UNITY CHURCH UNITARIAN

BOARD OF TRUSTEES MEETING

NOVEMBER 9, 2013 9:00 AM – 1:00 PM

ANDERSEN LIBRARY

ATTENDEES

BOARD MEMBERS: Marg Walker - Chair, Deborah Carter McCoy, Rich Hamer, Steve Harper, Sarah Pradt, Lia Rivamonte, Tim Thoreen, and Terry Linskey.

EXECUTIVE TEAM*:* Janne Eller-Isaacs, Rob Eller-Isaccs, Barbara Hubbard, and Lisa Friedman.

OTHERS*:* Jennifer Nordstrom – Hallman Ministerial Intern, Karen Van Fossan – Intern, Bill Etter – Consultant to the Board, Pauline Eichten – ARLT, Mary Margaret Zindren – ARLT, and newly appointed Trustees Hal Freshley, Ginny Allen, and Peggy Lin.

OPENING AND FOCUS

Deborah Carter McCoy provided Opening Reading, and Focus Question.

REVIEW OF THE PAST

APPROVAL OF OCTOBER MINUTES

Motion to approve Minutes from October Board of Trustees Meeting was made by Sarah Pradt. Lia Rivamonte seconded the Motion.

In the October Minutes two misspellings were noted.

There was no further discussion, and the Motion was unanimously approved as corrected.

EXECUTIVE TEAM REPORT

Executive Team fielded questions on the following topics:

- Coordination of Anti-Racism | Anti-Oppression | Community Outreach.
- How Beloved Conversations fit with other anti-racism work.
- Financial Issues:
    - Resource Development.
    - Pledge Drive Report.
    - Development Ministry Team – DMT.
        - Recruitment.
        - Roles and Responsibilities.
        - Fund Raising | Long-Term Planning vs. Budget Management.
    - Endowment Advance Payment.

Executive Team and Board reflected on accomplishments of 2013, and discussed issues and tactics for the 2014 Term. Examples included tracking of cash flow in a different manner, considering a "sustaining pledge" model, repeating this years tactic of completing the pledge drive in one month, and beginning Board discussions of budget priorities and specifics earlier in the year.

CREATION OF THE FUTURE

ARLT ANNUAL REPORT / RECOMMENDATIONS

Pauline Eichten and Mary Margaret Zindren provided a brief report of the ARLT activities of the past year.

Most of the discussion was centered on the recommendations and issues the ARLT would like the Board to consider. These recommendations include:

- Develop an *Institutional Vision* of anti-racism work within the church.
- Review ARLT financial considerations:
  - Increase opportunities for ARLT input into budget priorities and expenditures.
  - Increase budget available for staffing.
- Develop additional activities that reflect a balance of ARLT, Staff, and Congregation input. Beloved Conversations is a good example of this.
- Develop policies to increase diversity in Staff and Trustee recruitment.
- Initiate quarterly "Summits" to include ARLT outreach teams, adult education, and others, to increase awareness of and coordination among their efforts.
- Use best practices appended to the ARLT Annual Report as a tool for Board reflection on the church's progress and a guide for strengthening an on-going commitment with other UU Churches nationally to become a racially integrated institution.

SPIRITUALY MATURITY PILOT PROJECT

Bill Etter reviewed the results of the Spiritual Maturity Pilot Study. The purpose of the study is to develop a tool that churches can use to hold themselves accountable for helping people to make progress in their individual spiritual development. Bill provided statistical results of the Study from the four congregations across the country that participated in the Study. From responses to 56 specific statements, churches are able to assess the impact of church activities in people's lives, and focus programming that will make a difference. After the pilot project is completed in the coming months, the Board can determine whether some measures should be included in the Annual Congregational Survey.

EXECUTIVE TEAM EVALUATION RESULTS

Bill Etter reviewed the findings of Executive Team Evaluation.

EXECUTIVE TEAM'S 2014 WORK PLAN

Rob Eller-Issacs provided an update on the Executive Team's Work Plan for 2014. He reiterated that the Work Plan is an instrument to maintain priorities. It is a document still in process.

ANNUAL MEETING PREPARATION

Marg Walker reviewed final preparations needed to be made prior to the Annual Meeting.

ORIENTATION FOR NEW TRUSTEES

Marg led a discussion regarding the orientation of new Trustees. All agreed that the process could be improved to get newly appointed Trustees "up to speed" quicker. A Sub-Team was formed with Terry Linskey, Convener, Steve Harper, and Deborah Carter McCoy.

Steve is working with Laura Park to schedule an *Intro to Policy Governance* session with members of the Sub-Team and newly appointed Trustees. Terry will then schedule additional sessions in December and early January.

WRAP-UP AND FORECAST

UPCOMING EVENTS OF IMPORTANCE

ANNUAL MEETING

- Saturday, November 16th
- 10:00 AM – 12:00 PM
- Pancake Breakfast prior to Meeting

DECEMBER BOARD MEETING

- Wednesday, December 18th
- 7:15 PM – 9:15 PM
- Deborah Carter McCoy Home
- 795 Holly Avenue St. Paul MN 55014

CLOSING READING

Tim Thoreen provided the Closing Reading.

ADJOURN

The Meeting was adjourned at 1:00 PM.

Respectfully submitted,
Terry Linskey, Board Secretary