

APPROVED by the Board 9/28/2013

USG BOARD OBJECTIVES FOR 2013-2014

OBJECTIVE	STEPS	RATIONALE	WHO/ HOW	HOW THIS FURTHERS USG MISSION
Decide and progress implementation of Master Plan	<ul style="list-style-type: none"> <li>• Decide whether, and if so which aspects of, Master Plan should be implemented at this juncture, utilizing recommendations from MPIC and B&amp;G</li> <li>• Plan how to accomplish that</li> <li>• Lay groundwork for possible capital campaign</li> </ul>	<ul style="list-style-type: none"> <li>• Congregation adopted Master Plan and invested resources in its development.</li> <li>• Master Plan is a living document and steps should be reassessed in light of current conditions</li> </ul>	<ul style="list-style-type: none"> <li>- MPIC to present recommendations at October Board meeting.</li> <li>- Tom Ott to request MPIC to be prepared to state how they further USG's mission statement, core beliefs and goals.</li> <li>- Craig Miller to liaise with Linda O'Gwynn</li> </ul>	Enhance ability to build Beloved Community by providing conducive space. Encourage building intentionally welcoming and multicultural community. Encourage growth.

<p>Consider simplification of USG structure and governance</p>	<ul style="list-style-type: none"> <li>• Diagram current organizational structure including reporting relationships</li> <li>• Consider what could be streamlined or improved</li> <li>• Consider limited realignments of authority</li> <li>• Special focus on alignment of authority and responsibility between MPC and Board</li> </ul>	<ul style="list-style-type: none"> <li>• Current structure and governance may be contributing to difficulty in filling volunteer positions (especially in leadership) and general burnout</li> <li>• We may be better able to focus on USG's mission if we can operate in a more streamlined manner</li> </ul>	<p>Andrea Parry to head small ad hoc working group of interested Board members and others. Kent to be integrally involved.</p>	<p>Enhance ability to build Beloved Community by encouraging volunteer participation in necessary church activities, including leadership. Free up church leaders to focus on program and mission.</p>
<p>Leadership development</p>	<ul style="list-style-type: none"> <li>• In coordination with MPC, develop effective model</li> <li>• MPC to implement</li> </ul>	<ul style="list-style-type: none"> <li>• Increase effectiveness of volunteer leadership</li> <li>• Develop additional church leaders.</li> </ul>	<p>Dennis Strain to be primary liaison with MPC on leadership.</p>	<p>Encourage and empower all church members and friends to give their time and develop their talents to build beloved community.</p>
<p>Coordination with MPC</p>	<ul style="list-style-type: none"> <li>• Align Board and MPC goals and undertakings</li> <li>• Focus on furtherance of USG's mission in accordance with Mission Statement</li> </ul>	<ul style="list-style-type: none"> <li>• Work with MPC to support them in development and implementation of USG programs</li> </ul>	<p>Dennis Strain to serve as primary Board liaison on MPC. Kent to be integrally involved. Dennis to prepare summary of MPC minutes for Board and forward complete minutes.</p>	<p>Enhance ability to build Beloved Community by coordinating and assuring programs that further USG's mission.</p>

<p>Oversee financial health of USG</p>	<ul style="list-style-type: none"> <li>• Through Budget &amp; Finance Council, monitor and assess church finances</li> <li>• Make significant financial decisions on recommendation of B&amp;F Council</li> <li>• Approve budget</li> </ul>	<ul style="list-style-type: none"> <li>• Essential Board function</li> </ul>	<p>Tom to serve as Board liaison on B&amp;F Council. Entire Board accountable.</p>	<p>Board determination of financial priorities is driven by USG mission, and oversight furthers and enables living our mission.</p>
--	---	--	--	---