

**Unity Church-Unitarian**  
Meeting of The Board of Trustees / July 8, 2023

Time	Item (Use Double Helix Worksheet during meeting)	Name
9:00	<b>Light Chalice &amp; Reading</b>	Kevin E
9:05	<b>Please take a moment and set an intention focused on this reflection:</b> 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	<b>State of the Congregations (brief check in by 3 people –up to 5 min each) plus group reflection</b> Use your anti-racism/multiculturalism lenses as part of your check-in	Debbie, Jess, Barbara
9:35	<b>Generative Conversation: (20 min)</b> What difference has the prioritization of antiracist multicultural work -- concretely structuring that commitment as generative focus at the top of the agenda -- made in the Board's work?	Everyone
	The Board discussed the effect that prioritization of anticracist multicultural work has had on our work as a Board.	
9:55	<b>Consent Agenda</b> <ul style="list-style-type: none"> <li>• Approve June 10th Meeting Minutes</li> <li>• Monitoring Reports <ul style="list-style-type: none"> <li>○ IIB. Staff Changes</li> <li>○ IIE. Financial Condition</li> <li>○ IIH. Communication and Counsel to the Board –monthly</li> </ul> </li> </ul>	
	<b>Clover Earl moved to approve the June 10<sup>th</sup> meeting minutes and the Monitoring reports as compliant with Board Policy, LauraSue Schlatter seconded the motion. The motion carried unanimously.</b>	
9:57	IB. Program Outcomes (from June) (20 min)	ET
	The Program Outcomes report was presented as an information item. Approval of the report will come in August.	
10:20	<b>10-minute Break</b>	
10:30	<b>Discussion about Exec Director hire process (15 min)</b>	Everyone
11:00	MST Budget & Sr Minister Compensation Range (vote) (5 min)	Everyone
	<b>Kevin Ely moved to approve \$47,500 the MST Budget and make the full range of Senior Ministerial compensation ranges, per the UUA from \$110,500 to \$139,900 (dependent upon experience based on UUA guidelines), available for the MST. LauraSue Schlatter seconded the motion. The motion passes unanimously.</b>	
10:50	<b>Board Committee-Reports</b> <ul style="list-style-type: none"> <li>• Evaluation (7 min)</li> <li>• Transitions: MST Procedures review, (10 min)</li> <li>• Policy/Bylaws: Policy and bylaw changes discussion and vote to move forward (15 min)</li> <li>• Communication/Education- re: monthly board email (10 min)</li> <li>• Board Recruitment: update and tasks/help (5 min)</li> </ul>	Debbie Kevin LauraSue  Clover Clover

	<p><b>Evaluation Committee-</b> There was some wonderful prethinking done this year on how the MST Survey and the Annual Ends Survey could happen concurrently to benefit both the Board and the MST. The Board agreed that it would be good to calibrate our Ends Survey with the MST Survey. Louise will let the future chair of the MST know to connect with Debbie Cushman on the Evaluation Committee.</p> <p><b>Transitions-</b> The letter is an information item and will be communicated to the MST by the Louise after this meeting.</p> <p><b>Policy Committee-</b> Kevin Ely moved to accept the changes to the bylaws in principle, to be forwarded to the Congregation for a vote, after review by the general counsel. Debbie Cushman seconded. The motion passed unanimously.</p> <p><b>Communication/Education committee-</b> Report was received. The Board supports a monthly email from the board to the congregation.</p> <p><b>Recruitment Committee-</b> Report was received.</p>	
11:45	<p><b>Check-out Question:</b> 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><b>Extinguish Chalice</b></p>	Louise
12:00	<p><b>BOT Reflection and Problem Solving (Please plan on time this month)</b></p>	Trustees

Courtney Eltringham and Ari Giles were visitors to the Board meeting.

#### Note

Article V, Section 3 of Unity Bylaws titled Staff other than Called Minister(s): The Board of Trustees oversees the hiring and removal of other Executive Leader(s) (if any) who report to the Board of Trustees, including any interim minister. The Board of Trustees may, but need not, appoint a Search Team, from among staff, trustees, voting members of the Corporation to assist it, in sourcing and recommending candidates for such positions.

#### Reminders:

1. Debbie is writing for August newsletter due July 15<sup>th</sup> and LauraSue is writing September newsletter Due August 15<sup>th</sup>. –coordinate with Communication & Education committee
2. Hosts August meeting is Kevin H.
3. State of Congregation for August: Clover, Kathleen & Louise
4. 6-Month Interim Report will be submitted and voted on in August

UUA Settlement Bankbook is available on Board Effect and at:

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