

**Unity Church-Unitarian**  
Meeting of The Board of Trustees / August 12, 2023

Time	Item	Name
9:00	<b>Light Chalice &amp; Reading</b>	Kevin H
9:05	<b>State of the Congregations (brief check in by 3 people) 30 min</b> (Generative Reflection question is going to be using this time to discuss the Program outcomes- See questions from KP as you prepare and read report)	Clover, KP & Louise
9:35	<b>Consent Agenda</b> <ul style="list-style-type: none"> <li>• Approve July 2023 Meeting Minutes</li> <li>• <b>Monitoring Reports</b> <ul style="list-style-type: none"> <li>○ <b>IIB. Staff Changes</b></li> <li>○ <b>IIE. Financial Condition</b></li> <li>○ <b>IIH. Communication and Counsel to the Board</b></li> <li>○ <b>IB. Membership</b></li> <li>○ <b>IIB Financial Planning</b></li> </ul> </li> </ul>	
	Clover Earl moved to approve the Consent Agenda, seconded by LauraSue Schlatter. The motion passed unanimously.	
9:40	<b>Monitoring Reports for Discussion</b> <ul style="list-style-type: none"> <li>• <b>IIC. Compensation &amp; Benefits report (incl. review of called Minister and ET salaries) -Discussion, Vote at September mtg. Do we want to pass a resolution of a 3-5 year timeline for compliance with UUA salaries? (20 min)</b></li> </ul>	Executive Team
	Mary Hernandez moved to approve Report IIC is compliant, the motion was seconded by Kevin Ely. The Board discussed budgeting for a new Senior minister's salary, given the new UUA guidance for that salary range. The Board discussed the disparity between our current staff pay and the UUA recommended ranges. Kevin Ely additionally moved that the Board directs the Exec Team to align Exec Team and staff salaries with the recommended UUA salary ranges within 3-5 years for fiscal year 2029. LauraSue Schlatter seconded the motion. The motions were approved unanimously.	
10:15	<b>Discuss &amp; Approve IB. Program Outcomes</b> (sent also in July, see ET questions handout) (30 min)	Everyone
	Debbie Cushman moved that report IB is compliant with Board Policy, Clover Earl seconded the motion. The motion passed unanimously.	
10:55	<b>Break (10 Min)</b>	Everyone
11:10	<b>Discuss Executive Director position &amp; process (Executive Session, 20 min)</b>	ET/Bd
	Kevin Ely moved that we move to Executive Session. Jess Landgraf seconded the motion, the motion passed unanimously. LauraSue Schlatter moved that we leave executive session, Clover Earl Seconded the motion. The motion to leave executive session passed unanimously.	
11:00	<b>Consent Agenda -Board Committee and MST Reports</b> <ul style="list-style-type: none"> <li>• Transitions – MST Report</li> <li>• Evaluation (Employee &amp; Volunteer Survey Results shared in September) <ul style="list-style-type: none"> <li>○ Next Year this Survey is done in the spring.</li> </ul> </li> </ul>	

	<ul style="list-style-type: none"> <li>• Communication/Education</li> </ul>	
	Mary Hernandez moved to approve the reports, Mary Baremore seconded the motion. The motion passed unanimously.	
11:05	<ul style="list-style-type: none"> <li>• Policy/Bylaws: Bylaw changes and question of how to handle issue of online participants at congregational meetings re: Motions and amendments (10 min)</li> <li>• Board Recruitment (7 min)</li> </ul>	LauraSue Clover
	<p>LauraSue presented on the bylaw changes and discussed the complexity of handling hybrid meetings and including online participants. Louise and Rev. Kathleen will work to gather more information on how other UU churchas may be dealing with this hybrid meetings.</p> <p>Clover updated the Board on the current count of applications to be on the Board.</p>	
11:23	<b>Discussion of process for Officers for next year (10 min)</b>	Everyone
	This agenda item was moved to the Board's closed session, given time constraints.	
11:33	<b>Check-out Question:</b> Reflect on your antidote practice set at the start. What was that like for you? What physical sensations, feelings, thoughts, questions emerged as you tried to practice? Release judgment of labeling your practice as good/bad, successful/unsuccessful. What do you want to try again next time? What will you try differently next time?	Everyone
	Louise moved to adjourn the meeting, Mary Baremore seconded the motion. The motion passed unanimously.	
	<b>Extinguish Chalice</b>	Louise
12:00	<b>BOT Reflection and Problem Solving (Please plan on time this month)</b>	Trustees

Reminders:

1. LauraSue is writing for September newsletter due August 15<sup>th</sup> and Kevin H is writing October newsletter Due September 15<sup>th</sup>. –coordinate with Communication & Education committee
2. Host September meeting is LauraSue.
3. State of Congregation for September: Kevin H, KP & Louise (anyone want to sub for Louise since she is also doing August?)

UUA Settlement Handbook is available on Board Effect and at:

<https://www.uua.org/careers/ministers/transitions/settlement-handbook>

Note to ask Barbara about setting up of Development Ministry Team (financial advisory group)

6 mo and 1 year interim report? I don't have record of sending Keith the 6 mo.