

## Unity Church-Unitarian

Meeting Minutes of The Board of Trustees / November 9, 2024

Time	Item (Use Double Helix & Antidotes Worksheets during meeting)	Name
9:00	<p><b>Light Chalice &amp; Reading</b>                      “We light this Chalice as a symbol of our faith, the light of truth and the warmth of love.”  <b>Read Covenant around the table</b></p>	<p>Mary  Everyone</p>
9:05	<p><b>Reflection Intention:</b> 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 <b>how</b> you will engage during today's meeting? And given our agenda and meeting content, <b>what</b> antiracist multicultural dimensions or ramifications feel relevant and focus your attention? Pay particular attention not only to the personal "within" but to group dynamics "<b>among</b>" and realities "<b>beyond</b>."</p> <p>*Antiracist multicultural tools and practices, including:</p> <ul style="list-style-type: none"> <li>• <b>Antidotes</b> to white supremacy culture</li> <li>• <b>Double Helix</b> focus on intersection of antiracist and spiritual practice</li> <li>• <b>Team Dynamics</b> archive of teachings and practices (e.g. describe-interpret-evaluate, intersectionality+complexity, transformative conflict, types of power, identity politics, and more.)</li> <li>• Personal <b>Intercultural Development Plan</b></li> <li>• Maurice Mitchell's article "<b>Building Resilient Organizations</b>" addressing fallacies in progressive movements.</li> </ul>	<p>Everyone in quiet reflection</p>
9:08	<p><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</p>	<p>Debbie, Jackie &amp; Oscar</p>
	<p>Finding Yourself at Unity – taking stock of a Church Tour Day, when the sanctuary is packed, and congregants are excited to see new people. There's a sense of hope and positivity, which, since 11/5/2024, has now vaporized. However, people are coming back, making connections around shared values, in a multi-generational space. We have a microcosm of the community within our walls. Small group engagement is critical to how we do church. People need this to feel like they are attached.</p> <p>Holding both those who are struggling with the outcome of the election and those who are pleased. Are we staying engaged with people, listening deeply to people who are grieving and heartbroken, and remaining present to those who are not?</p> <p>Local congregations with new ministerial leadership. The election and its aftermath will define their early ministry. Many are feeling both a sense of resignation and an unexpected opportunity. This is where we are, and the work of early ministry with congregations ripe for clarifying. Unity does crisis well. Wednesday night's service (11/06/2024) was packed. We know how to show up in times of crisis, come to church with each other, cook for each other, and sing together. But how do we handle accumulated trauma over a sequence of crises? How do we build in resilience and joy? How do we carry this with the seriousness it needs and lightness in our hearts? Can it be sustained? This week showed</p>	

	<p>evidence of some of what we are but not the defining of the whole of who we are. We are also our Ends, our Double Helix, meals with families, etc.</p> <p>Open reflections: appreciated Wednesday evening's service, especially the charge to the gathered group at the end to stay well hydrated and make sure to change our socks (there will be marching), but also, while people waited in line that led to the front, joyous greetings were exchanged. Gratitude for being together. Having this place is a blessing and people recognize that.</p> <p>State of church becomes synonymous with soul of community. Is there a possibility if soul is relational, the soul of nation, is decimated and made anemic. Where do we have similar conversations where people experience something like the soul? How do we enter into conversation and relationship?</p>	
9:38	<p><b>Generative Conversation: (30 min)</b>  Unitarian Universalists draw from six sources of authority. Additionally, as a congregation, we have more than one source of authority that guides our decision making about various aspects of church management and governance. Considering the characteristics to white dominant culture and their antidotes, when we talk about sources of authority, what awarenesses and practices can you individually, and we as a Board, exercise to more fully lean into our sources of authority? How do we deal with conflict that can emerge if our sources of authority do not fully overlap each other, like in a Venn diagram?</p>	Everyone
	Tabled to January or February 2025	
10:08	<b>10-minute Break</b>	
10:18	<p><b>Consent Agenda</b></p> <ul style="list-style-type: none"> <li>• Approve October 12, 2024 BOT Meeting</li> <li>• Monitoring Reports <ul style="list-style-type: none"> <li>○ IIB. Staff Changes</li> <li>○ IIE. Financial Condition</li> <li>○ IIH. Communication and Counsel to the Board</li> <li>○ IB. Membership</li> <li>○ IIF. Asset Protection</li> </ul> </li> </ul>	
	<p><b>Motion</b> to approve October minutes and Monitoring Reports IIB, IIE, IB, IIF: Schlatter Second: Ely</p> <p>Compliant as noted IIB, IIE, IB, IIF</p> <p>Motion passed unanimously</p> <p><b>Motion</b> to have Monitoring Report IIH. 2 and 5 removed for discussion: Hayes, Second: Dufus-Boyd</p> <p>Motion passed unanimously</p> <p>Discussion: IIH #1, Report on discussion by the DMT regarding risk vs. security and the norms and values that shape how we consider money. What is the intersection of money, faith, and practice? Grounded in UU</p>	

	<p>Values going forward. Efficiency, profitability, etc. People of faith must lift and highlight those values to make them relevant.</p> <p>Investment questions. Discussion around IIF and whether this policy will be re-written. As the development ministry team drafts values on investment, board will be apprised.</p> <p>IIH, #2. Noncompliance in the matter of the timeliness of the dissemination of materials for the upcoming board meeting. Members expressed a desire to receive materials approximately one week prior to the meeting. No motion was brought forward at this time. Board agreed on the policy being non-compliant, but no vote was taken. The schedule of dissemination of board materials will be reviewed at the February 2025, meeting.</p> <p>IIH, #5. Changes to Board Policies. <b>Earmark for February 2025</b></p>	
10:20	<p><b>Monitoring Reports for Discussion:</b></p> <ul style="list-style-type: none"> <li>• IID. Financial Planning (Budget) (30 min) <ul style="list-style-type: none"> <li>○ Does the Board want to have a financial review in 2025 or not (budget implications)?</li> </ul> </li> <li>• IB. Ends Outcomes Report (20 min) <ul style="list-style-type: none"> <li>○ Is the ET compliant by making reasonable progress on the ends?</li> <li>○ There is another question in report for BOT to reflect on.</li> </ul> </li> </ul>	ET
	<p><b>Motion</b> to accept IID as compliant: Cushman, Second: Dufus Boyd</p> <p>Motion passed unanimously</p> <p>Are we maintaining our financial health? Are we jeopardizing our programmatic integrity?</p> <p>This budget is put together differently this year, with a new chart of accounts, new understanding of our funding sources. This is a threshold moment with no comparison to the past. Changes to our picture going forward.</p> <p>Homorodszentpeter Gate \$15,000 limit to what Unity will pay for delivery and installation - amendment in Capital Budget</p> <p><b>Financial review in February 2025.</b></p> <p><b>Motion</b> to approve Ends outcome: Cushman, second: Hayes</p> <p>Motion passed unanimously</p> <p>Discussion: A desire to change the congregational survey to reflect ET interpretation of the ends and be scheduled early enough to accommodate the August ET retreat.</p> <p>“Reasonable progress” - we’ll never fully achieve them.</p>	

	<p>“The congregants will ...” language from the outcomes document. How do we measure this?</p> <p>We’ve made progress on #5, even achieved it. We’re good at this.</p> <p>#1, #6, #7 Do these reveal us being too easy on ourselves? Too much about ourselves and how we feel about ourselves? Rank low to show that we need focused work. Are we making reasonable progress? Maybe not. How do we define reasonable? Where do we need to focus?</p> <p>Ends vs Strategic plan: Ends are intended for setting outcomes. We must invest resources.</p> <p>Program eval. <b>Resources, activities, output, outcome.</b> Measurable and important. Distance, between each goalpost to see where we need more. Adds metric and allows for measure.</p> <p>What’s the difference between how it was and how It is now. Did we not even have resources before? Now we have the resources but are refocusing our activities.</p> <p>End 2, #4, centrality of worship? This is what the board will grapple with. What implication do we understand the centrality of worship. Is that only in-person? Or also online?</p> <p>Should we encourage online more than in the pew? We need to be together.</p> <p>Who is coming? Looking at percentages, who is represented? Who is visitor, member, friend online? Hard to judge. What percentage of the congregation is here?</p> <p>#3 Is this where we address participation or teaching corps? Where do we capture? How do we assess the reasons for the size of enrollment and volunteers?</p>	
11:09	<p><b>Board Committee Consent Agenda (reports)</b></p> <ul style="list-style-type: none"> <li>• Recruitment</li> <li>• Transitions (no further work for committee)</li> <li>• Ends Process</li> </ul>	LauraSue Kevin John
	<p><b>Motion</b> to approve Recruitment Committee report: <b>Cooke, Second: Ely</b></p> <p>Motion passed unanimously</p> <p>No Transitions or Ends Process reports</p>	
11:10	<p><b>Board Committees for Discussion</b></p> <ul style="list-style-type: none"> <li>• Evaluation (15 min)</li> <li>• Policy/Bylaws (10 min)</li> </ul>	Debbie LauraSue
	<p><b>Motion</b> to accept Policy/Bylaws Committee report: Steiner-Manning, Second: Hayes</p>	

	<p>Motion passed unanimously</p> <p>The Bylaw change put forth by the Committee will go before the congregation at the Annual Meeting 12/07/2024</p> <p>Change to the Bylaw slight is to Art 5 sec 2 clarify that the votes totaling 85% are a sum of votes. <b>See language in the committee report</b></p> <p><b>Motion</b> to approve Evaluation Committee report: Schlatter, Second: Ely</p> <p>Motion passed unanimously</p> <p>Follow up with one volunteer – concern with an interim minister. Listen, then assess whether to invite congregant to file a formal grievance. Livesay-Al and Cooke will meet with congregant for listening.</p>	
11:35	<p><b>Annual Meeting (15 min)</b></p> <ul style="list-style-type: none"> <li>• Review Agenda</li> <li>• Who does what (online, sign in, etc)</li> <li>• BOT materials in Annual Mtg Packet</li> <li>• PowerPoint for online</li> </ul>	Louise
	<p>Agenda review: Add emerita vote after congregational updates  Parliamentarian: Jack Rossman  3 sets of Minutes to approve  Dufus-Boyd will help with Power Point presentation  Board activities report review: Schlatter  Zoom: Hayes  Chalice Lighting: Ely  Acknowledgement of past board members  Bylaws explanation: Schlatter  Pancake breakfast: Steiner-Manning will contact Tom Zell re: division of labor  Four members to table check-in: Cooke, Cushman,</p>	
11:45	<p><b>Motion to Establish Barbara Hubbard as Executive Director Emerita</b>  See motion in board packet.</p>	
	<p><b>Motion:</b> Ely, Second: Hayes  Motion passed unanimously</p>	
11:50	<p><b>Check-out Question:</b> 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 "<b>among</b>" and "<b>beyond</b>"?</p>	Everyone
	<p><b>Extinguish Chalice</b>  "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>	Louise
12:00	<p><b>BOT Reflection and Problem Solving and communications</b></p>	Trustees

Reminder: John is writing for December newsletter, due November 15<sup>th</sup>. **Topic:** Ends process queue up

Who will write January Newsletter? **Hayes – Ends process part 2**

Ends: 2 facilitators and one board listener for each cottage meeting. Cooke will ask for names of suggested facilitators. 14-20 people facilitators. 2 meetings with training.

**Conversation about powerful question at Dinner? 10-15 minutes. Included outgoing and incoming bot members. Queues up well for retreat.**

**D will come 1/18/25. Finalize her contract.**

December 11<sup>th</sup> BOT dinner at 6pm at Church Center Room

Via Zoom:

Committee Assignments:

- Transitions: Kevin E (Convener), Mary, Marcia, & Louise
- Policy/ByLaws: LauraSue (Convener), Claire & Kevin E
- Recruitment: LauraSue (Convener), Jackie, & John
- Evaluation: Debbie (Convener), Marcia, Jackie, & Claire
- Grievance: Louise, Debbie, & Mary (Kevin if needed)
- Ends Process: John (Convener), Marcia & Claire