

## USG Board Minutes - 12/17/19

1. Approve November Minutes & Retreat Minutes

Minutes approved with correction that 3 year nominating committee terms already exist.

2. MET Report (attached below).
3. Driveway update - the driveway repaving will begin on Jan. 6 and the money will come from the Memorials fund. The project is estimated to cost \$25,000. Jess Slivak had questions about liability if there are cracks, or other problems with the construction of the driveway. It was stated that should be covered in the contract with the paving company.
4. Organ Contract - A proposal to repair our organ at a cost of \$28,800 was presented to the board (coordinated by Charles Gabriel). USG received a Grant for \$15,000 for organ maintenance and the remaining funds will come from music maintenance fund. The Board approved the proposal with one abstention.
5. Capital Campaign Loan Interest Clarification- \$10,000 in capital campaign pledges is still outstanding and about half that amount won't be coming in. Overall, we will have about \$10,000 less than needed. It is uncertain whether we will have enough money to pay interest on the loans. Proposal: if other sources are insufficient, we will use funds from the endowment to pay interest on the capital campaign loans. Approved by the Board.
6. Choir Meeting Recap - As a result of reduced income, it was necessary to reduce spending in almost every area of church operations. One area impacted was the choir section leaders. The section leaders had their hours reduced. Rudy Sprinkle independently, without consultation with MET or the Board, collected donations from other members, with the intent of giving the money to the section leaders to restore their lost income.  
Kent and Rudy met to discuss the music/choir budget.  
John Davis, Kent, Rudy, Mark Dougherty and other choir members met last Thursday to continue the discussion, clarify why and how budget decisions had been made and get everyone's perspective.  
  
Proposal: The money that has been donated for the section leaders will be used to restore their regular hours for the remainder of this fiscal year. The Board requires that the current moratorium on fundraising will be honored. We recognize the need to continue this conversation with the choir.  
The Board approved this proposal, with one abstention.
7. Digital Signage - \$15,000 from the Memorials Fund will be designated for digital signage.

Meeting adjourned at 9:55.

8. Next Meeting - January 28

Respectfully submitted,  
Sam Stormont

**Ministry Executive Team Report - December 2019**

Highlighted Issues Include:

Driveway

Should be completed during week of January 6. Will entail closing of driveway for 3 days - relevant groups and users are being notified.

Choir/Budget Cuts

Kent and several Board and MET members will meet with the choir on December 12 to hear their concerns about the 2019 budget and cuts, especially those affecting the section leaders. (At this writing, meeting had not yet been held).

New Sanctuary Dinner - December 20

Yvonne Marlier is working with the family and NSM on arrangements for this dinner. We will need some volunteer help for set up and cleanup. Communications will urge participation and ask attendees to donate salads for the dinner.

Financials

We have been reviewing income to expenses and have some concerns that we may be running behind. We will know much more in January.

Social Media Plan - Social Media Policy

Our insurance company has asked for updated policies on communications, safe congregation and social media. MET, Celeste and Andrea Parry are assessing our current policies and needs for updates. If the Board requests MET to do so, we will be glad to pull together updated policy documents.

Solicitations from Green Energy company

MET recommends that there be no marketing of any green energy company through USG.

for the MET, submitted by Gale Gibbons  
12/12/2019