

## UNITY CHURCH UNITARIAN—MEETING OF THE BOARD OF TRUSTEES

DATE: MARCH 12, 2016

PLACE: UNITY CHURCH LIBRARY, ST. PAUL, MN

BOARD OF TRUSTEES (BOT) MEMBERS PRESENT: Angela Newhouse, Mark Foster, Hal Freshley, Peggy Lin, Bailey Webster, Justin Cummins, Ginny Allen, Estelle Brouwer, Stuart Alger

EXECUTIVE TEAM (ET) MEMBERS PRESENT: Janne Eller-Isaacs, Rob Eller-Isaacs, Barbara Hubbard, Lisa Friedman, Shay MacKay

OTHERS PRESENT: Laura Park

Mark Foster called the meeting to order at 9:04 a.m.

Angela Newhouse gave an opening reading and question for reflection regarding giving over the personal to the community or group.

### **REPORT ON THE MEETING WITH THE ARLT**

Mark Foster gave a report on the BOT subteam meeting with the Anti-Racism Leadership Team. It was a very good meeting. The ARLT expressed frustration over defining their role vis a vis the BOT. The meeting was a useful discussion of where anti-racism policies are currently expressed in Board and Church governance policies and rules, including Policy J and the Ends statements. The group discussed whether for example the ARLT was created to implement or evaluate Church programming. The ARLT's biggest concern is how its work will continue or change. Will the church look like an anti-racist church when a person walks into the front door? The ARLT feels a lack of connection to the BOT, and wants more collaboration.

Hal Freshley suggested that the BOT should examine Policy J together. Rob Eller-Isaacs noted that the Board has not established a policy more granular than Policy J.6, and that the BOT has no measure to evaluate whether the ET is meeting Policy J. Measuring is a BOT function.

Peggy Lin raised the connection between anti-racism work and issues relating to our anticipated search for new church leadership.

Rob Eller-Isaacs gave a report on a meeting of the senior ministers of large UU Congregations.

Barbara Hubbard spoke on where measures might be applied to church policies, position descriptions, budget, and programming.

There was a general discussion regarding embracing inter-cultural competency as a training model as a transformational process.

**Peggy Lin moved that the BOT approve spending funds from the church budget to convene and hold a session of the BOT for inter-cultural competency training on April 16, 2016.**

**Hal Freshly seconded the motion.**

**The motion passed.**

## **EVALUATION SUBTEAM REPORT**

Hal Freshley reported on the work of the Evaluation Subteam. He notes that the ET requested that questions be added to the congregational survey about whether congregants feel empowered and whether the church feels welcoming. The ES concurred. Hal spoke further on the ES's discussion of the use of spirit maps during 2 of the 5 years of a particular "ends" 5-year period.

There will be 36 questions in the congregational survey this year, which will occur from April 17 – May 1. More discussion ensued on how to increase congregational participation. The BOT was called upon to volunteer to staff a kiosk on Sundays.

## **POLICY LINKAGE REPORT**

Justin Cummins gave a report on discussions with Above Every Name in terms of the BOT's connection with its moral owners. A discussion took place on the process for establishing and maintaining relationships with moral owners. The ET can help broker those conversations.

The ET committed to developing a list of groups where linkage with the BOT is recommended to be established or developed. The ET will develop a structure or agenda for such conversations. Hal Freshley volunteered to participate in this work, and Laura Park volunteered to participate and assist.

## **CONSENT AGENDA**

Hal Freshley moved the consent agenda. Ginny Allen seconded the motion. It was noted that Hal Freshley was erroneously listed as attending the February meeting of the BOT. The motion passed.

## **MONITORING CONVERSATIONS**

The BOT reviewed the dash board and discussed membership. The BOT reviewed the reported financial conditions of the church. The year-to-date budget suggests that the church is about at a break-even point. BH said that she will get back to the BOT on cash on hand. Another \$38,000 is needed in pledges to meet the goal for a bare-bones budget. Pledge trending is good.

**Peggy Lin moved that the BOT find that the ET's report complies with Policy I.B.**

**Justin Cummins seconded the motion. The motion passed.**

Lisa Friedman spoke, saying that the ET's discussion of the quarterly report to the BOT led to a rich conversation on how to report ET work and on the ET work plan.

Hal Freshley said that the BOT needs longitudinal data.

Rob Eller-Isaacs said that with new 5-year ends, the ET will present the ET's interpretation of ends and proposed measures. The ET will look for BOT input into those measures. The overriding question is what does the BOT need?

Ginny Allen provided a closing reading.

The meeting adjourned at 12:50 p.m.

Respectfully submitted, Stuart Alger, Secretary