

Unity Church-Unitarian
Notes of Meeting of The Board of Trustees
June 12, 2021

Board of Trustees (BOT) members present: Clover Earl (Chair), Alex Askew (Secretary), Jackie Smith, Jennifer Tong, Louise Livesay-Al, Kevin Harris, Jess Landgraf, Mary Hernandez

Board of Trustee members not present: Justin Cummins

Executive Team (ET) members present: Barbara Hubbard, KP Hong

Guests: Mark Caswell

Time	Item	Name
9:00	Light Chalice Check-in Question	Clover
	Clover Earl called the meeting to order at 9:08 am and lit the chalice.	
9:20	Consent Agenda Approve May Meeting Minutes	
	Mary Hernandez moved to accept the consent agenda. Jess Landgraf seconded the motion. The motion passed unanimously.	
9:25	Monitoring Reports IIB. Staff Changes IIE. Financial Condition IIH. Communication and Counsel	Executive Team
	<p>Jackie Smith moved to accept the Executive Team report as demonstrating compliance with Policy IIB (Staff Changes). Louise Livesay-Al seconded the motion. The motion passed unanimously.</p> <p>Jess Landgraf moved to accept the Executive Team report as demonstrating compliance with Policy IIE (Financial Condition). Mary Hernandez seconded the motion. The motion passed unanimously.</p> <p>Jess Landgraf moved to accept the Executive Team report as demonstrating compliance with Policy IIH (Communication and Counsel). Alex Askew seconded the motion. The motion passed unanimously.</p>	
9:50	Generative Discussions: Currier Fund for Racial Justice; Program Outcomes	
10:15	Break	

10:25	Generative Discussions, continued	
	<p>Program Outcomes Discussion: KP Hong and Barbara Hubbard started a discussion on the program outcomes that have been reported on at the April and May board meetings. This conversation focused on End 1.</p> <p>Additional topics for future consideration: -Metrics for multicultural direction, in addition to the metrics identified for antiracism work. Are these current metrics listed adequate? -Religious Education and antiracism connection, to be discussed at the August meeting.</p> <p>Currier Fund for Racial Justice Discussion: The central question of this discussion is how to best make use of the Fund, developing operating policies that will govern allocation from the Fund. This was a lively conversation which needs more time at future board meetings. Discussion also pondered the creation of a task force focused on the topics of reparations.</p>	
11:00	<p>Board Sub Team Reports</p> <ul style="list-style-type: none"> ● Transition ST report ● Evaluation ST report ● Financial Task Force report ● Board Capacity ST report ● Policy ST report ● Linkage report 	Jackie Justin Jennifer Alex Justin Jackie
	<p>Transition ST report Work wrapping up, final details on transition. Fairly soon this committee will no longer be needed.</p> <p>Evaluation ST report After further discussion, the Evaluation Subteam decided to send out written surveys to staff (and volunteers) first to see if the response rate will be higher this year. If the response rate is low, as it has been in past years, then the Evaluation Subteam may follow up with in-person or phone interviews of staff. Consistent with Board discussion at the past two meetings, the Evaluation Subteam added the following question to the survey for both staff and volunteers: “In this time of transition, what hope(s) and/or concern(s) do you have for Unity Church-Unitarian, for the congregation, and/or for those who see Unity as a means to build the Beloved Community?” We included this question in the volunteer survey in addition to the staff survey to further the Board’s linkage efforts.</p> <p>Financial Task Force report Nothing to report</p> <p>Board Capacity ST report We currently have 0 applicants for board positions, and very little attendance in the information zoom sessions. Encourage every board member to reach out to folks who would be a good match for</p>	

	<p>this opportunity. We also plan on extending the application deadline, which might make things a squeeze in the fall for interviews and determining a slate.</p> <p>Policy ST report Nothing to report</p> <p>Linkage report Nothing to report</p>	
11:40	<p>Board Business:</p> <ul style="list-style-type: none"> • Corporate Resolution Check Signer • Status of In-Person Meetings Going Forward 	
	<p>Corporate Resolution Check Signer: Louise Livesay-AI made a motion to remove Janne Eller-Isaacs from responsibilities as a check signed from the American National Bank Account with Unity Church – Unitarian and add Laura Park in her absence. Jackie seconded. Passed unanimously.</p> <p>Status of In-Person Meetings Going Forward: July as a test of a hybrid meeting style. Understanding the need for flexibility as well as the benefit to in-person gatherings. Planning for an August board event.</p>	
11:45	<p>Meeting Check-out (1 to 2 minutes) When I reflect on board practice in today's meeting, what I notice is...comment on, as appropriate: in what ways did our time together right-size the characteristics of white dominant culture; how did your signature strengths or key opportunities for growth show up; lessons from Beaumont's book and how they were applied or could be applied...</p>	
	<p>Extinguish Chalice Clover Earl closed the meeting and extinguished the chalice at 12:13 pm.</p>	ALL
12:00	BOT Reflection and Problem Solving	Trustees

Respectfully submitted by Alex Askew, Secretary.