

Unity Church-Unitarian
Meeting Agenda of The Board of Trustees / April 12, 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>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.) ● 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. Integrate your anti-racism/multiculturalism lenses as part of your check-in</p>	<p>Mary Claire KP</p>
	<ul style="list-style-type: none"> ● Intergenerational worship - reflecting on how that plays out in chapel worship and how that might evolve seeing that this was brought up so much in our ends listening sessions. ● Lara’s departure <ul style="list-style-type: none"> ○ Considerable sorrow on the congregational care team about her leaving. ○ Feeling that there is a lack of continuity over time - turn over. How is this impacting the quality of congregational care. ○ Was not a formal position with Janne so it has had to be developed and parsed out. ○ Where someone with ordained ministerial credentials (specifically women) are - this position - the bottom of the org chart. ● Tension, uncertainty, and anguish around Ahmed’s status / security <ul style="list-style-type: none"> ○ His ministry with music is critical and transformative ● What does congregational care look like <ul style="list-style-type: none"> ○ How do security and care interact within congregational care. Security - to be without care ○ How can ministry reframe security 	

	<ul style="list-style-type: none"> ○ How does being vulnerable to care bring us into community - be insecure as an act of holiness 	
9:33	<p>Generative Conversation: (30 min)</p> <p>Please take time to reflect on our two readings about consensus and discernment from the retreat as well as our two draft end versions (found in the ends committee report). As we work together in revising and coming to agreement on our next set of ends statements, please consider - how do the words, phrases, and structures chosen here allow/facilitate the moral owners of Unity Church Unitarian to better co-create the beloved community?</p>	Everyone
10:10	10-minute Break	
10:20	<p>Consent Agenda</p> <ul style="list-style-type: none"> ● Approve March 8, 2025, BOT Meeting Minutes ● Monitoring Reports <ul style="list-style-type: none"> ○ IIB. Staff Changes ○ IIH. Communication and Counsel to the Board 	Board, ET
	<p>Motion to approve the consent agenda (March 8, 2025, BOT Meeting Minutes, IIB., IIH.) as compliant as stated - replace slashes in March 8th minutes with “general assembly” and “conscious” with “conscience”.</p> <p>First: Louise Livesay AI Second: Marcia Hayes Approved - motion passed unanimously</p>	
10:25	<p>Monitoring Reports for Discussion:</p> <ul style="list-style-type: none"> ○ IIE. Financial Condition 	Board, ET
	Discussed preliminary end of year 2024 financial report with the director of finance.	
10:40	<p>Board Committee Consent Agenda (reports)</p> <ul style="list-style-type: none"> ● Evaluation ● Reparations ● Policy/Bylaws 	Marcia
	<p>Motion to approve the board committee consent agenda reports for Evaluation, Reparations, Policy/Bylaws.</p> <p>First: Marcia Hayes Second: Louise Livesay AI Approved - motion passed unanimously</p>	
10:45	<p>Board Committees for Discussion</p> <ul style="list-style-type: none"> ● Ends Process (5 minutes) ● Recruitment (10 minutes) 	Claire Louise

	<p>Motion to accept the recruitment report First: LauraSue Schlatter Second: Marcia Hayes Discussion:</p> <ul style="list-style-type: none"> • Reviewed BOT application • Remove age restriction because that is covered by requirements for membership. • Increasing response word count slightly <p>Approved - motion passed unanimously</p> <p>Motion to accept the ends report First: Louise Livesay AI Second: Molly Flattum</p> <ul style="list-style-type: none"> • Wellspring wednesday on the 7th is too tight of a timeline • Preliminarily thinking about hosting a congregational meeting on the 17th to introduce our draft to the congregation and talk about our last year of ministry • Determined a day to do continued drafting collectively in person 4/15 <p>Approved - motion passed unanimously</p>	
11:45	<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 toward antiracist multicultural ends not only "within" but also "among" and "beyond"?</p>	Everyone
	<p>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."</p>	Louise
12:00	<p>BOT Reflection and Problem Solving and communications</p>	Trustees

Reminders for May:

CommUnity column (due April 15 to Martha) – Claire Topic:
Reading and Host – Jackie
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