

Unity Church-Unitarian

Meeting Minutes of The Board of Trustees / November 11, 2023

Time	Item	Name
9:00	Light Chalice & Reading Welcome Board Slate	Mary H
9:05	Please take a moment and set an intention focused on this reflection: In service to multicultural anti racist ends - How will you engage the antidotes to white supremacy as a spiritual practice during this meeting? More specifically, given what you know about the topics on the agenda, what antidote in particular needs your practice and attention?	Everyone in quiet reflection
9:08	State of the Congregations (brief check in by 3 people –up to 5 min each) plus group reflection (30 min) Use your anti-racism/multiculturalism lenses as part of your check-in	Debbie LauraSue Kathleen
9:38	Generative Conversation: MST Mini-Cottage with the BOT (30 min)	MST
	The Board held a mini-Cottage meeting with the MST representatives based on the cottage meeting approach the other cottage meetings followed. The Congregational Record will be due today to the Board of Trustees, and will be reviewed by the Board to be published by the MST in mid-November. Think about: are we telling the story we need to tell about Unity. What the record is not a perfectly punctuated expression and if there are polishing edits required.	
10:28	Consent Agenda <ul style="list-style-type: none"> • Approve: October 14, 2023 Board Meeting and October 30, 2023 Special Board Meeting Minutes on Budget, Board Effect Special Vote on 11/2/23, on Bylaws Resolution 11/2/23, and Sept 15, 2023 BE vote on Slate of BOT candidates • Monitoring Reports <ul style="list-style-type: none"> ○ IIB. Staff Changes ○ IIE. Financial Condition ○ IB. Membership 	
	Mary Hernandez moved to approve the motion to receive the consent agenda of the four sets of minutes, Debbie Cushman seconded the motion. The motion was approved unanimously. Clover moved, LauraSue Schlater seconded the motion to approve Board Monitoring reports as being compliant with governing policies 11B, IIE, and IB. The motion was approved unanimously.	
10:30	Monitoring Reports for Discussion <ul style="list-style-type: none"> • IIH. Communication and Counsel to the Board (10 min) • Housing Allowances – 3 motions (3 min) 	Executive Team
	Mary Hernandez moved to approve report IIH for approval as being compliant with governing policy IIH, and Louise Livesay-Al seconded the motion. The motion passed unanimously. The Housing Allowances for ministers to designate a portion of salary for housing allowances. 1. Motion to approve Kathleen Rolenz housing allowance of \$22,400	

	<p>from LauraSue Schlatter, second by Mary Hernandez. The motion passed unanimously.</p> <p>2. Motion to approve KP Housing housing allowance of \$20,000 from Debbie Cushman, Second Mary Baremore. The motion passed unanimously.</p> <p>3. Motion to approve Lara Cowtan housing allowance of \$31,000 from Clover Earl, second Mary Baremore. The motion passed unanimously.</p>	
10:50	Annual Meeting Planning (10 min) (Breakfast Sign Up)	Everyone
	<p>Clover will send around a sign up sheet to sign up for volunteering during the pancake breakfast. We have notes about who will be doing specific sections of the Annual Meeting agenda. Need four volunteers to collect ballots if needed: Debbie Cushman, LauraSue Schlatter, and Mary Hernandez volunteered.</p>	
10:53	Break (10 Min)	Everyone
11:03	Board Annual Retreat: Please share ideas about things you would like to see covered at the January 12 evening & 13 all day retreat. (7 min)	
	<p>Friday evening could be a circle conversation to create shared understanding about board wholeness. We could review the board covenant. Have time to discuss where we each have strengths and who may need support to assist us in how we work together. IDI or IDP work could be discussed for the board. Discuss what committees are needed and committee charges, and linkage work. Discuss non board members work as part of committees. New ends development may be discussed. Engagement with board work as spiritual work. Create communication norms.</p>	
11:05	<p>Consent Agenda -Board Committee Reports</p> <ul style="list-style-type: none"> • Transitions • Communication/Education • Policy/Bylaws • Board recruitment • MST Report 	Kevin Clover LauraSue Clover
	<p>Kevin Ely moved to approve the Consent agenda of board committee reports, Mary Baremore seconded the motion. The motion passed unanimously.</p>	
10:52	<ul style="list-style-type: none"> • Evaluation (30 min) – MST Congregational Survey and Board Self-Eval 	Debbie
	<p>LauraSue Schlatter moved to approve the Evaluation Committee Report on the MST and Congregational Survey and Board Self-Eval, and Mary Hernandez seconded the motion. The Board reviewed the MST Congregational Survey and the Summary of the Board Self-Eval. The motion passed unanimously. This will be used in the next year of Board work.</p>	
11:36	Vote to Engage Schechter Dokken Kanter (SDK) in a review next year instead of full audit (3 min)	Board
	<p>Kevin Ely moved to rescind the previous contract for a full Audit, and approve the new contract dated Nov 7th from Schechter Dokken Kanter for an annual review</p>	

	allowing the Chair to sign the letter of engagement. Clover Earl seconded. The motion was approved unanimously.	
11:42	Board Officers for 2024 (Secretary, Chair) Role of Vice-Chair (15 min)	Everyone
	Mary Baremore was nominated to be Secretary of the Board, Louise has been nominated to be Board Chair. 1. LauraSue Schlatter moved to appoint Mary Baremore as Secretary, with Kevin Ely being designated as stand-in secretary as needed; Mary Hernandez seconded. The motion passed unanimously. 2. Clover moved to appoint Louise Livesay-Al as Chair. LauraSue seconded. The motion passed unanimously.	
11:40	Check-out Question: Reflect on your antidote practice set at the start. What was that like for you? What physical sensations, feelings, thoughts, questions emerged as you tried to practice? Release judgment of labeling your practice as good/bad, successful/unsuccessful. What do you want to try again next time? What will you try differently next time?	Everyone
	Extinguish Chalice	Louise
12:00	BOT Reflection and Problem Solving. No meeting this month	Trustees

Reminders:

1. Mary B is writing for December newsletter due November 15th and Debbie is writing January newsletter Due December 15th. –coordinate with Communication & Education committee
2. There is no December formal Board meeting, but the Board dinner on Wednesday, December 13th at 6pm (with outgoing and income Board members).