

USG's Governance Structure Six Months In

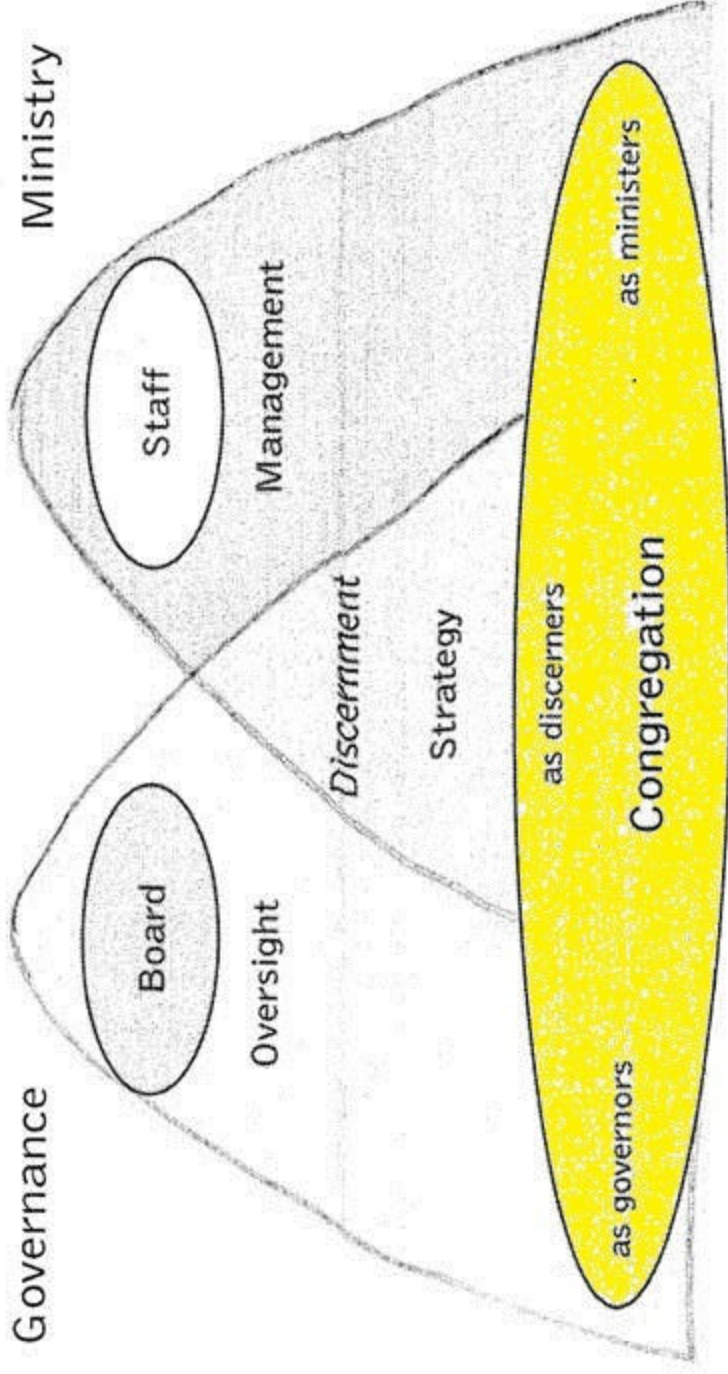
February 28, 2015

A work in progress -- how is it going?

What are we doing here today?

Figure 4.5

ROLES OF BOARD AND STAFF



Lots to talk about

- What did we hope to accomplish?
- Are we meeting those objectives?
- How is it working out for USG?
- What should we keep doing the same way?
- What should we do differently going forward?

What were we trying to accomplish?

- System that allows USG to best fulfill our mission
- Board focused on strategic direction, policy creation, and major decisions
- A parity between responsibility and authority so staff and volunteers empowered to do their best and most joyful work
- Process not dependent on leadership styles

Foundations of our structure

- Strong collaboration
- A board focused on governance decisions and oversight and a staff/lay leader partnership focused on ministry decisions and implementation.
- Delegation that assigns responsibility, power and accountability
- Intentional, active communications
- Clear, documented pathway for decisions
 - Who needs to be involved
 - Who needs to provide input
 - Who makes the final decision

So how is it going so far?

- Are we meeting the objectives?
 - Board focused on governance decisions
 - Staff/lay partnership focused on ministry decisions and implementation
 - Focus on our mission
 - Communication/collaboration
 - Clear pathway for decisions
- What is working for USG?
- What needs fine-tuning?

BACKUP SLIDES

- The Board – the first six months
- Ministry – the first six months

The Board – The first six months

- Developed Strategic Initiatives to focus church activities
- Adopted budget restrictions and parameters
- Approved definition of “policy” as first step in policy integration and creation
- Creating covenant of right relations
- Created and approved Finance Council charter
- Reviewing Finance policy integrating current policies under new governance structure

More on Board activities

- Exploring ways to increase involvement of congregation in church finances
- Convened Town Hall meeting to discuss Planning for the Future
- Allocated responsibilities between Governance and Ministry
- Dealt with copyright infringement claim
- Approved proposal to recognize Edna Jones bequest
- Approved co-sponsoring Rev. Daniel's ordination

Ministry – The first six months

- Committees asked by Ministry Exec Team to set goals aligned to Board's Strategic Initiatives
- Ministry Exec Team developed initial pathways to get things done
- Ministry Exec Team coordinated efforts to provide financial information to the congregation in November
- Working on development of 2015-2016 budget

More on Ministry

- Defined worship services - First service focused on *Centering* and second service on *Celebrating Life*
- Social action – UUPLAN Immigration Justice, register voters, AIDS Walk/Run Philly, UU PA Legislative Advocacy Network, Statement of Conscience on police abuse, Haiti trip, MLK day
- Child Spiritual Development, Adult Spiritual Development, Small Group Ministries
- Maintain, repair and run building and grounds
- Etc.!