

# ***Unitarian Society of Ridgewood***

## ***Board of Trustees Meeting: 11/6/17***

***Convened at 7:30 PM***

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### ***ATTENDEES:***

*Willis, Duran, Lewis, Nadler, Nolan, Krag, Josefsberg, Rob Markovitz, Anita Degiulio, Rev. Dylan-Burke, Rev. Sarah*

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

Mark Belletini's "Election Day Promises"

"I say the polls are not just open on Tuesday, I say they are open every day....  
I am going to vote for truthfulness as the norm,  
not the exception.  
I'm going to vote for a world  
that doesn't vote for killing, control and swagger,  
I'm going to vote for you.  
I'm going to vote for me.  
Right now. Right here. Silently. But for real."

### **2. Annual Budget Drive Presentation**

Anita Degiulio and Rob Markovitz outlined their plans for the upcoming budget drive.  
Some data:

- Lead Donors (those who contribute 5K or above) account for more than ½ of annual donations
- Average Donation = \$2500
- Average Fair Share = \$3500

- \$2500 average donation
- \$3500 average fair share donation

Their plan features “targeted messaging.” The drive will kick-off at the January 21<sup>st</sup> town meeting.

### 3. Governance & Ministry: Rethinking Board Leadership, 2<sup>nd</sup> ed., Dan Hotchkiss, [Lowman & Littlefield, 2016]

As recommended by Rev. Sarah, the BOT began its discussion of Hotchkiss’ commentary about the relationship of lay leadership and professional ministry during “Interesting Times.” The following “Resonant Themes” were identified:

- Building trust across different roles requires time
- “Governance” blends art and science
- As we anticipate ongoing growth and organizational needs, the USR cannot lose track of our religious mission; but, on what reality do we base a narrative of continued growth? Do we have the structures in place that make possible the “magic of community that spans the ages – and the stages of life?”
- Do we have a common vision and purpose that will withstand the demographic shifts that have already transpired and can be foreseen [as per Hotchkiss, p. xv]?

The BOT will discuss chapters 3-5 at the December meeting.

### 4. Organizational Structure

Topic deferred to the December meeting

### 5. Minister’s Report

In conjunction with her attendance at the CUC auction on Saturday, Rev. Sarah asked about congregant interfaith connections within Ridgewood and the larger community. There was agreement that these connections animate members less than intra-Society concerns.

Rev. Sarah noted that the uses of technology during Sunday services continue to evolve.

The BOT unanimously approved Rev. Sarah’s recommendations regarding a title change for Ann Pareti from Membership Coordinator to Congregational Administrator. Pastoral care training for Ann was also approved.

## 6. DFM Report

Dylan expressed satisfaction that RE attendance has held steady, rather than dipped. He reported that 8 teenagers are preparing for Coming of Age.

For the purpose of “filling empty positions, clarifying nursery roles and increasing safety,” Dylan and presented a proposal to reconfigure childcare by hiring Beni “ as the lead in the nursery room and as the religious education assistant.” As presented, Dawn continues her work in the nursery, but at a different hourly rate. After some discussion, the proposal was unanimously approved.

## 7. Program Council Q/A

Sally reported on questions raised by the Program Council co-chairs regarding the anticipated process for any changes the BOT intends in our organizational structure. Rob noted that we are still “in the early stages” of our discussion and that we would seek feedback from key leaders about any forthcoming proposals. Peter suggested that we invite the co-chairs to an upcoming BOT meeting.

## 8. Treasurer’s Report (See attached)

In relation to available operating budget funds, the BOT discussed our preferred approach for addressing identified masonry, roofing, and tree care needs. By motion, the BOT unanimously approved to move forward with masonry repairs and the removal of one beech tree.

## 9. Holiday Decorating

To ensure desired seasonal festooning, BOT volunteers will meet in Anderson on Friday evening, Dec. 1<sup>st</sup>.

ADJOURNMENT: 9:30 PM

*Bernie Josefsberg*

