

**Unity Church-Unitarian
Board of Trustees Meeting**
August 20, 2014 | 7:00 pm – 9:00 pm
Unity Church-Unitarian Library

Attendees

Board of Trustee (BOT) members: Ginny Allen, Deborah Carter McCoy, Rich Hamer, Steve Harper, Hal Freshley, Terry Linskey

Executive Team (ET): Janne Eller-Isaacs, Rob Eller-Isaacs, Lisa Friedman, Barbara Hubbard

Others: Laura Park – Unity Consulting, Csonger Benedek - Transylvania,

Opening & Focus

Lia Rivamonte provided the focus with questions from the board game Black Trivia.

Review of the Past

Approval of July minutes:

Ginny Allen moved to approve the July Board of Trustees meeting minutes. Deborah Carter McCoy seconded the motion to approve meeting minutes. Several corrections were noted. The motion to approve the minutes as amended was unanimously approved.

The following monthly monitoring reports were presented to the BOT in accordance with the by-laws and in time with the perpetual calendar including:

- Program ends and outcomes
- Financial condition
- Staff changes

Hal Freshley moved to accept the program ends and outcomes report as compliant with limitations and Lia Rivamonte seconded the motion. Discussion or clarification was requested on the following items from the program ends and outcomes report:

- The Saint Paul Foundation grant application next steps will include a review with The Saint Paul Foundation. Some aspects of the grant will be moved forward regardless of funding outcome, including Danny Givens' residency which will begin in fall 2014.
- The raffle progress is steady. Sales are half-way to goal. Most are excited about the progress to date and expect ticket sales to increase with the beginning of the church year.

The motion was unanimously approved.

Hal Freshley moved to accept the financial condition report as compliant with limitations and Terry Linskey seconded the motion. Discussion or clarification was requested on the following items from the financial condition report:

- Changing conditions and fiscal health during the summer months
- Current liabilities
- Barbara Hubbard will follow-up with Rich Hamer regarding specific questions related to doubtful accounts and current liabilities.

The motion was unanimously approved.

Deborah Carter McCoy moved to accept the staff changes report as compliant with limitations and Lia Rivamonte seconded the motion. Discussion or clarification was requested on the following item from the staff changes report:

- The ET and the BOT will have a future discussion this fall regarding a more consistent format for the ET report to the BOT. The format has been evolving to best meet the needs of all parties. A subteam will be formed to frame the points of reference for the ET's reporting progress toward the ends to support the BOT's role of monitoring progress toward the ends.

The motion was unanimously approved.

The following monitoring reports were presented to the BOT in accordance with the by-laws and in time with the perpetual calendar including:

- Asset Protection
- Compensation and Benefits

Hal Freshley moved to accept the asset protection report as compliant with limitations and Ginny Allen seconded the motion. Discussion or clarification was requested on the following items from the asset protection report:

- The meaning of "damage" as it relates to intellectual property
- The formation of a subteam to more fully explore #9 within Policy F to assure it meets the needs of the BOT and the ministers. The Policy subteam will add this task to its list.
- Consideration of data maintenance as it relates to asset protection.
- #4 of Policy F as it relates to sprinkler system in sanctuary and congregational needs for sanctuary space. The ET indicated that a detailed set of recommendations will be forthcoming on this complex issue.

The report was unanimously accepted.

Lia Rivamonte moved to accept the compensation and benefits report as compliant with limitations and Deborah Carter McCoy seconded the motion. Discussion or clarification was requested on the following item from the compensation and benefits report:

- Opportunity to explore additional policy around fair compensation for staff and ministers in keeping with our church values.

The report was unanimously accepted.

Creation of the Future

The BOT held a robust discussion about strengths and opportunities as it relates to specific talent on the BOT. Issues discussed included:

- Emotional leadership
- Task-based leadership
- Experience
- Ambassadorship
- Communication skills
- Transition planning
- Generational representation
- Futurists
- Diversity
- Competing priorities
- Previous experience in comparable scope
- Fiduciary leadership
- Creativity
- Artistic
- Multicultural leadership
- Visionary

The ET shared their early response to the congregational survey. The ministerial team is especially excited about the overlap between the survey results and the opportunities available within worship themes for the coming church year as we move deeper into the intersection of spirituality and social justice. The BOT discussed ways to communicate survey results with the congregation and, at a minimum there will be a Wellspring Wednesday workshop led by Laura Park and Bill Etter and supported by Deborah Carter McCoy and Terry Linskey in addition to a summary in the church annual report.

Loose Ends & Closing

The next BOT meeting will be held on Saturday, September 13, 2014 from 9:00 am – 1:00 pm at Unity.

Ginny Allen provided the closing sentiment in a very clever way.

The meeting was adjourned at 9:00 pm.

Respectfully submitted by Deborah Carter McCoy