

**Unity Church-Unitarian**  
Meeting of The Board of Trustees  
March 13, 2021

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

**Executive Team (ET) members present:** Rob Eller-Isaacs, Janne Eller-Isaacs, Barbara Hubbard, KP Hong

**Guests:** Laura Park

Time	Item	Name
9:00	<b>Light Chalice + Check-in (1 to 2 minutes)</b> <i>Reading and a prompt question based on the monthly theme</i>	Clover
	Clover Earl called the meeting to order at 9:06 and lit the chalice	
9:20	<b>Consent Agenda</b> Approve February meeting minutes IIB. Staff Changes	
	Clover removed the February meeting minutes from the consent agenda to be revisited at the next month's meeting.  Policy IIB Staff Changes were moved to monitoring reports	
9:25	<b>Monitoring Reports</b> IIE. Financial Condition IIH. Communication and Counsel IIG. Conflict of Interest II I. Facilities Planning	Executive Team
	Jackie Smith moved to accept the Executive Team report as in compliance with policy IIE (Financial Condition). Justin Cummins seconded the motion. The motion passed 7-2.  Alex Askew moved to accept the Executive Team report as in compliance with policy IIH (Communication and Counsel). Mary Hernandez seconded the motion. The motion passed unanimously.  Louise Livesay-AI moved to accept the Executive Team report as in compliance with policy IIG (Conflict of Interest). Jackie Smith seconded the motion. The motion passed unanimously.  Jackie Smith moved to accept the Executive Team report as in compliance with policy II I (Facilities Planning). Louise Livesay-AI seconded the motion. The motion passed unanimously.	

	Jackie Smith moved to accept the Executive Team report as in compliance with policy IIB (Staff Changes). Mary Hernandez seconded the motion. The motion passed unanimously.	
<b>10:05</b>	<b>Board Sub Team Reports</b> <ul style="list-style-type: none"> <li>▪ Transition ST report</li> <li>▪ Evaluation ST report</li> <li>▪ Financial Task Force report</li> <li>▪ Board Capacity ST report</li> <li>▪ Policy ST report</li> </ul>	Jackie Justin Jennifer Alex Justin
	<p><b>Transition:</b> Propose an April 18<sup>th</sup> congregational meeting in order to take a vote on granting Emerita and Emeritus status for our Senior Co-Ministers. Interim Minister Application update. Overview of plans from the Good Goodbye Team for this spring and the co-minister transition.</p> <p><b>Evaluation:</b> Continuing to consider, investigate, and analyze plans for the annual congregational survey and regular evaluative tools. Will bring something more concrete next meeting.</p> <p><b>Financial:</b> This team has been discussing timing of forecast. Moving forward there will be forecast reports three times per year the May meeting, the August meeting, and November meeting. Additional information about the board-approved investment policy in progress.</p> <p><b>Board Capacity:</b> Clarified intention to incorporate a nomination process into the board application timeline. Asked all attendees to use the google form to input suggestions on Perspective, Expertise, and Identity of potential board members. Discussed initial idea of having this subteam create and lead an onboarding process for new board members in December.</p> <p><b>Policy:</b> Nothing to report.</p>	
<b>10:30</b>	<b>Break</b>	
<b>10:35</b>	<b>Prophetic Leadership:</b> <i>What is prophetic leadership; how do we know if we are engaging in it?</i>	Janne and Rob
	Janne and Rob led this discussion. Prophetic leadership and imagination are key components in policy governance. Questions discussed included <i>what comes to mind as attributes of prophetic leadership</i> , and <i>when have you made decisions that felt in line with your prophetic leadership?</i>	
<b>11:05</b>	<b>Linkage</b> <i>Next steps in our linkage work</i>	Laura Park
	Laura led this discussion. Questions included: <i>How do we define moral ownership and how do we operationalize it? What does that mean in larger context of individual actions? How do we enter into relationships as covenantal? Covenant, relationship, ritual – connection to linkage?</i>	
<b>11:35</b>	<b>Board Business:</b> Good Goodbye Update + Emeritus Status	Jackie

	<p>The board is responsible for the language for the resolution on emeritus status. This needs to be completed before the next meeting. The Board will meet as necessary to approve this language.</p> <p>Louise Livesay-Al made a motion to call for a congregational meeting on April 18 at 1pm for the purpose of asking the congregation to vote on Emeritus status on the Senior Co-Ministers. Jackie Smith seconded the motion and was passed unanimously.</p>	
<b>11:45</b>	<p><b>Meeting Check-out (1 to 2 minutes) / Extinguish Chalice</b>  <b>When I reflect on board practice in today's meeting, what I notice is...</b>  <i>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...</i></p>	All
	Clover Earl adjourned the meeting and extinguished the chalice at 11:54 am	
<b>12:00</b>	<p><b>BOT Debrief</b>  <i>Part 2 -- discussion about the future of the BOT debrief + Investment Policy Guiding Values</i></p>	

Respectfully submitted by Alex Askew, Secretary.