

**USR Board of Trustees Meeting**  
**June 9, 2021**  
**Minutes**

**Attendance:** : Dawn Walter, Sarah Lenzi, Don Campolo, Robert Markowitz, Kristin Bluemel, [Helen Matusow-Ayres](#)

Guests: George Witte, Charlie Walter, Kathy Smolen, Lois Hennion from COSM

Start time: 6:37 pm

- I. Check-In
- II. COSM

- Summary

George Witte, Charlie Walter

- Reviewed results from the ministerial survey
  - Vast majority had a great appreciation for Sarah's sermons and gave specific examples.
  - Appreciation of minister's classes
  - Cited Sarah's presence, energy and engagement
  - Willingness to engage in difficult questions
  - Areas to focus on
    - ◆ Small number of pastoral care concerns expressed.  
Congregationally we need to focus on that
    - ◆ Other speakers
    - ◆ Services too long
    - ◆ Aging congregation- need to grow it and get more young families
  - ◇ Good response rate
  - ◇ Large number participated in zoom services
  - ◇ 13% had children in RE
  - ◇ 86% of respondents indicated that they were signed up for realm
  - ◇ Mixed bag on how important services are to people. They were very important for those who had a preference
  - ◇ Respondents were not very interested in the wider faith community
  - ◇ Preponderance of people had very positive responses about the services
  - ◇ Very small number of people indicated a negative experience with pastoral care
  - ◇ Hard to tell if the spiritual development does or does not do well. Too small a number indicated that it was important to them.
  - ◇ Comments were provided to Rev. Sarah anonymously
  - ◇ The COSM also conducted in 19 personal interviews. They were very helpful. They were overwhelmingly positive
  - ◇ Interviews were confidential

- ◇ The COSM reviewed the survey results and the interview responses with Rev Sarah and she understood the areas of improvement that were requested
- What do we share with the congregation? Executive Summary, Graphs? At Annual Meeting
  - ◇ Rev Sarah checked with colleagues. They said that it happened and who was on the team
- Discussion
  - ◇ We should share the demographics of who responded
  - ◇ Thank the congregation for participating, name the committee members and that the feedback was shared with the Board and with Rev. Sarah
- Action
  - ◇ COSM will report at the Annual Meeting. They will thank the congregation and tell them who is on the committee

### III. Annual Meeting Preparation

- We need to correct the Solar panel budget amount that was incorrectly stated at the Budget Meeting. It was correct in the budget sent to the congregation
  - ◇ COSM report on the survey
  - ◇ Grants that were made through the endowment fund (Mike Azzara), Kristin Plumley tour of the kitchen
  - ◇ Vote on Covenant
  - ◇ Vote on the budget
  - ◇ Vote on the 8<sup>th</sup> principle statement of support
- Need to address the capital campaign in more detail at another meeting in the Fall.
  - ◇ Several women spoke at the Budget meeting about the kitchen needing more renovations.
  - ◇ There is not enough time to provide details on the capital campaign at the meeting
- 8<sup>th</sup> principle vote. We should vote so that it can be discussed at GA. It is likely that the language will change.
- Can we have a vote on whether to require vaccination? Not at the annual meeting, maybe a survey on if people are vaccinated.

Adjourned 7:33