

Unity Church-Unitarian

Meeting Minutes of The Board of Trustees / July 13, 2024

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>	John Everyone
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"> • 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.) • Personal Intercultural Development Plan • Maurice Mithchell's article "Building Resilient Organizations" addressing fallacies in progressive movements. 	Everyone in quiet reflection
9:08	<p>State of the Congregations (brief check in by 3 people –up to 5 min each) plus group reflection. Use your anti-racism/multiculturalism lenses as part of your check-in</p>	Marcia, LauraSue & Laura P
	<p>The final meeting of the Interim Monitoring Team was joyous. Can we bring joy and love to our board meetings, despite the heavy topics we deal with?</p> <p>Rev. Kathleen’s final service was on June 23. Joyful celebration. At that final service, mostly older members were there, not many parents with children. A time of rest and non-UCU activity among the families.</p> <p>Impressive summer attendance. On 7/4, there were 172 + online. More people at summer services. Staff energized. Moment of waiting, high energy, people are showing up.</p> <p>Joy: within the framework of integrity, service, and joy, joy is necessary. The substance of religious life is invisible. Give ministry more visibility through concepts and practices. Joy is not happiness. UCU does joy as intersecting dynamic with a life lived with integrity and service. How do we give it form so people can access it?</p> <p>Board recruitment is going slowly. Response to July 4th sermon was positive and people appreciated hearing a different context about the holiday. It appears that discussion and preaching around anti-racism</p>	

	<p>and multi-culturalism is becoming more normative. How openly we talk about topics related to anti-racism surprises non-regulars at UCU who watched the 7/4 service.</p> <p>Congregants and staff are excited about what's coming, despite not knowing what the change looks like. A rubber band will stretch, but eventually snap back to its original shape and size. Despite our excitement, will our congregation also stretch for a time, then return to our original size and shape? How do we help all of us think about what circle is seeking to be enlarged, engage with that energy, and channel it to be generative and useful in this moment of change?</p>	
9:40	<p>Generative Conversation: Reflections on MST Report (20 min) What does this report make us think about our future?</p>	Everyone
	<p>Relational work and relationship building Joy in service was central to their work. They focused on listening, going deep with one another, creating intimate bonds, staying open to each other. Intentionally budgeted their time to invest in the relationships. Theirs is a model for recognizing that it's critical to work to build first.</p> <p>They felt that the board put together an extraordinary team.</p> <p>They set a high bar for moving forward. They had context and history and knew the importance of calling Unity's next senior minister. These covenantal relationships shape their lives.</p> <p>Communication strategy. Talked about the process throughout so the congregation could feel connected. Success of the Special Congregational Meeting - they hope the board records how we conducted our congregational meeting. How are we recording what happened at the Special Congregational meeting? (ie. FAQ)(make sure this gets into BE)</p> <p>Logistics of hybrid congregational meeting. ED holds that information.</p> <p>Going forward Their intention is to host fall cottage meetings about the search based on circle concept. Go deep quickly. People want more!</p> <p>Going deep with one another requires practice. Remind people to draw on current toolbox (CC, Dine with 9, etc.) to practice vulnerability.</p> <p>The board's Ends work can be shaped to more closely resemble the search process embraced by the 2024 MST. We will emerge at the end of spring with new batch of ends for people to embrace. Our timeline will be short. Time to come together, own where you are, checking in, telling stories.</p>	

	<p>External resources</p> <p>UUA – Important to have a closer relationship, greater reliance on UUA. It was a huge part of their success.</p> <p>Roles – They were able to ascertain who could help. What did they need help with along the way? Needs assessment.</p> <p>Having a better relationship with outside congregations</p> <p>Questions</p> <p>Where do the members of the 2024 MST place themselves next in the lives of the church? How does the board give similar opportunities to the rest of the congregation? How do we hold each other accountable?</p> <p>Is this a blueprint for our ends work and can it be implemented as part of that process?</p> <p>As a board, we might want to ask ourselves how we, too, can follow their model of “knowing each other in all our fullness.” Here on the board, we might not achieve palpable joy, but can we place real value on going deep quickly?</p> <p>We putting together a folder on Board Effect for future MSTs information? Questions about how we formed the MST. Process. What documents would we house in BE, TBD by Transistions</p>	
10:00	<p>Reflection on Reparations Study Guide Activity: (30 min)</p> <p>W2) Listen to three episodes from podcast “Reparations: The Big Payback.” https://podcasts.apple.com/us/podcast/reparations-the-big-payback/id1548013961. Fight Club Parts 1 & 2, and Can Reparations Find a Home in America (episode dates: 4/1/21, 4/8/21 and 5/20/21) and</p> <p>A3) Re-read several of the articles published in the CommUnity Newsletter: https://www.unityunitarian.org/apps/search?q=reparations. What impact do these articles have on your thinking about reparations?</p> <p>Who will partner with Debbie to carry the study guide into 2025?</p>	Everyone
	<p>Podcasts: Reparations are complicated and there’s no blueprint on how to implement them.</p> <p>It seems like the congregation is ready to commence the work more deeply, but questions remain. We now must be aware of areas where we may be leading from behind.</p> <p>Many questions</p> <p>What are our learning objectives? What do reparations look like and what other areas of work may also be defined as reparations? How do we “fail” and repair while engaged in the work? How do we set the stage for forgiving ourselves when we make mistakes? Who has “failed” and how did they repair? What are the categories of reparation? It is interrelational work where we build base knowledge. What is the impact on Unity specifically, not just the gift we have been given?</p>	

	<p>Feedback loop – Does the congregation have skin in the game? What obligations do we have? People understand and are pro-reparations, but then as you must naturally begin to answer questions of logistics. It becomes complicated and we circle back to doing nothing. People do not integrate something they do not love. We should be thinking about that and how to go about this in a way that people can handle.</p> <p>Who are our ultimate sources of authority? What is the role of the church? <u>Making</u> reparations or <u>supporting</u> reparations? What are the learning objectives that cascade out from that? Learning has given us common vocab. Now what’s next that answers these questions? Matters of moral ownership. With whom are we in partnership?</p> <p>Going forward When do we know when we’re ready to stop, shifting from focusing on studying to action to moving forward?</p> <p>Is this Board-only work? Or is it time for a Reparations Team? What partners would be involved? Develop details for sketching out how we do this? Would the team be responsible for making recommendations on what to do with the fund?</p> <p>Board needs to create clarity for the development of outreach team, if developed. Help create a context of reparations to release to the outreach team? Or BCST indigenous team take on more of this work?</p> <p>BCST? Suggests the board find clarity about what reparations means, to provide a boundary around that work. We have a limited way to look at reparations – The Currier Fund. Do we partner with the Federal government? St. Paul Commission? Do we support proposals that have already been made?</p> <p>Reparations helps us to begin to wade into race and class. Reparations will likely only address 10% of people. Indigenous group – how broad is reparations going to go? Board needs to have a conversation around the broad issue.</p> <p>Mention of a day-long seminar from Fordham and Northeastern Universities on reparations, <ul style="list-style-type: none"> - Through the lens of international human rights: who what when where when why, how? </p>	
10:30	10-minute Break	
10:40	Caswell Burr asks Unity to be his sponsor for ministry (5-10 min) See memorandum	Caswell
	Motion to approve the Unity’s sponsorship of Caswell Burr as he prepares for ministerial fellowship: First: Steiner-Manning, Second: Cooke	

	<p>Approved unanimously.</p> <p>Discussion that further clarified what role UCU will play in his continued ministry and sponsorship.</p>	
10:50	<p>Consent Agenda</p> <ul style="list-style-type: none"> • Approve May 3 Special Meeting, May 11 and June 8, 2024 Board Meeting Minutes • Monitoring Reports <ul style="list-style-type: none"> ○ IIB. Staff Changes ○ IIE. Financial Condition ○ IIH. Communication and Counsel to the Board 	
	<p>Motion for May 3rd Special Meeting, May 11, and June 8 minutes: First: Ely, Second: Schlatter Approved unanimously.</p> <p>Motion to approve monitoring reports compliant as indicated: First: Cooke, Second: Schlatter Approved unanimously.</p> <p>Discussion: policy IIE, first bulleted section should read, “We continue to...to the board in May,” not “last month”</p>	
10:53	Corporate Resolution (Merrill Lynch)	Laura
	<p>Motion to approve Certification of Authority for Non-Profit Organizations and Unincorporated Organizations: First: Ely, Second: Cooke Approved unanimously</p>	
10:55	<p>Board Committees for Discussion</p> <ul style="list-style-type: none"> • Transitions (report only) • Recruitment: (15 min) Approve interview rubric • Evaluation: (10 min) Future-Focused question(s) for congregational survey • Policy/Bylaws (5-10 min) • Ends Planning (5 min) 	<p>Kevin LauraSue Debbie</p> <p>LauraSue John</p>
	<p>Motion to approve Committee Reports. Transitions and Recruitment Moved: Ely Second: Livesay-AI Approved unanimously.</p> <p>Discussion Recruitment: Rubric for scoring follows interview questions. Notes from the rubric: D. Is the taking of the IDI or willingness to take it an independent signifier or does it come under C? While the IDI is broadly used at UCU and provides common language, what if someone chooses not to take it? What does it say about a person who is reluctant? Does the person have the disposition for Board work? Some BIPOC opt not to take it. Others who might be in polarization can also be reluctant.</p>	

I. Flagged additional experiences. Committee members are not sure how to scale this. Where is the weight?

Rubrik measures: If there's a 1-point difference between interviewers, they will talk through and decide that candidate's score.

Evaluation Committee

Moved: Ely Second: Schlatter
Approved Unanimously

Discussion: The future-focused question will influence the powerful question that will guide our ends work in 2025.

Looking for examples:

In the survey, respondents will be asked to answer in sections – within/among/beyond

Analysis will center around whether this question can provide the insight the board is looking for? Where are the areas of people's energy and how do people see opportunities for growth?

Policy and Bylaws

Moved: Ely Second: Livesay
Approved unanimously – to be brought to the Annual Meeting

Discussion:

Art 1 sec 4 change from one year to 6 months

Art 1 sec 2 ET has authority to make pledge waiver policy.

Art 5 sec 2 85% with absentee language made it unclear that you could include absentee votes in the tally to get to 85%. Edited to be clearly stated.

Ends Planning:

Moved: Schlatter, Second: Cooke
Approved unanimously.

Process discussion. Laura has sent out a Request for Interest to hire a consultant. Will report in August.

Possible timeline for starting the process:

September – affirm choice of consultant, gain understanding of their process. Question about using Board meeting time or set a separate meeting time to discuss board's process going forward.

October – Topic that will shape our ends work.

November – Topic design and framing

January – Training of volunteers

Timing publicity: Utilize the Walk and Talk column and CommUnity to communicate with the congregation. September: What's the question? October: What's the topic?

Bar of participation: 20% 250 people

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>Motion to Adjourn the Meeting Motion: Baremore Second: Steiner-Manning Approved unanimously</p>	
	<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> <p>State of Congregation: August – Kevin, John & KP Host: Cooke August newsletter – Hayes September news – Cushman</p> <p>Board Column for June topic and Board Walk & Talk</p> <p>August 24th party – MB, LLA planners</p>	Trustees