

**Unity Church - Unitarian
Board of Trustees Meeting
July 11, 2015 9:00 a.m. – 1:00 p.m.
Unity Church - Unitarian Library**

Attendees

Board of Trustees (BOT) Members: Stuart Alger, Ginny Allen, Mark Foster, Hal Freshley, Rich Hamer, Steve Harper, Angela Newhouse

Executive Team (ET) Members: Barbara Hubbard, Lisa Friedman

Others: Peter Heege

Opening

Hal Freshley offered an opening reading and a focus question.

Review of the Past

Approval of June minutes:

Mark Foster moved to approve the minutes of the June 11, 2015 meeting. Stuart Alger seconded the motion. There was a brief discussion about possible action items: ET Fundraising and Ordination. No BOT action is required. Discussed Ashley Horan ordination and ordination procedure; whether BOT action is needed. Answer is “No.” No changes to the minutes were recommended. Following the discussion the motion to approve the minutes was unanimous.

Monitoring Reports:

1. Monthly ET report

Hal Freshley moved to accept the monthly ET report as demonstrating compliance with limitations. Stuart Alger seconded the motion.

Discussion: Hal mentioned that he noticed the report is higher level this time and this seems to be closer to what we need. It may be a step toward what the monitoring subteam will find is appropriate for BOT needs, tying it more closely to the Ends and easing the monthly burden on the ET. Lisa reported that it felt good to write it this way and she noted that she wrote it herself as contrasted to other reports. It reflects one voice and also the nature of the reduced summer schedule. Following this discussion the motion passed unanimously.

2. May 2015 Financials

Angela Newhouse moved to accept the May 2015 financial statements as demonstrating compliance with limitations. Hal Freshley seconded the motion. New pledges have increased from 39 to 61. We are marching toward the projected number of 102. Pathway to Membership classes are going well and pledging is actively discussed at these classes. Some confusion regarding the \$28,000 and \$18,000 projected shortfall as between the ET report and the pledge analysis was expressed. An explanation of the difference may reflect the fact that the \$18,000 figure is pledges only and not other income sources. Building income is under budget projections, as well. Barbara Hubbard expressed her suspicion that there may be something wrong with the gap numbers in this report and she will check into this. We are making progress; cash flow and accounts payable look good. Expenses are being closely watched. Following this discussion the motion passed unanimously.

Creation of the Future

ARLT Annual Report

Peter Heege represented the ARLT and presented the report. He says he is pleased with how antiracism is integrated into the life of Unity. He expressed a desire to have the ARLT become more policy oriented as opposed to program oriented since there are so many other groups doing the program work within Unity now. ARLT is working on better realizing its role as a policy group, as a tool for monitoring the Ends and interpreting policy J for the ET. The ARLT will be looking at how the ends are being pursued in the area of antiracism, within, among, beyond. The ET is still working on its role and is examining its staffing issues. In response to the question "What does the ARLT want from the BOT?" Peter stated that the ARLT would like the BOT (and the ET) to consider ARLT antiracism work needs in the budget discussions. It was pointed out that the BOT does not make decisions about how budget line items are allocated.

ARLT and BOT Nominations/Conversation

The BOT nominations subteam consists of Steve Harper, Mark Foster, Ginny Allen. Screening occurs in September with the slate recommended to the BOT in October. There was some discussion of the process (materials and plans). Interview questions already exist and will be reconsidered and tweaked by the subteam. The group brainstormed on characteristics: what people bring to the board and how this might inform consideration of new members. A large list of possible nominees was developed, including individuals considered previously but who declined while agreeing to be considered again in the future. The BOT asked that the ET "vet" the list for their thoughts and additions.

Leadership Transition Sub-Team Report

Steve Harper presented some thoughts from the report that was distributed at the last BOT meeting. He talked about the three interim models that are described in the draft planning document and that there will need to be consideration of whether the ET structure will continue or whether we might change to a CEO model, pointing out that this is not for immediate determination but will be necessary for a future BOT. Another consideration is whether we look for 2 ministers or one. The search process is likely to cost \$15,000 to \$20,000. A six month overlap interim could cost \$50,000. The leadership transition presents serious issues for BOT consideration. The BOT in general approved the direction of the work done by the Transition subteam.

Board Self-Evaluation regarding Policies/Retrospective

The BOT embarked on a discussion of self-evaluation under policy III.A.-F. A separate report will reflect that discussion.

Additional Items:

Barbara Hubbard distributed hard copies of the Financial Statements for Years ended December 31, 2014 and 2013 as produced by Schechter Dokken Kanter.

Angela Newhouse offered a closing reading. The meeting was adjourned at 1:15 p.m.

Respectfully submitted,

Mark H. Foster