

**UNITARIAN SOCIETY OF RIDGEWOOD
BOARD OF TRUSTEES MEETING MINUTES**

December 2, 2019

7-9 PM

Due to inclement weather, the meeting was conducted online (via Zoom.) All members participated as did guest Jan Bottcher.

Reorganization Update

Jan Bottcher led a discussion to review recently proposed By-Law changes (see attachment) that will be presented to the congregation in June. The Board unanimously approved doing so.

Jan Bottcher presented the Re-Org timeline (see attachment) which prompted discussion about circle facilitator identification and training. By consensus, a majority of Board members accepted the timeline as presented, concluding that “they’ve thought of everything [we] cannot discern any deal breakers.”

Report on Membership

Robert Markowitz presented his thoughts about membership.

He asked, “Who owns membership?” and answered that growing congregational membership is a congregational responsibility. In relation to “inarguable” numbers [that suggest membership stagnation/decline] he stated that we need to “focus on the analytics [and] get underneath the numbers.” He stated that the “identity of the Circle Facilitator is critical.” He presented certain ideas for how to move forward and suggested that the BOT build upon and brainstorm more thinking in January and February.

Rose called for more clarity that emphasizes why this issue is important. Rev. Sarah referred to congregational vibrancy and the need to better convey how membership provides various forms of individual fulfillment.

Building Campaign Report

Bernie’s update suggested that all was well in hand --- including the purchase of chairs. He shared that a chair fabric selection event would take place after services on 12/8. Discussion followed in which well in hand did not equate with well in seat – as determined by the impression upon a sample of seats created by the proffered chair prototype. Discomfiture prevailed, with a

majority making it clear that more would be underfoot than mere fabric selection.

DRE Report (Attached)

Rev. Sarah's Report (Attached)

Treasurer's Report (Attached)

Chris reported that "not much has changed."

The BOT unanimously approved his proposal that the minister --- in keeping with IRS regulations -- be allowed to shift a portion of her total compensation into her existing housing allowance.

SCRT Plate Collection Plan

Sally presented and the Board approved the SCRT's proposal (attached) to better safeguard the congregation.

Executive Session

The Board discussed staff compensation.

Treasurer Proposal

The Board approved the Treasurer's staff holiday bonus proposal.

B. Josefsberg
12/8/19