

USR Board of Trustees Meeting
Minutes
March 7, 2016

Attendance:

Peter Duran, Robb Willis, Suzanne Samuels, Helen Matusow-Ayres, Rob Markowitz, Laura Krag, Kevin Smith, Judd Seals, Elizabeth Ames and Rev. Anthony Johnson.

Guest: Jeff Cagan

Process Observer: Judd Seals

Chalice lighting 7:03 pm

I Endowment Funds

A) Jeff Cagan

B) Summary

- History – Endowment Committee asked donors to previous campaigns to change their donations to unrestricted so that the money could be invested all together in the same funds
- Chose a more conservative approach of investing in 40% growth funds and 60% investment funds.
- 3 ½ % is allocated to grants for service projects in the community
- Total portfolio is \$187,000
- Publish regular reminders in the Newsletter about estate planning
- A few people have USR in their wills or have named USR as a beneficiary on accounts
- USR recently received a \$78,000 from Delores Bebe
 - (a) No one knows who she was.
- Endowment fund is not to be used for operational expenses (By-laws)
 - (a) To be used for good in our community
- We have done a lot of in the community
 - (a) Published in the Newsletter
- If the Society was in need a majority of the entire congregation would need to approve spending the endowment on operational costs.
- Booklets about the endowment and planned giving were created by Harry Seymour and are still available.
- The endowment fund is the recipient of our planned giving program- or our legacy fund.

C) Discussion

- Estate planning encouraged

- We should promote this more as a mechanism through which the congregation can give more to the community. There is an interest in giving outside the Society.
- Jeff Cagan is willing to speak at a service about the Endowment.
- Income varies from year but it averages 6 ½ % each year

D) Action

- Suggested that we give booklet at new member meeting
- Rev. Tony would like to see the booklet before the meeting. Jeff will get copies to him

II **Housekeeping**

- Minutes
 - (a) Rob moved to approved the February 2016 minutes, Judd seconded. Minutes approved
- Reports
 - (a) Rob moved to accept reports and Judd seconded. Reports approved
- Rob and Suzanne will enforce alcohol policy at the Fellowship Feast
- Anne Paretti is coordinating the Fellowship Feast. Going very well. We are paying her by the hour.
 - (a) We will review this afterwards to see if it is appropriate for her to do it in the future. We will ask her, as well.
 - (b) If she can be full time and it works out well this year, it should be a part of her job description.
- The DRE was hired with an offer letter not a contract
- We need to create a contract based on LB's contract. Bill Belknap wants the CYRE Committee to be involved in drafting the contract. The Committee right now is not prepared to do that. In the future when it is restaffed. We will give the current committee an opportunity to review it. The offer letter is almost a contract. Johanna and Rev. Tony discussed a few areas that need some change. We will revisit this in the coming weeks.
- Performance appraisals
 - (a) Rev Tony and Suzanne will meet with Ann and Donna tomorrow to review evaluations
- Board Retreat- 7 and 7 split- we will review times and see if we can reschedule
 - (a) Could we go somewhere else- or go for longer- Rob for the future
- Thank you for pledges- still a few missing.
- Town Hall
 - (a) 3/20 Candidate statements and Budget Overview

III Ministers Report

A) Reverend Tony

B) Summary

- Small group discussions have been very good but there has been a lot of interest in attending them.
 - (a) The meetings will resume in April
 - (b) Board members are welcome to attend.
- Six month appraisal submitted to the UUA
- We need a Board Retreat that is a spiritual reflection and personal development not business
- Black Lives Matter service on Sunday 3/13/16.
- The first Sunday of April will be a dialog sermon between Johanna and Rev. Tony
- Interfaith Clergy will meet at the USR in April
- Transferred Interfaith Clergy funds to Temple Shalom
- No significant differences between our interim appraisal and Rev. Tony's, just different approaches.
- We have moved Sunday Services Committee to a creative place. Good dynamic of the two co-chairs. Gave up the role of service assistants. Providing good lay services is there goal.
- We are making good use of UUA resources
- DRE from CUC has resigned as of June 30. Robin is the lead supervisor for James right now. If we continue cooperating, Johanna would supervise James next year.
 - (a) What is the timing for reviewing and reconsidering. We need to do that soon. Ask Johanna to spearhead conversations between the CYRE's from both congregations. It seems to be working well. Pomona congregation is also involved.

IV Treasurers Report

A) Peter Duran

B) Summary

- Contributed more to UULMNJ than we needed to last year. This year we will send what we have budgeted.
- Donna and Peter would like to get 3 new ACS modules, attendance, accounts receivable and accounts payable (Peter please add) for next year
-

C) Discussion

- We should send UULMNJ exactly what is due per member.

- (a) All agreed we should give what we are being asked- 266 members
\$12 per member

V Ministerial Search Team Committee Process

Robert Markowitz

A) Summary

- 12 Candidates:
 - (a) Mike Azzara
 - (b) Mary Byron
 - (c) Don Campolo
 - (d) Tom Dibella
 - (e) Steve Gregoire
 - (f) Bernie Josefsberg
 - (g) Martin Lavanhar
 - (h) Sally Lewis
 - (i) Holly Nolan
 - (j) Elyse Pleasic
 - (k) Steve Riskind
 - (l) Carol Wolf
- Each will give statements on 3/20 and they will be taped for a podcast
- A web page was created. It includes name and photo and a link to the podcast and to vote. The photos and statements will appear randomly ordered each time the page is loaded. Only allowed to pick four names. Paper ballots will be available
- Board meeting following vote. 4 selected by voting in and 3 selected by the Board
- The results of the election and the Board selection will be kept confidential
- Voting between 3/20- 4/3
- Board selects on 4/4
- Announce on 4/10
- Robert will give a tally of how many votes each candidate received to the Board
- Hand out ballots to people who ask do not just handout to minimize repeats

VI Program Council Report

Rob Willis

A) Summary

- Petition for Congregational Vote on Black Lives Matter Banner

- (a) Petition for the vote been submitted to Rob- 39 names on it. 14 days written notice for a congregational meeting. Needs to be announced at two services previous to the meeting. A meeting to call the vote.
- (b) It would be good for the Board to endorse it
- SRC Action Table Guidelines
 - (a) No guidelines for action letters and petitions that are on the table at coffee hour. We want all positions to reflect our values. We don't need to wait until there is a problem.
 - (b) They created the guidelines
 - (c) Does it address our concerns
- Steve Andrews agreed to be Ministry Council Chair
- CAMP YDP- Methodists are taking over- rescuing they are going to help support- they were insolvent. Methodists have always been big supporters. Expect that they will welcome us as partners

B) Discussion

- What is going to happen with the feedback about the BLM sign that was given at the meeting?
 - (a) SRC will provide an FAQ to respond to the feedback
 - (i) Questions about the wording- a lot of concern
 - (ii) Location and the only sign about our philosophy- above the doorway is too prominent of a place to just put one issue
 - (iii) Should we be voting on the wording- The wording is the name of the movement.
 - (iv) Shouldn't question every thing that the group is doing- Yes or no voting- publish where we are having meetings
 - (b) Concerns about the sighting- hope it doesn't get voted down because of location- Being reviewed.
 - (c) Committee is already thinking about alternative locations.
 - (d) Should we consider two issues, the sign and the location
 - (e) Feedback being considered.
 - (f) 125 other congregations have already put these up.
 - (g) Collage of other congregations photos
- SRC Action Table
 - (a) Petitions and letters are not endorsed as USR
 - (b) But the table appears to represents USR-
 - (c) What is the message to our congregants?
 - (d) Better to have a covenant about what is promoted at the table than guidelines because it may be difficult to enforce
 - (e) SRC has been asked to develop a policy

C) Action

- Judd moved that we endorse the SRC Action Table Guidelines developed by the SRC, Rob seconded. Motion passed

VII Leadership Development Workshop

A) Robert Markowitz

B) Summary

- Moved to April 23
- Harvest the Power- Caring for Ourselves and Each Other

VIII Technology Update

A) Rob Willis

B) Summary

- Task group, Bob Demarest, Joe Peiser, Phread Ayres
- Large screen centered on the dais not an LCD 9X5 near where the camera is. It will be concealed as much as possible. There will be a valance in front of the box to match the ceiling
- The total cost is \$8,000

C) Action

- We will vote by Email after we get the actual number in the budget.

Executive Session

Helen moved to adjourn and Robert seconded
Motion Passed
Adjourned at 9:10