Unity Church-Unitarian

Meeting Agenda of The Board of Trustees / May 9, 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**	Rich Everyone
9:05	**What brought you joy? Where have you seen joy?**	Everyone
9:08	**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 and 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?** **Plus: Recap of Committing to Unity**	Kat Jane Laura Debbie

	Reflection 1
	• Committing to Unity
	  ○ Relatively large group
	  ○ The room felt full of readiness – really great questions
	  ○ Joy of signing the book
	  ○ There were some governance questions – what does the board do?
	  ○ Would recommend the experience of having a board member at this event.
	  ○ Wondering what compels people to become a member after having been at the church for quite a while.
	  ○ Very different then joining other churches/religions so it can take time to fully understand what being a member here and part of a policy governance congregation means.	

- Thinking about the possibility of having a youth BOT member and what would that mean.

Reflection 2

- Wellspring Wednesday – In Conversation with the Unity ET Q&A
  - Questions that people had
    - How do we serve our neighbors post serge
    - How do we socialize teens and adults to stay at the church post COA
    - How do we create a multigenerational church
      - Adults explore the lower level
      - Adults participate in supporting youth programing
      - WW chapel service
    - Should we be opening WW dinner to the community and people in need?
    - How do we address the large percentage of our congregants that attend online?
- Wellspring Wednesday - Ayn Dah Yung Center, Healing Spaces for Our Indigenous Neighbors - April 29 – About housing for indigenous youth
  - Blanket activity – Physical expression of settlement and what happened to the indigenous people of turtle island over time. People were moved by this.
- Mark Charels Event on the Doctrine of Discovery – June 28th
  - This is currently being planned
  - Very collaborative among COMTS

Reflection 3

- COA
  - Talking with parents and care givers - Teens are structured into fewer intergenerational spaces in the year of COA
  - Feels like sometimes congregants are surprised by the youth's words at the COA ceremonies even though they (the youth) have been here at the church
  - How do we really welcome the COA youth into the congregation?
- Working with the middle school youth
  - Technology and religion – talking about AI, chat bots, social media. Learn a lot by talking with the youth about it. They are clear eyed about how it impacts them and their peers. These voices sometimes get lost in adult conversations.
  - Saw them a lot this winter at protests and rallies – building them.
  - Default is that they have their spaces and we go too them rather than these are all of our spaces and making sure they are welcome to all of them.
- Choir member conversations

	○ Was a hard experience for queer members who had experience with and queer violence or people who know someone who has had that experience. ○ Holding that there are also a lot of people here who have not experienced that – how do they connect? There are also people who have who have had that experience but who don't talk about it. ○ Thinking about having groups of choir members to be able to talk about the experience of doing these pieces in smaller groups. • Discussion around seeing people with disability in the congregation ○ Who is here – who is seen and not ○ Conversation can feel fragmented or like an after thought ○ Sensory needs ○ Where is the line between there are different ways to engage and there are experiences that are very central to congregational life. Reflection 4 • What is the follow up to the 6 part series on racial capitalism? Seemed to stop the edge of practice. • How is money circulating within the congregation and beyond? What is it supporting? What does it mean to get proximate? • Willow Alliance – Unity is their fiscal sponsor ○ Direct connections with at least 30 families who have been impacted by metro serge • The ways in which money is pooled to do good under capitalism - How do we as a congregation participate in new economies? • Clover Earls grant for collaborative COMT work – how that has been particularly energizing to teams • Has been a spiritual depth starting to emerge from those conversations. Church also nurtures this work in ways that we won't even see as they take it back into their own lives. Discussion: • How do we lure people into multigenerational ministry. • Mount Zion puts a lot of resources into their food ministry – made an introduction between their food ministry person and Heidi – they are very interested in a collaboration. • There are a lot of answers if you actually go out and talk with the people who are impacted by these things – those who are youth or grew up as youth at the church, those who have disabilities. • Thinking about the dynamics that developed this winter – very hyper local organizing. Something beautiful about the creativity that comes from this. Leadership does not have to come from the top. Want to make sure not to lose this.	
9:40	Generative Conversation: (45 min)	Everyone

	Let us consider the role of AI in the Board's work. How does AI align with our UU values? Where are the places we could use this tool? Where should it be verboten, and why?	
	Discussion – considering the role of AI in the work of the board:	
10:25	**10-minute Break**	

10:35	**Consent Agenda**
	• Approve April 11, 2026 BOT Meeting Minutes
	• Monitoring Reports
	  • **IIB. Staff Changes**
	  • **II E. Financial Condition**
	  • **I B. Membership**
	  • **IID Financial Planning**
		Board, ET

	Motion to approve the April Meeting minutes and the ET monitoring reports of policy IIB Staff Changes, IIE Financial Condition, IB Membership, IID Financial Planning, an as being compliant as indicated with the amended to remove Jane from state of the congregation and reparations reporting for the April Meeting minutes as she was not present. First: Molly Flattum Second: Jane Prince Aye:8 Nay: 0 Abstention: 1 Motion passes	
10:40	**Monitoring Reports for Discussion:** • **II H. Communication and Counsel to the Board** • **IIF. Asset Protection**	Board, ET
	Motion to approve II H. Communication and Counsel to the Board as compliant as stated. First: Molly Flattum Second: Sara Ford Discussion: • Next month the ET will be brining a recommendation to add Shay Makay to the ET. BOT members should send questions they have about this to Marcia by May 22nd. • This feels like a natural progression from how the church has been operating this year and how Shay has shared ministry. • Wondering about logistics and what paperwork this would involve. Motion within a motion to pass the following resolution: Whereas Philippa Anastos has been on staff at Unity Church-Unitarian since February 2024, and deeply involved with key areas of congregational life	

	RESOLVED that Unity Church-Unitarian will sponsor Philippa Anastos as an aspirant to Unitarian Universalist ministry. First: Rich Lau Second: Debbie Cushman Discussion: Approved – Motion passed Unanimously Motion withing a motion that Kathy Stack, given her membership at Unity Church since 2005 and her continued financial contributions since then, and given that she is no longer able to make her own pledge, be granted Legacy Member status. First: Debbie Cushman Second: Taylor Burr Discussion: Approved – Motion passed Unanimously Approved – Motion passed Unanimously Motion to approve IIF. Asset Protection as compliant as stated. Rich Lau Claire Cooke Discussion: • Do you ever get more than $1000 in the morning offerings? - Yes. Then how does this work with compliance? This is something that we have financial procedures for but it is something that the ET is willing to look at and follow up on. • Our insurance does cover everyone who handles cash. Approved – Motion passed Unanimously	
10:40	**Board Committee Consent Agenda (reports)** • Evaluation • Future Vision	Kat Taylor
	Motion to approve the Evaluation, Future Vision, and Reparations Committee reports. First: Sara Ford Second: Rich Lau Approved – Motion passed Unanimously	
10:45	**Board Committees for Discussion** • Linkage • Reparations	Molly Jane

	Motion to approve the Linkage Committee report.
	First: Molly Flattum
	Second: Jane Prince
	Discussion:
	• White Bear
	  o Went to the service and talked to board members
	  o Heard a lot from them – wondering why more churches don't do this sort of exchange
	  o Hopefully there might be some sort of music exchanges	

	○ They do have a younger member of the board and maybe where ○ They let coffee in the sanctuary ○ They seem to have welcoming down – make sure to let you know where everything is when you are new. ○ Really thoughtful in the design of their building – where parents can sit with their children but still be a part of the service. Capacity for people to be involved without separating them into different rooms. Approved – Motion passed Unanimously Motion to approve the Reparations Committee report with the amendments to change the June event from the 28th to the 27th and correcting name spelling to John Stoesz. First: Rich Lau Second: Jane Prince Discussion: • Meeting between the board and John 4-5:30 to have a conversation with us. Talking about the role of the white settler in reparations. He will also be staying for WW dinner. ○ Prework – watch the video that Jane will be sending out • Mark Charles all day event. Saturday July 27 9:30-4 ○ Have submitted to the COMT collaboration fund for his speaker fee. ○ Also looking for someone to host him. ○ Does the board have funding that they could contribute – could we use the currier fund for this? ○ September is when we would as a board ask for budgeting for things like speakers – the board does not currently have budget for that. Approved – Motion passed Unanimously	
11:00	**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 – **June**

Reading and Host – Kat
State of the Congregation – Rich, Molly
June CommUnity column (due May 15 to Martha), Theme of Transformation: Jane

Dates for your calendar:

Wednesday, May 13, 4-5:30PM. Library. John Stoesz, Conversation on Reparatory Justice
Saturday, June 6, 10-11:30, Pancakes before. Sanctuary. Church Year in Review by ET.

Committee Assignments:

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