

USG Board of Trustees Meeting Minutes - 11/24/20

- 1) The **October minutes** were approved with the addition of a note that Andrea B. and Kent met with the Sullivan Assistance committee to discuss a proposal for collaboration between Sullivan and the Covid Relief committee in grant making.

- 2) **MET Report** - 1) Mike Rogers requested a layoff. 2) Partners for Sacred Spaces came to USG to record a video of Mark Dougherty, since we received a grant from Sacred Spaces for Organ restoration. 3) Adult Spiritual Development (ASD)- Howard Silver is stepping down from his role as Coordinator of the USG Mindfulness Center. Thanks to Howard for his leadership and vision in spearheading the development of this program. Ryan is planning an assessment of the program. Mindfulness programs will continue with many of the same practitioners. 4) Gerry Whelan presented a proposal to have USG participate in the Braver Angels program. We will also be sponsoring a Widening the Circle program and there was discussion and concern about running these 2 programs simultaneously. Committee consisting of Kent, Nancy, Zach and Maggie will discuss how to best organize these programs to avoid scheduling issues and maximize potential participation. 5) Covid Relief Fund took in \$875 last Sunday. 6) Widening the Circle - MET is working with this project. Andrea B. and ERC are requesting Board participation and general support for this effort. Board members Andrea B., Lee M., Sarah F., Nancy A., Dev H., and Zach B. will participate. 7) The Board requested estimated costs for sanctuary windows. 8) Additional background information was requested for Institute for American Values (Braver Angels sponsor).

- 3) **No Minister's Report**

- 4) **USG Board Strategic Priorities** - The consulting firm we hired requested a list of Strategic Priorities (see document below)*.

- 5) **Sullivan Assistance Fund and Covid Relief Fund** - Norman Matlock (SAF) expressed a desire for the Board to provide a directive for SAF. He would prefer to maintain the current SAF policies and procedures. Proposal: The Sullivan Assistance Fund will transfer \$50,000 to the Covid Relief Fund. The Board's goal is to raise \$50,000 for the Covid Relief Fund through congregational contributions. This will provide a total of \$100,000 to be made available for Covid Relief Grants. Kent noted that we should think in terms of how we can make the greatest impact on poverty. There was a consensus that the next step would be to call a church meeting to take this proposal to the congregation to get input.

The Covid Relief Committee will identify organizations, individuals and other possible means of distributing grants (i.e. gift cards).

- The USG Board will instruct that \$50,000 be transferred from the Sullivan Assistance Fund to the Covid Relief Fund, to be administered by the Covid Relief Committee.
- The USG Board will commit to raising \$22,000 (\$28,000 already raised) to achieve the \$100,000 goal for the Covid Relief Fund.

6) The Endowment discussion will be postponed until next month's meeting.

Meeting adjourned at 9:33pm.

Respectfully Submitted,
Sam Stormont - USG Board of Trustees Secretary

***Mission:** *Building Beloved Community with Compassion, Service and Empowerment*

1. Member Engagement

Breathe the spirit of life into the membership covenant so that its five tenets (participation, service, gifts of time and money, individual growth, and caring/support for each other) are known, meaningful, and engaging and the covenant animates our congregational life.

2. Spiritual Development & Growth

Offer a variety of lifespan spiritual development opportunities that assist participants in discovering, articulating, and sharing their values, beliefs, and faith so that we may grow and develop as individuals and as a community.

3. Outreach

View our community as expansive, creating opportunities to connect, witness, and serve beyond our congregation, taking our seven principles out into the physical and virtual world beyond our walls.

(from Website, Membership Covenant & Strategic Priorities)

USG Board Strategic Priorities (2020-2021)

1. Maintain member engagement during the Covid-19 pandemic
 - Explore options for enhanced electronic systems (including video, audio, & music, auction) that allow maximum ability to come together as large & small communities*
2. Address the economic hardship within our community due to Covid-19
 - Raise funds and make use of existing funds and create a plan to distribute them to individuals and organizations in our community
3. Continue to build a diverse community that boldly addresses racism
 - Fully fund a ministerial intern of color*

- Conduct anti-oppression training & teach multicultural competency using the “Widening the Circle” curriculum
- Maintain the safety of staff and volunteers doing anti-racism work by installing security systems*
- Build & maintain our connections with POWER & other community organizations that share our values
- Pay full UUA dues to pay back for resources such as Widening the Circle*
- Put new sign on Lincoln Drive to proclaim our presence & good work*

4. Make our events and building fully accessible to neuro-diverse and differently-abled people

- Design a pulpit where a wheelchair rider can speak*
- Create a hearing ‘loop’ that allows hearing-aid wearers to tune in*
- Establish a firm tradition of everyone using a microphone in services and meetings
- Provide verbal descriptions of pictures for screen-reading software
- Fund elevator contracts so disabled persons can take full advantage of our facilities*

5. Create a plan for preservation of our historic building and property

- Explore options for dealing with the elevated water table and poor drainage that threatens the buildings on our property*

*Indicates the need for new financial resources to fund this endeavor