

## Unitarian Society of Germantown

### Board of Trustees Meeting Minutes, November 24, 2015

**Present:** Tom Ott, Bill Morrow, Linda Brunn, Craig Miller, Kent Matthies, Susan Smith  
(Absent: Ann Schoonmaker, Bob Williford, Scott Wolkenberg, Margaret Kinnevy)

**Guest:** Linda O’Gwynn

#### **Minister’s Evaluation**

The Board met in executive session to review Kent’ performance evaluation. Linda O’Gwynn presented Kent’s self-assessment, a summary of comments from church leaders. Linda will draft a document to submit to the Board for final approval.

#### **Capital Campaign**

Tom, Craig and Linda Bernstein will meet on December 15<sup>th</sup> to put together a recommendation concerning a capital campaign that can be presented to the congregation. Meetings with leading donors have been very positive. Two projects have been identified: installation of an elevator and driveway improvements. If approved by the Board, the recommendation would go to the congregation at the May meeting. The campaign would not begin until Fall 2016, and would likely have a 3-5 year time frame. The committee will continue meeting with members to get feedback and promote interest.

#### **Boy Scouts**

Dave Dearden, Kurt Ahrens and Tom Ott met with a representative of the Boy Scouts about starting a troop at USG. It’s unclear what sponsorship would mean beyond providing space. The Governance and Ministry Task Force will be asked to design a policy regarding USG’s sponsorship or endorsement of outside (non-UU) organizations.

#### **Second Service**

Kent announced that attendance numbers for the early service have been shrinking and that there is overwhelming consensus that two services require too many resources and pose too many stresses to the USG “system” to warrant continuation. The Board had authorized a three year trial and we’re at the two and a half year mark. Tom will talk to absent members to apprise them of the MET recommendation to return to one service effective January 3<sup>rd</sup>. It was not clear whether this should be a Board or MET decision, but given the clear lack of enthusiasm for it, Tom recommended a joint decision to discontinue the early service. On a brighter note, Kent reported that participation in church activities has been at an all-time high: 120 small group ministry members, 225 at Diwali, 130 at Being Mortal and 40 at Community Resilience and Trauma Response.

#### **Daniel’s Contract**

The contract is under revision; language will be strengthened to make clear that the primary responsibility is Children’s Spiritual Development. Kent has provided an up to date job description, and Betsy Gabriel and Andrea Parry have reviewed it to insure boilerplate language.

#### **Connie Simone**

Tom, the MET, and Kent have recommended and the Board members present approved entering into a three year relationship with Connie as she pursues studies and Meadville Lombard. She lives in Delaware, works in West Philadelphia and is a member of First Unitarian Church in Philadelphia. After one year of mentoring by Kent, she will work with us (unpaid) twenty hours a week. Tom will e-mail information on this item to absent members to secure their approval.

Minutes taken by Susan Smith