

# ***Unitarian Society of Ridgewood***

## ***Board of Trustees Meeting: 4/9/18***

### ***Convened at 7:00 PM***

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ATTENDEES: WILLIS, DURAN, LEWIS, MCMURRAY, NADLER, NOLAN, BRENNAN, KRAG, JOSEFSBERG, REV. DYLAN, REV. SARAH

#### 1. Opening Words

“Change alone is unchanging/ In searching for the truth be ready for the unexpected.”

--- *Heraclitus*, Singing the Living Tradition, # 655

#### 2. Check-In

Referring to his letter of resignation, Rev. Dylan expressed his appreciation to the BOT for his time among us.

#### 3. Annual Budget Drive Update

Peter reported that current pledge numbers total \$306,000, representing 83 pledge units. These track prior year numbers. In the context of this year’s “no phone calls” strategy, Peter suggested that future drives might rely upon an “auto-billing” approach.

#### 4. Organizational Structure Update

Rob led a discussion reviewing the written feedback from the 3/31 leadership meeting sharing the BOT’s work to date. He highlighted the difference between conceptual change and accompanying by-law change. Some described the feedback as “positive.” Others heard “no hue and cry for change.” All recognized an interest in more operational detail. Rev. Sarah reminded all to respect past practice as a basis for next steps.

#### 5. Grant Application Approval

The BOT voted unanimously to accept the Grant Review Committee’s recommendations for the following:

- \$2,700 to SHARE
- \$1,700 to Zoe’s Place.

- \$2,600 to Citizens for Swimming.
- \$1,000 to Black Lives of Unitarian Universalism
- \$2,000 to Northern NJ Sanctuary Coalition
- \$2,000 to Urban Refugees USA

## 6. Staff Pension Benefits

In a previous discussion, the BOT determined that Donna's resignation as part-time bookkeeper would best be met by expanding Ann's responsibilities. That transition into a full-time employee raised questions about the Society's pension obligations – both prospective and retroactive --- to "qualifying employees" as per the IRS.

As Peter reported, we are gathering information to specify the cost of these obligations which are not incidental and may require that we tap into our reserve (endowment) account.

## 7. Treasurer's Report --- 2018-19 Budget Prospectus

Current year over year numbers remain positive. Peter further provided the BOT with past, present and prospective budget information that will be the basis for further discussion at the BOT's special budget meeting on April 28<sup>th</sup>.

8. Minister's Report (See Attached)

9. DFM Report (See Attached)

10. Program Council Report (See Attached)

## 11. Upcoming Events

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|--|---------|
| a. Inconvenient Truth Film             | 4/13    |
| b. Org Structure Town Hall             | 4/15    |
| c. North Jersey Human Rights Film Fest | 4/27-28 |

Adjournment: 9:20 PM

*B. Josefsberg*

4/24/18