Unity Church - Unitarian
Board of Trustees Meeting
April 15, 2015 7:15 p.m. – 9:15 p.m.
Unity Church - Unitarian Library

Attendees
Board of Trustees (BOT) Members: Stuart Alger, Ginny Allen, Deborah Carter McCoy, Mark Foster, Hal Freshley, Rich Hamer, Steve Harper, Peggy Lin, Angela Newhouse

Executive Team (ET) Members: Janne Eller-Isaacs, Rob Eller-Isaacs, Lisa Friedman, Barbara Hubbard

Others: Lindasusan Ulrich, Laura Park, Vicki Stewart, and (from the Unitarian Universalist Church of Minnetonka) Jackie Smolen (President, Board of Trustees), Kate Flom (Vice President, Board of Trustees), Rev. Kent Saleska

Opening
Hal Freshley offered an opening reading and a focus question.

Review of the Past

Approval of March minutes:
Hal Freshley moved to approve the March 2015 Board of Trustees meeting minutes. Deborah Carter McCoy seconded the motion. The motion to approve the minutes was approved unanimously.

Monitoring Reports:
Steve Harper moved to accept the Monthly ET reports on Program Ends and Outcomes, Financial Condition, and Staff Changes as demonstrating compliance with limitations. Hal Freshley seconded the motion.

It was noted that the Program Ends and Outcomes section of the report includes two separate motions:

- The Board of Trustees of Unity Church-Unitarian is pleased to sponsor Terri Burnor as a candidate for Ministerial Fellowship in the Unitarian-Universalist Association, and
- The Board of Trustees of Unity Church-Unitarian recommends that the congregation ordain Ashley Horan to the Unitarian Universalist Ministry. A special meeting of the congregation to consider her request for ordination will be held on Sunday, May 10th at 12:00 p.m.

There was a brief discussion about the Program Ends and Outcomes report, including the Religious Education Ministry Team's proposal to personalize the RE space in the basement, the number of new members joining the church, the financial arrangements for Ashley Horan's ordination, and holding the congregational vote to ordain Ms. Horan after each service (vs. just after the 11:00 service).

Barbara Hubbard reviewed the information regarding Financial Condition and confirmed that March financials will include the "dashboard" indicators suggested by Schechter Dokken Kanter.

Following this discussion, the motion (including the motions regarding sponsorship and ordination, as amended to remove the words "at 12:00 immediately following the service") passed unanimously.

Angela Newhouse made a motion to accept the monitoring report on policy II.A. (ET Constraint) as compliant with limitations. Steve Harper seconded the motion. The motion passed unanimously.

Creation of the Future

Sabbatical Report
Janne and Rob Eller-Isaacs gave a report on their sabbatical activities. They both expressed their gratitude to the staff and the other ET members for extra efforts to cover their duties while on sabbatical. They also thanked the congregation for the opportunity to take sabbatical leave.

Report of BOT Involvement in Anti-Racism Events and Trainings
BOT members reported on their involvement in anti-racism events or trainings, including attending the Wellspring Wednesday Selma panel and awareness of Unity's anti-racism work beyond our four walls.

Report on 2015 Operating Expenses, Pledges and Budget:
Barbara Hubbard discussed the ET's review of the budget and 2015 projected income vs. expenses. The ET has confirmed its previous conclusion that pledge income is expected to fall about $54,000 short from projected, and noted that while budget shortfalls have occurred in the past, this year's shortfall was identified earlier than in past years, with more time to address it.

As discussed at the March BOT meeting, the ET solicited four quotes for health insurance coverage for the staff. Two of those quotes were higher than the current cost, and two were lower but not materially. The ET has decided to remain with the UUA plan, at least for the balance of 2015.

Further discussion centered on the need to either cut other expenses or to raise additional income. The ET has decided to go back to the congregation with a spring canvas. BOT members are asked to consider raising their 2015 pledges by 10%. Barbara Hubbard will send an email for BOT members to respond to this request.

Evaluation Sub-Team
The evaluation sub-team gave a report on their work on the congregational survey, which must be administered before the end of the 2015 church year. Most of the questions will not change from the 2014 survey, although activities and programs will be updated. The evaluation sub-team would like to add a question to the survey: "Do you or any of your family members identify as people of color?" The BOT and ET discussed whether and why such a question is necessary and the ET offered to think further about the question and provide suggestions to the evaluation sub-team regarding whether to include the question and if, so, how or whether to reword it.

Ginny Allen offered a closing reading. The meeting was adjourned at 9:20 p.m.

Follow-Up Items

- The ET will present a revised balanced budget at the June BOT meeting

Respectfully submitted,

Peggy D. Lin