

BOARD OF TRUSTEES MEETING MINUTES

March 2, 2020

7:00 to 9:30 p.m.

Reeb Conference Room

Present: Lewis, Bluemel, Walters, Castillo-Leon, Dunnigan, Josefsberg (left at 8:30), Rev. Sarah

Opening Words

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.

<https://www.uuworld.org/articles/religious-community-is-essential>

From the President

Sally began the meeting by noting the recommendations (attached) from the Sunday Service Committee.

She reviewed the BOT's success to date in meeting its 2019-20 goals --- i.e. membership renewal, budget preparation, reorganization, and technology (REALM) integration.

She referred to the Nominating Committee's concerns about filling a prospective BOT vacancy for vice president. She referred to a potential conflict of interest regarding the leadership of the Committee on Shared Ministry (COSM) following which the BOT unanimously approved Judd Seals as the chair of that committee.

Budget

To assist BOT members in developing the 2020-21 budget, Rev. Sarah led a discussion intended as a budget primer. She referred to UUA Fair Compensation Standards in relation to congregational size. (See following links)

<https://www.uua.org/finance/compensation/program/salary-recommendations>

https://www.uua.org/sites/live-new.uua.org/files/salary_rec_20-21_geo6.pdf

Much discussion ensued related to various aspects of budget development, including:

- Proportion of employee wages and benefits to total budget
- Capital Campaign and Annual Pledge Correlation
- Annual fund deficit tolerance in relation to total reserves
- Steps by previous Treasurer and past BOTs to squeeze budget lines unrelated to employee wages and benefits.

Membership

The BOT spent 30 minutes debating whether “membership renewal” – as presented in an organizing document generated by Sally, Bernie and Robert --- aptly phrased the pertinent charge to Circle Facilitators. “Sustaining our Society” was deemed preferable.

Ministerial Goals

Sally referred to the Minister’s goals as defined by the 2018-19 BOT. She noted Rev. Sarah’s preference for a different goal setting process that featured more dialogue – and more “mutually creative goals.”

The ensuing discussion focused upon the degree to which the Minister had 1) met the goal of “community engagement” as established by the 2018-19 BOT and 2) whether the goal was legitimate or sufficiently “mutually creative.”

For future discussion, the BOT asked Rev. Sarah to present two or three goals related to increase membership.

Board Restructuring: What Style Board Will We Have?

The BOT tabled this discussion.

Treasurer's Report

A longer discussion about next year's budget was deferred to April.

Rev. Sarah's Report

Rev. Sarah presented the possibility of having a student from Union Theological Seminary who she is mentoring do his field education at USR. This is not an internship, but a mandatory part of his program.

After many questions and much discussion, Sally asked Rev. Sarah to report back and recommend a decision process that would include more BOT involvement.

B. Josefsberg
3/15/20