

Unitarian Society of Germantown
Board Meeting Minutes for Tuesday, December 16, 2025, 7:00 pm

Attendees: Phillip, Deborah, Mary, Eva, Brad, Susan, Keith, Carla

- 1) 7:00 Welcome and chalice lighting: Phillip
- 2) 7:05 Consent agenda- October and November minutes, minister's report
 - Future minutes will be issued at least one week in advance and Board members will suggest edits in advance of the meeting. Substantive edits will be discussed at the meeting.
 - Idea that Jewish holiday was not recognized sufficiently. **Action: For Susan to take this back to Rev. Hannah and copy head of Worship Arts, Maggie Birge-Caracappa.**
- 3) 7:15 First quarter financial report-Phillip
Postponed until next session.
- 4) 7:20 Elect new board member
Action: Sarah Hertz was elected to replace Mer on the Board
- 5) 7:30 Discuss issue of bathrooms at USG
Report is discussed from Building and Grounds. Door to sanctuary from hallway is not ADA accessible. Should this be included in the work? Do we know what congregants think on the issue? **Motion: to get cost estimates on two ideas of converting the group gendered bathrooms to all-gender with higher stalls or building a new single-person all-gender bathroom in the present-day audio room.** Several reiterated the importance of making a values-based decision that listens to everyone's opinion but does the right thing, regardless of whether everyone was comfortable.
How will we gauge the preferences of congregants?
Action: Group created to form a survey to assess congregant sentiment on the issue: Carla, Mary, Brad, and Keith volunteer. It's mentioned that Eric Foster has a lot of experience in this field.
- 6) 8:00 Discuss First Parish Brewster request
Postponed until next meeting when Rev. Hannah can attend the discussion.
- 7) 8:15 Follow-up on listening circles
Deborah outlined the structure and function of listening circles, and it was agreed to proceed forward with this method of attaining information from congregants. Agreed to have at least 2 board members at each session. Process-oriented issues of allowing people to come and go, who can speak and when, etc. were discussed. How to handle the groups' emotion was discussed. It was generally agreed that respectful discourse but not confidentiality, being that it is a public forum, was important.

Training is scheduled for 12/18/25. First Listening Circle is scheduled Feb 8, 2026, in Sullivan 1.

8) 8:25 Finalize board covenant

Decision: Present document was affirmed and it was pointed out that this is not a policy but is a covenant.

9) 8:30 Finalize board goals for 2025-26

Postponed until next meeting

10) 8:40 Committee on Ministry Charter review and revise, as needed

Postponed until next meeting

11) 8:50 Revise charter for Denominational Affairs Committee

Decision: Board voted to approve the changes to the charter. This reverses the order of the charge of the DAC.

12) 8:55 MET report feedback

Postponed until next meeting

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

