

Minutes of USG Annual Meeting – Sunday, May 15, 2022

The meeting began about 12 PM with John Davis, VP of the Board of Trustees and host, calling for a motion for appointing the Moderator of the meeting. A motion was made, seconded, and voted on for Devery Howerton to be Moderator.

She gave voting instructions for people on Zoom as well as explaining how they can ask questions during the Q&A portion of the meeting.

A second motion was made, seconded, and voted on for Lynne Kalish to be designated secretary for the meeting.

Devery then asked if the 2021 Meeting Minutes that were posted on the website should be approved and the vote was to approve them.

Then the following reports were presented:

1. Annual Report of the Board of Trustees by outgoing President Andrea Barsevick. She thanked the current Board members including those who are rotating off the Board this June.

Board Responsibilities – Provide a vision for the future of USG, create & maintain policies, and provide oversight of the ministries and finances of the church.

Changes in the past year: November – Mark Daugherty resigned after 38 years as USG Music Director.

January – Kent sent his letter to all saying he would resign at the end of June after 20 years as USG's Minister

Ryan Hurd sent a message to all that he was leaving his position as Director of Spiritual Development at the end of June.

Latifah Griffin-Rogers will complete her two-year Intern Ministerial position also at the end of June.

This past year, USG continued offering services and other activities by Zoom. That continued even once we started in-person Sunday services, first under the tent in the parking lot and then finally in the sanctuary both with masks and social distancing.

USG's New Normal:

- Jenn Leiby is leading the search committee for the Interim Minister. Many minister candidates have applied and the field has been narrowed down to 4 candidates now. We will know next week who will fill that position.
- Lois Murphy is leading the search for a new Music Director.
- Latifah Griffin-Rogers has been approved by the UUA to remain at USG for one more year. She has accepted the position of Interim DSD for the coming year while a search is conducted for a permanent DSD.
- The Board approved COVID Vaccination for all USG employees. The MASC (Moving Ahead Steering Committee) created a Covenant for members and friends regarding vaccination for all attending services/activities in person. All others are invited to join us by Zoom.

Widening the Circle of Concern:

- Continued study of UUA report, Widening the Circle of Concern
- Work is ongoing on bylaws changes for election of Board Officers by the congregation, not the Board & for gender neutral pronouns; these proposed changes will be presented to the congregation for approval
- A White Anti-racist Discussion group was approved by the Board & met several times.
- Board members attended anti-oppression training sessions.

Financial Issues:

- The 2021 pledge campaign met its goal & fulfillment of pledges is on target.
- There's a new investment committee – Eric Foster is chair.
- New Capital Campaign for the Future - will begin after Pledge Campaign ends. Kent and others involved in that.
- Bill Blasdel and B&G Committee to continue to maintain our building inside and out.

Goals for the 2022/23 year include:

- Dismantling oppression in UG systems and procedures
- Support staff/congregation during transition time
- Encourage full participation both in person and remotely
- Revise policies, procedures to support our mission

2. **Report of Ministry Executive Team** from Rev. Kent Matthias

He acknowledged that this is the 2nd full year of the pandemic. Summer 2021 they planned for in-person worship in August but postponed that. Had worship under the tent for 3 months ending in November. Required a lot of work to do that with many people helping.

MASC – Moving Ahead Steering Committee – worked to get us into the building in November. Will continue on Zoom as well.

Noted Mark Daugherty's 38 years of service to USG ended in the fall. He provided excellent music, musicians and leadership. Beverly Gross-Spencer retires as well in the fall as did Bob Hefele – both section leader for the choir for many, many years. Barbara Browne has been providing music including some choir members now as Visiting Music Consultant. The search committee has listened to what USG folks would like in our music director and is working on that.

Kent said his 20 years at USG have been one of the best things in his life – for him, Kristin, and the boys. USG will always be in their hearts.

USG has been working with UU Justice PA, Share the Plate, etc. finding ways to live out our 8 principles.

3. Adult & Children's Spiritual Development – Ryan Hurd gave report. He said he has been honored to be USG's Director of Spiritual Development. This stage of the pandemic has made them flexible. They've created more programs for Adults and Children: community-building, monthly family events. Mindfulness events that have 10-20 people each week. Elderhood group continuing to meet by Zoom and sometimes in person as well.

He has partnered with regional DSD's also and will consult with Latifah Griffin-Rogers for next year as she takes on the Interim DSD position.

As for his plans, many have asked if he and family are moving away, maybe to Costa Rica. No! They are staying local but he'll go to Costa Rica for about a month each year to teach a course there in person. Ryan closed with a wish for us – May you sleep well and dream big.

4. Financial Report – given by Phil Bullard, Treasurer.

Pledging for FY22 was \$392,497 and the amount fulfilled is, so far, \$305,886 – or 78% fulfillment rate.

USG is in the black as far as actual expenditures vs budgeted amounts. The six endowment accounts (CIF) are down about \$50k since 7/1/21, as of 3/31/22.

5. Budget Process - Eric Foster, Financial Secretary

Eric outlined the Budget Process to create a balanced budget. The Board gives the MET a few general guidelines, and then the MET creates a draft budget. That goes through several iterations until a final version is created after anticipating various conditions and consulting with staff and committee chairs. Then the good draft is sent to the Board. For the coming year, the budget includes moving expenses for the Interim Minister, Funding for Anti-oppression training, and GA funding for members to attend.

USG was given Paycheck Protection Program loans of \$127,000 of which some money is still available.

Eric talked about the revenues this year vs next year (about \$390,000). Also, a small amount of cash is taken from the CIF each month. Rentals are still not back to the normal, pre-pandemic level. The Auction in 2021 and this year were on-line only. Maybe will be in person next year.

As for expenses this year vs next year – some things will be up and other things down a bit. Expenses anticipated to go from \$568,000 this year to \$557,000 next year.

Question and Answer session

1. Marcy Pitkin – Saw nothing in the budget for marketing. Answer: \$10,000 for next year.

2. Gale Gibbons – Salaries will be about same next year? Answer: Yes

3. Berne Graham – What do we pay our minister? Answer: \$59,800 salary (taxable) + about \$38,400 Housing (non-taxable) for a total of \$98,200. Incoming interim minister might get same or not – TBD.

4. Hal Krieger – When will results of Interim Minister Search Committee be known? Answer from Andrea Barsevick – Still in negotiations. 52 congregations looking for interim ministers and 40 ministers looking for interim positions. Each church was given 6 names of people interested. They have 4 candidates that would be good for USG. They send their list of 4 in priority order to UUA and ministers put their choice locations in priority order. If there's a match on first go-round then the church follows up with that person. If not, go to the 2nd choice, etc. She expects USG will hear by 5/18 from UUA if we have a match. Then negotiations with the person need to be completed, agreement on the contract, and then they can announce the person to the congregation.

5. Lois Murphy – Music Dir Search Committee chair – gave update on their efforts. Looking for a permanent Music Director vs Interim. Now working on job description and amount of \$ that can be offered. Will be done by fall – whether permanent or interim.

Award Presentations

1. Hit the Ground Running award for members of less than 5 years. Dev Howerton presented the award to Jody Hill – Grew up in Protestant/Christian home. She and husband John moved here and met Linda Bernstein and started coming to USG. She’s a nurse practitioner who recently retired. Signed the membership book in August 2021 and has been in the choir, on the COVID Task force, and is 1 of 3 lay leaders on the MET.

2. Congregational Award presented by Amy Birge to Vanessa Lowe who moved her from the DC area. Social Justice has been key in her life and was active with All Souls UU church in DC. When she moved here, she found USG and MLK Day events especially, met Rev Kent, and 8 years later signed the membership book. She’s Co-chair of the POWER group, on the UUA Endowment Committee, and is looking forward to singing in USG’s gospel choir some day!

3. Congregational Award presented by Lee Meineke to Susan Smith. Susan grew up as a UU. Susan has been on USG Personnel and Security committees, and SGM member, on the Board two times and on RE, Stewardship and Elevator Committees. She’s also hosted circle dinners in the past and provided outstanding service to USG for many years.

4. Lifetime Achievement Award presented by Zachary Bosco-Dwornik (via Zoom) to Lynne Kalish. He mentioned that Lynne has been coming to USG (on and off) for over 70 years. Attended Sunday School at USG, has been on various committees like Ushers, Auction, Building and Grounds, etc. Lynne thanked the Board for considering her for the award (and presenting it to her anyway)! Then said how much USG has meant to her – the many memories associated with the building, feeling like it’s her home, and the many friendships she’s had over the years from childhood to today.

Dev Howerton followed the award presentations with appreciation for the Board members – those leaving and of June and new ones starting.

Voting for new Board members and Nominating Committee members was explained and those in person could get ballots and envelopes to complete.

Kent thanked everyone for being there – in person and on Zoom – and said to go forth in love and hope.

End of meeting about 1:45 PM.