

## Unity Church-Unitarian

Meeting Agenda of The Board of Trustees /November 1, 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.”</p> <p><b>Read Covenant around the table</b></p>	<p><b>Rich</b></p> <p>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></p> <p>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></p> <p>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><b>-Check in with others</b></p>	<p><b>Claire Marcia Oscar</b></p>
9:35	<p>Generative Conversation: (25 min)</p> <p>PLEASE READ through the Executive Team Ends Interpretation, especially the Theological Interpretation and Outcomes.</p> <p>We begin our discussion, focusing on our third End. Consider for this discussion, especially in the context of their “reasonableness”. We’ll parse out each End and examine it through the lens of the ET’s interpretation. The Ends are inherently unattainable, but despite that, our discussion should center around whether the Theological Interpretation and the Outcomes segments allow for the congregation’s discomfort and growth? Does the interpretation and the work the ET will engage in over the next five years send the congregation in the direction the board, through the eyes and hearts of the congregation, was intending? In what ways do you see it evident?</p> <p>We’ll continue with our third End.</p>	<p>Everyone</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> <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	<p><b>Consent Agenda</b></p> <ul style="list-style-type: none"> <li>• Approve Minutes of October 11, 2025</li> <li>• Monitoring Reports <ul style="list-style-type: none"> <li>• II B. Staff Changes</li> <li>• II E. Financial Condition</li> <li>• I B. Membership</li> </ul> </li> </ul>	Board, ET
10:15	<p><b>Monitoring Reports for Discussion:</b></p> <ul style="list-style-type: none"> <li>• II H. Communication and Counsel to the Board (Gift acceptance – <b>restricted v unrestricted</b>, ministers' housing allowance, granting legacy membership to two members, 15 minutes)</li> <li>• II D. Financial Planning - reminder that our meeting to receive and approve the 2026 Budget will be November 14, 2025, 9:00 am, on Zoom:   <a href="https://us02web.zoom.us/j/85352110838?pwd=4XZMGp3G4OkYAGrCIRzrX13e7QQNcm.1#success">https://us02web.zoom.us/j/85352110838?pwd=4XZMGp3G4OkYAGrCIRzrX13e7QQNcm.1#success</a></li> </ul>	Board, ET
10:30	<p><b>Board Committee Consent Agenda (reports)</b></p> <ul style="list-style-type: none"> <li>• Recruitment – no report this month</li> <li>• Evaluation – no report this month</li> <li>• Reparations</li> </ul>	Louise Marcia Committee
10:35	<p><b>Board Committees for Discussion</b></p> <ul style="list-style-type: none"> <li>• Ends (10 minutes) <ul style="list-style-type: none"> <li>- <i>What about the ends process that went well?</i></li> <li>- <i>What could have gone better?</i></li> <li>- <i>Is there anything else that you think future boards should know about the ends process?</i></li> </ul> </li> <li>• Policy/Bylaws – Proposed Governing Policy changes (45 minutes)</li> </ul>	Claire LauraSue
11:00	<b>Check-out Question: Green Sheet re-cap.</b>	Everyone

	<p>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>"?</p>	
	<p><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."</p>	Everyone
12:00	<p><b>BOT Reflection and Problem Solving and communications</b></p> <ul style="list-style-type: none"> <li>• Annual Meeting 2025 – December 7, 1:00-3:00 pm <ul style="list-style-type: none"> <li>○ Discussion of Duties and timelines</li> </ul> </li> </ul>	Trustees