

Unity Church-Unitarian

Meeting Minutes of The Board of Trustees / March 18, 2023

Time	Item (Use Double Helix Worksheet during meeting)	Name
9:00	Light Chalice & Reading	Clover
9:05	Please take a moment and set an intention focused on this reflection: 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	State of the Congregations (brief check in by 3 people –up to 5 min each) plus group reflection Use your anti-racism/multiculturalism lenses as part of your check-in	Debbie Clover KP
9:40	Generative Conversation: Discussion of Maurice Mitchell's article <i>Building Resilient Organizations</i> provided to Board. (35 min) Vital among our growing practices are practices like "right-sizing" and "not simplifying complex issues" to binary reductionisms. These are practices of <i>discernment</i> for discernment functions precisely at sites of instability and change, especially at its edges or depths or emerging whole greater than fragments. <ul style="list-style-type: none"> • What from Mitchell's article resonates or clarifies your own discernment of congregational life in this moment of multiple and overlapping changes? • What informs your practice of leadership? 	Everyone
	The board discussed the Mitchell article. The themes and learnings from the article were discussed. More to come as we look towards having larger congregational covenant conversations in the summer.	
10:15	10-minute Break	
10:25	Consent Agenda <ul style="list-style-type: none"> • Approve February 11, 2023 Meeting Minutes • Monitoring Reports <ul style="list-style-type: none"> ○ IIB. Staff Changes ○ IIH. Communication and Counsel to the Board ○ IIG. Conflict of Interest ○ III. Facilities Planning 	
	Clover Earl moved to approve the consent agenda. LauraSue seconded the motion. The motion was unanimously approved.	
10:30	Monitoring Reports for Discussion (30 min) <ul style="list-style-type: none"> ○ IB. Membership ○ IIE. Financial Condition 	Executive Team
	Mary Hernandez moved to approve IB on Membership as being compliant with board policy. Debbie Cushman seconded the motion. KP Hong noted that the Religious Education Ministry team has started larger conversations on how to create more opportunities for RE and larger congregation co-worship, teacher training, and leadership. Adult membership numbers were discussed within the context a number of	

	<p>factors affecting adult attendance. The motion was approved unanimously.</p> <p>Kevin Ely moved to approve monitoring report IIE as compliant with board policy. Clover Earl seconded the motion. There was a full discussion of the financial condition and other factors related to new, unanticipated costs, but additionally the fact that Unity is still in a good financial position overall. Some messaging and other reallocations from Capital pledges to Operating pledges will be considered, especially as the church's capitol note approaches payoff. The board will have discussions of incorporating the new UUA pay guidelines and possible plans related to that in April. The motion passed unanimously.</p>	
11:00	<p>Board Committees</p> <ul style="list-style-type: none"> • Transitions (15 min) <ul style="list-style-type: none"> ○ Vote on MST Charge and review timeline ○ Vote on approving contract renewal for Rev. Kathleen Rolenz for 2023-24 • Policy/Bylaws (10 Min) <ul style="list-style-type: none"> ○ Should the Board pursue a By-laws change explicitly providing the Board with more general Supervisory authority over the MST (Art. V, section 2), or whether to rely on the current By-laws language and instead draft Board policy language dealing with supervisory authority generally and the authority to pause or halt the search process specifically. • Communication/Education (see report) • Board Recruitment (5 min) • Evaluation (10 min) <ul style="list-style-type: none"> ○ If we shift to a double-helix framework for board self-evaluation - and discontinue use of the previous questions/format - are there concerns about things we would be missing? 	<p>Kevin E</p> <p>LauraSue</p> <p>Clover Clover Debbie</p>
	<p>Transitions Committee- Clover Earl moved to approve the MST charge, Mary Hernandez seconded the motion. The motion approved unanimously. The board will look at MST Search procedure at the April Meeting. Kevin Ely moved to approve contract renewal for Rev. Kathleen Rolenz for 2023-24, Clover Earl seconded the motion. The motion passed unanimously.</p> <p>Policy/Bylaws Committee- The board agreed the committee should bring a procedure regarding halting a ministerial search to a future board meeting.</p> <p>Recruitment Committee- the board discussed the recommendation to include 1-2 congregants on the Recruitment team. Justin Cummins will discuss current bylaw clause regarding recruiting committees. The committee will bring more recommendations to the board in the future.</p> <p>Evaluation Committee- The board agreed that the committee should consider the double-helix framework as it related to the board self-evaluation. The Committee will review the evaluation and bring thoughts to the board.</p>	
11:40	<p>Check-out Question: Reflect on your antidote practice set at the start. What was that like for you? What physical sensations, feelings, thoughts, questions</p>	Everyone

	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?	
	There was unfortunately not enough time to do the check out questions this month. Clover Earl moved to adjourn, Louise Livesay-Al seconded the motion. The motion passed unanimously.	
	Extinguish Chalice	Louise
12:00	BOT Reflection and Problem Solving	Trustees

Reminder: MaryB is writing for April newsletter due March 15th.

UUA Settlement Bankbook is available on Board Effect and at:

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