

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>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>Mary Everyone</p>
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 Mitchell's article "Building Resilient Organizations" addressing fallacies in progressive movements. 	<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>Debbie, Jackie & Oscar</p>
9:38	<p>Generative Conversation: (30 min) 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>	<p>Everyone</p>
10:08	<p>10-minute Break</p>	
10:18	<p>Consent Agenda</p> <ul style="list-style-type: none"> • Approve October 12, 2024 BOT Meeting • Monitoring Reports <ul style="list-style-type: none"> ○ IIB. Staff Changes ○ IIE. Financial Condition ○ IIH. Communication and Counsel to the Board ○ IB. Membership ○ IIF. Asset Protection 	
10:20	<p>Monitoring Reports for Discussion:</p> <ul style="list-style-type: none"> • IID. Financial Planning (Budget) (30 min) <ul style="list-style-type: none"> ○ Does the Board want to have a financial review in 2025 or not (budget implications)? • IB. Ends Outcomes Report (20 min) 	<p>ET</p>

	<ul style="list-style-type: none"> ○ Is the ET compliant by making reasonable progress on the ends? ○ There is another question in report for BOT to reflect on. 	
11:09	Board Committee Consent Agenda (reports) <ul style="list-style-type: none"> • Recruitment • Transitions (no further work for committee) • Ends Process 	LauraSue Kevin John
11:10	Board Committees for Discussion <ul style="list-style-type: none"> • Evaluation (15 min) • Policy/Bylaws (10 min) 	Debbie LauraSue
11:35	Annual Meeting (15 min) <ul style="list-style-type: none"> • Review Agenda • Who does what (online, sign in, etc) • BOT materials in Annual Mtg Packet • PowerPoint for online 	Louise
11:45	Motion to Establish Barbara Hubbard as Executive Director Emerita See motion in board packet.	
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

Reminder: John is writing for December newsletter, due November 15th.
Who will write January Newsletter?
December 11th 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