

Unity Church-Unitarian

Meeting Minutes of The Board of Trustees / February 8, 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>LauraSue Everyone</p>
	<p>Motion to approve new Board of Trustees covenant First: Hayes Second: Duffus Boyd Approved - motion passed unanimously</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? And given our agenda and meeting content, <i>what</i> 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"> ● <i>Antidotes</i> to white supremacy culture ● <i>Double Helix</i> focus on intersection of antiracist and spiritual practice ● <i>Team Dynamics</i> archive of teachings and practices (e.g. describe-interpret-evaluate, intersectionality+complexity, transformative conflict, types of power, identity politics, and more.) ● <i>State of the Congregation</i> 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>Louise, Jackie, & Oscar</p>
	<p>What we are hearing / observing from the congregation:</p> <ul style="list-style-type: none"> ● Generally a sense of fear and anxiety among people about the state of the world. Looking to the church for ways to take action in addition to being a spiritual home. ● Feeling that the church is an anchor as we navigate and make meaning of the world. ● People feeling connected to their small groups and circles at church but wanting ways to connect across groups. Wanting different ways to connect to each other and to the board. ● There is still the concept of the board being “golden children”. ● Anxiety and concern around staff who are currently going through the immigration process. ● The number of people attending Finding Yourself at Unity has increased significantly over the past year. ● Online viewership of the Sunday services has also increased. 	

9:33	<p>Generative Conversation: (30 min)</p> <p>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>	Everyone
	<p>Examining liberal vs liberation theology and Unitarian Universalism's ties to each as well as what this means for thinking about sources of authority.</p> <ul style="list-style-type: none"> ● UU - originates out of liberal faith tradition ● Church has moved towards a critique of liberal faith and towards liberation theology in the past 10 to 20 years and now has influences from both. ● What of these two models do we want to use and how do we apply that? <p>Some of our sources at Unity include</p> <ul style="list-style-type: none"> ● The seven principles ● Characteristics of white dominant culture (team dynamics) ● Double helix <p>We can look to these if we are feeling split or confused about another source of authority.</p> <p>When trying to find a source of authority or dealing with a conflict that emerges from our source of authority, one thing that we can do is exercise our "media literacy" skills to help us gain a deeper sense of the situation withing a broader context. Asking ourselves things like:</p> <ul style="list-style-type: none"> ● What are the roots of our sources of authority and how did they come to be? ● Who does this benefit? ● What forces currently shape this source of authority? 	
10:03	10-minute Break	
10:15	<p>Consent Agenda</p> <ul style="list-style-type: none"> ● Approve November 9, 2024, BOT Meeting Minutes ● Approve December 11, 2024, BOT Special Meeting Minutes ● Monitoring Reports <ul style="list-style-type: none"> ○ IIB. Staff Changes 	Board, ET
	<p>Motion to approve November 9th BOT Meeting Minutes First: Livesay-AI Second: Hayes Approved - motion passed unanimously</p> <p>Motion to approve December 11 BOT Special Meeting Minutes First: Schlatter</p>	

	<p>Second: Lau Approved - motion passed unanimously</p> <p>Motion to approve Monitoring Report IIB. Staff Changes First: Livesay-Al Second: Hayes Approved - motion passed unanimously</p>	
10:20	<p>Monitoring Reports for Discussion:</p> <ul style="list-style-type: none"> ● IB. Membership, UUA Certification Data (10 minutes) ● IIE. Financial Condition (20 minutes) ● IIH. Communication and Counsel to the Board (10 minutes) ● IID. Financial Planning (10 min) <ul style="list-style-type: none"> ○ Does the Board want to have a financial review in 2025 or not (budget implications)? 	Board, ET
	<p>Motion to accept Monitoring Report IB. Membership as compliant as stated. First: Hayes Second: Duffus Boyd Approved - motion passed unanimously</p> <p>Motion to accept Monitoring Report IIE. Financial Condition as compliant as stated. First: Livesay-Al Second: Duffus Boyd Approved - motion passed unanimously</p> <p>Motion to accept Monitoring Report IIH. Communication and Counsel to the Board as compliant. First: Cooke Second: Schlatter</p> <p style="padding-left: 40px;">Motion within a motion to approve request for Legacy Member Status or Anna McRight First: Schlatter Second: Duffus Boyd Approved - motion passed unanimously</p> <p>Discussion:</p> <ul style="list-style-type: none"> ● We should incorporate statements related to this policy, previously approved by the congregation or board into the policy itself so that they can be referenced. - The policy committee will look into this. ● Considering if there are other statements that the board would want to approve under this policy. <p>Approved - motion passed unanimously</p>	

	<p>Motion to accept Monitoring Report IID. Financial Planning as compliant as stated. First: Hayes Second: Lau</p> <p>Motion that the BOT will not do a financial review in 2025, postponing until 2026. First: Hayes Second: Duffus Boyd Approved - motion passed unanimously</p>	
11:10	<p>Board Committee Consent Agenda (reports)</p> <ul style="list-style-type: none"> ● Evaluation 	Marcia
	<p>Motion to approve Evaluation Monitoring Report First: Livesay-Al Second: Schlatter Approved - motion passed unanimously</p>	
11:12	<p>Board Committees for Discussion</p> <ul style="list-style-type: none"> ● Ends Process (10 minutes) – <ol style="list-style-type: none"> 1) Request to continue listening to session recruitment 2) Ways for the congregation to engage in the Ends process beyond the listening sessions 3) Who are the moral owners we need to reach out to and how do we reach them? ● Reparations (10 minutes) ● Recruitment (10 minutes) ● Policy/Bylaws (5 minutes) 	<p>Claire</p> <p>Jackie Louise LauraSue</p>
	<p>Motion to accept all four committee reports for discussion as stated. First: Schlatter Second: Livesay-Al Discussion:</p> <ul style="list-style-type: none"> ● Ends <ul style="list-style-type: none"> ○ Committee will be working on additional ways beyond listening sessions to engage congregation and other moral owners. <ul style="list-style-type: none"> ■ Thinking about how to engage more introverted congregants, parents of children, and external partners. ● Reparations <ul style="list-style-type: none"> ○ Reviewed charge language and suggested small revisions ● Recruitment <ul style="list-style-type: none"> ○ Considering having two lay members help with the process. ○ Sending composition survey to the board to help figure out what skills / traits we would want new board members to have. 	

	<ul style="list-style-type: none"> ● Policy and Bylaws <ul style="list-style-type: none"> ○ Reviewed charge <p>Approved - motion passed unanimously</p>	
	<p>Motion to approve new Merrill Lynch Certification of Authority for Corporations</p> <p>First: Livesay-Al</p> <p>Second: Schlatter</p> <p>Approved - motion passed unanimously</p>	
11:47	<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</p> <p>“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 March:

- CommUnity column (due February 15 to Martha) – Marcia Topic: Ends?
- Reading and Host – Marcia
- 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