

Unity Church-Unitarian
Meeting Agenda of The Board of Trustees / May 10, 2025

Time	Item (Use Double Helix & Antidotes Worksheets during meeting)	Name
9:00	<p>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</p>	<p>Jackie Everyone</p>
9:05	<p>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? And given our agenda and meeting content, what antiracist multicultural dimensions or ramifications feel relevant and focus your attention? Pay particular attention not only to the personal "within" but to group dynamics "among" and realities "beyond."</p> <p>*Antiracist multicultural tools and practices, including:</p> <ul style="list-style-type: none"> ● 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 	<p>Everyone in quiet reflection</p>
9:08	<p>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. Integrate your anti-racism/multiculturalism lenses as part of your check-in</p>	<p>Rich Jane Oscar</p>
	<p>Reflection 1</p> <ul style="list-style-type: none"> ● People are pessimistic about the state of the nation but optimistic about our church and the ET. People feel good about connecting to the work of the church in these times. ● Felt like the congregation is embracing newcomers - not letting people stand alone at coffee hour or during events, talking to them, offering ways to get involved ● New member - felt that the church lives out its values ● General comments that people want more intergenerational activities. Want to connect the upstairs and downstairs. Like when youth attend “adult” events. Possibly extending the story for all ages. <p>Reflection 2</p> <ul style="list-style-type: none"> ● The big question for the first year of a ministry which is still a transition period - Which door does this key open ● People looking to see if the new ministry is a good fit for them. Lots of exploration, feeling out, figuring out what is reality and what is projection. ● Have gotten beyond the getting to know each other phase and into the planning phase. In the process of developing and 	

	<p>planning for the new year which will be different with new ends and Lara leaving.</p> <p>General Conversation:</p> <ul style="list-style-type: none"> • Have seen a decrease in membership - discussing possibilities for why this might be. Premature to know at the moment. • We tell lots of narratives about ourselves and others. What is the narrative of the beloved community that is important to proclaim? • Curiosity about the people who come and visit a few times and then don't come back. What are people seeing here? • Lots of fear and anxiety that takes a tone of energy from people - keeps people from walking in the door to begin with. Thinking that people might need to find strength when they come here because it is so hard to get to the point of coming in the first place given the state of the world. • If there is a place where the difficulties of the world should be discussed it should not just be in the individual sphere (where fear often spreads) - we practice our way into seeing and hearing truth at church 	
9:30	<p>Generative Conversation: (30 min)</p> <p>We the people of Unity Church-Unitarian, grounded in a joyous vision of beloved community within, among, and beyond ourselves,</p> <p>-- understand the interconnected roots of oppression and yoke ourselves to the demands, sacrifices and hard work of antiracism, multiculturalism, and climate and economic justice;</p> <p>-- cultivate a multigenerational community of joy, care, and belonging, and evangelize love to meet the deep and abiding hunger in all of us;</p> <p>-- practice life-long faith formation, grounded in Unitarian Universalist theology, that breaks us open and allows us to be transformed.</p> <p>As we consider rolling out our new Ends statements, we know that these Ends will generate new work from the ET and the congregation. But if we look at the language itself, especially the three specific highlighted words above, we must also consider how the board will live into these Ends. In what ways, if at all, do our theologically inflected commitments and understanding shape changes in the board's essential functions? For example, what is the board work that yokes us to the demands, sacrifices, and hard work of justice? What does it mean to evangelize love and place our theology within this context? How do we know when we're doing it?</p>	Everyone
	<p>Conversation:</p> <ul style="list-style-type: none"> • These feel like a fresh framework for us • Moved by the spiritual depth of these ends - simple in words but complex in theological interpretation - so many possibilities • This will be a tall order for the board • Future boards will not have the context of how these were crafted as they live them out. Important to think about how we 	

	<p>tell the crafting story at future board retreats as we think about their ability to live into these.</p> <ul style="list-style-type: none"> • How do we spend more time on the spiritual direction piece as a board when there is so much stuff to look over? Is there a different structuring of the agenda? • Remembering that things like the budget are a moral documents - looking for more than a balanced budget. Should be looking to see how that budget reflects the ends and the values within them. Using framing questions that help us get at these ideas. Not just for us but also framing to the congregation • Educating the congregation about the ends and making sure that they are available, accessible, and known to the general congregation so that they can take ownership. - On the order of worship? Table tent at Wellspring Wednesdays? Monitor downstairs outside the sanctuary? Before doing the offering? • These ends pull different aspects of the church's work and ask us to do this work in an interconnected way. • Try new things and play with these ideas over time. • Spend time with the ET's interpretation of the ends and provide feedback / conversation to make sure that the interpretation aligns with the board's intention around these ends. These interpretations inform programs. Would be good to have an extended generative conversation about the interpretation of these ends. • For the next 3 months we will take time to have generative conversations about each of the ends one at a time. We will look at how they inform board work and how we will live into them in the context of the board. Looking in terms of linkage, monitoring, and guiding the future of the church (future focus). 	
10:00	10-minute Break	
10:10	<p>Consent Agenda</p> <ul style="list-style-type: none"> • Approve March 31st 2025, Special BOT Meeting Minutes • Approve April 12th, 2025, BOT Meeting Minutes • Approve April 15th 2025, Special BOT Meeting Minutes • Monitoring Reports <ul style="list-style-type: none"> ○ I B. Membership ○ IIB. Staff Changes ○ II D. Financial Planning ○ II F. Asset Protection ○ IIH. Communication and Counsel to the Board 	Board, ET
	<p>Motion to approve the consent agenda First: Louise Livesay AI Second: Marcia Hayes Approved - motion passed unanimously</p>	
10:15	<p>Monitoring Reports for Discussion:</p> <ul style="list-style-type: none"> ○ IIE. Financial Condition (15 minutes) 	Board, ET

	<p>Motion to approve monitoring reports for discussion, IIE. Financial Condition with compliance as indicated. First: Jackie Duffus Boyd Second: Laura Sue Schlatter</p> <p>Discussion:</p> <ul style="list-style-type: none"> • Financials are in a new, more clear format and these reports are continuing to be improved. • It is looking unlikely that we will meet our pledge goal this year. Possibly coming in a bit under this amount. • Memorial gifts have been trending up and are surpassing our budget. • Special gifts are also trending ahead of budget. • Auction was a success - ahead of budget. • Investments did not perform well - net loss for the quarter. Hoping that this changes before the end of the year. <p>Approved - motion passed unanimously</p>	
10:30	<p>Board Committee Consent Agenda (reports)</p> <ul style="list-style-type: none"> • Evaluation – 	Marcia
	Evaluation did not meet - no report	
10:35	<p>Board Committees for Discussion</p> <ul style="list-style-type: none"> • Ends Process (30 minutes) • Recruitment (10 minutes) • Policy/Bylaws (30 minutes) • Reparations (10 minutes) 	Claire Louise LauraSue Jackie
	<p>Motion to accept the Ends report as written First: Louise Livesay AI Second: Laura Sue Schlatter</p> <p>Discussion:</p> <ul style="list-style-type: none"> • Changes to the presentation <ul style="list-style-type: none"> ○ Remove the word feedback and replace it with reflection ○ Removed language about the ends being editable - do not want to encourage wordsmithing ○ Updated punctuation in the ends (not a material change) ○ Moved visual slides back up into the process portion of the presentation - talked about how to present these • Discussed how we would handle challenging statements around the ends as a board. • Going to hand out the ends with questions partway through the gathering when we get to that point. This would be the official launch of the ends. The ends would not go out before this meeting. <p>Approved - motion passed unanimously</p>	

Motion to accept the recruitment report as written

First: Jackie Duffus Boyd

Second: Marcia Hayes

Discussion:

- Still looking for more applicants (only have one at the moment)
- Wondering if there are people we should reach out to
- Thinking about other outreach - thinking about making an announcement next Saturday

Approved - motion passed unanimously

Motion to accept the Policy/Bylaws report as written

First: Louise Livesay AI

Second: Molly Flattum

Discussion:

- Knowing that we would be out of compliance in terms of policy IIB - for accessibility
- Question of pastoral care for members who are staff - extremely complicated

Motion within a motion to amend policy IIK member friend and visitor treatment understanding by removing number 4, understanding that we will come back to this subject in the fall.

First: Marica Hayes

Second: Laura Sue Schlatter

Discussion:

- Seems like this is part of the policy, has some tension with the bylaws and requires deeper discussion.

Approved - motion passed unanimously

Motion within a motion to approve policy IIB 1-5

First: Marica Hayes

Second: Laura Sue Schlatter

Aye - 7

Nay - 2

Motion approved

Motion within a motion to approve policy IIK

First: Louise Livesay AI

Second: Rich Lau

Approved - motion passed unanimously

Motion within a motion to approve policy IVC

First: Louise Livesay AI

Second: Laura Sue Schlatter

Approved - motion passed unanimously

Motion within a motion to table policy IIB 6-8 to a future date to a future date

First: Rich Lau

Second: Jackie Duffus Boyd

	<p>Discussion:</p> <ul style="list-style-type: none"> Policy committee will meet and bring a recommendation to the board <p>Approved - motion passed unanimously</p> <p>Approved - motion passed unanimously</p> <p>Motion to accept the reparations report with a friendly amendment to change the spelling of Mary's name from "Mary Barrymore" to "Mary Baremore".</p> <p>First: Laura Sue Schlatter Second: Marica Hayes</p> <p>Discussion:</p> <ul style="list-style-type: none"> Had a good productive meeting and the reparations committee has asked the St. Paul Reparations Commission to submit a proposal. Big deal to them that we see them as a moral owner. <p>Approved - motion passed unanimously</p>	
11:55	<p>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"?</p>	Everyone
	<p>Extinguish Chalice</p> <p>"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."</p>	Everyone
12:00	<p>BOT Reflection and Problem Solving and communications</p>	Trustees

Upcoming Reminders – June:

- State of the Congregation – Molly and Louise
- CommUnity column (due May 15 to Martha) – Rich Topic:
- Reading and Host – Rich
- Board Walk & Talk – Who would like to do this? Topic?

Committee Assignments:

- Ends Process: Claire (Convener), Marcia, Rich, Jackie
- Evaluation: Marcia (Convener), Molly, Mary
- Policy/ByLaws: LauraSue (Convener), Rich, Claire
- Recruitment: Louise (Convener), Jane, Molly
- Reparations: Jackie (Convener), LauraSue, Jane, Louise
- Grievance (as needed): Mary (Chair), Claire (Secretary), +1