

Unity Church-Unitarian

Meeting Agenda of The Board of Trustees /October 11, 2025

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>Jane 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 <i>how</i> you will engage during today's meeting? Consider an intersectional approach to the practice. The tools need to be adaptive to race, but also class. 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.) • State of the Congregation template document 	<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 the State of the Congregation Blank Form to help guide your reflections.</p> <p>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?</p>	<p>LauraSue KP</p>
9:30	<p>Generative Conversation: (30 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 second 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? We’ll continue with our second End.</p>	<p>Everyone</p>

	<p>2025 Ends Statements: 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"> • understand the interconnected roots of oppression and yoke ourselves to the demands, sacrifices, and hard work of antiracism, multiculturalism, and climate and economic justice; • cultivate a multigenerational community of joy, care, and belonging, and evangelize love to meet the deep and abiding hunger in all of us; • practice lifelong faith formation, grounded in Unitarian Universalist theology, that breaks us open and allows us to be transformed. 	
10:00	10-minute Break	
10:10	<p>Consent Agenda</p> <ul style="list-style-type: none"> • Approve July 12, 2025, BOT Meeting Minutes • Monitoring Reports <ul style="list-style-type: none"> • II B. Staff Changes • II E. Financial Condition • II H. Communication and Counsel to the Board • II A. General EL Conduct 	Board, ET
10:15	<p>Monitoring Reports for Discussion:</p> <ul style="list-style-type: none"> • II D. Financial Planning (Initial Budget Themes – factors that influence how the ET puts together the budget, i.e. Geo index 5, Minister of Community Outreach possibility) 	Board, ET
10:30	<p>Board Committee Consent Agenda (reports)</p> <ul style="list-style-type: none"> • Recruitment 	Louise
10:35	<p>Board Committees for Discussion</p> <ul style="list-style-type: none"> • Reparations (20 minutes) • Evaluation (15 minutes) • Policy/Bylaws – proposed motion to amend Policy IIB. 6. (20 minutes) • Policy/Bylaws – Policy E. Financial Condition, discussion of proposed change to Policy E. 6. and 7. Move and replace with proposed new language. 	Jackie Marcia LauraSue
11:00	<p>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</p>	Everyone

	toward antiracist multicultural ends not only "within" but also "among" and "beyond"?	
	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."	Everyone
12:00	BOT Reflection and Problem Solving and communications <ul style="list-style-type: none"> Annual Meeting 2025 – December 7, 1:00-3:00 pm 	Trustees

Upcoming Reminders – **November:**

Reading and Host – Jane

State of the Congregation – Claire, Marcia, Oscar

November CommUnity column (due October 15 to Martha) – Rich

December CommUnity column (due November 15 to Martha) - Claire

Board Walk & Talk – Who would like to do this? Topic?

Committee Assignments:

- Ends Process: Claire (Convener), Marcia, Rich, Jackie
- Evaluation: Marcia (Convener), Molly, Mary
- Policy/ByLaws: LauraSue (Convener), Rich, Claire
- Recruitment: Louise (Convener), Jane, Molly
- Reparations: Jackie (Convener), LauraSue, Jane, Louise
- Grievance (as needed): Mary (Chair), Claire (Secretary), +1