

# ***Unitarian Society of Ridgewood***

## ***Board of Trustees Meeting: 2/5/18***

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

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### **ATTENDEES:**

**PRESENT: WILLIS, DURAN, LEWIS, MCMURRAY, NADLER, NOLAN, Krag, JOSEFSBERG, REV. DYLAN, REV. SARAH**

#### **1. Opening Words / Chalice Lighting**

*“Sweet Mystery”, from Bless the Imperfect: Meditations for Congregational Leaders*

<https://books.google.com/books?isbn=1558967192>

*“Leading change requires vision; but even more it requires transparency to engage the imagination and support of the community...”*

■ Sara Lammert

#### **2. Congregation Organizational Structure**

Rob led the follow-up of the BOT’s retreat discussion regarding USR organizational structure.

As discussed:

- 1) The BOT re-affirmed its belief that a “team-centered, non-hierarchical framework” is a promising departure from current arrangements.
- 2) In keeping with the spirit of such a framework, the BOT intends to involve Program Council leaders in a “next steps” widening of the discussion.
- 3) Subsequent next steps will proceed consensually.

### 3. Capital/Building Needs: Next Steps

Following up on recent BOT discussions about how best to finance our longer term building needs, the BOT accepted Rob's recommendation that we identify congregational leaders who can assist in identifying next steps.

### 4. Finalize By-Laws Change ( Re: Friend-Member)

The BOT extended its discussion about the Membership Committee's recommended by-law change regarding congregational "Friends."

In light of ongoing questions about the presented recommendation, the BOT agreed to refer the matter back to the Membership Committee for more clarity about its intent in recommending the change.

### 5. Staff Update

The BOT extended its January discussion about the financial and staffing implications of the resignation of the Society's part-time bookkeeper. Confirmed was the belief that remaining staff would be able to absorb critical tasks (with appropriate training/compensation adjustments.) Rev. Sarah will continue her oversight.

*Motion: (approved unanimously) to make A.P. a full-time employee at her existing hourly rate with associated health benefit adjustments (retroactive to Feb. 1<sup>st</sup>.) Any accompanying pension adjustments to be deferred until 2/1/19.*

6. Minister's Report                      See Attached

7. DFM Report                              See Attached

8. Treasurer's Report                      See Attached

Peter reported ongoing year to year "good numbers" on both revenue and expenditure sides. Initial Service Auction results at \$34,500 are good. [Updated result, even better.]

We discussed the UUA's "revamped" approach to calculating membership dues. Our current payment of \$22,000 is likely to increase within acceptable boundaries.

9. Program Council Report

See Attached

While the leadership of this year's Fellowship Feast is secure, next year .....

10. Moth Hour Flyer Ticket Update

Our hearing before the Village was postponed until 2/22/18.

Adjourned at 9:15 PM

*B. Josefsberg*  
*2/17/18*