

Unity Church-Unitarian

Minutes of The Board of Trustees / June 8, 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>	Louise Everyone
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>	Everyone in quiet reflection
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>	Jackie, Debbie & Kathleen
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
	<p>The practice of board wholeness includes the ability to listen and help convey congregants who need something to the resources they need. The Board speaking with one voice includes being a calming and helpful presence if we are approached by the congregation. Additionally speaking with one voice includes being able to separate what we as individuals think and feel from what the Board communicates and speaks to. There is also a tension in speaking with one voice, as some individual congregants can have very specific ideas about how they feel the Board should act on certain topics. We also learned that we don’t have to be secretive and can also share that we may need to consult the entire board before we can comment on a topic (in the spirit of understanding that some topics and decisions need to be made in the spirit of community). We are mutually responsible to each other, and the Board exists to help lead with respect and make decisions in an informed way in service of the community.</p>	
10:10	<p>Reflection on Reparations Study Guide Activity: (20 min)</p> <ul style="list-style-type: none"> • ARLT 2005 Report • What have our Multifaith Partners been doing in terms of reparations? MN Council of Churches? Read Christian Century article on reparations: Reparations is a spiritual issue 	Everyone
	<p>The discussion about what is repair work that is needed, as compared to the questions surrounded reparation payments. The discussion of how individuals have benefited from structural racism is an important piece to understand when considering reparations. It is also necessary to understand what the ongoing harm of structural racism as we consider reparations. The topic of neoliberalism and the antidotes to neoliberalism are also important in considering reparations. The discussion around</p>	

	reparations could include starting to answer the individual question of how structural racism applies to our own lives.	
10:30	10-minute Break	
10:40	Consent Agenda <ul style="list-style-type: none"> • Approve May 11, 2024 Minutes • Monitoring Reports <ul style="list-style-type: none"> ○ IIB. Staff Changes ○ IIH. Communication and Counsel to the Board 	
	May meeting minutes were tabled until July. Marcia Hayes moved, John Steiner-Manning seconded to approve monitoring reports. The motion passed unanimously.	
10:42	Monitoring Reports Discussion (15 min) <ul style="list-style-type: none"> • IIE. Financial Condition • Motion: Is there compliance by the ET in financial reporting by way of the SDK Financial review? 	ET
	Kevin Ely moved to approve Monitoring Report IIE is in compliance, as indicated within the report with the understanding that full compliance will be met by August 2024 Board Meeting. Claire Cooke seconded the motion. The Board discussed changes in financial report reconciliations and how reconciliation processes are changing. The motion passed unanimously.	
10:57	Board Committee Consent Agenda <ul style="list-style-type: none"> • Recruitment (See report) • MST May Report (see report) Final MST report will be July 	LauraSue MST
	LauraSue Schlatter moved, Jackie Boyd seconded to approve the consent agenda. The motion passed unanimously.	
11:00	Board Committees for Discussion (30 min) <ul style="list-style-type: none"> • Transitions: IMT reports (10 min) • Evaluation: (15 min) some ideas about connecting with moral owners re: renewing the Ends, etc. (See report) • Policy/Bylaws (5 min) <ul style="list-style-type: none"> • In accordance with Art I, sec. 2 of the bylaws: should the ET or the BOT develop the policy? • Whether BOT should recommend change in Bylaw Art. 2, sec. 4 to allow 6 months instead of 1 year for person to respond to intent to maintain membership inquiry. 	Kevin Debbie LauraSue
	<p>Transitions- Kevin Ely moved and LauraSue Schlatter seconded the motion to receive the Transitions report and IMT Report. We will add “Yes” to question 25, as the Board and IMT analysis of her second year has been shared with Rev Kathleen. The report was approved unanimously.</p> <p>Evaluation Report: LauraSue Schlatter moved to approve the Evaluations Committee Report, and Louise Livesay-AI seconded the motion. The Board discussed status/timing of running the congregational survey and indicated we still hope to run the survey in Sept/Oct.</p>	

	<p>Policy Committee- John Steiner-Manning moved and Jackie Boyd seconded the motion to approve the Policy/Bylaws committee report. The motion passed unanimously. Marcia Hayes moved and Kevin Ely seconded a motion stating that the board interprets Article 1, Section 2 to mean that the Executive Leadership create a policy for pledge waivers. Related to Article 2, Section 4, Marcia Hayes moved and Jack Boyd seconded a motion to request the Policy committee draft a change the bylaws to move from 1-year to a 6-month timeline to finalize membership register. The motion passed unanimously.</p>	
11:30	<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 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?</p>	Everyone
	<p>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.”</p>	Louise
12:00	<p>BOT Reflection and Problem Solving and communications Board Column for July topic and Board Walk & Talk</p>	Trustees

In attendance: Louise Livesay-Al, Kevin Ely, Marcia Hays, John Steiner-Manning, Debbie Cushman, LauraSue Schlatter, Claire Cooke, Laura Park, Kathleen Rolenz, and KP Hong.

Absent: Mary Baremore.