Unity Church-Unitarian

Meeting Agenda of The Board of Trustees / April 11, 2026

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." **Read Covenant around the table**	Sara Everyone
	What's going right?	All
9:05	**Trust makes this easier, and if you feel conflict, steel yourself to name it and not swallow it.** **Reflection Intention:** Please take a moment and set an intention in service to our antiracist multicultural ends. From the array of tools, strategies, and practices in our repertoire* (see footnote below), what specific practice will inform ***how*** you will engage during today's meeting? **Consider an intersectional approach to the practice. The tools need to be adaptive to race, but also class.** Pay particular attention not only to the personal "within" but to group dynamics **"among" and realities "beyond."** *Antiracist multicultural tools and practices, including: • ***Antidotes*** to white supremacy culture • ***Double Helix*** focus on intersection of antiracist and spiritual practice • ***Team Dynamics*** archive of teachings and practices (e.g. describe-interpret-evaluate, intersectionality+complexity, transformative conflict, types of power, identity politics, and more.) • **State of the Congregation** template document	Everyone in quiet reflection
9:10	**State of the Congregations (brief check in by 3 people –up to 5 min each) plus group reflection** Use the State of the Congregation Blank Form to help guide your reflections. **In your reflection, consider the through-line that connects your observations. Where are the gifts? What do your reflections make you wonder and dream about for our church?**	Sara KP
	Reflection 1: Main point of connection - interconnected roots - capitalism WW • Very well attended throughout all of the sessions - did not seem to be a drop off in attendance towards the end. Seemed like people were interested in engaging with and learning about the topic. • People came with differing experiences and viewpoints which made the circle share format of the sessions great for knowledge sharing and collective meaning making. • Did notice that although the room was packed, there was a lack of people of color and young people. As such our collective	

meaning making likely has important holes. - We are at the start of this process and can continue to build this knowledge.

- The fact that we are probably still at the beginning of our understanding journey was exemplified when only two people were able to answer the question of how they saw connections through out the series during the last session. We are starting to see how these topics connect to capitalism but maybe not yet the broader patterns and systems through which capitalism shows up. And maybe not yet having depth around how each topic (housing, health care, etc.) connects to the other.
- Room to grow - curious how this will happen. How will this become a practice that continues to deepen our understanding and action?
    - Possibly in COMTs - there were several COMT members consistently attending the sessions and the racial justice team did hold a follow up. Wondering how the others will integrate this.
    - Possibly in smaller conversations that expand beyond the church?

Reflection 2:
Points of connection

- Evergreen quilters
    - The joy they find in making something with their hands and share that into the community
- COA
    - Currently writing their credos
    - Listening to a 9th grader struggle with these questions. They were excited to struggle with these questions and find answers to them so that she could articulate what our faith means to her and what her beliefs are. She wants to be able to have an answer when others ask her about her faith.
- Choir
    - Approaching current piece with a level of reverence that has not been present before.
    - How will I hold the grace and gravitas of this music and still make the joy of these tones. Holding the joy and grief that is woven fine.
- Threads through out
    - COMTs feeling settled - know what they have and are now thinking about what we will be doing moving forward.
    - Conversations with someone from the racial justice COMT - rich thoughts from this.
        - Unsettled at the tone and tenor of no kings - this is one of those moments in a movement where white people often make a mistake and let the momentum die. Think we are done doing the work.

        - Seemed like the rally put whiteness at the center again. Somali and latino neighbors were not there - the WE there was not the same WE that we have been experiencing in this work.
        - National figures saying you did it and what that would feel like to neighbors who have and continue to experience serious harm including loved ones being taken away. White moment of patting ourselves on the back that did not acknowledge this reality.
        - Many references to Renee and Nick but almost none to the people of color who were deeply impacted and harmed.
    - Thinking deeply about how statements and the rally as a whole would have felt to different communities of color.
    - How do we be thoughtful about handling the narrative about what is happening not to us but to our neighbors of color - not our story - how do we steward it?

Reflection 3:

- Problems vs predicaments
    - Problem - apply technical expertise and information to solve - contained within the old map - confusion
    - Predicament - unknown how to move through this - must make a new map - requires discernment which takes a different set of skills - bewilderment
- Conversations moving from problem to predicament at this moment in time in the church.
- Suggesting that there is a vastness and it is hard to get our minds to grasp this - the complexity and interwovenness of white supremacy - both because it is vast and because it is hidden - purposefully.
- How do we do the management of church well so as to be able to do good work around hiddenness and vastness. What tools do we have available to us? What does prophetic work look like when we are not just solving a problem but looking to make a path through a predicament?
- More presence - less preparation - there is no end to preparing for mystery. Trust that things will surface if we are present in a creative way to the moment.
- Also thinking about interruptions. How do we make coherence and meaning out of this? How does the church know how to dwell and be present to the mystery that is being revealed through this interruption? Seems like the ministry is going to be about fragments and our discernment around them.

General reflection:

- Noticing fear of conflict coming out in the framing of saying “not to criticize.” Thinking about how criticism or critique can be okay and even important when it comes to movements. This is what

	moves us forward and helps us make something better especially when that thing we are critiquing is causing harm in some way. Does not mean we have to be mean or that something is entirely bad but we can raise concerns that help us have needed conversations, discern, and create change. ● These things that are brought into these conversations are spilling out into everyday life. Showing up to these conversations and questions.	
9:35	Generative Conversation: (30 min) Given the hungers of this moment, how is the Board listening to the Moral Owners who should inform our next steps? This moment has brought many speakers. Who informs our sense of the purpose of this church, and how are we listening to them? How are we connected to that hunger? How do we metabolize that hunger and use this to guide our work? What could a Moral Ownership relationship look like for the Board?	Everyone
	Generative Conversation: ● Moral ownership as a two way street - What about a partner's work are we interested in? Do we also see them as working towards the beloved community? This would make the relationship feel less one sided. ● How do we approach people to see how they want to be in partnership - conversation and discernment together - find out what partnership they are interested in while in conversation together. ● What have they told us about how they want to be engaged? What do they want? Have we asked? ● In conversation - not just using our language (moral owners) and framework. Coming in a more conversational way to build something organic. ● Thoughts around the word ownership. Feels very possessive and one direction. ● A lot of this work is happening with COMTs so what is our aim here? Are we asking the wrong questions with this conversation? ● Is this meant to help us find our blind spots? Who is not at this table? No one person's vision is the full vision of the beloved community. We have to work to find others who wish to go on this journey with us. ● Are we looking for people who have our vision of the beloved community or another vision? How much are we willing to stretch our vision? ● What is the risk if we do have moral owners that do not agree with us? Are we worried about not being able to hold onto our own values? And if so why? ● Tension between we have to stop centering the same thing / see more broadly and at the same time uphold our values which are here for a reason.	

	• Challenging the idea of having others outside of our church influence how we do our things and define ourselves. • Moral ownership - sources of authority. Not about other people changing what you think.These are the voices the board is listening to as it makes decisions for the church. This pushes us out of a self replicating system. This does not have to be complicated. We can just have a conversation with people we think we should be listening to. • What is morally at work between us? Looking for where those conversations happening. Want to have an idea about how to have those conversations and step into solidarity with one another. • What takes it from me and a conversation with another person from another organization or a one on one relationship to linkage? • Asking questions that tell a story at the level of values and vision. Want to find people who can talk with you at that level. Looking to extract the themes from these conversations. • Bring multiple people from the board so that relationships can be passed on. • Possibly to connect with Bill around how we have conversations? • Looking to focus on getting strong deep relationships built with people who we are already in partnership with - 1st step.	
10:05	**10-minute Break**	

10:15	**Consent Agenda**
	• Approve March 14, 2026 BOT Meeting Minutes
	• Monitoring Reports
	  • **IIB. Staff Changes**
	  • **II G. Conflict of Interest**
	  • **II H. Communication and Counsel to the Board**
	  • **II A. General EL Conduct**
		Board, ET

	Motion to approve March 14, 2026 BOT Meeting Minutes, IIB. Staff Changes, II G. Conflict of Interest, II H. Communication and Counsel to the Board, II A. General EL Conduct as compliant as stated. First: Kat Sherman Second: Taylor Burr Approved - motion passes unanimously	
10:20	**Monitoring Reports for Discussion:** • **II E. Financial Condition**	Board, ET
	Motion to approve II E. Financial Condition as compliant as stated. First: Kat Sherman Second: Claire Cooke Discussion:	

	Motion within a motion to precede with the purchase of the condo. First: Sara Ford Debbie Cushman Discussion: ● Condo ○ Legally what we really want to see is the title work ○ Are we concerned about the condo reserves? It is a low reserve but that being said from what they report, everything is working. ○ We do have the capacity and cash flow to deal with issues if the condo ends up needing repairs. ○ Who will be the condo board member - the board decides. ○ Only 30% of the units can be rented at any one time. Will this be a problem for us? No, we have already checked in on this. ○ Does not allow dogs and has a lot of rules around living. This could mean living there is restrictive / unwelcoming for a tenant. Approved - motion passes unanimously ● Financial Condition General ○ There will be additional income - new relationships with fiscal sponsorship which will bring in additional income. ○ Only approximately $8,700 short on our pledge income which is fantastic for this time of the year. ○ For expense we will be going over for preventative HVAC maintenance. ○ Unwinding of investment funds ■ Attempting to figure out the principle for each and the earnings that need to be attributed to each fund so we have the actual value of each. ■ There was at one point a plan from past a board to restore principles of some funds from unrestricted cash flow - 2017 ■ We are doing this to follow proper accounting principles for donor restricted funds and to respect donor wishes. Fiduciary responsibility of the organization. ■ How big do we think the Hallman fund needs to get to to fully fund the intern each year - about $725,000 Approved - motion passes unanimously	
10:40	**Board Committee Consent Agenda (reports)** ● Recruitment ● Ends	Rich Claire
	Motion to approve Recruitment and Ends committee reports.	

	First: Molly Flattum Second: Sara Ford Approved - motion passes unanimously	
10:45	**Board Committees for Discussion** ● Reparations (5 minutes) ● Linkage (2 minutes) ● Evaluation (10 minutes) ● Future Vision (10 minutes)	Kat Molly Taylor
	Motion to approve the Reparations report. First: Rich Lau Second: Claire Cooke Discussion: ● Working with the indigenous and racial justice team ● Thinking about how do we stay in our lane - board vs COMTs doing this work. ● COMTs asking for a commitment from the board and the committee to cohost an event at Unity with Mark Charles, a Native American activist and author, on Saturday, June 27 ● Have been asked to really school ourselves on these issues ○ Reach out to John Stoez who leads the Repair Communities of Mokoce Ikikcupi ○ MNIPL reparations learning labs Approved - motion passes unanimously Motion to approve the Linkage report. First: Rich Lau Second: Taylor Burr Discussion: ● Who is interested in joining on the visit to White Bear Lake - Molly will be sending pre information out to those who are going. Approved - motion passes unanimously Motion to approve the Evaluation report. First: Debbie Cushman Second: Marcia Hayes Discussion: ● Will need assistance from the full board for tabling for the survey ● Thinking about possibly doing a walk and talk - eblast ● Email and WW reminders. Possibly an announcement in the service. ● Is it worth delaying the survey so that we can get a question into the survey so that we can understand why attendance is up but membership is down? ○ Is it possible to talk to Bill about this question and still stay on track? ○ ET can also think it through and provide their feedback ● Would like a QR code in the newsletter and at the table	

	• Wordsmith the open ended question #14
	• Board table with the recruitment committee
	• Have candy!
	• Make sure we are getting the parents in the downstairs - would be nice to have a quarter sheet to hand out.
	• Discussion around how AI is or is not used with the results.
	
	Approved - motion passes unanimously
	
	Motion to approve the Future Vision report.
	First: Sara Ford
	Second: Kat Sherman
	Discussion:
	• This committee is an evolution. We are looking to understand through conversations.
	• What future facing questions is the board interested in?
	  ○ Thinking about the UUA and possibly having conversations with them.
	  ○ Demographics comes to mind. Aging church and RE attendance. What does Gen Z like about becoming Catholic?
	• Listening tour approach starting with the ET
	  ○ Possibility of the committee attending an ET meeting
	Approved - motion passes unanimously	

11:15	**Check-out Question:** Reflect on your antiracist multicultural focus set at the start. What was practice like for you? Releasing simplistic judgments of good/bad or success/failure, what emerged from practice in body, feelings, thoughts, words, actions and further questions? What difference did it make toward antiracist multicultural ends not only "within" but also **"among" and "beyond"**?	Everyone
	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."	Everyone
12:00	**BOT Reflection and Problem Solving and communications**	Trustees

Upcoming Reminders – May:

Reading and Host – Rich
State of the Congregation – Kat, Taylor
May CommUnity column (due April 15 to Martha), Theme of Belonging: Rich

Committee Assignments:

- Evaluation: Kat (Convener), Sara, Taylor
- Future Vision: Taylor (Convener), Kat
- Linkage: Molly (Convener), Marcia, Rich
- Recruitment: Rich (Convener), Jane, Debbie
- Reparations: Jane (Convener), Molly, Sara
- Grievance (as needed): Marcia (Chair), Claire (Secretary), Debbie, Rich
- Policy (as needed): Rich, Kat, Claire