

**Unity Church - Unitarian
Board of Trustees Meeting
May 9, 2015 9:00 a.m. – 1:00 p.m.
Unity Church - Unitarian Library**

Attendees

Board of Trustees (BOT) Members: Stuart Alger, Ginny Allen, Mark Foster, Hal Freshley, Rich Hamer, Steve Harper, Peggy Lin, Angela Newhouse

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

Others: Lindasusan Ulrich, Laura Park, Danny Givens, Peter Heege

Opening

Peggy Lin offered an opening reading and a focus question.

Creation of the Future (Part I)

Communications Sub-Team Report

The BOT and ET discussed the communications sub-team report. The discussion centered on why communication regarding board work to the congregation is needed, what the BOT hopes to communicate, and how. Themes of trust, linkage, recruitment of new BOT members, and confidence in the BOT were examined. The BOT and ET concluded that communications would be successful if the congregation understands that there are policies for governing the church, and trustworthy people stewarding those policies.

Review of the Past

Approval of April minutes:

Mark Foster moved to approve the April 2015 Board of Trustees meeting minutes. Steve Harper seconded the motion. There was a brief discussion. The motion to approve the minutes was approved unanimously.

Note Regarding Vote on Ordination Date Change

By unanimous e-mail vote of the BOT on May 7, 2015, the date for the special congregational meeting to consider the ordination of Ashley Horan into the Unitarian-Universalist ministry by the congregation of Unity Church-Unitarian was changed from May 10, 2015 to May 17, 2015.

Monitoring Reports:

Hal Freshley moved to accept the Monthly ET reports on Program Ends and Outcomes, Financial Condition, and Staff Changes as demonstrating compliance with limitations. Mark Foster seconded the motion.

There was a brief discussion about the Program Ends and Outcomes report, including the Anti-racism Coordinating Council, which the ET believes will bring clarity around groups who are actively engaged in antiracism work. The first meeting of this group is May 30, 2015 from 9:30 – 12; BOT members are invited to attend. The discussion continued regarding the Gift Acceptance Team, RE teacher recruitment, and the March 2015 financial statements, which included key financial indicators.

A vote on the motion on the floor was suspended until after the presentation regarding the 2014 year-end financial statements.

Auditors' Presentation Regarding Year-end Financials

Wendy Harden and Amy Babcock from Schechter, Dokken Kanter joined the meeting to present the results of their review of the 12/31/2014 financial statements. They discussed the difference between a review and an audit of financial statements and reported no concerns about the financial controls in place.

Following the presentation, Hal Freshley moved to accept the 2014 financial statement review as compliant with Policies II.E and II.F. Mark Foster seconded the motion. The motion passed unanimously.

Ms. Harden and Ms. Babcock left the meeting.

The BOT resumed its discussion of the monthly ET reports. The ET reported on their efforts to raise additional pledges through the spring canvas. \$8,500 has been raised (this includes increased BOT pledges). E-mail requests have been sent and telephone follow-up with households who pledged in 2014 but did not renew for 2015 will start shortly. The ET will report by the June meeting on the final results of the spring canvas and how expenses will be cut if needed.

Following this discussion, the suspended motion passed unanimously.

Angela Newhouse moved to accept the Quarterly Membership Report as compliant with Policy IV.C. (Monitoring Executive Team Performance). Steve Harper seconded the motion. After a brief discussion regarding the policy with which this report demonstrates compliance, the motion passed unanimously.

Rich Hamer moved to accept the report on Policy II.D. (Financial Planning) as compliant with limitations. Steve Harper seconded the motion. The motion passed unanimously.

Creation of the Future

ET Monitoring Report Sub-Team

The ET Monitoring Report Sub-Team asked the BOT and ET for input on the work of their sub-team, which is charged with determining if the data the BOT receives each month is sufficient to show progress towards the ends. Discussion focused on the following points:

- How can the BOT know that the ET is making progress on the ends?
- Is it possible to demonstrate this on a monthly basis?
- How can the ET report demonstrate impact and not just activity?
- The report should be valuable to both the ET and the BOT.
- What really demonstrates progress on the ends?
- What have we learned from the existing ET report, and how will we get substitute data?
- How could the ET's interpretation of the ends statements (accepted by the BOT in August 2014) be helpful in restructuring future ET reports?

The Sub-Team will reconvene and expects to make a proposal to the BOT for restructuring the ET monthly reports.

Report from Denominational Relations Ministry Team

Ruth Kirkland and Valerie Tremelat joined the meeting to report on the work of the DRMT. They discussed their recent attendance at the Mid America Region meeting and reported on information and lessons gathered and learned, including the new era of Unitarian Universalism, demographic and paradigm shifts, and next generation views on ministry. When asked what Unity should consider doing to further the work of the DRMT, Ms. Kirkland and Ms. Tremelat responded:

- Work with smaller congregations to learn from one another;
- Incorporate more UUA programs here;
- Participate and present at denominational events;
- Increase our congregation's financial support of the UUA, because it is important to believe in and belong to something bigger than ourselves.

Ms. Kirkland and Ms. Tremelat left the meeting after their presentation concluded.

Discussion About Leadership

The BOT and ET engaged in a discussion about BOT members as leaders, leadership as spiritual practice, visioning the future of this church, and the proper allocation of BOT members' time (80% creation of the future, 20% review of the past).

Ginny Allen offered a closing reading. The meeting was adjourned at 1:10 p.m.

Follow-Up Items

- The Policy Sub-Team will consider changing Policy III.C.1. ("The chair is the only person authorized to speak for the board.") to include a reference to "the chair's appointee."
- The Policy Sub-Team will review the feasibility of a by-law change to permit proxy voting at congregational meetings.

Respectfully submitted,

Peggy D. Lin