

Unity Church-Unitarian

Meeting Minutes of The Board of Trustees / February 10, 2024

Time	Item (Use Double Helix Worksheet 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.”	Mary
9:05	Please take a moment and set an intention focused on this reflection: (Use Antidotes to White Dominant Culture handout) 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	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 Mary, Barbara
9:37	Generative Conversation: Covenant for Board and ET (30 minutes) <ul style="list-style-type: none"> • Read Covenant with Revisions • What do you need to name about Clover’s resignation that is relevant to our conversation about the covenant? • Do we feel comfortable using this revised Covenant for the year? If not, why? • How do we keep the Covenant present in our meetings and employ it in difficult situations? 	Everyone
	Ideas for editing: remove “without judgement.” Include language for allowing for each to ask for what they need	
10:07	Communication Protocol Discussion (Handout) (10 min)	
	This is a draft proposal. Now will be turned over to the Policy Team for further wordsmithing. Discussion about 3 rd section.	

10:17	<p>Consent Agenda</p> <ul style="list-style-type: none"> • Approve Nov 2023 Meeting Minutes • Monitoring Reports <ul style="list-style-type: none"> ○ IIB. Staff Changes ○ IIH. Communication and Counsel to the Board ○ IIE. Financial Condition 	
	<p>Approval of November 2023 minutes Moved-Kevin Ely, Second-LauraSue Schlatter</p> <p>The motion was approved unanimously.</p> <p>Approval of Monitoring Reports as being compliant with governing policies: Moved-Kevin Ely, Second-LauraSue Schlatter</p> <p>The motion was approved unanimously.</p>	
10:18	<p>Monitoring Reports for Discussion (20 Min)</p> <ul style="list-style-type: none"> • IB. Membership • IID. Financial Planning (quarterly) 	Executive Team
	<p>Approval of reports IB and IID as being compliant with governing policy, Moved-Debbie Cushman, Second-LauraSue Schlatter. Discussion.</p> <p>The motion was approved unanimously.</p> <p>Corporate Resolution for Merrill Lynch Authorized Representative: Moved-Marcia Hayes, Second-LauraSue Schlatter. Disucssion.</p> <p>The motion was approved unanimously.</p> <p>Policy Change to the Governing Policies: 3D – Policy changes will be made to include a position description for the church’s Treasurer.</p>	
10:38	Break 10 Min	
10:48	Board Committee: Consent Agenda to accept the following reports.	Kevin

	<ul style="list-style-type: none"> • Transitions • Policy/Bylaws (no report) • Evaluation (no report) • December and February MST Report (suggesting to MST joining 3/9/24 mtg) 	<p>LauraSue Debbie MST</p>
	<p>Approval of the Consent agenda of board committee reports. Moved-LauraSue Schlatter Seconded-Kevin Ely</p> <p>The motion passed unanimously.</p>	
<p>10:50</p>	<ul style="list-style-type: none"> • Board Recruitment: (ET input but Board decision) 50 min <ul style="list-style-type: none"> ◦ Focusing on the goals of inclusion and diversity, and not wanting to replicate ourselves, how do we move forward with recruitment in 2024 and long term? (Short term in 2024 and long term) ◦ We moved into Executive Session: How do we want to handle the vacancy created by Clover’s resignation (10 months)? <ul style="list-style-type: none"> ▪ Ask an experienced policy governance person to fill 1 year? ▪ Look at candidates from last year’s search? ▪ Select someone without PG experience? ▪ Other? ▪ Timeline for communicating Trustee changes to Congregation. ◦ Who will convene the Recruitment committee? ◦ We moved out of Executive Session 	
	<p>Accept minutes: Moved-Claire Cooke, Second-Kevin Ely</p> <p>Discussion of approval of two non-Board members to join the Recruitment Committee</p> <p>Discussion around the formation of a possible future Nominating Committee</p> <p>The motion passed unanimously.</p>	

11:40	Check-out Question: 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
	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.” Adjourned.	Louise
12:00	BOT Reflection and Problem Solving	Trustees

Addendum

Approval of the motion to elect John Steiner-Manning to the Board of Trustees for the remainder of Clover Earl’s term ending November 2024.
Moved-LauraSue Schlatter, seconded-Debbie Cushman

The motion was approved unanimously. Effective Monday, February 12, 2024.