

**Board of Trustees Agenda
May 6, 2019
Reeb Conference Room
7:00 to 9:00 p.m.**

PRESENT: Lewis, Nadler, Krag, Walters, Josefsberg, Duran, Uscher, Rev. Sarah

Opening Words

“There is a lot of silence in me, and I feel that silence is often better than spoken words.”

--- Randeep Hooda

By-Law Change on BOT Composition

Laura referenced the memo from the Nominating Committee and reiterated the next steps for reducing BOT membership from nine to seven members (four officers plus three trustees and the minister as ex-officio.)

According to our by-laws:

ARTICLE XIII- AMENDMENTS The Constitution and By-Laws may be amended by two-thirds vote of those members present at the Annual Meeting or any meeting called for the specific purpose of amending the Constitution and By-Laws, provided that a quorum of thirty-three percent (33%) of the membership is present at such meeting and provided notice of the proposed changes has been sent to each member of the Society fourteen (14) days prior to the date of the meeting.

Minister and DRE Reports

Responding to a question from Sally, Rev. Sarah said that she will seek out lay leaders to build an adult religious education program.

Peter noted the decline in the RE population. Discussion ensued about the program's role in the life and finances of the congregation.

Treasurer's Report

Peter noted that last year's BOT had squeezed out any slack from this year's budget. Nonetheless, and due to lagging pledge income, he anticipates an end-of-the-year deficit of 10K.

2019-2020 Budget

Peter updated the BOT about the assumptions – most importantly on the revenue side --- underlying budget planning. The BOT discussed the best path forward for assembling the budget. Key considerations: pledge/revenue levels and forecasts; use of financial reserves to support annual operations; staffing model; and building upgrade needs. The deadline for posting the proposed budget is May 26th.

UU FaithAction Contribution

The BOT voted unanimously to maintain the per member contribution at \$12.

Refresh/Repair/Improvement Campaign Report

Rob Willis provided a planning update. Highlights include

- “Most people are prepared to step up” (as per outreach to lead donors) and thus he is “cautiously optimistic”
- The Campaign aims to raise \$450K
- Work will be staged in keeping with donations

Rob will be reporting to the congregation at the May 19th Town Hall.

Report on Committee on Shared Ministries (COSM)

Charlie Walter reported that the Committee is now at full membership: George Witte, Lois Parker-Hennion, and Kathy Smolen will serve in addition to Charlie and Rev. Sarah.

The full Committee has met twice to date. A grievance procedure based upon Daniel O’Connell’s “Healthy Communications Team” model – emphasizing “clear, straightforward communication that avoids anonymity --- appears promising.

The Committee intends to revisit the USR Vision and Mission, now ten years old, and will begin doing so in the fall. Also anticipated are a reaffirmation of the Mission by mid-year, 2020; a third year review of Rev. Sarah’s performance in spring, 2020; and a fall 2020 “observation and reflection on how the Mission and the Organization are going.”

*B. Josefsberg
May 13, 2019*