



Bricks & Mortals

ANNUAL MEETING

06.01.23

10:00am - 12:00pm

<https://www.bricksandmortals.org/membership-area> (password protected: 8872)

1. Welcome by Jason Labate, Chair of Bricks and Mortals (10 mins)

- *Motion to approve May minutes - unanimously approved*

2. Board of Directors Vote (Jason Labate, 15 mins)

- Discussion of the process
 - Board numbers between 12 and 21, voted on by Members
 - Open slots can be appointed by Board for the duration of 1 year (until the next Annual Meeting) but must be confirmed by entire Board
 - Process is that the Board's Nominating Committee meets to discuss and propose new Directors
 - Nominations can be made in advance
 - Faith-based members elect two-thirds of Directors
- Presentation of the Nominating Committee's slate
 - Three nominees currently
 - Due to current makeup of the Board, all three nominees are faith-based and must be voted on by faith-based members
 - Board is hoping to fill vacancies over coming year
 - In future years faith-based members will vote first and remaining candidates who have not yet been elected will be submitted for consideration for both general and faith-based members
 - Candidates for election as recommended by Nominations Committee: (see Nominations Committee materials for bios)
 - Rev. Dr. Cheryl Dudley
 - Rev. Angela Redman
 - Rev. Bill Shillady



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- Q&A
- Faith-Based Members ballots
 - Ballot sent to all faith based members via email for three candidates or write ins

3. Governance (Jason Labate, Taylor Aikin and Nell Derick Debevoise, 15 mins) - *moved up on agenda*

- Bylaws - *Jason*
 - Review of changes and discussion (see attachment of proposed Governance Amendments)
 - Reduced quorum requirements and allow for proxy votes -
Quorum based on membership votes not persons present
 - Clarified Board's ability to delegate to Nominating Committee
 - Establishes requirements for Directors
 - Clarified timeline for nominations
 - *Vote - unanimously approved*

4. Pastor Gil Monroe, Executive Director of Office of Faith-Based and Community Partnerships, The Importance and Role of Faith Organizations and Properties in NYC (30 mins)

- Few organizations with this focus
- Consider the history and ancestry of our houses of faith and how they contribute to spaces allowing for people to share a space and be on one accord, rare outside of educational institutions
- People in positions of power should be sensitive to how houses of worship impacted their own lives
- How to structure policies and funding to appreciate their ongoing and historical impacts on communities
- Window of opportunity over the next couple of years to partner and shift how these institutions are treated and supported, particularly with the current Mayor
- The way government is operated and structured could be impacted to highlight how faith institutions contribute meaningfully to the City
- Look forward to partnering with the organization



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Questions

- Any hope that the state legislature will make changes to increase affordable housing in NYC?
 - No specific insight on this issue
- How can private developers help?
 - Do the right thing. Make good honest deals, so the Office of Faith Based & Community Partnerships will not have to get involved to address bad deals.
 - Help people get to the right place. Consider good work over profit.
- Policy has made it harder to do housing on the private side. How to incentivize developers to do things in new ways?
 - Who is writing the laws? Get the solution from those impacted and those involved. Push on all electeds to shift policy.
- Two initiatives about faith-based offices pending. Any insights on how this will work?
 - Nothing official, but heard positions will be filled
 - No connection with them as of yet, but hopefully after formal announcement
- How to reach more organizations and bring them into partnership to get diverse base of representations?
 - Use model to go borough by borough and ask about their local needs and bring resources to that community
- Proposals by Bricks & Mortals pending but progress is slow, how to move these policy proposals? (Referring to Action Plan)
 - Progress is good and faster than most
 - Positioned well because there is specific person assigned
 - Also provide clear goals, instructions, and facts in proposals and documents to help all stakeholders understand and take action on proposals
 - Meetings are scheduled for June and other agencies involved and bringing Bricks and Mortals into those conversations
 - Be specific about the issue, the need, the long term work, and what needs to happen



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- Costly items may take longer but continual pressure and efforts help

Flash Polls:

- Podcast - potentially for next year
- Member benefits - what should be limited to members?

5. FY23 Review + Goals for FY24 (30 mins)

- Review FY22 - preview available and hopefully will be released next month
 - Looked back at membership, do retrospective, goal setting and visioning
 - Appreciation for getting member dues in on time; reminder next fiscal year begins Jul 1, 2023
 - Member Benefits
 - Want to create value for participants
 - Cultivate community and make members known via directory with more info about their work for internal and external sharing
 - Create a medium to share experience and showcase expertise
 - Perceive a shift towards advocacy for members, which is good
 - Good for multiple subgroups who need different types of support
 - Member meetings also describe what is of value to members - What should be available exclusively for members (see poll)
 - Case studies and resources recap
 - Accomplishments including public events over last two years
 - Program activities
 - Funders, Grants, and Contributions overview - upward trend (follows the opening of membership which was also on an upward trend)
 - New: pro bono support and partnerships
- Goals for next year
 - Sustain and expand Venuely
 - Elicit experts
 - Research and partnerships with academics and Landmarks Office on houses of faith
 - Expand benefits



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- Membership support
- What's needed?
 - Gratitude for ED's work to date
 - Easy and accessible member portal
 - Do any goals address advocacy work and is there any focus on specific groups who could increase access to decision makers?
 - a. Good idea, are doing more of this but likely need conversation about who else would be good in this and navigating the politics of the situation
 - What is the benefit gained of increasing our voice or noisiness, versus what will benefit our interests?

6. Policy on public positions / statements from B&M (*Taylor Aikin*)

- Want mechanism to share ideas and want all perspectives of Bricks & Mortals represented in those public statements
- Create a procedure so membership weighs in and agrees on content that gets shared
- Board delegates to committee all policies being made and then reviewed by Executive Committee and then by Board at large, will be living documents
- ED will share policy via email

7. FY24 Budget (*Nell Debevoise*)

- Requires Board approval but no line item veto or approval by members
- Send feedback and questions to Kate and Nell
- Everything in good shape in terms of revenue with overages in kind revenue and increases in membership
- Some things remain to be confirmed like membership and grants
- Leverages massive external funding over membership
- Did thorough review and assessment of expenses and personnel
- Largest expenses are staffing and programs, much of which is supported by grants
- Adding fundraising expenses to diversify revenue



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8. Closing by Jason Labate (10 mins)

- Email questions and concerns to Executive Committee
- Member and other announcements
 - Erjon Ceko, Department of Finance: NFP tax exemption renewal, including revocation letters
- Check your email for poll to schedule next year's Membership meetings, and meeting schedule for Sept 2022 - June 2023
- [Invite colleagues to join us and become Members!](#)