

Unity Church-Unitarian: Meeting of the Board of Trustees

April 19, 2017

The meeting was held in the Science Room at Unity Church.

Board of Trustees (BOT) members present: Stu Alger, Estelle Brouwer, Justin Cummins, Nancy Evert, Mark Foster, Peter Heege, Angela Newhouse, John Steiner-Manning, Bailey Webster

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

Others present: Nic Cable, ministerial intern; Jessica Clay; ministerial intern; Russ Peterson, ARLT

Peter Heege gave an opening reading.

Prophetic Leadership

- **Board Capacity Sub-team**
Bailey Webster and Justin Cummins reported on behalf of the sub-team. The sub-team recommends that Board members attend one or both white supremacy teach-ins. The sub-team also recommends that the three new Board members complete the IDI. On May 20, from 9-12, Janne Eller-Isaacs will lead an intercultural competence refresher course for the Board. A further workshop will be held on September 9 for Board members and several other sub-groups within the congregation. Board members will participate in the afternoon only, after the morning Board meeting.
- **Communication & Linkage Sub-team**
Stu Alger reported on behalf of the sub-team. Stu reminded Trustees that the Board column in the "CommUnity" newsletter is intended to focus on the work of the Board. Estelle Brouwer asked that Trustees send drafts of their columns to the Communication and Linkage sub-team for their review and feedback prior to publication. Discussion focused on the linkage calendar discussed at the March Board meeting. It was agreed that we need both a linkage strategy and calendar. The sub-team will follow up.
- **Evaluation Sub-team**
Angela Newhouse reported on behalf of the sub-team. Wellspring Wednesday sessions discussing the congregational survey and Spirit Map have been good opportunities for Trustees to connect with congregants about the survey, which will close 4/28. The staff/volunteer survey will go out in a few days.
- **Policy Sub-team**
Mark Foster facilitated the discussion on behalf of the sub-team. Amendments to Policy II.E.6. will be reconsidered after the Executive Team has a discussion with auditors about the difference between restricted funds and reserves. The language "to fall below 25% of the most recent approved operating budget" will be reconsidered as part of this. Questions were also raised about Policy II.E.7. This will be considered at a later date. The global statement for Policy IV will be held for now. After extensive discussion it was decided that the sub-team will revisit changes to the stakeholders and moral owners language in Policy I, taking into account the discussion at this meeting.
Nancy Evert moved approval of selected proposed Board policy revisions requiring substantive discussion (in Policy II.A., changing the title to "General

Executive Team Conduct” and in Policy III, adopting the Plymouth Congregational language as the global policy). John Steiner-Manning seconded the motion. The motion passed.

- **Transitions Sub-team**
Peter Heege reported on behalf of the sub-team. The sub-team will make a recommendation to the Board regarding the ministerial transition approach by the end of summer 2017, with the intent that the Board will agree to a planned approach by the end of 2017. Rob pointed out that there may not be an adequate supply of interim ministers available to serve a church like Unity, so if we decide to go with the two-year interim ministry, we may want/need to go outside of Unitarian Universalism to find a person qualified to serve. It was suggested that it may be beneficial to hire a consultant, someone who is not tied to a specific transition model, to work with the Board and Executive Team on how to best manage the transition.

Business Matters

- **Consent agenda**
A typographical error was noted in the co-ministers’ Letters of Agreement; as a result they were removed from the consent agenda.
Nancy Evert moved approval of the consent agenda as revised. Bailey Webster seconded the motion. The motion passed.
- The following revision was proposed to correct a typographical error in the co-ministers’ Letters of Agreement. In the intellectual property section, substitute “co-ministers” for “MCCE” and substitute “their” for “her” on p. 2 of 7, paragraph 8.
Peter Heege moved approval of the Letters of Agreement as revised. Nancy Evert seconded the motion. The motion passed.
- **Ends Statements Task Force membership**
Justin Cummins moved that the members of the task force be Nancy Evert, Angela Newhouse, Estelle Brouwer, and Justin Cummins. John Steiner-Manning seconded the motion. The motion passed.
- **Developments regarding the UUA**
Rob Eller-Isaacs reported on recent developments inside the Unitarian Universalist Association, which is moving toward an anti-racist, multicultural vision for the future. Rob pointed out that this is an important precursor to conversations we’ll be having at Unity Church over the next few years as we move through the ministerial transition.

Monitoring

Executive Team Report

II.A. Executive Team Constraint

Mark Foster moved to accept the Executive Team Report as compliant within the limitations of Policy II.A. Stu Alger seconded the motion.

There was no discussion.

The motion passed.

II.B. Staff Changes

Angela Newhouse moved to accept the Executive Team Report as compliant within the limitations of Policy II.B. Mark Foster seconded the motion.

There was no discussion.

The motion passed.

II.E. Financial Condition

Peter Heege moved to accept the Executive Team report as compliant within the limitations of Policy II.E. Estelle Brouwer seconded the motion.

There was no discussion.

The motion passed.

II.H. Communication & Counsel

Angela Newhouse moved to accept the Executive Team Report as compliant within the limitations of Policy II.H. Stu Alger seconded the motion.

Discussion: Mark Foster pointed out that the report doesn't incorporate the new language that the Board adopted in March.

The motion passed.

Debriefing/Potential Future Training Topics

Justin Cummins asked Trustees to send him an email with any suggested future training topics arising out of today's meeting.

Estelle Brouwer offered a closing reading.

The meeting was adjourned at 9:20 pm.

Respectfully submitted, Estelle Brouwer, Board Secretary