

USG Board of Trustees Minutes - 2/23/21

1. **Review of Minutes** - the minutes were approved with the correction that the Board will receive quarterly (not monthly) financial statements.
2. **MET Report** - The MET report was reviewed. Two items in the report were discussed further. 1) It was unanimously agreed that we wish to retain our current intern minister, Latifah Griffin, for a second year. Funding her position will need to be prioritized. 2) Tonika Berkley will serve as chair of ERC.
3. **Update on CIF Policy** - A draft Consolidated Investment Policy has been prepared. The revised policy clarifies definitions and emphasizes that the Board has overall oversight. The draft also details subcommittees to be established for the Nicky Brown Fund and for the Sullivan Assistance Fund. The next step is to talk to members with relevant experience and history with the CIF and the financial affairs of the church, including Bill Morrow, Vanessa Lowe and Mark Bernstein. Feedback and input on the church Treasurer's role, the CIF draft and an Endowment committee for all aspects of investments will be solicited. A revised policy draft will be presented to the Board for review at the March meeting.
4. **UUA Statement of Conscience** - USG received a request from the UUA to make known our position on the following question:
URL:<https://www.uua.org/action/process/csais/undoing-intersectional-white-supremacy/draft-soc-undoing-intersectional-white>
The USG Board voted Yes - the draft of this SOC statement should be added to the 2021 GA agenda.
5. **Report and Debriefing of Widening the Circle of Concern (WTCC)** - It was noted that Andrea B. did an excellent job of presenting a summary of USG's efforts related to WTCC. The general feeling was that the discussion went well, although it was noted that Theology is a very difficult topic for UU's. It's important to wrestle with questions around theology, including what binds us together? What do we believe? There will be 2 Board members leading Q&A sessions each month (after the Sunday morning service). Five Board members volunteered to participate in the sessions on a rotating basis. There was some discussion of our 8th principle and Kent noted that we need to be accountable in living out our principles. The Board reaffirmed that it is important to make clear to all that the USG Board takes ownership and responsibility for all WTCC activities and actions at USG. This is a statement to stand together to support WTCC dialog.
6. **Pastoral Issues** - 1) This coming Sunday we're showing a video made by the UUA about Widening the Circle. Last Sunday we had Zoom glitches and the tech team is working on a way to go to a separate website if necessary in case we have audio problems again. The program this Sunday will include race based caucus work and a working group will be formed to discuss the best way to handle these caucuses. 2) We

are about one year into the pandemic. We have all experienced struggle and difficulties and there is lots of stress in the system. We've essentially been doing crisis management for 12 months. Kent suggested rotating staff to allow breaks and asked for permission to give people a break that would not be called sick time or vacation. There is an exhaustion that comes from feeling so close to the end, but not knowing exactly when the end will be. Other pandemic related items include: 1) the Caring committee will make another round of calls, but the callers probably will be a different group. 2) We will create a way to help folks learn about vaccine options, perhaps with links on the USG website. The possibility of USG being a vaccination site, or alternatively just routing people to other existing sites was suggested. USG could also act as an information center or a clearinghouse.

7. **Nominating Committee** - Susan Bockius was appointed to the Nominating Committee.

Respectfully Submitted,

Sam Stormont, Secretary of the Board of Trustees