

Unity Church Unitarian: Meeting of the Board of Trustees April 18, 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 (came late at 5:30), Jill Van Koolwijk, Ruth Kirkland, Jennifer Tong, Terry Linskey.

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

Others present: Andrea Johnson, Arif Mamadani, Laura Park, Joe Mueller from ARLT, K.P. Hong (second half of the meeting), Pauline Eichten

Justin called the meeting to order at 5:00 p.m.

Jennifer Tong offered an opening reading.

Consent agenda

Nancy moved to approve the March minutes. Ruth Kirkland seconded the motion. The motion passed unanimously.

Nancy moved to approve the consent agenda. Ruth Kirkland seconded the motion. The motion passed unanimously.

Executive Team Report

Jill Van Koolwijk moved to approve the Executive Team Report. Ruth Kirkland seconded the motion. The motion passed unanimously.

Ruth Kirkland moved to approve the organ restoration contract. Terry Linskey seconded the motion. The motion passed unanimously.

Ruth Kirkland moved to approve the report complies with policy 2a. Terry Linskey seconded the motion. The motion passed unanimously.

Nancy Everet moved to approve the report complies with policy 2b. Nila Gouldin seconded the motion. The motion passed unanimously.

Nila Gouldin moved to approve that the Financial condition complies with policy 2e. Ruth Kirkland seconded the motion. The motion passed unanimously.

Evaluations subteam: 2016 survey: got results from that survey, and when we did the 2017 survey, there was a drop in ratings on ends. They wanted to find out how much influence the political climate had on the results, came up with some questions around that. The perception of the subteam was that the question was “big brother-ish”; went back to Bill and Laura to figure out how to reword the questions. Recommendation from subteam: eliminate all political undertones/overtone from questions 6 and 7 (see handout from subteam). Discussion at the board meeting resulted in the decision to remove those questions completely.

Gender demographics: List of gender options so that it’s easier for Bill to process the data than it would be if it were an open box. The open box is actually the gold standard.

Household income question: How is it useful to have this information? Evaluating answers of working class vs. middle or upper class people. Knowing where people are financially would help to direct programming. Economic component in dismantling the current dominant culture. See where the voices were coming from – are the people taking the survey from particular income brackets?

Counterargument: survey response could drop as much as 30%. People might also be less willing to share their identity.

Wording of question: how is it introduced? Will we use it to hunt people down for money, or to better understand the congregation? Could we frame it “above the median income” and “below the median income” instead?

Value over time of whether the makeup of the congregation is changing over time.

Reminder: the congregational doesn’t tell us who’s in the congregation, it tells us who responds to the survey.

The room is split on whether this question should be included at all. Took a vote, 5 people voted to include some sort of income question – the subteam will work out what the question will be.

Possible additional questions to ask: ministerial transition, multi-cultural congregation. Typically survey questions should be there for the long haul so they can be compared over time. Search committee will develop a survey as part of their duties. Board decided to defer asking these questions.

The survey will be ready May 6th. Would like help passing out postcards at the services.

Board capacity subteam: We’re beginning the nominations process again. Bailey, Terry, and Justin are all supposed to roll off the board, but have the option to reapply. As the three members of the capacity subteam, they will not be able to be part of the nominations committee if they decide to reapply. Bailey has decided not to reapply, so she will be on the

nominations committee. Justin and Terry will decide soon. Ruth volunteered to help if needed. We'll be looking for two at-large congregants to round out the committee.

The contract for BoardEffect has been signed and Bailey and Barbara will be working on populating it and rolling it out to the board shortly.

Financials task force: talked about Jan/Feb financials. ET drafted proposal for allocations of unrestricted gifts over \$100,000. May feed into the financial limitations and we may want to look at unrestricted gifts and the endowment policy as part of a larger whole.

Transition subteam: see notes from board packet. Meeting with Jen Crow in a couple of weeks.

Policy subteam: continuing to work on tweaking the policies in light of changes to the bylaws. Additional tweaks to the policies have come up, but need to take them one at a time. Addressing responsibilities of the treasurer in the policies.

The board took an hour break for supper.

Laura Park led the board in a continued ends renewal discussion around multiculturalism for the second half of the meeting.

Justin Cummins adjourned the meeting at 9:30 p.m.