Job Description and made some changes that were agreed to by Jody and the RE Committee. The DRE start up retreat will likely be Sept 14 and 15, Rev. Kent Matthies requests a few Board members attend. Joan Javier-Duval is the first full time intern minister at USG in a long time. She will be leading worship once a month, providing direct pastoral care, be an important point person for the Revisioning Social Justice Task Force and Dennis Brunn and also the Adult Spiritual Development team. She is an intern, not a staff member, so the document guiding her work with us will be developed during her first weeks here.

3. Kent will be out of town on the regularly scheduled day of the Board’s next meeting, so it will be moved to September 18. Only Walt Ceglowski cannot be there on the 18th and Dennis Strain is unable to attend the 25th.

4. Rev. Kent Matthies and Tom Ott presented updates to the two issues that were discussed in Executive Committee in July.

5. Discussion with the Heart & Soul Committee: Linda O’Gwynn presented updates to the statement following the Annual Meeting and shared how important the committee thinks this mission statement is to USG. Much work was done with many people in many different forums in the preparation of this statement. There were many more comments after the Annual Meeting that have been incorporated into the new draft. The plan is for the document to be presented to the congregation at the Annual Meeting in September as the carefully considered rewriting of what was presented in June.

The committee will ask that even if this does not feel exactly right to everyone, they agree to work with it for a period of time and then it can be revisited. This will be presented for formal Board approval in September so that the Board members who are not here tonight can be part of the approval process. Walt Ceglowski who will not be here September 17 has given his verbal approval. The Board plans to approve it as one of the driving factors in their work with: policy, procedure, ministries and programs and budget and will ask other committees to do the same.

6. Review of three year term for Sullivan Assistance Fund Board Members: Tom Ott. Several members of the congregation were not in support of the Board changing the terms from unlimited to three years. After discussion, the Board decided it will not make a change to the recently approved three year terms. Leni Windle will speak to Kathy Bonanno about staying on as chair for three more years, if she will not, the Board will need to add a new member to the committee.

7. Review of Draft of Minister's 2012/2013 Goals

There is concerned about where the money is coming from to support the Ministerial Intern program for year 2012-13 and beyond. The UUA has an intern minister grant fund that we probably cannot apply for as long as we are not fair share. For that and other reasons, Tom Ott would like to reopen the discussion about restoring our fair share status. A family in the church has offered a special gift for three years to support the intern minister program. Wording will be changed on that section of the document to indicate we are entering an exploration of the possibility of having an ongoing intern minister program. The second area discussed was Rev. Kent Matthies' role with the MPC and the MPCs role in church decision making. The MPC reports to the Board and this year we will work to clarify and strengthen methods of collaboration between the two groups.

Motion: to adjourn. **Motion carried:** 7-0-0

Respectfully submitted,
Trevia Burger
Board Secretary

August, 2012 Minister's Report

Starting up new Director of Faith Development and Intern Minister

I have helped the Staffing for the Future group, under Betsy Gabriel in creation of support committees for Jody and Joan. The support committee for Jody Whelden includes - Sam Stormont, Shawn Craig Parker and Tara Webb Duey. Jody will meet with them on a monthly basis.

Jody worked for 25 hours for USG during the month of July. Her first in person here at USG was July 29th. I was guest preacher at the UU Buxmont fellowship on that day. Beth Lazer, the chair of the search committee formally introduced Jody in the worship service. Jody has joined two weeks of staff meetings. She and I have met for over two hours each week individually to clarify expectations for her and how USG can best support her. We talked and read over her job description in detail. I attend the three hour Religious Education Committee fall planning meeting on August 9th. Jody is working with the RE committee to coordinate a "start up weekend" for her. We will bring in an outside district facilitator to help primary stakeholders to work together on RE going forward. I will attend that entire Friday night-Saturday event. I believe it would be helpful for at least one board member to attend as well.

Zachary Washington and Debbie Ward will serve on Joan Javier's Intern Ministry committee. We will add two more members before Joan's arrival and then ask for her input in selecting a fifth member. Joan's learning service agreement is well developed. It clearly identifies her duties in preaching, pastoral care, supporting Adult Spiritual Development, and the Social Action leadership team. UUA guidelines recommend waiting to finalize until the Intern Minister begins service. Hence, we will finalize in Joan and share the document with the board.

Joan Javier will begin with us on Sunday, September 2nd. I will be away on study leave that day and Betsy Gabriel, chair of the Staffing for the Future and the Vice President will formally introduce her in worship.

Stopping Voter Suppression

Through our USG economic justice team, the Neighborhood Interfaith Network and the UU Pennsylvania Legislative Advocacy Network I have become quite involved in making a call to education and action on Voter ID issues. Please see the attached NIM clergy announcement. I am working hard with USG, mostly with the superb leadership of Jill and Scott Murray, NIM and UUPLAN to encourage people to make sure they and others do everything possible to get the identification required to vote, under the new, restrictive, anti-democratic law.

Vacation/Study Leave

I have just begun my two weeks of study leave and one week of vacation starting Friday, August 10-Tuesday, September 4th. I will come into work in order to preach twice during that time: August 12 and August 26th. I will also come in for the August board meeting. During this time I will also make myself available to Jody Whelden regarding any pressing issues she has during her beginning time as DRE.

Caring System/UU congregational covenant

During my time on study leave and vacation Sarah West the Caring Committee Chair has a list of area UU minister who are on call and ready to serve our members in any urgent situation. This is part of our covenant with area UU ministers and congregations. Another example is that area congregations and ministers cover for one another during sabbaticals for no charge. This winter and spring I will preach at the UU Church of Delaware County and First Unitarian Philadelphia filling in for ministers on sabbatical.

Rev. Kent Matthies