

**UUSMC Board of Trustees
Minutes
August 24, 2016**

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| 1. Chalice Lighting and Spiritual in-gathering | Greg | |
| 2. Reflective reading discussion | Greg | |
| 3. Approval of Minutes | Vicky | Action |
| a. Minutes from the July 5 meeting were emailed for approval by the board. | | |
| 4. RE-Imagineers Update | MQ | Information/Discussion |
| a. MQ provided a written report of on the work of the committee. Meetings will continue each Monday. A generic outline for the RE program each week has been created with the goal of tying activities to the monthly theme. | | |
| 5. Executive Team Update | Judy | Information/Discussion |
| a. Judy met with Seetha, MQ, and Greg to do some “plan to plan” in developing process and structure around pressing issues. | | |
| 6. Leadership Opportunities | Judy | Discussion Action |
| a. There are several open positions in volunteer leadership: Sunday Services, Stewardship, RE, and Hospitality. We will ask the Nominating Committee to work on identifying potential leaders for these positions which will in turn assist in creating a pipeline for future board members, as well. | | |
| 7. DNA Process | Greg, Judy | Discussion |
| a. This item was tabled for later discussion. | | |
| 8. Ann Roschinsky gift | Judy, Greg | Action |
| a. At the June board retreat, the board voted to give a 90 day deadline for decide on how to allocate the gift. Judy is looking for a small group from the board to come up with specific recommendations that can be shared with the congregation. (The gift is large enough that a congregational vote will be necessary to spend the funds.) MQ made a suggestions of splitting the funds 55%/45% for debt reduction and clean energy project with some also allocated to the Agape fund and some for a recognition project in honor of Ann (birdhouses, garden, plaque). | | |
| b. The question was raised if there was an urgency to make a decision? | | |
| i. We want to be able to present the gift to the congregation with an opportunity to give. | | |
| ii. Bruce Kopke attended several workshops at General Assembly about giving including using bequests and wills. This would be a good opportunity to present to congregation with ideas and also have it be an ask. | | |
| c. Is there an outreach opportunity? A way to tie what we do with gift to our values? | | |
| d. It was decided that it would be wise to take our time in deciding and that we will look into moving the money to a short-term account that allows a separation of the funds and the ability to access if needed. | | |
| 9. Finance Report | Steve | Action |
| a. Financial report and current pledge campaign | | |

- i. A written pledge report was provided. \$4,200 in outstanding pledges from 2015-16. Pledges are down about \$20,000 but there is no concern and no need to dip into reserves at this time due to the reduction in salary from the RE resignation.
- b. New time period for stewardship drive
 - i. The current pledge year coincides with the church fiscal year July 1 – June 30. This assisted in budgeting because the budget could be based off what was pledged, however, the finances are fairly stable from year to year. The finance committee proposes that we move the pledge year to calendar year to take better advantage of end of year giving. Many people start to consider charitable giving in the last two months of the year in order to minimize their taxes. This would allow us to take advantage of that generosity. It also may encourage more stable month to month giving.
 - ii. The plan would be to end the current pledge year at the end of December and resent all pledges at the same amount starting January 1, 2017. No pledge drive would be done until Fall of 2017.
 - iii. For example, a family that pledged \$2,000 would “owe” \$1,000 at the end of this year and have a new \$2,000 pledge start Jan. 1.
 - iv. It was suggested that we ask the top 10-15 donors to complete their full pledge amount this year to help float the difference.
 - v. There will be a lot of opportunity have conversations with the congregation and individuals through the fall to discuss the change.
 - vi. Suggest a quarterly finance report sent to all to keep congregation informed about our ongoing financial health.
 - vii. Suggest a blurb for the newsletter to begin planting the seed
 - viii. A Motion to support the change in pledge calendar was put forth by Stephen, MQ seconded. Board approved.
- c.

10. Chris Crass workshop

Greg

Discussion/Action

- a. Chris Crass is a nationally known speaker on themes of anti-racism, white privilege and social justice. Both Judy and Linda Lucero heard Chris at General Assembly and were impressed. He was asked and accepted an invitation to do a workshop at UUSMC.
- b. Greg sent a full write up of the proposal to have Chris Crass speak at UUSMC Jan 14-16. There will be a workshop hosted at UUSMC on the 14th, sermon on the 15th, and, hopefully, a service project on the 16th.
- c. Greg has approached UUFN and First to co-sponsor as well as the region. Potential to involve all of Delmarva Cluster and Philadelphia Region. (Region could then admin registration.)
- d. We can comfortably host 100 people here at \$25/person includes lunch.
- e. We have no current financial commitments.
- f. About half the funds would be raised through a Faithify campaign. May consider offering an incentive to donate: early bird access to purchase registration. Maybe over a certain \$ get registration included.
- g. Need to get a signed contract with Chris Crass.
- h. A motion to move forward was put forth by Stephen, second by Larry, approved by board.

11. Black Live Matter Banner Request

Greg

Discussion/Action

- a. 2 members put forth a request to hang a Black Lives Matter banner at the church. They have support of about a dozen other members.
- b. Discussion about the impact of the action and congregational reactions.
- c. This provides an opportunity for open conversation and Education.
 - i. Suggestion to bring speakers in from BLM, Yassar Payne, NCC/Newark police

- d. It was clear this may not happen for several months as there are many competing activities and crafting an approval process will be lengthy.
- e. Greg shared a sample Policy on Taking a Position on a Social Justice issue. The congregation has rarely spoken in one voice about an issue. This allows the diverse voices to be heard.

12. Minister and Staff Reports

- a. A written minister report was provided.

13. Other:

- a. Solar Panels – no discussion Judy
- b. Stained glass window gift Action
 - i. Reviewed full size design of the stained glass and made suggestions.
- c. Care and Feeding of Volunteers Workshop September 17, 2016
- d. UU presidents’ network Meeting to be scheduled
- e. Ministerial Renewals – evals to be completed by Nov 1. MQ, Larry and Judy will do.

14. Spiritual Closing

Greg