

Unity Church-Unitarian

Meeting Minutes of The Board of Trustees / Aug 10, 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>	Claire Everyone
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 how you will engage during today's meeting? And given our agenda and meeting content, what 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 Mithchell's article "Building Resilient Organizations" addressing fallacies in progressive movements. 	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>	John, Kevin & KP
9:40	<p>Reflection on Reparations Study Guide Activity: (25 min) There are 3 shorter pieces from the ARLT's work included in the packet to help us consider the work of the ARLT at Unity (also in BE ARLT folder).</p> <ul style="list-style-type: none"> • 2018 ARLT Recommendations to the Board • Power Analysis • ARLT Timeline and Overview 2002-2019 <p>How might the learnings from the ARLT inform our thinking about reparations and the Currier Fund?</p> <p>Who will partner with Debbie to carry the study guide into 2025?</p>	Everyone
10:05	<p>Generative Conversation: (25 min) Given the Board's study and growing understanding of Unity's antiracist work, what specific/concrete impact(s) would our moral owners want?</p>	Everyone
10:30	<p>10-minute Break</p>	
10:40	<p>Consent Agenda</p> <ul style="list-style-type: none"> • Approve July 13, 2024 BOT Meeting Minutes • Monitoring Reports <ul style="list-style-type: none"> ○ IIB. Staff Changes ○ IIH. Communication and Counsel to the Board ○ IB. Membership ○ IIC. Comp & Benefits Report (incl. review of called and non-called minister salaries) 	

10:42	Monitoring Reports for Discussion: (60 min) <ul style="list-style-type: none"> • IIE. Financial Condition • IID. Financial Planning 	Laura & Julie
11:43	Board Committee Consent Agenda (reports) <ul style="list-style-type: none"> • Evaluation • Policy/Bylaws • Transitions 	Debbie LauraSue Kevin
11:45	Board Committees for Discussion <ul style="list-style-type: none"> • Recruitment (5 min) • Ends Process (5 min) 	LauraSue John
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