

January 15, 2023

Dear Friends,

This week Ted Bongiovanni accepted the position of the Executive Director of the Quarter. Ted is a member of Brooklyn Monthly Meeting and comes to us from Consumer Reports where he is head of New Ventures. Ted serves on the Ministry and Counsel and the Community Dinner committees for Brooklyn and also serves on the Relief Committee for the Quarter. Ted has also worked in educational technology for both NYU Abu Dhabi and Columbia University.

During this search, the Search Committee spoke with all of the Meetings and a number of committees and learned a lot. We learned how much our community appreciates the work of our staff and how we need to value the staff more. We learned that our community is craving for more connection and interconnection between Meetings. We learned that we need better means and methods of communicating with each other. We learned that our community wants more transparency in the work done by Trustees. We learned that we must take better care of our facilities. We learned that we want to do witness activities as a Quarter. And we learned that we also want to do more to take care of our own community. These are the things we heard that we, the Quarter, will work on with Ted.

Over the next few months, we will continue to have these conversations and continue to improve the Quarter. In hearing these needs Trustees learned that we need to invest in our staff more. This budget represents changes to our health care plan that reduces the co-pay for our staff by 84% and lowered their deductibles by 87% of the previous year's cost. We also increased the vacation time for our staff. As we welcome Ted, who will begin on February 6, 2023, we are asked to remember that when he is worshiping with us, he is not working with us. He too comes to meeting for spiritual renewal. Please welcome Ted and hold him in the light as joins our staff.

The changes in the way we support our staff were facilitated by the work of our current Interim Executive Director, Betsy Smulyan. Betsy joined the Quarter in May of 2022 and has been an outstanding partner to work with during the past 8 months. Trustees thanked Betsy with the following minute:

2023.01.16 Trustees minute here their profound gratitude to Betsy Smulyan for her generous, principled, and committed partnership and leadership as Interim Executive Director. She has been a spirited friend to Friends and has helped to stabilize and strengthen our community in innumerable ways in her short tenure. We wish her Godspeed on the road ahead.

Betsy's last day with us is Feb 3, 2023. Please send her your wish and feel free stop by to meet Ted.

In Friendship,

Respectfully submitted,
Glenn Josey,
Clerk of Trustees

