

Unitarian Society of Germantown  
Board Meeting Minutes for Tuesday, October 28, 2025, 7:00-8:30pm

Attending were Brad, Mer, Susan, Deborah, Keith, Carla, Phillip, Rev. Hannah, Phillip, Eric Foster

- 1) 7:00 Welcome and chalice lighting
- 2) 7:05 Consent agenda-May (approved by email and to be sent to Hunter) and September Minutes (**Action – all in favor and (Mer) one abstention**).
- 3) 7:15 Fourth quarter financial report and budget overview-Phillip

Eric reviewed this. He explained that there is a minor adjustment needed in line 4801. YEARLY WITHDREW FROM CIF. This is 11,000 more than it should be and is not to be tracked in the annual budget. Recently, we have been trying to limit the amount of withdrawal from general endowment to less the 5%. Monthly withdrawals are to support operating expenses. Our operating surplus is around 37,000 for fiscal last year. Rev. H falls within the UUA guidelines for salary. She explained that it is a multi-year process to get staff up to UUA guidelines. All hourly wages have been already raised to \$20 per hour.

- 4) 7:40 Discussion of plan for review of mission and vision with Rev. Hannah  
Deborah raises the issue of the placeholder vision we are presently using, asked the question of what the scope of it is. Rev. H answers: “Stewardship for us” is the outfit. Training of facilitator happens on Friday night and the congregation joins at Saturday and Sunday. Cost- package for mission/ vision done for a weekend for \$3-5,000 ballpark. To be part of end of year giving process, partly to generate excitement for the event. Timeline of May '26 for doing the project. Phil raises this was not part of budget and Rev H mentions this was an oversight. Susan raises the issue of the value of the outside support. Rev H: says having a neutral outside person to do this is useful.  
Agreed that board committee on vision and mission will continue, with Deborah joining Keith and Rev. H.  
Rev. H mentions that last year’s special fundraising went really well, so interested in replicating it. Budget has \$12K in it for end of year fundraising.  
Deborah mentions it is customary for nonprofits to do this at the end of the year. Rev. H points out splitting it into a pledge and end of year drive. Eric points out that raising money for operating expenses helps with preserving the endowment. He advocates for an additional fundraising mechanism.

- 5) 8:10 Discussion of listening circles/feedback sessions for the congregation. Plan one for November?  
Mer says it’s good to keep a pulse on the congregation and have a good mechanism for it. Deborah, Susan, Phil and Brad advocate for not starting as early as November. Brad raises the issue of congregational members attending the board meetings. Rev says some congregations invite members. Phil and Eva like this idea also. Carla thinks we need both listening circles and member-attended board meetings. Carla, Deborah, and Susan feel it should be looked at in the broader scope of receiving the views of the congregation on all issues.

Executive session – board meeting to talk about confidentiality issues. work around for board meetings

Action – created a sub-group to talk about creating listening circles. Deborah, Susan, Carla, and Eva volunteered to be a part of it.

- 6) 8:35 Policy review process: Vote on revised Nominating Committee Procedure; reviewed by Carla

Everyone approved the change with one additional edit.

- 7) 8:40 MET report feedback

Mer talks about issue of universal bathrooms. (urinal issues, screen for women to use)

Deborah raises the issue of our jurisdiction just being the policy and not specific moves to adhere to the policy. Susan raises the issue of it being a big expense to have all-gender bathrooms. Mer mentions taping the stalls as a solution.

Action: Rev. Hannah to bring the bathroom labeling issue back to MET to further discuss how to handle it.

- 8) Meetings for 2025-26: November 25, December 16, January 27, February 24, March 24, April 28, May 26, June 23. PLEASE MARK YOUR CALENDARS WITH THESE DATES.

