

## ***Unitarian Society of Ridgewood***

### ***Board of Trustees Meeting: 3/13/17***

#### ***Convened at 7 PM***

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#### **ATTENDEES:**

Willis (via conference call,) Duran, Krag, Nolan, Nadler, Brennan (via conference call,) Josefsberg, Johanna Seale

#### **1. Opening Words and Check In**

#### **2. Executive Session**

Ministerial Search Update

#### **3. Minister's Contract**

Rob moved that the BOT approve amendments to the contract for a prospective settled minister as per the recommendation of the Negotiating Committee. Approved Unanimously.

#### **4. Minister's Housing Loan Draft Agreement**

Discussion on a Housing Loan Agreement draft for a prospective settled minister was deferred until the special BOT meeting of 3/20/17 when members of the Ministerial Search Committee will be in attendance.

#### **5. DRE Report (Attached)**

Johanna complimented the RE OWL teachers and noted the excellent attendance the previous day, attributable to the OWL program.

Responding to a question, Johanna said that there are 5 students "in the older group."

#### **6. RE Budget and Floating Teacher Request**

It was suggested that the recently submitted RE budget request "speaks for itself." Discussion was deferred until after the budget drive and BOT consideration of the whole budget.

#### 7. 2017-18 Salary Recommendation for USR/CUC Youth Group Coordinator

The BOT considered the DRE's salary recommendation for the USR/CUC Youth Group Coordinator (see attached) and deferred any conclusions pending outreach with the CUC and the BOT's budget recommendations to the USR congregation.

#### 8. DRE Contract Revision

As proposed by Rob and Bernie, the BOT approved the following amendment to the DRE contract:

*"Up to twelve weeks of parental leave will be provided in the event that a child is added to the DRE's family by birth or adoption. The first eight weeks of leave will be paid as parental leave. Four additional weeks of leave may be taken, with pay continuing through use of vacation and/or sick days. Additionally, an additional 5 days of sick leave will be made available in order to provide for the potential health needs of the newborn child during the first year of his/her life."*

#### 9. Program Council Update

Rob shared that Kevin Smith will not continue next year as USR VP.

#### 10. Social Media Update

The BOT considered Sean's previously submitted thoughts about using available social media to advance our internal and external communication goals. Endorsed were the following ideas:

- In advance of a newly settled minister, we should act with a sense of urgency and survey the congregation about current social media usage. Doing so will provide data about next steps.
- We should plan to seize the opportunity presented by a newly settled minister to communicate to a wider public.

Sean will continue follow up.

#### 11. Treasurer's Report (See Attached)

As per Peter our numbers continue to look good on both the revenue and the expenditure sides of the current budget. We await the results of the current budget drive to determine the next year's budget.

## 12. Board Availability to Members

Rob share a long conversation with a congregational member about BOT transparency. Discussed were various responses to mitigate such concerns. Discussion to be continued.

## 13. Staff Evaluation Process

For the purpose of “getting it on the radar screen,” Rob shared his concerns about current approaches to staff evaluations. Members accepted Rob’s view that we lack a “good process” for doing so and that better approaches should be explored. Holly pointed to the value of creating a “joint process” among stakeholders based upon a shared understanding of job descriptions. Peter concurred. To be continued.

## 14. Upcoming Events

Fellowship Feast:	March 18
Special BOT Meeting:	March 20
Fund Raiser Brainstorming:	March 25
Search Committee Town Hall:	April 9
Candidating Week:	4/29 – 5/7

Adjournment: 8:30

B. Josefsberg

3/19/17