

# UNITY CHURCH UNITARIAN—MEETING OF THE BOARD OF TRUSTEES

**DATE: October 19, 2016**

**PLACE: UNITY CHURCH, ST. PAUL, MN**

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

**EXECUTIVE TEAM (ET) MEMBERS PRESENT:** Lisa Friedman, Rob Eller-Isaacs, Barbara Hubbard, and Nic Cable

**OTHERS PRESENT:** Laura Park, Peter Heege

**Mark Foster called the meeting to order at 7:15 p.m.**

**Bailey Webster gave an opening reading.**

## **PROPHETIC LEADERSHIP AND SUB-TEAM REPORTS**

1. **ET Compensation.** Angela Newhouse gave the report of the ET Compensation team. Angela and Mark Foster met with Barbara Hubbard. They determined that the aspirational compensation recommendations set by the UUA were not within reach, but that the Church could set compensation for next year at 95% of NACBA guidelines. Rob Eller-Isaacs said that the NACBA guidelines reflect compensation at churches with fewer numbers of staff, and that were minister-centered. He said that churches with similar numbers of staff members were the better cohort of comparison for Unity. He noted that staff benefits are close to UUA guidelines. Angela said that compensation within 5% of NACBA guidelines has been used customarily by the Board as the meaning of “material deviation” under Policy II.C. (Compensation and Benefits).
2. **Nominations.** Mark Foster gave the report of the Nominations team. He reported that the Nominations team will put Peter Heege on the slate of candidates it will recommend. The team is other persons to be interviewed. Before the November Board meeting, the team will circulate to the Board via email the full slate of Trustee candidates for Board approval and submission to the Congregation for approval at the Annual Meeting.
3. **Evaluation Sub-Team.** Ginny Allen gave the report of the Evaluations Sub-Team. She handed out the narrative results of the Congregational Survey. She pointed out that evaluations tend to lower for people who said that they or someone in their family identified as a person of color. Ginny said that on two items the lower results were statistically significant at a 90% level, including the statement “Live out our commitment to racial reconciliation and dismantling racism.” Ginny noted that overall the Congregation reported improved performance on every End compared to 2015 and 2014, and that loyalty to the Church is at its highest level since 2007. Rob Eller-Isaacs proposed that the Board give a presentation to the Congregation at the Sunday service how the Board measures how we are making progress toward the Ends as a congregation.
4. **Board Capacity Sub-Team.** Stuart Alger gave the report of the Board Capacity Sub-Team. The BCST presented to the full Board its recommendations for building Board capacity. Stuart moved the recommendations for adoption by the Board. Justin Cummins seconded the motion. A discussion occurred on the recommendations, which resulted in amendments to the proposed

recommendations. The motion carried to adopt the recommendations as amended. The recommendations are attached to these minutes.

5. Board officers for 2016-17. Mark Foster reported on Board officers for 2016-17. He said that the following Board members had agreed to serve as officers: Justin Cummins (Board Chair); Estelle Brouwer (Secretary); and Bailey Webster (ex-officio Whip). Hal Freshley moved the slate. Ginny Allen seconded. The motion carried.

## **2017 BUDGET**

Barbara Hubbard reported on the proposed 2017 budget. Barbara reported that the church is presently \$115,000 short of its pledge goal, or over 90% of the pledge goal. The goal was a 3.3% increase over the previous year. The number of pledges to date is higher than the historical average. There is an overall average increase of 3.8% over amounts pledged last year. The average pledge this year is \$1,743. On the expenditure side, the budgeted increase is also 3.3%. This allows the Church to make COLA increases for staff compensation, create more staff time for youth work, increase the minimum wage for hourly staff to \$15/hour, and increase the budget to \$10,000 for anti-racism/anti-oppression work. As to capital improvement, there are pledges of \$725,000 through 2018. Barbara said that other than increasing Drew Danielson's hours another 10, the ET's priorities are met in this budget. Peggy Lin moved that Board forward this budget to the Congregation for its approval. Hal Freshley seconded the motion. The motion carried.

## **CONSENT AGENDA**

Bailey Webster moved approval of the consent agenda. Ginny Allen seconded the motion. The motion carried.

## **NEW ARLT MEMBERS**

Peter Heege gave a report on proposed new members of the Anti-Racism Leadership Team: Signe Nestingen and Jennifer Tong. This would bring the number of team members to 6. Justin Cummins moved approval of the proposed new members. Angela Newhouse seconded the motion. The motion carried.

## **MONITORING CONVERSATION**

Rob Eller-Isaacs and Barbara Hubbard gave the ET report, which was also provided in written format. Barbara Hubbard reported on the financial conditions of the Church. Hal Freshley moved that the Board accept the ET report as compliant with Policy II.E (Financial Conditions). Ginny Allen seconded the motion. The motion carried. Peggy Lin moved that the Board accept the ET report as compliant with Policy II.H (Communication and Counsel to the Board). Hal Freshley seconded the motion. The motion carried.

## **Stuart Alger gave a closing reading.**

The meeting adjourned at 9:15 p.m.

Respectfully submitted,

Stuart Alger, Secretary