

**Unity Church - Unitarian  
Board of Trustees Meeting  
August 19, 2015 6:00 p.m. – 9:00 p.m.  
Unity Church - Unitarian Parish Hall**

**Attendees**

Board of Trustees (BOT) Members: 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: Laura Park, Shay MacKay

**Opening**

Steve Harper offered an opening reading and a focus question.

**Review of the Past – Part I**

Approval of July minutes:

Hal Freshley moved to approve the July 2015 Board of Trustees meeting minutes. Peggy Lin seconded the motion. The motion was approved unanimously.

**Creation of the Future – Part I**

Communications Sub-Team Report

Deborah Carter McCoy presented a report on the work of the Communications Sub-Team, which is charged with developing more intentional communication with the congregation about the work of the BOT. The Sub-Team proposes regular messaging that is coordinated between the monthly BOT column in CommUnity, Twitter, Facebook, links to the church website, and other media. Future BOT columns should be inspired by the work of the BOT and coordinated with the monthly worship theme. BOT members are asked to review the materials distributed by the Sub-Team and give comments to Deborah before the September meeting. The BOT and ET discussed adding a regular feature to BOT meetings to capture talking points that BOT members could use to help describe the work of the BOT.

Hallman Ministerial Intern Introduction

Shay MacKay, the 2015-2016 Hallman ministerial intern, introduced herself to the BOT.

ET Evaluation Introduction

The Evaluation Sub-Team introduced the ET evaluation, which is upcoming, and distributed materials that the BOT and ET might find helpful in completing the evaluation. These materials include the congregational survey results, and a summary of how the BOT has voted during the 2015 BOT year regarding the ET's performance in light of the limitations.

**Review of the Past – Part II**

Deborah Carter McCoy moved to accept the Program Ends and Outcomes, Financial Condition, and Staff Changes report as compliant with limitations. After brief discussion, the motion passed unanimously.

Steve Harper moved to accept the June 2015 Financial Statements and the pledge analysis as compliant with limitations. Deborah Carter McCoy seconded the motion. Barbara Hubbard provided an overview of the pledge analysis, noting that 13 additional households have made pledges since May, the income gap from pledges remains at \$27,440, and the ET will continue trying to bridge the gap. Efforts in Spring 2015 cut the shortfall in half. After this discussion, the motion passed unanimously.

Mark Foster moved to accept the August 2015 Membership Report as filed. Hal Freshley seconded the motion. The BOT and ET discussed which limitation this report is intended to demonstrate compliance with, and the ET noted that membership may no longer be the best measurement of a church's health. Attendance and involvement may be better indicators. The BOT recommended that the Policy Sub-Team review this report. After this discussion, the motion passed unanimously.

Deborah Carter McCoy moved to accept the Financial Planning report as compliant with Policy II.D. Hal Freshley seconded the motion. The motion passed unanimously.

Angela Newhouse moved to accept the Asset Protection report as compliant with Policy II.F. Deborah Carter McCoy seconded the motion. After a brief discussion of archiving church documents and artifacts at the Minnesota Historical Society, the motion passed unanimously.

The BOT and ET briefly discussed the Compensation and Benefits Report, which Barbara Hubbard will compile for 2016 budget discussions in September and October.

## **Creation of the Future – Part II**

### BOT Nominations

The BOT Nomination Sub-Team distributed a list of candidates for the 2016 BOT. The BOT discussed the attributes needed for successful BOT service, the yearning to get beyond the people that we know and to open BOT service to a broader group. The BOT discussed making the Nomination Sub-Team a year-round group for the 2016 BOT year with the hope that members of that Sub-Team could cultivate relationships with BOT candidates over time. The Sub-Team will proceed with the candidates on the current list, conduct interviews, and present a slate at the October meeting for election by the congregation at the annual meeting in November.

### ET Response to Congregational Survey

The ET responded to the results of the 2015 congregational survey, noting that respondents recognized progress made toward the Beyond ends. The ET has prepared many offerings for the 2015-16 church year around spiritual practice, which again reflected as an area for improvement from the survey results. Congregation members need ways to address the gap between leading a spiritual life, and knowing how to talk about it. The ET will revisit their interpretation of the Ends quarterly and use this to guide their work.

### State of the Church

The BOT had a rich discussion regarding the state of the church.

### Talking Points

The ET and BOT assembled the following talking points from the meeting:

- Fall represents a time of new opportunities and new energy at church
- The BOT supports the work of the Pledge Team and hopes the congregation will too

- The BOT and ET reviewed the results of the congregational survey and will use those results in their work. Completing the survey is important and the BOT and ET appreciate it.

Shay MacKay offered a closing reading. The meeting was adjourned at 9:10 p.m.

**Follow-Up Items**

- The Policy Sub-Team should review the Membership Report to determine which limitation it measures.
- The 2016 BOT should consider making the Nomination Sub-Team a year-round sub-team.

Respectfully submitted,

Peggy D. Lin