

**Board of Trustees Agenda
March 4, 2019
Reeb Conference Room
7:00 to 9:00 p.m.**

Present: All members present; Jeanne Nametz and Jan Bottcher (Guests)

Opening Words/Chalice Lighting

IT IS GOOD TO BE TOGETHER

*With thankful hearts we have come together this morning
to celebrate the bounty of the day,
to bask in the warmth of this community,
to share with friends the tides of our lives,
to entertain, perennially, our hopes for a better future.*

*We join together, this morning as always, to resist
injustice and inequality, wherever they may be found.*

*Our hearts are touched by the human need we feel around us,
whether far away or within reach of our hand.*

*We come here, to be together, because this is how we believe our lives are best
lived:*

*in questioning and in conversation,
in compassion and in service,
in gratitude and in joy,
in companionship, and in love.*

It is good to be together

■ *Alison Wohler*

RE Program Report to the Board

Director Jeanne Nametz noted that she had served in five previous congregations and that the USR is her third UU employer.

She began with especial praise for those assisting her in running the RE program. She noted that she and her staff are evolving the program from an “older model” to one that is more reflective of current best practices. Improving the quality of

the classroom experience, recruiting lead teachers, and increasing the size of each team are her current emphases.

She reported that “it will take a year or two to identify a full spectrum of RE experiences.”

She cited her work with Rev. Sarah to create “congregational interfaces” and referred to “Justice Making” as one example of doing so.

Responding to Sally’s question, she said that RE now enrolls 56 kids an average of 35-40 kids attending each week.

Reorg Team: Reorganization Report

On behalf of the Re-Org Team, Jan Bottcher presented preliminary documents of its work to date. She asked for BOT endorsement of that work as well as any assistive input.

Her request opened a rich discussion. Raised were commendations, concerns, and recommendations, as follows:

- The Re-Org Team was commended for its diligent effort to animate an exceptionally challenging charge. Further, the Team was commended for the quality of that effort as communicated in the preliminary documents
- Implementation concerns focused upon opportunity costs for moving forward as well as facilitator responsibilities and selection
- Ongoing concerns include operational practicality, especially the conundrum of reconciling a flattened organizational model with the BOT’s responsibilities as described in the congregation’s current by-laws.

Members were polled to ascertain individual positions about whether to move the process forward, notwithstanding a previous BOT consensus to do so. A majority affirmed the value of moving forward.

Repair/Maintenance Campaign Proposal

The BOT voted unanimously to approve the Repair/Maintenance Campaign Proposal as presented. (See Attached)

Safe Congregation Response Team

The BOT voted unanimously to approve Gina Damasco as a member of the Safe Congregation Response Team replacing Wally Griffith.

Minister's Report and Treasurer's Report (See Attached)

The BOT agreed to defer the Sexton proposal until next month. In connection to that proposal, Peter emphasized that adhering to cleaning standards is as important as achieving cost savings in that budget line. He also advised us to consider any insurance implications that a change might create.

Adjournment: 9:02

B. Josefsberg
3/8/2019