

Unity Church-Unitarian
Meeting Minutes of The Board of Trustees / May 11, 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>9:10</p>	<p>Marcia Everyone</p>
9:05	<p>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?</p>	<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>John, Mary, KP</p>
	<ul style="list-style-type: none"> - The world has shifted, candidating week, the meeting, etc. People are joyous, relieved, released, but also some people are still feeling unresolved, complex, still in process. Is there a way to come together to process? (Note: MST is planning for opportunities for reflection) - Jannes’ service today (5/11), bringing up feelings in people. - New people are signing the book, feeling the warmth of the church, specifically within the group of new members. - Foote Sunday, beautiful, striking. Some feelings about the music selections. - Ends renewal will be an intense time for the congregation - Affordances: a metric, a measure of how we’re doing. Gibson – “do I project my values and meanings on the world or does the world influence me?” - Unity’s affordances are our Ends (our metrics), affirmative elements of design that help us become more concrete about what’s happening here. - Double Helix, “no other people’s children” (how are we in relationship?), Moral ownership – how does an outsider take hold of our ministry, daily spritual practice, going deep quickly - How are we doing with afforances? Looking at belonging, how is that an affordance that people are taking a hold of. How does this allow me and them to gauge how effective we are at living out these affordances <p>Are they just gestures?</p> <p>Widening the Circle – What binds us? Are we held together by deep faith convictions? What are the affordances that will allow us to practice deep faith convictions? Do our convictions enable a sense</p>	

	<p>of belonging? Where do we fall short?</p> <p>Reflections on Belonging</p> <p>- We can bring people in from outside, yes. But different parts of Unity don't talk to each other. Culture of silos. Are the silos concealed versions of white dominant culture?</p> <p>Hard for 850 people know each other. How to connect different groups? Do people feel at home? Helping people find themselves, plug in, connect threads. BOT made critical decision to do the search this year – tough decision. Results worked in favor for Unity. One result is that people seem to feel more connected to one another and to church.</p> <p>Belonging culture. How do people get a sense that we belong and own UCU? How many people want to engage but don't want to come to church? How do we walk into the Parish Hall and connect with people in a different way?</p> <p>What is our messaging, our elevator speech? Love is at the center – what does that look like? We can't define ourselves by what we are not, we must identify ourselves by what we are, by the things we believe, not just what we don't believe.</p> <p>How do we measure if a person feels a sense of belonging and ownership? Surveys? Finding Yourself at Unity? Our Ends? Some have been coming to church for many years, but are still asked questions about whether they're new here.</p> <p>What's the pace of ownership and a sense of belonging, when a person feels the is their place? Minnesota, and White dominant culture, repels speed, and that can be reflected at Unity. Our youth seem to have a more grounded sense of this being their place, are engaged in fellowship, are more self-directed. Language matters.</p> <p>Belonging is a contested word. Never resolved. People who come here know what it means to not belong, our sensitivity heightens it. Some don't want to belong for a variety of reasons. Belonging is aspirational. Risk suffering, pain, exclusion, belonging and pain.</p> <p>Featured speakers at GA over the last several years have been powerful and interesting. Racial id, fat politics, sexuality and id, etc., but not deeper theological conversations of who we are and who we are becoming. Deep theological conversations need to be part of our ends work.</p>	
9:40	<p>Generative Conversation: What did we learn about Board Wholeness and speaking with one voice (both clarity and confusion) over the last month or so when we were so visible around a congregational issue?</p>	Everyone

	Tabled	
10:10	Reflection on Reparations Study Guide Activity: (20 min) (see email from Debbie sent 5/6/24)	Everyone
	<p>Will re-survey in the fall (pre/post) How doe make sure that next year’s BoT is up to speed with the work we’ve done this year? Google doc for people to respond</p> <p>Thoughts on the article: Definition – What does Reparations mean and who decides when it’s been defined equitably? How do we, as predominantly white people in a predominantly white church, know that we’ve restored people to their original situation? How do we make sure it’s fair and equitable? We don’t have clear answers. Harm is happening now and we feel a sense of urgency to do something.</p> <p>There’s an inherent problem with reparations. We own the the means of providing reparations. Paternalistic, difficult, we will be making the decision. We have the power. Maybe we don’t want to have the power, but we have the money. We must be responsible with the money to see, say, and do something.</p> <p>Discussion and Considerations:</p> <ul style="list-style-type: none"> - Will Unity partner with other institutions, like the city of Saint Paul? The Federal Government? A private organization? - Will Unity direct how the financial resources will be managed or allot the funds and let them be directed by the people most impacted? - What are the risks and impacts to Unity? How much can Unity engage in repair? What are expectations of the Currier Fund as established by one person who has directed the Board’s attention? How do we manage having “skin in the game”? What will the impact be on Unity? What will we learn from doing something with money is not ours, especially if we’re not made uncomfortable, not making personal reparations, which are not from us, but from someone else? - Reconciliation = restoration of a community, cessation of harm, eco-security - Affordances: do something against the racialized wealth gap. Important to keep that question alive. What can we do to combat the racial wealth gap? 	
10:30	10-minute Break	

10:40	<p>Consent Agenda</p> <ul style="list-style-type: none"> • Approve April 13, 2024, incl. Board Effect vote Meeting <p>Minutes • Monitoring Reports</p> <ul style="list-style-type: none"> ○ IIB. Staff Changes ○ IIE. Financial Condition ○ IIH. Communication and Counsel to the Board ○ IB. Membership ○ IID. Financial Planning 	
	<p>April minutes: Motion – Jackie Duffus Boyd, second: Kevin Ely</p> <p>Discussion about amount of detail to include in Board minutes</p> <p>Minutes Approved – unanimously</p> <p>Monoitring reports: Motion – Kevin Ely second – Marcia Hayes</p> <p>Approved – unanimously</p> <p>To be regularly annualized in August.</p>	
10:42	<p>Motion to approve the requested housing allowance for Rev. Dr. Oscar Sinclair for 2024.</p>	
	<p>Motion: Clarie Cooke, second: Jackie Duffus Boyd</p> <p>Approved - unanimously</p>	
10:45	<p>Monitoring Reports for Discussion: Is there compliance or non compliance on the items below?</p> <ul style="list-style-type: none"> ○ Audit (20 min) 	Laura SDK
	<p>Motion: Kevin Ely, second: Jackie Duffus Boyd</p> <p>Tabled to June when the Board receives the final report</p> <p>Discussion with Wendy from SDK</p> <p>Future discussion: Where are our investments being housed?</p>	
11:05	<p>Executive Session with SDK, without ET (10 min)</p>	
	<p>Tabled</p>	

11:15	Board Committees for Discussion (35 min +) <ul style="list-style-type: none"> • Transitions (no discussion) • Evaluation: (10 min) some ideas about connecting with moral owners re: renewing the Ends, etc. (no report) 	Kevin Debbie
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	<ul style="list-style-type: none"> • Policy/Bylaws (10 min) re establishing membership (Art. 1, sec. 4) and pledge wagers (article one, section 2 of bylaws) • Recruitment (15 min) Priorities for recruitment and application approval 	LauraSue LauraSue
	Evaluation – Tabled to June Recruitment – see documents in BE Policy/Bylaw – question about the Board discussing is it a ET decision or not Art 1, sec 2. And further discussion on the other bylaw changes... Tabled to June	
11:50	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.”	Louise
12:00	BOT Reflection and Problem Solving and communications Board Column for June topic Trajectory of last few years and where we are now. and Board Walk & Talk – Recruitment Committee	Trustees