

UUFBR Board Meeting November 21, 2024
Minutes

7:00 Gathering

- Chalice Lighting /Opening Words (Carole), Check-in (Rick), Vibe-checker (Lynn), Time-minder (Patrick)

The meeting was called to order by Rajeev at 7:10, he determined a quorum existed, and he welcomed guests.

Present:

Trustees: Copresidents Rajeev Arora and Claire Smith, VP Facilities Patrick Larson, Secretary Judy Keiser, Treasurer Bill Jensen, Lynn Smith, Howard Prentice, Carole Stephens, Rick Troiano

Guests: Jon Garberg, Alison Rognas, Mitch Major, Jennifer Ligeti, Sandy Troiano, Mary Wickensheimer, Marilyn Falkowski, Betty Tilton, John Tilton, and Elon Bateman

Approval of Minutes of previous meeting (10/24/24): Motion by Rick, seconded by Patrick, to approve Minutes. Discussion: changes to Endowment Committee Report supplied by Mitch Major were incorporated as explained by Judy and attached to these Minutes, and Patrick noted that quoted estimates written as \$12-15k should be \$1,200 - \$1,700. **Motion passed** with 1 abstention.

Reports: Raj suggested if BOT needs to take an action we will discuss committee reports; otherwise no need to discuss.

1. Administrative Reports/Action items

- a. Treasurer Bill sent budget comparison. We need to raise \$80k to hire minister. Needs more discussion. Without minister, we have a surplus. Treasurer's Report was also sent out.
- b. Finance Committee N/A
- c. VP-Facilities 1 matter for Bd vote: painting sanctuary: Patrick recommends hiring Wicked Pissah. Do Sanctuary before RE bldg. Scheduling for Dec end/Jan beginning. First job will tell us whether other jobs should be awarded to him. **Motion** Howard/second Rick to hire WP. **Motion passed.** List of projects from capital campaign. Must do, wish to do.... How to proceed? Can we start funding some projects? Idea: create tranches/levels of \$2k and authorize Patrick to prioritize and spend.

Status of fire closet: got prelim drawings and training by A/C guy Howard Purl. Info will be incorporated by Alison Rognas.

Status of bathroom renovation: got a bid from Wicked Pissah. Carole notes lots of work to be done. Suggests we separately prioritize and then decide on the order. Normal maintenance should not be delayed. **Motion** by Rick/second by Howard to allocate \$2k to do work in the next month.

Motion passes. Sandy confirmed the congregation gave the Board the authority to use funds approved in white paper without any further congregational vote. No freedom to exceed \$10k ceiling? Ck bylaws for restraints, and vote for specific authority given by congregation.

- d. Sharex. Sent written report; highlighted repeat events by Jewish congregation again this year.
- e. Program Committees and Groups/Action items: no discussion.

Old Business – postponed to discuss disruptive behavior issue in open session.

Disruptive Behavior Discussion:

Introduction of topic by Rajeev: A signed (not anonymous) disruptive behavior report was filed by a member of the congregation. Our policies set out a process to follow, summarized here: The process begins with a written, signed explanation of the disruptive behavior and its impact. The copresidents (in the absence of a minister) determine whether the situation will be handled privately, or request the formation of an ad hoc committee appointed by the Board to further investigate. All actions of the committee, including meetings and actions of the Board, shall be confidential.

In this case, the copresidents decided to handle the matter privately, keeping it confidential in compliance with the policy. Copresidents' reports to the Board were done in executive session to preserve confidentiality. By this time in the process, the subject of the report has voluntarily revealed his identity to a wider circle of people. The Board is continuing to preserve the confidentiality as to the person who filed the report, as directed by the policy. The subject of the disruptive behavior report requested that a representative attend and speak at the Board meeting. Sandy Troiano agreed to take that role, identifying that person as Paul Libert during her remarks.

Rajeev shared documents on the screen, specifically a 10-page history of emails and interactions initiated by Paul starting October 13, 2023, on a variety of subjects, including the UUA statement against the Hamas war against Jews, the 1619 project, Healing Justice, BLM, etc.

He summarized the process followed and reported on the conclusion of the copresidents, which was a recommendation for Paul to step away from the Fellowship for a 6-month sabbatical to consider his fit with UUFB, and allow the congregation to heal. During the sabbatical Paul would be invited to participate in sessions and conversations; many congregational conversations would be held; and a Right Relations Team would be established to create ground rules and guardrails of behavior.

The following people participated in the lengthy discussion about the behavior, the report, the process, and the decision: Rajeev Arora, Sandy Troiano, Lynn Smith, Jennifer Ligeti, Marilyn Falkowski, John Bostrom, Howard Prentice, Judy Keiser, Mary Wickensheimer, Alison Rognas, Mitch Major, Rick Troiano, Betty Tilton, Bill Jensen, Elon Bateman.

Breath break during discussion.

Old business: Board resumed the agenda with Old Business:

2. Proposal to resize the Board: The proposal is to reduce the Board to 7 trustees: president emeritus, current president, president in training, secretary, secretary in training, treasurer and treasurer in training.

Preliminary discussion: Judy reported difficulty reaching members of Nominating Committee to set up a meeting with them. Continued need for Nominating Committee was confirmed: Nominating Committee will vet potential candidates and may be even more important than they are now. Reminder that we will need Bylaws change, acknowledgment that we're not ready to implement the change this year but need to move in that direction to get there eventually, and Board can vote on it regardless of current ability to accomplish it.

Motion made by Carole, seconded by Howard, to resize the existing board from 9 to 7, with president emeritus, current president, president in training, secretary, secretary in training, treasurer and treasurer in training, the "in training" positions to be nominated by Nominating Committee annually.

Further discussion: suggestion of friendly amendment to change wording to reflect the fact that the Board can't vote it as a policy, only propose for a congregational vote. Friendly amendment was accepted: the motion as presented would approve of the Board a) moving in the direction of planning to resize the Board to 7 members, who would be elected by the congregation to fill the following positions: president emeritus, current president, president in training, secretary, secretary in training, treasurer and

treasurer in training, and b) requesting a related bylaws amendment from the congregation. **Motion passed**, with 7 in favor, 1 opposed and 1 abstention.

Other agenda items tabled:

- a. Request for Action of Immediate Witness (AIW) statement and Freedom of Conscience (FOC) group
- b. FY24-25 Staffing Plan
- c. Naming of room/space for Louise Malusis – (Memorial Garden?)
- d. Google group email for Trustees
- e. Screening of adaptive processes videos
- f. Handling of Endowment loan

Meeting was adjourned at 9:00 after Vibe checker report and no checkout.

ATTACHMENT TO MINUTES OF 11/21/2024 BOARD OF TRUSTEES MEETING

Language supplied by Mitch Major to correct minutes of 10/24 meeting

4. Endowment Committee Report: Sandy Troiano reported that vacancies have been filled with Sandy Troiano (chair, replacing Jim Smith on the committee), Frank Murray (secretary), Mitch Major (treasurer), and members Paul Libert, Jacquie Velazquez (replacing Alison Rognas), and Emil Kessler (replacing Bob Schneider).

a. Priorities: accountability from grant recipients, asking for information about how they used the money and what were the results. Example: BOT grants for outreach coordinator, matching funds for capital campaign.

b. Quarterly report as of September 30: strategy to follow market, 75% stock, 25% bonds, low cost index funds. Cleary Fund: \$404k, loan frozen \$356k, total \$760k. Increase of \$55k this year. 1 donation \$50. Osias Fund (unforeseen emergencies): almost \$40k, increase of \$6k this year. Riordan Intern Minister Fund: almost \$20k. increase \$4k, donation \$1200 from Harris' retirement party. Total value almost \$820k. Vanguard portion: 8% annualized growth over 3 yrs. 10% annualized since inception (February 2016). Distribution: Modified Harvard method: 13 quarters, unit value discarded from bylaws. Allocate 4-6%. Exclude nonperforming assets.

c. Loan proposal: Committee is discussing idea to convert the loan from the Endowment to UUFBR to a gift. Will bring proposal to Board at December meeting, recognizing that it's a big decision, and intending to consult with trustees and then approach congregation to vote on proposal.

