

Unity Church-Unitarian

Meeting Minutes of The Board of Trustees / September 14, 2024

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>Kevin 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 <i>how</i> you will engage during today's meeting? And given our agenda and meeting content, <i>what</i> 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.) • Personal Intercultural Development Plan • Maurice Mithcell's article "Building Resilient Organizations" addressing fallacies in progressive movements. 	<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 your anti-racism/multiculturalism lenses as part of your check-in</p>	<p>Claire, Kevin & Oscar</p>
	<p>The church year is back in full swing, with a solid regular attendance at both services and online (500 total from both services and online on Merging of the Waters Sunday), Wellspring Wednesday dinners (50+ on opening Wed) and programming (40+ on opening Wed). Congregation feels excited. But is this just that it is September? Or is it this September with the launch of the new minister? Energy and interest in deepening what worship is.</p>	

	<p>Rev. Lara Cowtan shared Susan Bowman article re: continuing the energy of new congregational year. How do we carry that energy through the year? Strategic alignment about where we're going...checking progress. Ends process. Hoping to keep this energy going. What's the culture of Unity and its evolution?</p> <p>Outreach work is thriving – GOTV, postcards, Act for the Earth Farm Bill presentation during Wellspring Wednesday was well attended.</p> <p>But questions arise about how we welcome visitors, answer their basic questions (where do we put the little cards from the pews? Where's the Gannett Room for Finding Yourself at Unity, etc.?) When thinking about Welcome and Belonging, is the lack of basic knowledge a barrier to participating? What does Radical hospitality actually mean? How to mitigate the gaps in our and our congregation's fundamental knowledge.</p> <p>What is the depth, richness, quality of our outreach to regular attendees and visitors? Is the language of our embracing meditation too inwardly focused? What is the quality of Beyond in the language of the church?</p> <p>What brings us to the church? Challenges "me". How do people feel found and seen? Where are the young people (why do we not ask this question about other marginalized groups)? Those we are not seeing might be sensitive to qualities of dissonance. How do they live that out? How do we shape dissonance, joy, and hospitality? Going deep quickly, developing skill set of logistics, and deeper conversation. New church year, agent for good.</p>	
9:40	<p>Generative Conversation: (25 min)</p> <ul style="list-style-type: none"> <i>In linking to the moral owners around reparations at Unity, who do we link with and what is/are the question(s) that help guide us in the conversations?</i> <i>How can our moral owners help make the decisions around reparations a transformative experience for Unity's members and thereby those we are in relationship with?</i> 	Everyone
	<p>Ongoing further discussion and questions:</p> <p>Who do we link with? Can we tie this to our Ends work? That's our task over the next year. We will want to engage our external moral owners, embedding them in our Ends renewal. Reparations work is important to them. How to honor the needs of our partners and the parameters of our charge.</p>	

	<p>Key constituents: Congregation, External partners, City of Saint Paul?</p> <p>What reparations are we preparing ourselves to make? Are Indigenous communities part of the equation? What role does class play in influencing our decision-making? As a largely white-led organization, what risks are we aware of?</p> <p>We will seek to personalize reparations. Where are we going to focus our conversations? What's the powerful question? Discern together. Where does the board think the congregation might need a push?</p> <p>Reparations is stand-alone conversation, like marriage equality. The work will be informed by our ends, but not an end in itself and falls into the category of End #7, Create brave space.</p> <p>Logistics: Do we want to stagger our reparations as annual allotments? Or lump sum? How do we frame our distributions to avoid divisiveness?</p> <p>Maybe time to establish a Moral Owners Linkage Sub-committee?</p>	
10:05	<p>Audit Report (20 min) IIF. Asset Protection Monitoring Report</p>	Laura & Wendy
	<p>Board resolution Motion to accept SDK analysis as showing accurate financial information for 2023: Ely Second: Steiner-Manning Motion passes unanimously</p> <p>Discussion of complexity of accounting system and fixes. How could the Board have been more aware?</p> <p>Recommendation to proceed with full audit in 2026, after Shelby Next has been replaced and operated for one year.</p>	
10:25	<p>10-minute Break</p>	
10:35	<p>Consent Agenda</p> <ul style="list-style-type: none"> • Approve August 10, 2024 BOT Meeting and special vote on Consultant for Ends renewal Minutes • Monitoring Reports <ul style="list-style-type: none"> ○ IIB. Staff Changes ○ IIE. Financial Condition ○ IIH. Communication and Counsel to the Board 	

	<ul style="list-style-type: none"> ○ IB. Program Outcomes ○ IIG. Conflict of Interest ○ II I. Facilities Planning ○ IIJ. Anti-Racism and Racial Healing 	
	<p>Motion to approve August Minutes: Ely Second: Hayes Motion passes unanimously</p> <p>Motion to approve Monitoring Reports: Cushman, Second: Livesay-AI Approved unanimously as stated with friendly amendment</p> <p>Amendment: Adoption of the corporate resolutions and other monitoring reports as being compliant as indicated with exception of IIJ, #1. ET will notify Board at next meeting of compliance.</p>	
10:40	<p>Monitoring Reports for Discussion: (25 min)</p> <ul style="list-style-type: none"> • IB. Ends Interpretation by ET: <i>As you read through the interpretations and strategic priorities, consider whether they reflect and respond to the end as you understand it and the state of the congregation as you experience it. Please come prepared with questions and observations about that alignment.</i> 	ET
	<p>Introduction:</p> <p>Ends analysis: Is the interpretation valid? What strategic priorities emerge from the End and its interpretation?</p> <p>How will we know that any given End is more fully realized? Survey, volunteerism, engagement</p> <p>Strategic priorities will be highlighted to produce the changes.</p> <p>Will be produced in the annual report</p>	
11:05	<p>Board Committee Consent Agenda (reports)</p> <ul style="list-style-type: none"> • Evaluation (no report -delay in survey results-October will be volunteer and staff survey and prelim on congregational survey results) 	Debbie
11:10	<p>Board Committees for Discussion (45 min)</p> <ul style="list-style-type: none"> • Recruitment (15 min) re: slate of candidates • Ends Process (5-10 min) • Policy/Bylaws (5-10 min) <p><i>Given the language below – consent required of 85% of “all votes cast” means that if a person does not cast a vote it does not count at all. It is not a “no” vote. Committee</i></p>	LauraSue John LauraSue

	<p><i>believes this is sensible, especially given that remote voters may sometimes not cast a vote unintentionally because they lose connection. This does not affect quorum unless someone present calls a quorum count before the vote and those who are planning not to vote leave.</i></p> <p>The selection of the Called Minister(s) shall require <u>a consent vote of from 85 % of the all votes cast by voting members:</u></p> <p>a. <u>who are present at the meeting of the meeting of the Corporation in attendance at a meeting of the Corporation, including by remote presence in accordance with Article II, section 7 of these bylaws; and</u></p> <p>b. <u>who vote by absentee vote in accordance with Article V, Section 3 of these bylaws. Absentee ballots delivered in accordance with these bylaws shall be included in the vote totals, except as provided in Article V.3., Limited Absentee Voting Permitted.</u></p> <ul style="list-style-type: none"> • Transitions (10 min) Is there any ongoing need for this committee? 	Kevin
	<p>Policy Bylaws</p> <p>Motion to approve: Ely Second: Manning Passes unanimously</p> <p>Discussion: strike “of the meeting” from section a.</p> <p>Recruitment</p> <p>Motion to approve the slate of candidates: Cooke Second: Hayes Passes unanimously</p> <p>Discussion</p> <p>Ends – Meeting with D Ohlandt: 2 phases –</p> <ol style="list-style-type: none"> 1. Important question that will serve to structure the workshops with the congregation 2. Structured workshops. BoT as listeners. That information is then used to design the new ends. <p>Nested Bowls – core values and mission statement will be largely the same as they’ve been in previous ends.</p> <p>October – what do the values mean to you now? And the mission as currently stated. What does it mean? BoT will choose the question based on our discussions and ideas</p>	

	Connected to congregational survey Connected to ministerial search and cottage meetings, etc.	
11:50	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."	Louise
12:00	BOT Reflection and Problem Solving and communications	Trustees

Officers for 2024-25: Chair-Baremore, Vice Chair-Hayes, Secretary-Cooke
Motion: Manning, Second: Cushman
Motion passes unanimously