

## Unity Church-Unitarian

Meeting of The Board of Trustees / April 8, 2023

Time	Item (Use Double Helix Worksheet during meeting)	Name
9:00	<b>Light Chalice &amp; Reading</b>	Louise
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
9:07	<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	Jess LauraSue, Kathleen
9:37	<b>Generative Conversation: As a Board, how do we understand and tend to the tension between transparency and confidentiality in our work?</b> (20 min)	Everyone
	The Board discussed the needs for transparency and how and when confidentiality is important. The Board did discuss how confidentiality in hiring and salary decisions is common, but explored how confidentiality may apply in other settings. The Board recognized that transparency and confidentiality will be a continuing conversation.	
10:15	<b>Strengthening Denominational Linkage (8 min)</b> <ul style="list-style-type: none"> <li>• GA</li> <li>• Right Relationship workshop June 3<sup>rd</sup> @ 9:30</li> </ul>	Kathleen
	Kathleen discussed upcoming events and discussed how the Board and the congregation might be involved in the upcoming UUA events.	
10:25	<b>10-minute Break</b>	
10:15	<b>Consent Agenda</b> <ul style="list-style-type: none"> <li>• Approve March 18, 2023 Minutes</li> <li>• Monitoring Reports <ul style="list-style-type: none"> <li>○ IIB. Staff Changes</li> <li>○ IIH. Communication and Counsel to the Board</li> <li>○ IIE. Financial Condition</li> </ul> </li> </ul>	
	Clover Earl moved to approve March 18 meeting minutes, LauraSue Schlatter seconded. The motion approved unanimously. Motion to approve Monitoring Reports LauraSue Schlatter, Mary Baremore seconded the motion. The Motion was passed unaniously	
10:17	<b>Discussion</b> on ET work on organizational structure, staff Positions and compensation (Policy's IIB, C & D) -no action is being requested at this time. (30 min)	Executive Team
	The Exec Team discussed future budgetary needs to shift positions and compensation up to the minimum and eventually the midpoint of salary ranges recommended by the UUA.	

11:05	<b>Board Committee-Consent Agenda</b> <ul style="list-style-type: none"> <li>• Policy/Bylaws (no report, meet after Bd mtg)</li> <li>• Board Recruitment (no report, meet after Bd mtg)</li> <li>• Evaluation (see report)</li> <li>• Communication/Education (see report)</li> </ul>	LauraSue Clover Debbie Clover
	Kevin Ely moved to approve Board Committee Consent Agenda, Mary Baremore seconded the Motion. The motion was approved unanimously	
11:50	<ul style="list-style-type: none"> <li>• Transitions <ul style="list-style-type: none"> <li>○ Discuss Slate of candidates to be recommended by Board (See email sent separately from packet) -Needs Board action (15 min)</li> <li>○ MST Procedures discussion (10 Min)</li> </ul> </li> </ul>	Kevin E LauraSue
	<p>LauraSue Schlatter moved that the board transition to an Executive Session, Mary Baremore seconded the motion. One opposed the motion, all other Board members approved the motion.</p> <p>Jess Landgraf moved the Exec team be invited to the executive session, Debbie Cushman Seconded the motion. Motion passed unanimously.</p> <p>Laura Schlatter moved out of exec session, Clover Earl seconded the motion. The Motion was approved unanimously.</p> <p>LauraSue Schlatter Moved to approve the slate of 16 candiates to the placed before the congregational vote, Mary Baremore second the motion. The motion passed unanimously.</p> <p>Moved MST Procedures to May meeting.</p>	
11:55	<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?	Everyone
12:05	Kevin Ely moved to Adjourn; Louise Livesay-AI seconded. The motion passed unanimously.	
	<b>Extinguish Chalice</b>	Louise
12:00	<b>BOT Reflection and Problem Solving</b> Reminder to turn in Disclosure Statements to Barbara	Trustees

Reminder: Louise is writing for May newsletter due April 15<sup>th</sup>.

UUA Settlement Bankbook is available on Board Effect and at:

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