

Unitarian Society of Germantown
Board Meeting Minutes for Tuesday, November 25, 2025, 7:00 pm

Attendees: Mary, Carla, Phil, Deborah, Eva, Brad, Keith, Rev. Hannah, Susan

1) 7:00 Welcome and chalice lighting

2) 7:05 Consent agenda-October minutes, Minister's report

-October minutes were not sent out so will be revisited for December.

-Appreciation was expressed to Rev. Hannah for the list of resources as well as the entire report. Cleaning contract for \$24,000 was terminated for Loida – work ends at the end of December. No new staff are being hired. Work being absorbed for present staff.

-\$13,000 had been planned in the budget for the silent auction which it appears is not in the process of happening. Idea of Cabaret – planned for March, hope for 7-8K to be raised. Plan for auction is a tough one since old leadership is burning out. Rev. Hannah feels congregation must “own” or buy in to this fund-raising event. Deborah raises issue of not having a fund-raising committee. Rev. Hannah raises that we have a stewardship committee, mentions we can reimagine this task. A group of congregation member met and came up with a list of fundraisers, but no one could take the lead to make any of them happen. Expressed need for volunteers to keep the auction going. Board discussed the need to publicize that the auction will not be happening this year.

3) 7:15 First quarter financial report-Phillip

Not ready to share yet – deferred to December 2025 meeting.

4) 7:20 Discussion of vacancy on the board and need to identify new Vice President

-Phil mentions talking to Nominating Committee to get some possible prospects. Action: Carla will check with Treva Burger to see if Nominating Committee has some names.

-Carla raises that the Board elects a new Vice President. Discussion about who would fill in until June '26. Action: Deborah offers to do it and that's agreed to. Post Meeting note: After further discussion, Brad agrees to take on the Vice President role.

5) 7:50 Report from listening circles small group

Action :Agreed to proceed forward with having Board trainings in December and start the Listening Circle sessions in January. Deborah agreed to do the trainings and to inquire with Shobhi Kanal to see if she would help. Mary agreed to look into scheduling a time at the church in Jan or Feb for a Listening Circle, preferable in the Sullivan Chapel.

6) 8:15 Discuss hosting of Family Promise family in mid-January through February

Carla mentions the idea of getting a shower near the Bristol Rm. Rev. Hannah mentions that the shower can be delayed. Board encouraged installation of shower in the Bristol

room. Board also encouraged installation of privacy stalls in men's bathroom so it can be made gender-neutral before mid-January. Action: Board agrees to host Family Promise family by motion from mid- January through February. 7 approve, 1 abstain, and 1 disapprove.

7) 8:30 Finalize board covenant and approve

Put off until December.

8) 8:35 Committee on Ministry-Rev. Hannah

-No COM was active when Rev. Hannah arrived. Rev. Hannah reinstated the COM with 4 members (including one Board and one MET member) with the first meeting in September 2025 with monthly meetings. However, the process used did not follow existing policy (no Board or MET members should be on COM, and the Board is supposed to approve the COM members).

-Rev. Hannah is requesting to revise the COM membership policy to allow inclusion of a Board and MET member and reconsider COM membership terms. Terms in the past were rotating 3-yr terms for 3 members, with one member rotating off yearly.

Motion: Vote taken to have an Interim Committee on Ministry until the end of June. 6 approved and 2 abstained. This committee will have those chosen by Rev. Hannah selected even though it violates the charter of the committee. Informally agreed to look at the charter in the future to see if it needs to be revised.

9) 8:50 Review and revise 4 board goals for 2025-26

Topic tabled until December meeting.

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

