

USGmin1016

UNITARIAN SOCIETY OF GEMANTOWN

BOARD OF TRUSTEES MEETING

October 25, 2016

Present: Scott Wolkenberg, Bill Morrow, Linda Brunn, Joanne Holden Davis, Eva Finney, Mike Campbell, Susan Smith, Kent Matthies, Gloria Guldager Smith

Excused: Tom Ott

September Minutes

The September minutes were approved with minor corrections

MET Report

Kent reviewed major points in this month's MET report: the capital campaign is off to a good start, CSD is going well with 60+ children registered thus far, the number of high school aged kids is reaching the critical mass needed to launch a youth group this year or next.

President's Report

Scott reviewed major points in Tom's absence. Last month's retreat focused on how well USG is fulfilling its mission, values and goals. Consensus was that all is satisfactory and improving, and that growth has been an implicit goal in recent years. A decision was

made to consider an explicit goal of 15% growth in membership over five years; this will be discussed with MET, and a sub-committee of the Board will work with MET to determine if such a goal is realistic, what resources would be needed, etc.

There was uniform agreement that the budget discussion during the retreat was very valuable and that the format Scott created provided an effective way to look at major budget areas and how expenditures line up with USG's programs and values. It was recommended that this format be used or adapted for the congregational budget presentations in the late winter. Bill Morrow moved, and it was seconded and unanimously approved that MET should be directed to prepare and present budgets according to the following guidelines for the following years:

1. A budget for the FY beginning July 1, 2017 with a deficit not to exceed \$12,500.

2. A budget for the FY beginning July 1, 2018 with a deficit not to exceed \$6,250.

3. A budget for the FY beginning July 1, 2018 with no deficit.

These guidelines replace previous guidelines and instructions issued by previous Boards of Trustees. A budget for each of the years set forth should be ready for presentation to the Board and the congregation no later than February 1st of each year. The Board also agreed unanimously that USG should commit to fair compensation as defined by the UUA.

It is expected that this requirement will spark considerable conversation about what we do, our commitment to excellence in each area, what, if anything, we must say no to, and what needs to be strengthened to create success (volunteer support and leadership, leveraging of UUA resources, increased revenues and pledges, for example). Board members extended kudos to MET for finishing FY 16 with a deficit of less than \$15,000.

Connie Simon

The Board unanimously granted approval for intern minister Connie Simon to officiate at weddings at USG.

Kent's Goals

Kent reviewed the goal statement he recently shared with Board members. He noted that his priority was to have all planning nailed down for the length of his leave as well as for the first six weeks after his return. He was asked to provide additional clarification/verbiage to make this clearer.

Kent's Sabbatical

Kent reported that the plan for his sabbatical is threefold:

- Exploring the use of video and graphics to enhance and promote programs
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- How to experience, get better and facilitate meditation; to this end, Kent will be taking classes at Jefferson
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- Improved preaching skills

He and his family are also looking forward to a 7-8 week stay in Ecuador during the summer.

Availability of Funds

A concern about the availability of funds to pay contractors for completed work was shared. It was noted that owing to a

confluence of factors, there was recently a problem. Though it was probably a one-time event, this issue can be re-visited in a future meeting should the Board feel it warranted.

Respectfully submitted,
Susan B Smith