

USG Trustees Meeting Minutes, February 26, 2013

Members present: Tom Ott, Betsy Gabriel, Treva Burger, Walt Ceglowski, Linda O'Gwynn, Marina Patrice Van Gossen, Leni Windle, Andrea Parry, Dennis Strain.

Non Members present: Rev. Kent Matthies, Joan Javier-Duval, Carolyn Cotton

January Minutes

Motion: To approve the January minutes

Motion approved: 8-0-0 (one member came after this vote.)

President's Report: Carolyn Cotton and Linda O'Gwynn will co-chair the incarnation of the Master Plan Implementation Committee.

Minister's Report: Focus at the Multicultural Town Hall on Saturday will be to strengthen and deepen all that we are already doing, not starting new initiatives. Joan Javier-Duval has been very helpful in this process. DRE Search Committee is in excellent shape, Susan Smith is a very strong chairperson. The key issue for the Board to consider is to empower the DRE Search team to have the flexibility to advertise for a 25-30 hour job, but if the best candidate will only come to USG full time, to offer that person the job. Everyone is in favor of having Joan Javier-Duval stay on for another year as a Consulting Minister, but if we have a full time DRE and a part time consulting minister next year, we would probably not have an intern minister for the two years after next in order to catch up financially.

Motion: Authorize the minister to offer Joan Javier-Duval a Consulting Minister position for the next church year.

Motion Approved: 9-0-0

Nominating Committee

We need to nominate two new people to the Nominating Committee. Five names and the order in which we would like them asked were agreed upon. Tom Ott will contact them and send two names to the Nominating Committee.

MPC Proposal for the Formation of a Multicultural Transformation Team

There was much discussion about the wording of the proposal. Board agrees that the committee is a good idea. One concern is with the word transform, another was with the words intentionally welcoming, multiracial, and multicultural as all being inherent parts of beloved community and not wanting to limit the definition of beloved committee to only those things. There was also a concern that 5-6 members is not enough to do all the things this committee would be charged with. The Board plans to discuss this further.

Motion: To approve in concept the formation of a "transformation team" and the expression to subsequently be defined.

Motion approved: 9-0-0

Master Plan Implementation Committee: Carolyn Cotton came to the meeting to speak about the Committee and its next step. She feels this a very well functioning committee with each person bringing an area of expertise. The Committee recommends beginning the process of designing and building an elevator entrance and recommends hiring a professional fundraiser for this project. She also recommends better signage and colorful banners on Lincoln Drive. She feels crossover between Buildings and Grounds and Master Plan Implementation is very important and should continue.

Meeting adjourned at 9:20pm.

Respectfully submitted, Treva Burger, Board Secretary

February, 2013 Minister's Report

Thank you so very much to you the members of the board for all you do. I was delighted to see seven board members in attendance at the Paula Cole Jones leadership training on multi-cultural ministries. I know for a fact that your leadership and presence were noticed and appreciated by many folks on that day. I am grateful you have all considered attendance on at the March 2nd **Multi-Cultural Ministries Town Hall Meeting**. I have been working intensively with the steering team of Joan Javier-Duval, Anais Salles, Jeanne Robinson, Eli Scarce and Andrea Durham in preparation. Our goal is to strengthen and deepen the good work USG is already doing.

Much of the follow-up work from the Town Hall Meeting can be led by the **Transformation Team**. You have a proposal before you for the creation of such team. I worked with many other leaders in the Ministries and Programs Council, the board, the staff and Ending Racism in development of this proposal. I support it fully and am glad to talk if you have any questions or ideas about how this work can maximize our efforts in living out our mission.

Second Worship Service Exploration Team: Our team has developed a draft proposal for USG to have two worship services on Sunday mornings. We have a case statement with background, research, rationale and basic planning. In early February we presented our draft proposal to the Ministries and Programs Council. We had good conversation and received feedback. We are updating our proposal based on many of the ideas discussed and will bring back a more advance proposal to MPC in March. After that meeting we will prepare a proposal for the board's consideration in March.

Ruth Harrington funeral. Ruth and her husband Winifred joined USG in 1953. Ruth died on Monday, Feb. 18th, one month short of the age of 96. She died peacefully in her own home surrounded by the love of her family. I officiated Ruth's funeral at Kirk and Nice Funeral Home Saturday, February 23rd.

DRE Search Team has been assembled with all of the previous members agreeing to help: David Bernstein, Ilene Klein, Beth Lazer, and Shawn Craig-Parker. Betsy Gabriel and I also added two new members who simultaneously serve on the current RE committee: Susan Doering and Susan Smith. Great news includes the fact that Susan Smith has agreed to chair our committee. We are looking for the very best person to fill the job. Hence, as you see in the proposal our group requests that the board can grant us flexibility in searching for the best person. We hope to find someone who would do the job in 25-30 hours per week. However, if we find a superb candidate who can only work at USG as a full-time employee we would like to have authority to hire that person to do children and youth religious education as well as other areas of work in ministries and programs. This could possibly involve responsibilities within Adult Spiritual Development, Caring Ministry Associates, or social justice leadership.

Because of the high amount of time and energy I have spent in January and February on our DRE transition I am behind on staff reviews of Jody Whelden, Gloria Smith and Mark Daugherty. I have completed the review of Joan Javier-Duval, which was also required by the UUA. I will complete all the staff reviews before the March board meeting.

Sabbatical Preaching This year I have preached at two sister congregations (First Unitarian of Philadelphia and UU Church of Delaware County) in coverage of their minister's being on sabbatical. This takes place as part of our covenant among congregations to support one another during sabbaticals. Because we honor this commitment we receive professional preaching free of charge during any sabbatical period at USG.

Institute for Excellence in Ministry Because I serve as a member of the UU Minister's Association CENTER (Continuing Education, Network, Training, Enrichment and Renewal) I was on the leadership team that organized and managed a one week Institute at the end of January. Approximately 450 ministers attended our conference in Florida for superb seminars and worship services.

I have begun good conversations with Tom Ott and Betsy Gabriel exploring specifics for renewal of my **contract**. In the beginning of this process I am grateful for the positive spirit and mutual respect that are evident to me.

Rev. Kent Matthies

MPC PROPOSAL to the USG BOARD OF TRUSTEES
FORMATION OF A TRANSFORMATION TEAM
(rev. 2-20-13)

The MPC recommends the formation, by the Board of Trustees, of a Transformation Team to report to the Board of Trustees. The team will consist of 5-6 USG members appointed by the Board for overlapping 3 year terms; one Board member, one MPC member, one ERC member, and 2-3 from a list proposed by the minister and the MPC.

The team would be charged with coordinating USG's work toward improving congregational efforts to realize our goal of being anti-oppressive in spirit and action and transforming the Unitarian Society of Germantown into an **intentionally welcoming, multiracial, multicultural, Beloved Community**. These efforts would include:

- Liaison with the Ministries and Program Council to involve all committees and groups of the church in the shared work of transformation;
- Foster a common language and definition of "Beloved Community"
- Initiate conversation among USG members and offer recommendations to USG leaders to help achieve USG's mission and goals;
- Review USG's website, publications, and other communications to incorporate this message; and
- Promote workshops, conferences, children's religious education and adult spiritual development programs to encourage conversation among USG members.

The working relationships between the Transformation Team and the Board, the MPC, the Ending Racism Committee, and the broader congregation will need to be defined. It is hoped that these relationships will evolve as the team is created and defines its goals and objectives and its processes.