

Unitarian Society of Ridgewood

Board of Trustees Meeting: 12/4/17

Convened at 7:00 PM

ATTENDEES:

Willis, Duran, Lewis, Nadler, McMurray, Nolan, Krag, Brennan, Josefsberg, Rev. Sarah

1. Opening Words and Check In

2. Governance & Ministry Book Discussion

The BOT extended its discussion into chapters 3-5 of Hotchkiss' *Governance and Ministry: Rethinking Board Leadership*.

With respect to the meaning of "ministry" (as opposed to governance):

- As per Rev. Sarah, there are two forms of ministry – essential and non-essential

With respect to the history of the USR Committee Model:

- We have many "teams" within the Program Council umbrella. The Program Council's current Mission Statement dates from 2014. The Leadership Council preceded the Program Council.

The BOT reviewed the Program Council Mission Statement, noting its sweep and distinguishing that sweep from actual USR operations.

Reference was made to the USR Organizational Map and its de jure empowerment of independent committees and task forces.

In relation to the Program Council Mission Statement, the current Organizational Map, and Hotchkiss' distinction between governance and ministry, the discussion turned to the functions of the BOT and the Minister.

Peter noted how the governance and ministry distinction is a slippery one. Sally asked about the problems we are seeking to address and pointed to a shared concern that governance changes support the congregation's ministry, especially as led by Rev. Sarah.

Rob emphasized the importance of making “congregational life more accessible to newcomers [and that doing so requires that we] clarify lines of decision-making [that our current organizational structure obscures.]

The BOT agreed to continue its reading of Hotchkiss and its discussion about organizational structure at a special meeting to be held on January 13th.

3. Minister and DFM Reports (See Attached)

4. Treasurer’s Report (See Attached)

Peter reported on favorable monthly numbers. Generous donations from two congregants have reduced our mortgage principal.

The BOT accepted Peter’s recommended staff holiday bonuses.

5. Program Council Report (See Attached)

6. Staff Vacation Issue

The BOT discussed questions about staff vacation day entitlements as described in the Employee Handbook. The BOT unanimously approved to formalize its discretion to close the office during the week after Christmas and before the New Year. Previously, the office closure was customary.

7. Craft Fair Flyer Ticket Update

Through Sally Lewis, a pro-bono lawyer will appear on our behalf at a January 4th court date to contest a Village of Ridgewood citation over a Craft Fair flyer posted --- allegedly in violation of a municipal ordinance -- in a downtown underpass.

8. Membership Committee By-Laws Change Proposal

Discussion on this topic was deferred.

9. Upcoming Events

CPR Training – January 6th

Auction Offerings – January 5th deadline

Town Hall Meeting and Pot Luck --- January 7th

ADJOURNED: 9:30 pm

Bernie Josefsberg