

Unity Church-Unitarian: Meeting of the Board of Trustees February 15, 2017

The meeting took place in the Science Room at Unity Church.

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

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

Others present: Laura Park, Unity Consulting; Nic Cable and Jessica Clay, ministerial interns; Vicki Stewart, ARLT; Alex Askew, observer

Estelle Brouwer gave an opening reading.

Prophetic Leadership

- Board capacity sub team
Bailey Webster reported on the sub team's interest in doing annual anti-racism/intercultural competency training, and would like to explore ways to engage the congregation on these issues as well, particularly in the context of developing the new Ends statements. The sub team is working with Laura Park to plan additional Board trainings and is forming a trustee nominating committee.
- Evaluation sub team
Angela Newhouse reported on behalf of the sub team. The sub team plans to meet with Laura Park or Bill Etter to discuss ways to use the results of the congregational survey, and whether to include spirit map this year. Rob Eller-Isaacs asked if it would make sense, as the ET puts together monitoring reports, to work with this sub team; the sub team agreed it would.
- Policy sub team
Justin Cummins reported that the sub team is in the process of reviewing the Board policies and will bring recommended revisions to the Board. The sub team will meet with former Trustees Marg Walker and Bob Peskin to review the 2013 Ends renewal process and timeline. Mark Foster is working with Janne Eller-Isaacs to review and revise the ministers' letters of agreement in light of upcoming transition.

Business Matters

- Consent agenda
Angela Newhouse moved approval of the consent agenda. Stu Alger seconded the motion. The motion passed.
- Discussion about compliance issues concerning Policy II.H. and the sanctuary congregation matter.
Justin Cummins introduced the topic, which had been raised at the January Board meeting. John Steiner-Manning asked the Executive Team to reflect on any lessons learned from the process surrounding Unity Church's decision to become a sanctuary congregation that could help us manage a similar future situation more effectively. The

Executive Team reflected on the process, emphasizing that while it wasn't typical, it felt like an important prophetic and religious moment and this led to a process that felt rushed. The Executive Team expressed their appreciation for the level of questioning and discussion from the Board. They acknowledged having learned from the situation and expressed that the Board's concerns are legitimate and will inform the Executive Team's actions moving forward. They noted in closing that living into the experience of being a sanctuary congregation will be an ongoing learning experience for all of us.

Monitoring

Executive Team Report

I.B. Membership

Nancy Evert moved to accept the Executive Team Report as compliant within the limitations of Policy I.B. Peter Heege seconded the motion.

Discussion: Barbara Hubbard described this report, which covers 10 comparative years and forms the basis for our fair share dues to the UUA. This year's report shows 904 voting members. In coming years we will be calculating our fair share dues based on percentage of budget. Unity's is the 3rd largest church school in the UUA. In terms of voting members, we are the 10th or 11th largest.

The motion passed.

II.D. Financial Planning

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

Discussion: Detail is provided about the long-term note. We will be able to renegotiate the note just before the five-year period ends. No policy currently exists regarding unanticipated, undesignated estate gifts. The Executive Team is considering a policy applying such gifts to mortgage repayment.

The motion passed.

II.E. Financial Condition

Mark Foster moved that the minutes should reflect that the ET is not in compliance this month with Policy II.E. Peter seconded the motion.

Discussion: Since it takes a couple months to close out the year, December financial statements are not yet available and we are not in compliance.

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. Mark Foster seconded the motion.

Discussion: Janne and Rob Eller-Isaacs reported on: racial equity and justice work with Unity and Above, including cultural competency training sessions scheduled for September 2017; the new member mentoring program, and preparations being made to prepare to serve as a sanctuary congregation.

The motion passed.

Debriefing/Potential Future Training Topics

Bailey Webster asked Trustees for any suggested training future training topics arising out of tonight's meeting. How we handle policy non-compliance – does this require a vote, etc., -- was suggested.

Training: Accessing/preserving and saving documents on the shared drive

Barbara Hubbard gave a visual overview and handed out instructions for accessing the shared drive. Nancy Evert volunteered to work with Barbara on organizing the structure of the shared drive.

John Steiner-Manning offered a closing reading.

The meeting was adjourned at 9:35 pm.

Respectfully submitted, Estelle Brouwer, Secretary