

**Board of Trustees Meeting Minutes**  
**April 1, 2019**  
**Reeb Conference Room**  
**7:00 to 9:00 p.m.**

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PRESENT: Lewis, Nadler, Azarra, Walters, Uscher, Josefsberg, Duran, Krag, Rev. Sarah, Jan Bottscher (Guest)

**Opening Words**

“The Task of the Religious Community”

*The central task of the religious community is to unveil the bonds that bind each to all. There is a connectedness, a relationship discovered amid the particulars of our own lives and the lives of others. Once felt, it inspires us to act for justice.*

*It is the church that assures us that we are not struggling for justice on our own, but as members of a larger community. The religious community is essential, for alone our vision is too narrow to see all that must be seen and our strength too limited to do all that must be done. Together, our vision widens and our strength is renewed.*

— Mark Morrison-Reed

**UU Faith Action Resolution**

The BOT discussed a request by the Social Responsibilities Council to increase the congregation’s per-member contribution to UU Faith Action. The BOT tabled the matter for later consideration as a matter of the 2019-20 USR budget.

**Endowment Grants**

The BOT unanimously approved the list of congregational Endowment Grants as recommended by grant reviewer Jeff Cagan.

### **Cleaning Services**

The BOT unanimously approved Rev. Sarah's recommendation (in consultation with Peter and Ann P.) not to renew our contract with ASLAN services and, instead, to appoint P.B. (currently serving as USR Sexton on an hourly basis) to provide cleaning services for 10 hours/week at a rate of \$20. The expected annual savings are approximately \$10K.

A relevant job description will be forthcoming.

### **Strategic Membership Task Force (Memo Attached)**

Referencing his memo, Mike described membership growth as a strategic matter that requires a focused approach encompassing retention as well as recruitment. "Sitting back passively, waiting for people to show up is not a [constructive] approach." He proposed the creation of a Membership Task Force able to collect and apply data for demographic projection and marketing purposes. He stressed the importance of including younger congregants on the Task Force.

The BOT unanimously approved a motion to create the Task Force.

### **Reorganization Team Report (W/Attachments)**

Reorg Team member Jan Bottcher joined the BOT for an update and extended discussion about the Team's work since the last BOT meeting. Presented were several document updates. Sally focused attention upon procedural matters and described a successful meeting with former USR presidents. Various questions were raised and discussed about moving forward from current to proposed structures.

The transition envisions an interim of shared learning among all engaged congregants rather than a prescribed roadmap that will resolve all concerns in advance. For this reason, 2019-2020 will be a "year of education" with all Circles convening for the first time next spring with full implementation beginning in the fall of 2020. The Nominating Committee will identify Circle facilitators beforehand.

Mindful of our current difficulty in recruiting willing volunteer leaders, the BOT accepted the recommendation that the BOT be reduced from nine members to seven. A by-law change to do so will be needed and will be presented to the

congregation at the June Annual Meeting. Similarly, it is proposed that the term for members of the Nominating Committee will be extended to three years (to conform to BOT and Circle Facilitator terms.)

**Minister, Treasurer, and DRE Reports (See Attachments)**

Re: the Treasurer's report, Peter reported no significant development in the month-to-month numbers. With respect to the Pledge Drive, he reported that -- to date -- 61 units (out of 164) have pledged 287K, lower than one might want but not alarmingly so. Previewing the upcoming budget process, he alerted the BOT to the following considerations:

- Our current staffing model and associated costs
- UUA contributions
- Plate Collection Policy
- Willingness to accept a deficit operating budget.

Adjournment at 9 PM

B. Josefsberg  
4/9/2019