

Unity Church-Unitarian

Minutes of The Board of Trustees Meeting/ May 13, 2023

Time	Item (Use Double Helix Worksheet during meeting)	Name
9:00	Light Chalice & Reading	Debbie
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 Use your anti-racism/multiculturalism lenses as part of your check-in	Mary H Kevin E Barbara
9:45	Generative Conversation: In our service to Unity Church, which is committed to dismantling white dominant culture, and in light of the antidotes to white supremacy, how do we navigate the balance between doing our work well and “good enough” and not perpetuate the Unity culture of perfection? Where do we find ourselves struggling to find this balance and how can we tend to this?	Everyone
10:15	10-minute Break	
10:25	Consent Agenda <ul style="list-style-type: none"> • Approve April 8, 2023 Meeting Minutes • Monitoring Reports <ul style="list-style-type: none"> ○ IIB. Staff Changes ○ IIE. Financial Condition ○ IIH. Communication and Counsel to the Board ○ IB. Membership 	
	Kevin Ely moved to approve 4.8.23 minutes. Clover Earl seconded the motion. The motion passed Unanimously. Debbie Cushman moved to approve the monitoring reports, LauraSue Schlatter seconded the motion. The motion passed unanimously.	
10:30	Monitoring Reports for Discussion (30 min) (Audit by SDK) <ul style="list-style-type: none"> ○ IIA. ET Constraints ○ IIE. Financial Condition ○ IIF. Asset Protection 	Executive Team
	Mary Hernandez moved to approve the monitoring reports for discussion, Louise Livesay-AI seconded the motion. SDK presented the Independent Accountant’s Review Report. SDK noted that Board may consider the use of a full audit may be best to execute either during the year of a search or the first year of a new minister. Additionally, may not want consider doing a full audit during the first year of an Executive Director’s tenure, as it could be a larger ask of a new ED. The motion passed unanimously.	
11:00	Board Committee-Consent Agenda <ul style="list-style-type: none"> • Evaluation (No report) 	Debbie

11:02	<ul style="list-style-type: none"> • Transitions (Approve 6 mo Interim review to submit to UUA) 10 min • Policy/Bylaws (Policy re Bd and MST relationship) 10 min • Communication/Education (10 min) • Board Recruitment (5 min) 	Kevin LauraSue Clover Clover
	<p>Evaluation- Will be bringing forward a revised BoT self assessment survey, as well as thoughts on surveys during the ministerial search.</p> <p>Transitions- 6 month Review. Rev. Kathleen discussed the review process. Kevin Ely moved that this report be approved and sent to UUA minus the pending comment. Clover Seconded the motion. Report will be sent to Keith Kron at the UUA along side Rev Kathleen's Interim Review report. The report was approved.</p> <p>Policy and Bylaws Committee- BoT discussed the report. Reviewed New Board policy, Policy III,H <i>Board-Ministerial Search Team Relationship</i> policy. The policy is situated between the Bylaws (where the BoT authority is established) and the MST Charge (where the Board directs the MST with it's charge). Mary Baremore moved to approved Policy III H, Clover Earl seconded. One board member objected, and 8 members voted yes. Barbara agreed to add Policy III.H, and will distribute it accordingly to the staff and BoT. Kevin Ely moved to appoint Angela Wilcox as the initial convener of the MST, LauraSue Schlatter seconded the motion. The motion passed unanimously. The BoT noted the role of the convener is only appointed to officially convene the MST, and the MST will then elect it's own chair.</p> <p>Board Recruitment- Discussed request of the board to increase transparency and include the congregation at large more in recruiting and nominating members to the Board. Two members of the congregation have been selected by the committee to assist in nominating people to the Board: Kevin Ward and Ariana Giles. Clover will send out the recruitment matrix and communication regarding Board service that we publish to recruit new board members.</p> <p>Communication and Education committee- Clover reviewed last meeting of the committee, specifically noting that the committee is working on a survey (10 or so questions) that could give the Board a better idea of how the Board connects with the congregation.</p>	
11:40	<p>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?</p>	Everyone
	<p>Extinguish Chalice</p>	Louise
	<p>LauraSue Schlatter moved to adjourn, Mary Hernandez seconded the motion. It approved unanimously.</p>	
12:00	<p>BOT Reflection and Problem Solving</p>	Trustees

Reminders:

1. Mary H is writing for June newsletter due May 15th and Kevin E is writing July newsletter Due June 15th. –coordinate with Communication & Education committee
2. Hosts June meeting is Jess.
3. State of Congregation for June: Louise, Mary B, & KP
4. June 3rd Workshop on Covenant and Right Relations 9:00-noon

UUA Settlement Bankbook is available on Board Effect and at:

<https://www.uua.org/careers/ministers/transitions/settlement-handbook>