

## USG Board of Trustees Meeting - 03/23/21

1. **Review of February minutes** - minutes approved as submitted.
2. **MET Report** - The Covid Task Force met and made some revisions to policies, including the number of people permitted in different spaces, etc. Guidelines were approved for outside groups such as Fun in the Sun. Small outdoor in-person gatherings can start now with approval from the Covid Safety task force. The discussion about how to phase-in more in-person activities is continuing. MET will be reviewing our Safe Congregations policy. An additional Board meeting to discuss Kent's review and USG personnel policies is scheduled for 04/13/21 at 7:30pm.
3. **Stewardship Campaign** - Rick Rodes discussed and explained changes suggested by Financial consultants. Last year's pledge campaign started the day before the Covid lockdown, but we received pledges for over \$380,000 (highest ever). A virtual pledge campaign was conducted. The results of the consultants interviews revealed that members think very highly of USG and are dedicated to the work we are doing. The consultants suggested that requesting additional needed funding could be productive. The first appeal would be aspirational, with the intent of funding specific projects. The second wave would be the traditional pledge drive, with a kick-off on April 11. The hope is that members will pledge at least as much as last year and hopefully, a little more. Kent noted that the consultants were very positive about their interviews with members, who expressed strong support of USG.
4. **Budget Priorities for 2022** - Andrea B. submitted 2 proposals:  
**Proposal #1**  
I propose that the Board set the following priorities for the 2022 budget:
  - Zero deficit
  - Funding for half-time intern minister
  - Payment of full UUA dues

**Rationale:** I would like the Board to set a precedent that these items should be a regular part of our obligation to the UUA and to our community. This will give a message to the congregation and future Boards that these items should be an ongoing part of the Budget.

### **Proposal #2**

Regarding the other three items on the wish list (sign, A/V equipment, security system), I propose that:

- the Stewardship Committee ask larger donors to fund the remaining wish list items separate from the pledge campaign

-a Board sub-committee determine other sources of funds that could be used (PPP funds, Memorial Funds, etc.) to fund the remaining wish list items.  
-once donor contributions have been determined, the Board sub-committee should make a proposal to the Board for which items to fund from the combined resources available.

Both proposals were accepted unanimously, with the addition that the Edna Jones fund could be considered as a source of funds for Proposal #2.

Kent explained that we have applied for an additional PPP grant of up to \$60,000. Lee M. asked if all staff are currently at fair compensation levels (yes, they are).

5. **CIF Endowment** - The 3rd draft was reviewed. This draft included input from Bill M. and Mark B. and also clarified the Treasurer's role. In addition, it proposes the creation of a new committee to determine how the money is invested (social impact). Discussion of the policy draft was tabled due to time constraints.
6. To keep up with the workload and to accomplish our responsibilities in a timely manner, there will be an **additional Board Meeting**, scheduled for 04/13/21, to review the Personnel policies and discuss the minister's performance review.
7. **Announcements:**
  - a. The COVID Health & Safety Task Force has approved several activities at the Church based on new CDC & Philadelphia guidelines. See details in separate email dated 3/20/21.
  - b. There has been confusion about the Board decision to direct \$50K from Sullivan Assistance Fund to the COVID Relief Fund for disbursement to individuals & organizations. The COVID Relief Committee, in consultation with the Board president determined that all disbursements in 2020 related to COVID relief will be counted as part of the \$50K.

Respectfully Submitted,

Sam Stormont - Secretary, USG Board of Trustees