

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 <b>how</b> 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>
	<p>Reflection #1</p> <ul style="list-style-type: none"> <li>● Thoughts from a congregant about hiring our interim pastoral care minister - there was not a lot of communication around the process surrounding the hiring of the minister of congregational care - did not feel like it was a transparent process. Didn't want to lose that clear communication from our search and was curious about the process.</li> <li>● People who have experienced loss in their family feeling held by the congregation.</li> <li>● Congregation is feeling angry and afraid at the state of the world and is looking to the church for comfort and direction. Specifically what are the practical little things that they can do and how can they incorporate those things into their spiritual practice.</li> <li>● Comfort to having Oscar back in the pulpit - feeling a sense of wholeness of the community and moving forward as a church.</li> </ul>	

	<ul style="list-style-type: none"> <li>● Taking the homework of finding people to bring to church seriously. People are also thinking about what demographics we are bringing in as we are an aging congregation. Thinking about the health of RE and membership in relationship to this.</li> </ul> <p>Reflection #2</p> <ul style="list-style-type: none"> <li>● Excitement and energy seem pretty high in the congregation <ul style="list-style-type: none"> <li>○ The upscale sale went very well</li> <li>○ 280 people in person last Sunday - high for a one service Sunday</li> </ul> </li> <li>● Anxiety and excitement are mostly the same thing - it is really about how you are interpreting it</li> <li>● How is anxiety getting expressed <ul style="list-style-type: none"> <li>○ Several proposals around organizing the whole church in specific ways - pointing in many directions <ul style="list-style-type: none"> <li>■ Thinking about how to pick a few and point the congregation in a direction</li> <li>■ How are we focusing on the thing that is at the heart of all of those - focusing on the ends for this</li> </ul> </li> <li>○ Excitement / anxiety around the words used in the ends - as expected</li> <li>○ Why haven't we started talking about these things yet - we took some time as a congregation to recalibrate - needed</li> </ul> </li> </ul>	
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> <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>	Everyone

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
	<p>Motion to approve to move IB. membership to the monitoring reports for discussion  First: Marcia Hayes  Second: Jackie Duffus Boyd  Approve - motion passed unanimously</p> <p>Motion to approve July 12, 2025, BOT Meeting Minutes and all remaining monitoring reports (IIB., IIE., IIH., IID.)  First: Jackie Duffus Boyd  Second: Marcia Hayes  Approve - motion passed unanimously</p> <p>Motion to suspend the Monitoring Report for IIE. Financial Condition at the September board meeting.  First: Jackie Duffus Boyd  Second: LauraSue Schlatter  Discussion: <ul style="list-style-type: none"> <li>● We understand that the church is in good financial condition and this will not cause fiscal jeopardy</li> <li>● Will give finance director the time they need to untangle our investment funds so we can have more detailed financial reporting</li> </ul> Approved - motion passed unanimously</p>	
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
	<p>Motion to approve IB. Membership report as stated.  First: Jackie Duffus Boyd  Second: Marcia Hayes  Discussion: <ul style="list-style-type: none"> <li>● How is the ET feeling about our membership numbers <ul style="list-style-type: none"> <li>○ Feels like we are at a point where these are the people who are interested in sticking with this new ministry</li> <li>○ We have a lot of visitors right now and we do not rush people into membership. It can take a year or more</li> <li>○ Trends seem similar year over year</li> </ul> </li> </ul> Approved - motion passed unanimously</p>	

	<p>Motion to approve IIC. Compensation and Benefits Report with compliance as stated.  First: Jackie Duffus Boyd  Second: Rich Lau</p> <p>Discussion:</p> <ul style="list-style-type: none"> <li>• ET provided additional interpretation of this limitation and additional reporting for the board.</li> </ul> <p>Approved - motion passed unanimously</p>	
10:30	<p><b>Board Committee Consent Agenda (reports)</b></p> <ul style="list-style-type: none"> <li>• Recruitment</li> <li>• Reparations</li> <li>• Policy/Bylaws</li> </ul>	<p>Louise  Jackie  LauraSue</p>
	<p>Motion to approve the Board Committee Consent Agenda reports as stated  First: Rich Lau  Second: LauraSue Schlatter  Approved - motion passed unanimously</p>	
10:35	<p><b>Board Committees for Discussion</b></p> <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>	<p>Marcia  Board/ET</p>
	<p>Motion to approve the evaluation report as submitted.  First: Jackie Duffus Boyd  Second: LauraSue Schlatter</p> <p>Discussion:</p> <ul style="list-style-type: none"> <li>• Some staff were not aware of or how to use the board grievance process. <ul style="list-style-type: none"> <li>◦ Will be added to staff retreat for discussion</li> </ul> </li> <li>• Policies around number of adults with children in RE and concerns about safety in this situation. <ul style="list-style-type: none"> <li>◦ Do we have the capacity of volunteers proportional to the number of children that show up on Sundays</li> <li>◦ Thinking about how the multigenerational part of our ends might call people who do not have children in these roles</li> <li>◦ Thinking about different ways around getting to the playground safe</li> <li>◦ How do we make our church / RE welcoming for youth with special needs</li> <li>◦ Thinking about what other churches in our community are doing and how we are connected to them through the playground.</li> </ul> </li> </ul> <p>Approved - motion passed unanimously</p>	
11:00	<p><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</p>	<p>Everyone</p>

	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> "?	
	<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

Upcoming Reminders – September:

- State of the Congregation – Molly, Mary, Laura
- CommUnity column (due September 15 to Martha) – Jackie      Topic:
- Reading and Host – Louise
- 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