

Unity Church-Unitarian
Meeting of The Board of Trustees Minutes / March 9, 2024

Time	Item (Use Double Helix & Antidotes Worksheets during meeting)	Name
9:00	Light Chalice & Reading “We light this Chalice as a Symbol of our faith, the light of truth and the warmth of love.”	LauraSue
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	Louise Kevin Barbara
	<p>Welcome John Steiner-Manning to the Board of Trustees.</p> <p>Kevin – 1) Pi(e) Day baking event. Good turn-out for baking pies, notably by many of our community partners. 2) Good turn-out for the Congregational Survey meeting. Active engagement.</p> <p>Louise – 1) Preparing for the congregational meeting in April. 2) How does Unity show up in our community, especially attracting people to WW, except the chapel service, which has consistently low numbers of participants. How do we expand our intergenerational participation? 3) MST vibe is strong and the congregation is upbeat and hopeful about the future.</p> <p>Barbara – 1) Senses a growing enthusiasm as well as some trepidation within the congregation. Remarks focused on Unity’s long game. Where has Unity come from over the last 7 generations? Look at the 152 years of ministers, administration, staff. What makes church is ultimately the congregation. How have we witnessed our faith to our local/state community and the world? What will we look like in the next 7 generations?</p>	
9:40	Generative Conversation: MST and Preparation for Congregational Meeting <ul style="list-style-type: none"> • Check in from MST about where things are at with Search (high level) • Lead up to and Candidating Week itself • Board engagement • Changes to Congregational Meeting • Preparation/logistics for meeting 	Everyone MST (Angela & Tara)
	<ol style="list-style-type: none"> 1) MST is on schedule and preparing for the April 14-21 Candidating Week. 2) Focus during Candidating Week will be on story-sharing: What are Unity’s stories and how do those stories align with the candidate’s stories. 3) MST will host several WW sessions and will be tabling after services in March and April. Board members are invited to table with the MST on 3/31 and 4/7. 	

	<p>4) Changes to the Congregational Meeting on 4/21 will be announced in April.</p> <p>5) MST Search Procedures MST final1 Procedures Iss.docx</p>	
10:10	<p>Consent Agenda</p> <ul style="list-style-type: none"> • Approve February 10, 2024 and Feb 12, 2024 vote for board replacement Meeting Minutes • Monitoring Reports <ul style="list-style-type: none"> ○ IIB. Staff Changes ○ IIG. Conflict of Interest (everyone fill out) ○ III. Facilities Planning ○ IIE. Financial Condition 	
	<p>Approval of February 2024 minutes, Moved-LauraSue Schlatter, Second-Kevin Ely</p> <p>The motion was approved unanimously</p> <p>Approval of Monitoring Reports as being compliant with Governing Policies. Moved-Marcia Hayes, Second-Kevin Ely</p> <p>The motion was approved unanimously</p> <p>Board members signed the required Conflict of Interest form for 2024</p>	
10:15	<p>Monitoring Reports for Discussion (20 Min)</p> <ul style="list-style-type: none"> ○ IIH. Communication and Counsel to the Board <ul style="list-style-type: none"> ▪ Draft Congregational Covenant ▪ Destructive Behavior Policy 	Executive Team
	<p>Approval of Monitoring Report IIH, Moved-Debbie Cushman, Second-Jackie Duffus Boyd</p> <p>The motion was approved unanimously</p> <p>Discussion – Draft Congregational Covenant: emerged out of Wellspring Wednesday session, discussions within the Interim Monitoring Team, Transforming Conflict workshop with Rev. Theresa Coolie. Now examining the possibility of further discussion, editing, and a decision on whether to bring it to the congregation</p> <p>Destructive Behavior Policy: Unity has no policy to handle serious behavioral concerns. Policy would provide the BoT and ET more guidance.</p>	
10:35	10-minute Break	
10:45	<p>Corporate Resolutions from ET (10 Min) See Packet</p>	Barbara & Laura
	Tabled to April 2024	
10:55	Currier Fund Discussion (info in packet) (35 min)	Everyone

	Now what? Let's dream, think, and determine right next steps. Prompt: Where do you find yourself in the larger story of reparations?	
	Ongoing discussion.	
11:33	Board Committees Consent Agenda <ul style="list-style-type: none"> • Transitions • Evaluation 	Kevin Debbie
	Approval of Board Committees Consent Agenda. Moved - Jackie Duffus Boyd, Second – Claire Cook The motion was approved unanimously	
11:35	Board Committees for Discussion <ul style="list-style-type: none"> • Policy/Bylaws (10 min) <ul style="list-style-type: none"> ○ Draft Policy for Treasurer Role (end of report in yellow) ○ Motion to approve policy for Treasurer ○ Motion to appoint Laura Park as Treasurer of Unity Church Unitarian • Recruitment (5 min) (end of report in yellow) 	LauraSue LauraSue
	Approval of Board Committees Policy/Bylaws: Moved – Marcia Hayes, Second – Kevin Ely The motion was approved unanimously after brief discussion. Policy/Bylaws: Draft change in Governing Policy III.D.3.: Moved – John Steiner Manning, Second – Debbie Cushman. Policy III.D. 3. The job of the Treasurer is to ensure the integrity of the corporation's finances in accordance with Minn. Stat. sec. 317A.305, subd. 3 (Duties Required of Officers, Treasurer) and all Governing Policies of the corporation applicable to a member of the Executive Leadership. The motion was approved unanimously. Policy/Bylaws: Motion to appoint Laura Park as Treasurer of Unity Church Unitarian: Moved – Kevin Ely, second – LauraSue Schlatter The motion was approved unanimously Recruitment: Changes to structure and timeline of board recruitment: Moved – Louise Livesay-Al, second – Marcia Hayes The motion was approved 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	Everyone

	good/bad, successful/unsuccessful. What do you want to try again next time? What will you try differently next time?	
	Extinguish Chalice "Though we extinguish the light of the Chalice here, we know the light of truth and the warmth of love go with us in our hearts."	Louise
12:00	BOT Reflection and Problem Solving and communications	Trustees

Reminder: Kevin E is writing for April newsletter due March 15th.

State of the Congregation for next month: LauraSue, Claire, Laura

Host for next month: Debbie

See updated handout: Need person for July State of the Congregation and January 2025 Column, Due December 15, 2024. I moved a couple people around and added John.

Committee Assignments:

- Transitions: Kevin E (Convener), Mary, Marcia, & Louise
- Policy/ByLaws: LauraSue (Convener), Claire & Kevin E
- Recruitment: LauraSue (Convener), Jackie, & John
- Evaluation: Debbie (Convener), Marcia, Jackie, & Claire
- Grievance: Louise, Debbie, & Mary (Kevin if needed)