

May Meeting Minutes:

Unity Church Unitarian: Meeting of the Board of Trustees May 16 , 2020

The meeting took place over 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: Rob Eller-Isaacs, Janne Eller-Isaacs, Lisa Friedman, Barbara Hubbard, KP Hong

Guests: Laura Park

Justin Cummins called the meeting to order at 9:00 a.m.

An opening reading was offered by Ruth Kirkland

Focus Question: -What does the reality of this new life reveal for you, how does it change our work as trustees and ET and what might be born here?

Monitoring Reports – ET report

Policy II.E. Financial Condition:

Jill van Koolwijk moved to accept the Executive Team report as in compliance with policy II E. The Financial Condition here refers specifically to the March 2020 financial reports. The motion passed unanimously.

(Discussion:

- The audit is going forward as planned except for a little slower in light of Covid-19.
- Finances are stable, our pledge income is strong. Sunday offerings are increasing.
- The final payment from the Helener Currier fund are expected to come in July, 2020.
- The PPP money is in a savings account and is being applied to salaries.)

Policy II.B. Staff Changes:

Clover Earl moved to accept the Executive Team report as in compliance with policy II B (Staff Changes). The motion passed unanimously.

(Discussion:

Kathleen Bartholomay has served the church for 22 years as the coordinator of summer music. Ahmed Anzaldua will coordinate the music at summer worship this year and into the foreseeable future. We are grateful for Kathleen's dedication and length of service with the church and a gift of thanks is being prepared for her.

Karen Hering will become full time in light of Lisa Friedman leaving. A year from now, our ministry will be supported by an interim minister.)

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

Clower 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:

This summer, the ET will be involved in conducting online worship services. This is a change from previous years. Unity has had larger worship attendance than ever before since we went virtual. There are snowbirds attending and people who are watching services online from around the world.

Our church will continue to be available for sanctuary as needed. We have been notified that there is, again, a possibility of Shefa being released in the coming days to be quarantined at Unity.)

Policy II.D. Financial Planning:

Louise Livesay-Al moved to accept the Executive Team report as not in compliance with policy II D (Financial Planning). The report on Financial Planning will be pushed to the June Board Meeting. The motion passed unanimously.

Policy I.B. Program Outcomes – mid-year snapshot:

Alex Askew moved to accept the Executive Team report as in compliance with policy II D (Program Outcomes). The motion passed unanimously.

(Discussion:

A great thank you to Lisa Friedman for putting this extensive report together. The Board of Trustees is immensely grateful for all the work the ET is putting in to make progress towards our Ends.)

Policy I.B. Membership:

Jackie Smith moved to accept the Executive Team report as in compliance with policy II D (Membership). The motion passed unanimously.

Break

IDI Results Discussion

Discussion:

The majority of the BOT (as the congregation as a whole) is in Minimization. The BOT is committed to making progress towards Acceptance and Adaptation. We are looking towards support and coaching opportunities from Team Dynamics that may be available to the Board to take next steps.

There is work to be done around our values, our faith and our theology to foster growth. One way to go forward is to have small group discussions that focus on that and our personal plan. Laura suggested that we take small steps and address one topic at a time.

Subcommittee Reports

Transition Team:

We have come up with a new timeline for gathering the Ministerial Search Team and to expand a revised application in the fall. The church will send an email soon to explain the new process. We are discussing again how to best choose each one of the MST members.

Evaluation Team:

The staff and the volunteer survey will be ready soon. Jackie will meet with these groups on zoom to explain the importance of the survey.

The subteam will put together a new tool to evaluate the ET in the future.

Board Capacity:

The skills and strengths that the new Board members can bring to the Board have been determined and communication to the congregation is on the way to get applicants by June. Following will be interviews and selections that will be confirmed in November at the Annual Meeting.

Policy Sub Team:

The revised Governing Policies are bringing the policies into alignment of what we are already doing.

Jill van Koolwijk moved to accept the revised the Governing Policies. The motion passed unanimously.

Financial Taskforce:

The Taskforce met with Tim Brennan about the Investment Policies and more work will be upcoming soon. The full Audit will be finished by June and will come up for presentation at our next Board meeting.

Consent Agenda

Approval of April 2020 Meeting Minutes:

Alex Askew moved to accept the April 11, 2020 Meeting Minutes. The motion passed unanimously.

Board Business:

Check signing/corporate resolution adding KP/Karen, removing Bill and Lisa

Nila Gouldin moved to accept the Executive Team check signing/corporate resolution. The motion passed unanimously.

Meeting evaluation

Jennifer Tong asked for a meeting evaluation with a number from 1-5.

Ruth Kirkland offered a closing reading.

Justin Cummins adjourned the meeting at 11:51 a.m.

Respectfully submitted by Jill van Koolwijk, secretary.