

UNITY CHURCH UNITARIAN
BOARD OF TRUSTEES MEETING
APRIL 17, 2013 7:15 – 9:15 PM ANDERSON LIBRARY

ATTENDEES

BOARD MEMBERS: Marg Walker, Deborah Carter McCoy, Steve Harper, Bob Peskin, Sarah Pradt, Lia Rivamonte, and Terry Linskey.

Not Present: Rich Hamer, Tim Thoreen.

EXECUTIVE TEAM: Rob Eller-Isaacs, Janne Eller-Isaacs, Barbara Hubbard, and Lisa Friedman.

OTHERS: Jim Foti, Rob Fulton.

WELCOME AND FOCUS

Lia Rivamonte provided Reading and Focus Question.

REVIEW OF THE PAST

APPROVAL OF FEBRUARY MINUTES

Motion to approve Minutes from March Board of Trustees Meeting was made by Deborah Carter McCoy. Steve Harper seconded the Motion. There was no discussion and the Motion was unanimously approved.

EXECUTIVE TEAM REPORT

Miscellaneous Comments

Board Members expressed very positive comments on several items that were mentioned in the Executive Team Report.

Lisa Friedman was complimented on the new Visitor Cards that that were placed in the sanctuary, welcome table, nursery and Spirit Play classrooms.

Jim Foti and Drew Danielson were complimented on the *Technology Basics for Grandparents Workshop* that brought together Tower Club Members and approximately 22 grandparents for an afternoon of inter-generational learning.

Kerri Meyer was complimented for the special sensory chapel service for families who have children with sensory issues or autism diagnoses.

These examples are a small sample of all the great work being done by staff and volunteers at Unity.

Unity Tomorrow

Rob and Barbara reported that sixty-eight Unity Tomorrow Shares have been purchased to date. These Shares are valued at \$160,000,

It was also noted that the new Unity Tomorrow Messaging placed around the building, and the video messages have been well received.

A YouTube video of Kerri and Sally's *Ames Letter from the Past* performance is in production and will soon be posted.

Staffing

Marcy Mann-Anderson has accepted an invitation to join the staff as Office Manager.

Barbara noted that there will be six staff members leaving over the next few weeks. She invited Board members to attend as many Farewell Functions for these individuals as their schedule allows.

Rob commended Bill Lowell for the tremendous work he has done in mentoring Leo O'Brien. Leo will be leaving the staff to take a position with the Science Museum of Minnesota.

CREATION OF THE FUTURE

MONITORING PERFORMANCE

Transformational Index | Congregational Survey

Continuing with last month's conversation around the Transformational Index, the Executive Team provided the Index for the Board to review. After some discussion, it was agreed that the Index will be promoted to the congregation and all members will be invited to complete it.

It was also noted during discussion that the Board would like to have the opportunity to provide some feedback to those at Unity Consulting developing on the Index. It was decided that Board members were to review the Index, and if they had any feedback, to forward their thoughts and comments to Terry who would then pass it along to Laura Park.

It was also agreed that we would do another Congregational Survey in the spring of 2014 based on the new End Statements.

Staff | Volunteer Survey

Barbara shared several versions of the 2003 survey, and the latest updated survey used in 2012. She reported that the intention of the survey was to provide an instrument of evaluation for those staff and volunteers who had interaction directly with the Executive Team.

After discussion, it was felt that the 2003 version of the survey was more consistent with the current governance policies.

The Board felt that there should be some minor revisions made to the survey. Marg volunteered to make those revisions on the 2003 survey.

ET Performance Evaluation

Discussion took place regarding the evaluation of the Executive Team. ET members felt that fruitful discussions took place when there were differences from the ET Members Self Evaluation and with the evaluation from the Board. ET Members also felt that individual conversations with the Board were valuable.

It was agreed that the current form will be used as the evaluation tool. It was also agreed that the rating criteria would be expanded from 1-3 to 1-5. All agreed that

evaluation of the ET should happen as soon as possible, but exact timing still needs to be determined.

ENDS PROCESS UPDATE AND DISCUSSION

Marg provided an update on the progress being made by the Ends Statement Sub-Team.

Although it has been challenging, meetings with the Moral Out Reach groups have been scheduled. Marg encouraged all to review and confirm the times that Board Members are meeting with their respective groups.

Marg also communicated that the ARLT would participate in the Friday evening portion of our May Retreat. The ARLT will receive the same data as the Board that was accumulated during the Charting Our Course Activities in March. A single representative from ARLT will be invited to our Friday night session and take part in our discussion.

The Board then discussed the schedule of events, and individual responsibilities expected of each Board Member during the Retreat.

WRAP-UP AND FORECAST

Marg discussed the following items Board Members should take note of in the following month.

Heritage Society Dinner – May 3rd

Board Retreat May 10th & 11th

Continuing information from Executive Team Composition Sub-Team

CLOSING READING

Sarah Pradt provided the Closing Reading.

ADJOURN

The Meeting was adjourned at 9:10 PM.

Respectfully submitted,
Terry Linskey, Board Secretary