

Unity Church Unitarian  
Board of Trustees Meeting  
November 3, 2012  
9 a.m. to 1 p.m.  
Religious Education Classroom

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**Board members present:** Bob Peskin, chair; Craig Allen, Rob Fulton, Terry Linskey, Sarah Pradt, Lia Rivamonte, Tim Thoreen, Marg Walker.

**Executive Team present:** Janne Eller-Isaacs, Rob Eller-Isaacs, Barbara Hubbard

**Others present:** Marty Rossmann, Jim Foti, Mae Gibson Wall; incoming board members Rich Hamer, Steve Harper, Deborah Carter McCoy.

**9:00 a.m. Opening and Focus Question - Craig Allen**

**9:30 a.m. Review of the Past**

- **October 2012 minutes** passed without amendment.
- **Executive Team Report:** Since the last meeting of the board was less than three weeks prior, there was no written report. ET members responded to questions as they arose during the meeting.
- **Unity Tomorrow Update:** Per board vote at the October meeting, a phased spending of the Owner's Contingency has begun, based on specific expenses as they have been incurred.
- **ARLT Update:** ARLT is finishing its annual report, an executive summary of which will be distributed to the congregation. Drew Danielson will serve as the staff liaison to ARLT.

**10:05 a.m. Special Presentation about UUSC: Marty Rossmann**

Marty provided a brief overview about the Unitarian Universalist Service Committee, and asked the board members to participate in the events surrounding the December visit of UUSC executive director Rev. Dr. William Schultz.

## 10:15 a.m. Creation of the Future

- **Policy J, Vendor Audit:** Motion made, seconded and unanimously approved, that Board Policy J. #1 be revised to read:

With respect to Unity's commitment to becoming an actively anti-racist institution the Executive Team may not fail to:

1. Maintain an active conversation with its vendors by engaging them in a process of evaluation and education, applying a matrix of values with all vendors above a threshold of \$2,500.00 annually.
- **Facilities Endowment:** Motion made, seconded, and unanimously approved, to establish a Facilities Endowment Fund, and to convene the Gifts Acceptance Committee to understand the conditions of this fund and to review gifts of real estate to the church. The Gifts Acceptance Committee is comprised of Lia Rivamonte, Jack Rossmann and Marg Walker, members; Barbara Hubbard, staff liaison.
  - **2013 Budget:** Per the board's initial discussion about the budget at the October meeting, long-term disability insurance was deleted from the proposed 2013 budget, while cost-of-living increases of 2% were retained, along with increasing salaries for staff who fall below the 5% threshold of the nationwide comparative salary range to the minus 5% level. The revised budget was moved, seconded and unanimously approved.
  - **2013 Board Officers:** Marg Walker was nominated to serve as board chair for the coming year. Motion seconded and unanimously approved. The position of secretary will be determined prior to the annual meeting.
  - **Ends Process Planning:** Laura Park from Unity Consulting led the board through a discussion of the history and importance of developing the new Ends Statements. Unity does this every five years; this will be our third cycle. Since the Ends Statements are the criteria by which the board evaluates the performance of the ET, it is imperative that the board engage the congregation in the process of developing new Ends Statements. Unity used an Appreciative Inquiry process as a method for that engagement both five and ten years ago.

Laura then led all present through a small group process to determine the "big question" that would inform the development of the new Ends Statements. The question that emerged was, "What does it mean to be both courageous and vulnerable, together?" It was agreed to use this as the focus question for the December board meeting.

The timetable for the process will be: develop the process, publicize the work, and train facilitators in December, January & February; obtain input from congregation and moral owners in March and April; develop draft of revised Ends Statements for review by board at May meeting; use the summer months to refine the writing, obtain any necessary feedback in the fall; and present final version to congregation at annual meeting in November.

The Ends team will design and guide this process with the assistance of Laura Park. Team members are Bob Peskin, Lia Rivamonte, Terry Linskey, and Marg Walker.

- **Annual Meeting agenda:** Budget, bios of incoming trustees, Unity Tomorrow report.

**12:50 Closing Reading – Lia Rivamonte**

**12:55 Meeting Adjourned**

Respectfully submitted,

Sarah Pradt and Bob Peskin