

## **BOARD OF TRUSTEES MEETING AGENDA**

November 4, 2019

7:00 to 9:00 p.m.

Reeb Conference Room

Present: Lewis, Castillo-Leon, Bluemel, Markowitz, Dunnigan, Walter, Josefsberg,  
Rev. Sarah

Also: Krag, Bottcher

### **Opening Words**

#### **Wild Geese**

You do not have to be good.  
You do not have to walk on your knees  
for a hundred miles through the desert, repenting.  
You only have to let the soft animal of your body  
love what it loves.  
Tell me about despair, yours, and I will tell you mine.  
Meanwhile the world goes on.  
Meanwhile the sun and the clear pebbles of the rain  
are moving across the landscapes,  
over the prairies and the deep trees,  
the mountains and the rivers.  
Meanwhile the wild geese, high in the clean blue air,  
are heading home again.  
Whoever you are, no matter how lonely,  
the world offers itself to your imagination,  
calls to you like the wild geese, harsh and exciting—  
over and over announcing your place  
in the family of things.

- Mary Oliver

### **Board's Role in Reorganization:**

Sally described the BOT's role as "sheparding this Re-Org in its infancy."  
Further, that the "Re-Org Team has done the hard work."

Laura Krag presented the Re-Org Team's work, beginning with a history of the process. (See attached document.) Key elements:

- Existing structure was viewed as “challenging, confusing and difficult to navigate”
- BOT aimed at a flattened hierarchy, empowered lay leadership, a more strategic board, and an invigorated congregation. Also sought to put the mission and the covenant at the organizational center.
- A Re-Org team was formed, evolved and now exists as the Circle Implementation Team. Key tasks – viz., by-law revision – have been assigned to particular congregants with the requisite skills.
- Team continues to meet weekly as it aims to “socialize the structure” as well as train facilitators identified by the Nominating Committee.

Laura reviewed the changes to the by-laws. (See attached document.) Her review prompted several questions as well as follow-up discussion about the lexical confusion created when different USR entities refer to “by-laws,” “guidelines” and/or “procedures” that exist in various formats in different repositories.

Regarding Endowment Fund By-Law language, Chris will research and recommend a preferred alternative to the word “income” in the phrase “Income from the Fund shall be directed....”

Members were asked to email Rev. Sarah with any remaining “Circle Guideline” questions.

### **Building Campaign Report:**

No detail was spared in Bernie's meticulous report.

### **DRE Report:**

Sally asked “how many families we have this fall and how many families we lost?” “Are we attracting and keeping families?”

Rev. Sarah said that “in the last year and a half, we are retaining families.” Dawn and Sally emphasized the importance of forward looking data. The BOT asked for data on the following: 1) age group and class distribution; 2) overall registration; 3) parent outreach; 4) intake and attrition.

Dawn asked about funding for Emeril's UU Youth Pilgrimage.

**Rev. Sarah's Report:**

Rev. Sarah provided a positive update on the new sexton. Dawn presented attendance graphics.

**Treasurer's Report:**

Chris will explore re-financing the congregation's mortgage to take advantage of declining rates. He answered several questions about how to interpret the current balance sheet.

The BOT approved \$1600 in staff Christmas bonuses. Chris will bring proposed allocations to the BOT in December.

**Program Council Report:**

Dawn highlighted the upcoming Craft Fair. She reported that she will not continue as the Director of Citizens for Swimming.

**Vanguard Signatories**

The BOT unanimously approved Mike Azzara and Ed Collins as the signatories of record for the USR's Vanguard Account.

In conjunction with matters financial, Dawn asked whether "we have an audit trail on our several accounts?" Chris responded with assurances.

Adjourned 9 PM

B. Josefsberg  
11/14/19