

September Meeting Minutes:

Unity Church Unitarian: Meeting of the Board of Trustees September 12, 2020

The meeting took place on zoom.

Board of Trustees (BOT) members present: Jackie Smith (chair), Jill van Koolwijk (secretary), Jennifer Tong, Nila Gouldin, Ruth Kirkland, Clover Earl, Alex Askew, Justin Cummins, Louise Livesay-Al

Executive Team (ET) members present: Barbara Hubbard, KP Hong, Rob Eller-Isaacs, Janne Eller-Isaacs

Guests: Laura Park

Jackie Smith called the meeting to order at 9:07 a.m.

An opening reading from “The Art of Possibility” was offered by Clover Earl.

Focus Question: “Where and how do the Ends inform your life and how you relate to the church?”

Monitoring Reports – ET report

Policy I.B. Ends Interpretation by ET

(Discussion Questions:

1. In this liminal time of challenge and uncertainty, how are you connecting to the church and its programming?
2. The ET is extremely mindful of the times in which we live. Do you feel that the strategic priorities are addressing the issues, we as a community are facing? If yes, in what ways, and if not, what are your questions or concerns?

A suggestion was made to have a deeper conversation about the changed interpretations that reflect the changes of our times during the Corona Virus and online church.

Justin Cummins moved that The Board of Trustees should vote on whether the Interpretations of the Ends as revised by the ET are reasonable. The vote passed.

Policy II.E. Financial Condition:

Louise Livesay-Al moved to accept the Executive Team report as in compliance with policy II E. The Financial Condition here refers specifically to the July 2020 financial reports. The motion passed unanimously.

(Discussion: Pledges are on track for the year. The financials are looking good and we are very grateful for the good standing of the church.)

Policy II.B. Staff Changes:

Jill van Koolwijk moved to accept the Executive Team report as in compliance with policy II B (Staff Changes). The motion passed unanimously. (There were no staff changes)

Policy II.H. Communication and Counsel to the Board:

Justin Cummins moved to accept the Executive Team report as in compliance with policy II H (Communication and Counsel to the Board). The motion passed unanimously.

(Discussion:

- Tech problems with the buffering of the live-streamed church service are being addressed.
- The church is planning at this point to open again in July 2021.
- After the pandemic, the 4:30 church service will be eliminated, but one of the morning services will still be recorded to allow people to access the service at any time.)

Policy II.D. Financial Planning and Budgeting:

Alex Askew moved to accept the Executive Team report as in compliance with policy II D (Financial Planning and Budgeting). The motion passed unanimously.

(Discussion: The preliminary budget (Operating and Capital) for next year is in process. Staff salaries are budgeted within 5% variance of NACBA, which is considered to be within compliance of our policy. Pledges are expected to be at the same level. Giving through the ShelbyNext platform has been rolled out and will be used even more in the future. A refined final budget will be presented to the Board in October.)

Break

Subcommittee Reports

Transition Team:

The application process for the Ministerial Search Team was started on September 10, with an email inviting applicants to congregation and previous applicants. The MST will be an 18 month, rather than 1 year term. Barbara and KP are planning to visit with the Transition Team at their next subcommittee meeting on October 14, 2020.

Evaluation Team:

The 2020 Board Self Evaluation answers were discussed with highlights and changes from 2019. The volunteer and staff survey has been reviewed by the Evaluation Team. The feedback was overwhelmingly positive. A concern was expressed about sustainability of the work of the staff –is there burn-out?

There was a question about the location of the grievance policy. More surveys were filled out this year than the previous year, but still only about half of the staff filled out the survey. Maybe it should be mandatory to read the Handbook and to fill out the Staff Survey. ET will be addressing the issues raised.

Financial Taskforce:

The audit has been completed.

Board Capacity:

New Board Member nominees will be presented to the congregation at the Annual Meeting on November 21, 2020.

Consent Agenda

Approval of August 15, 2020 Meeting Minutes:

Clover Earl moved to accept the August 15, 2020 Meeting Minutes. The motion passed unanimously.

Meeting evaluation: Jackie Smith asked for a meeting evaluation with a couple of words.

Clover Earl offered a closing reading from “The Art of Possibility”.

Jackie Smith adjourned the meeting at 12:05 p.m.

Respectfully submitted by Jill van Koolwijk, secretary.