

## Unity Church Unitarian: Meeting of the Board of Trustees August, 2018

The meeting took place at Unity Church-Unitarian, 733 Portland Ave, St. Paul, Minn.

Board of Trustees (BOT) members present: Nila Gouldin, Nancy Everet, Justin Cummins, John Steiner-Manning, Bailey Webster, Ruth Kirkland, Jennifer Tong, Terry Linskey.

Executive Team (ET) members present: Rob Eller-Isaacs, Janne Eller-Isaacs Barbara Hubbard, Lisa Friedman, Kathryn Jay (new Hallman Intern)

Others present: Laura Park

Justin called the meeting to order at 7 p.m.

An opening reading was offered by John Steiner-Manning. Prophetic Leadership

Board Capacity Subteam:

Discussion of nominations process. Decision postponed to September in order to give the whole board more information.

Evaluation Subteam:

Executive team evaluation – handout from Terry. These are potential statements that would provide the basis for the 2018 Executive Team Evaluation. The group is asking for feedback from the board and ET on the questions.

Discomfort with the form of these new questions. We have evaluated the ET against the Ends and policy limitations. Laura: would be more effective if the ET was measured directly against Ends and policies.

The first five questions are the same as they have been for the past several years. The following questions are trying to expand the conversation to relationship between board and ET, etc.

Board self-assessment is ready to go and will be sent out through Survey Monkey in the next couple of weeks.

Terry will go to a staff meeting in early September to encourage them to take the survey.

Housekeeping note: the staff/volunteer survey has a question with a response that is opposite to the rest. This has been an issue for the last three years (at least), and should be addressed next year.

Policy Subteam:

John Steiner-Manning made a motion to accept all of the bylaw changes as presented. Nila Gouldin seconded the motion. The motion passed unanimously.

Wording for newsletter insert on the bylaw updates from John (part of board packet). Wanting approval to put in the September CommUnity. The team is also wanting to make an announcement in a September service, with a listening session between services.

Proposed introductory text to bylaw change – first page of redline PDF as an explanation. Suggested edits should be sent to John by the end of the day tomorrow (August 16).

Meeting notice and member/visitor treatment policy revisions – explanation from Justin.

Nancy Evert moved to approve the meeting notice language as proposed. John Steiner-Manning seconded the motion. The motion passed unanimously.

Nancy Evert moved to accept the changes to the visitor treatment policy as presented. Terry Linskey seconded the motion. The motion passed unanimously.

Conflict of interest language: tabled for discussion on what subteam the Chair should consult with – the general consensus is that the Capacity Subteam makes the most sense.

Transitions Subteam:

Copy of the agreement letter with Jen Crow. Just FYI for full board. Conversation about budgeted money for Jen's fee, whether enough time has been budgeted, where money is coming from, etc. Part of Jen's work is covered by an honorarium from the UUA, part covered by Unity.

Financials Taskforce:

Nothing to report. They are continuing to work.

Rollout of the Ends, Mission, and Values discussion:

This will be happening in September. The ET will send out a plan for the board, Terry and Ruth (and maybe Bailey) will be meeting with the ET to discuss the rollout next week sometime.

Congregational Survey Facilitated Discussion with Bill Ethers and Laura Park

Skipping demographic information in the interest of time. Culmination of tracking on 5 years of ends since the last renewal. The focus was on trends.

Consent Agenda:

Ruth Kirkland made a motion to approve the items on the consent agenda. Nancy Evert seconded the motion. The motion passed unanimously.

ET report:

Nancy Evert made a motion to accept the executive team report as compliant with Policy II.D. (financial planning). Jennifer Tong seconded the motion. The motion passed unanimously.

Nancy Evert moved that the Executive Team is not in compliance with the limitations of Policy II.E (financial condition), and the board is satisfied that the plan the ET has presented will move us toward compliance. Jennifer Tong seconded the motion. The motion passed unanimously.

A closing reading was offered by John Steiner-Manning. Justin Cummins adjourned the meeting at 9:08 p.m. Respectfully submitted by Bailey Webster, secretary.