

**Unity Church-Unitarian**

Meeting Agenda of The Board of Trustees / August 9, 2025

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>Claire  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 <i>how</i> you will engage during today's meeting? <b>Consider an intersectional approach to the practice. The tools need to be adaptive to race, but also class.</b>                      Pay particular attention not only to the personal "within" but to group dynamics <b>"among" and realities "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>• <b>State of the Congregation</b> template document</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 the <a href="#">State of the Congregation Blank Form</a> to help guide your reflections.</p> <p><b>In your reflection, consider the through-line that connects your observations. Where are the gifts? What do your reflections make you wonder and dream about for our church?</b></p>	<p>Rich Oscar</p>
9:30	<p>Generative Conversation: (30 min)</p> <p>What does the board need to say to the ET about the Ends? What questions, topics, issues, and concerns remain? What has the ET missed? What is not included in the Ends statements that the ET will nonetheless need to focus its attention on as it designs and provides programming for the coming year(s)? This may or may not include the concerns some congregants have about the language in the Ends. Our task is to also consider the more subtle issues, especially what is not included in the statements. Maybe you have heard from congregants about what’s missing for them, what they wish had been included.</p> <p><b>2025 Ends Statements:</b>                      We the people of Unity Church-Unitarian, grounded in a joyous vision of beloved community, within, among, and beyond ourselves,</p> <ul style="list-style-type: none"> <li>• understand the interconnected roots of oppression and yoke ourselves to the demands, sacrifices, and hard work of antiracism, multiculturalism, and climate and economic justice;</li> </ul>	<p>Everyone</p>

	<ul style="list-style-type: none"> <li>• cultivate a multigenerational community of joy, care, and belonging, and evangelize love to meet the deep and abiding hunger in all of us;</li> <li>• practice lifelong faith formation, grounded in Unitarian Universalist theology, that breaks us open and allows us to be transformed.</li> </ul>	
10:00	<b>10-minute Break</b>	
10:10	<b>Consent Agenda</b> <ul style="list-style-type: none"> <li>• Approve July 12, 2025, BOT Meeting Minutes</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>• IID. Financial Planning</li> <li>• IB. Membership</li> </ul> </li> </ul>	Board, ET
10:15	<b>Monitoring Reports for Discussion:</b> <ul style="list-style-type: none"> <li>• IIC. Compensation and Benefits Report (15 minutes)</li> </ul>	Board, ET
10:30	<b>Board Committee Consent Agenda (reports)</b> <ul style="list-style-type: none"> <li>• Recruitment</li> <li>• Reparations</li> <li>• Policy/Bylaws</li> </ul>	Louise Jackie LauraSue
10:35	<b>Board Committees for Discussion</b> <ul style="list-style-type: none"> <li>• Evaluation (20 minutes)</li> <li>• Policy/Bylaws (schedule Board/ET time for gathering to discuss Governing Policy IIB., 5 minutes)</li> </ul>	Marcia Board/ET
11:00	<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> "?	Everyone
	<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."	Everyone
12:00	<b>BOT Reflection and Problem Solving and communications</b>	Trustees