

Unitarian Society of Germantown  
Board Meeting Minutes for Tuesday, August 26, 2025 7:00-8:30pm

Attendance: Carla Campbell, Keith Kratz, Susan Rizack, Eileen Teti, Brad Flamm, Rev. Hannah, Eva Finney, Deborah Coleman, Eric (treasurer)

**1) 7:00 Welcome and chalice lighting**

**2) 7:05 Consent agenda- May and July minutes**

– there were no suggested changes to the May minutes and a few changes to the July minutes.

Action: The vote was postponed until September so the amended minutes will be able to be viewed.

**3) 7:10 Ending Racism representatives to summarize the Mosaic Platform of the UUA and take questions: please read the materials provided about the platform in advance**

-Brad asked what this program is building upon. Deborah summarized that UUs had an interest in actions. It is modeled after the “Welcoming Congregations” program. There is a certification program for congregations. The expectation is that most of the group will engage in the training. Each congregation is to fit it to their needs and circumstances. Leaders provide the resources and set the expectations. The \$30 facilitator training “Facilitation for Transformation” Program involves an assessment of the congregation. Deborah speaks that the meaning of it is to prepare to step out in world. Certification is done by the UUA. There is no timeline for the certification process.

-Rev. H mentioned she thinks the decision to move forward on this should come from the congregation, not her. Eva and Susan mentioned tying the decision on this program to the issue of how it fits into the overall strategy of USG.

**4) 7:25 Financial overview: Finance Committee chair Eric Foster and USG Treasurer Phillip Bullard**

-Eric talked about the Consolidated Investment Fund.

Deborah asked about soliciting people and Eva mentioned how some of this is done (emails, texts, etc.).

**5) 7:50 Fourth quarter financial report: Phillip Bullard**

-topic deferred as Philip could not make it.

**6) 7:55 Create board retreat planning committee for October retreat**

-Carla tries to get people for this and Susan and Eva volunteer. The question of the main purpose of the board was raised by Deborah and Eva, does the Board create the goals of the congregation or only its own? It is discussed that the mission statement precedes the goals and a new mission statement will be created this fall by Rev. Hannah and a

committee. The Board's role is seen more as a support of the congregation in its creation of its goals.

- 7) **8:00 Policy review process: Discuss Nominating Committee Procedure; reviewed by Carla; please read policy in advance**  
-Carla talks about its main role of determining candidates for the Board and the Nominating Committee. Susan finds a typo to clarify this specific part of the policy.  
**Action: There was not a quorum so vote on this policy is postponed to next month.**
- 8) **8:15 Create new group for Inventory of the strength of USG's community relationships**  
**Action: this topic was put on hold to be addressed at the retreat**
- 9) **8:20 MET report feedback**  
-Carla explains that this is the time for comments and questions about the recent MET report. Discussion turned to the fact that the communication from the MET comes in the form of their minutes.
- 10) **8:25 Save the Date: Deeper Than the Skin concert (Saturday, September 20) and church service (Sunday, September 21).** Concert tickets are for sale: see the Communicator.  
-Carla reminds the Board about some characteristics of this event.
- 11) **8:25 Meetings for 2025-26:** all Tuesdays at 7 pm via Zoom: August 26, September 23, October 28, November 25, December 16, January 27, February 24, March 24, April 28, May 26, June 23. **PLEASE MARK YOUR CALENDARS WITH THESE DATES.**

