

## June Meeting Minutes:

### Unity Church Unitarian: Meeting of the Board of Trustees June 13 , 2020

The meeting took place in 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

Jackie Smith called the meeting to order at 9:00 a.m.

An opening reading from White Fragility by Robin DiAngelo was offered by Louise Livesay-Al.

Focus Question: - In the context of your new learning about the IDI and your location there, your own spiritual practice, and your role on the board, what shifts in self-awareness are you considering as we move forward?

BOT and ET staff shared many aspects on how we are affected by the death of George Floyd, by Covid-19 and our challenge to move out of minimization on the IDI arc at Unity.

#### **Monitoring Reports – ET report**

##### Policy II.E. Financial Condition:

***Justin moved to accept the Executive Team report as in compliance with policy II E. The Financial Condition here refers specifically to the April 2020 financial reports. The motion passed unanimously.***

##### 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:

After 5 layoffs in the facilities department, Olentda Bryant was re-interviewed and accepted the job staying on as facilities staff team member.)

Policy II.D. Financial Planning:

***Louise Livesay-Al moved to accept the Executive Team report as in compliance with policy II D (Financial Planning). The motion passed unanimously.***

(Discussion:

Barbara Hubbard stated that fiscal year 2020 is unlike any that we have seen for a century. Unity closed the building in response to Coronavirus pandemic on March 14 and all church activities including worship services are now online.

The forecast through December 31, 2020 is based on the assumption that we will not be reopening the building for the rest of 2020.)

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.***

**Break**

**Subcommittee Reports**

Transition Team:

The transition team referred to their written notes.

Evaluation Team:

- The Board self-evaluation will be sent out this next month to be completed by board members.

- Independently, the ET self-evaluation will be in response to the BOT evaluation and the August retreat. The Board will get the ET self-evaluation later than in other years.

- 161 staff and volunteer evaluation were sent out last week and results are being sent to Clover Earl.

Financial Taskforce:

We are deferring a discussion on the Investment Policies to the July meeting as well as the outcome of the audit.

Board Capacity:

The Board Capacity Team proposed a different process for selecting next year's board candidates. The Board will pick 2 highly qualified candidates from last year's applicants with the ET naming the 3<sup>rd</sup> candidate. The candidates are selected by a list of qualities that the board is looking for. The list included the following qualities: financial acumen, multicultural background, age and gender balance, good communication skills, understanding of and experience with policy governance.

The Board Chair, Jackie Smith, will reach out to their top candidates for an invitation to be on the board next year. The ET will also reach out to a candidate to be chosen.

### **Consent Agenda**

Approval of May 2020 Meeting Minutes:

***Alex Askew moved to accept the May 16, 2020 Meeting Minutes. The motion passed unanimously.***

### **Meeting evaluation**

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

Louise Livesay-Al offered a closing reading.

Jackie Smith adjourned the meeting at 12:08 p.m.

*Respectfully submitted by Jill van Koolwijk, secretary.*