

**Unity Church Unitarian
Board of Trustees Meeting
July 9, 2011**

Board members present: Sue Babcock, Laura Smidzik, Rob Fulton, Neely Crane-Smith, Bev Heydinger, Sarah Pradt, Craig Allen, Tim Thoreen

ET Present: Barbara Hubbard, Leon Dunkley, Christi Sari

Other: Pauline Eichten, Justin Man, Jim Mitchell, Miles Lewis, Alex Smith, Michelle Waness, Russell Balanger, Brandon Cob, Cody Nelson, Brandy

I. Opening Reading and Focus Question

II. Review of the Past

A motion to approve the minutes the board meeting in June was made by Laura and seconded by Beverly. The motion carried.

- Executive Team Report

The Board asked for a separation of Unity Tomorrow financials, since as of June 30th capital campaign contributions will start to appear under receivables, and for a separate sheet so we can see the operating budget and the capital campaign separately. Barbara reported that the previously planned fundraising anniversary dinner with Rob and Janne looks like it will not happen due to the capital campaign, and that expenses will need to be cut to make up for it.

- Unity Tomorrow Update/Authorize Additional Services Contract with MDA

UT is still in the quiet phase: 90 of 135 visits completed and \$3.7 million raised so far. The team decided to do another 100 households in the quiet phase in September/October, with another 465 for the public phase. The team is going to recruit people who committed in the Leadership phase to do visits. Lorelei will hold three "Project Management 101" orientation sessions to walk people through the process of a large building project and what to expect.

A motion to approve additional services for sanctuary schematic design to Miller Dunwiddie was made by Bev and seconded by Sue. The motion carried.

The Board was asked to approve additional expenses to Miller Dunwiddie for sanctuary schematic design, which has already been completed. Policy dictates that all expenses above \$10,000 are to come before the Board before approval. **The Board feels the**

Executive Team, Capital Campaign team and Current Site team violated Board policy and the limitations when they approved this expense without consulting the Board.

Board members feel that we're not getting regular reports from committees and don't have a good idea what is going on. While we know that the capital campaign is an iterative and ongoing process that will shift from month to month, but the lack of communication with the Board it's making it hard to walk among other members with confidence.

The Board is asking the ET to immediately create a clear plan on how communications are going to come to the Board to keep us aware of planning, especially as we anticipate exceeding the \$4 million funding level. We have yet to see what we were told we would see in March – what kind of project we could fund for \$4 million – while we are also being told that \$4 million won't get us there.

Bill provided a preliminary report on the church survey, which had a significantly lower response than the previous six years. Craig and Tim will be taking over the survey process from Bill.

III. Creation of the Future

The Policy Subcommittee presented a minority hiring policy update, since a new limitation is that the church may not fail to have an equal employment policy in place and create methods for monitoring. Rob Fulton pointed out that this is critical for the St. Paul Foundation grant, since they have been pushing for this. The subcommittee asked the whole Board to dig into the issues around this policy and placed it on the agenda for the August meeting.

Board members then heard from AMICUS members about the Circle of Peace Program being held in partnership with Unity. The Board feels it is important to connect with members of the larger community about the creation of the Beloved Community and become better neighbors to each other. AMICUS members reported that the Center Room has become sacred space to the group and would rather squeeze people in than move to another room. A regular group of 25 meetings have come to over 60 Circle of Peace meetings at Unity.

IV. Closing Reading

*Minutes respectfully submitted by Neely Crane-Smith, Board Secretary.
Minutes approved on August 17, 2011.*