

Unity Church-Unitarian
Meeting Minutes of The Board of Trustees /December 12, 2025

Time	Item (Use Double Helix & Antidotes Worksheets during meeting)	Name
8:00	<p>Consent Agenda</p> <ul style="list-style-type: none"> • Monitoring Reports <ul style="list-style-type: none"> • II B. Staff Changes 	Board, ET
	<p>Motion to approve the consent agenda, monitoring report II B. Staff Changes. First: Sara Ford Second: Molly Flattum Approved - motion passed unanimously</p>	
8:05	<p>Monitoring Reports for Discussion:</p> <ul style="list-style-type: none"> • II E. Financial Condition • II H. Communication and Counsel to the Board 	Board, ET
	<p>Motion to accept monitoring report II E. Financial Condition as compliant as indicated. First: Claire Cooke Second: Molly Flattum Discussion:</p> <ul style="list-style-type: none"> • Julie (Director of Finance) is hoping to have fully untangled the interweaving of our investment accounts, so we have a complete understanding of set aside accounts by the time we close the books in March. • Using some of the surplus from receiving the Employee Retention Credit from the federal government to purchase needed equipment. • Wanting to use these additional funds while they are flowing through the operating budget rather than folding them into net assets, where they become less accessible. Julie and Laura are thinking about how any excess might be captured by something like the Future Staff Compensation Fund and will present possibilities when we are closing the books. <p>Approved - motion passed unanimously</p> <p>Motion to accept monitoring report II H. Communication and Counsel to the Board as compliant as indicated. First: Rich Lau Second: Taylor Burr Discussion:</p> <ul style="list-style-type: none"> • Shay has accepted the ET's offer to be the permanent hire as Minister of Congregational Care. Having a permanent person will shift the role of this position - in the process of visioning how this will take shape. • The house across the street is currently on the market <ul style="list-style-type: none"> ○ ET is doing its duty of care to investigate this potential opportunity, but not much is known at the moment, and 	

there are no current proposals. Want to make sure that the church is fully informed of all of our possibilities.

- Seems like the house is low market value for the area because it needs work.
- ET is in discussion with the DMT
- Have a team ready to walk through the property and investigate what is there.
- The new gift acceptance policy has been helpful in looking at steps that are important to take around real estate.
- Want to make sure we are considering our position as a non-profit. What does it mean to take housing stock off the market and to remove a home from the city's tax base in Saint Paul? Noting that our footprint is much smaller than that of a university or hospital. In conjunction, thinking about how we give back to the community in how we utilize our spaces.
- Taking into consideration that this is a growing congregation with a new full-time staff position and goals that have space needs.

Approved - motion passed unanimously