

Unity Church-Unitarian
Meeting Agenda of The Board of Trustees / July 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>Molly 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? 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 Jane KP</p>
	<p>Reflection 1</p> <ul style="list-style-type: none"> ● Wellspring Wednesday (WW) cooking team feeling honored / privileged to use their skills - as their spiritual practice? - to share with the church. ● WW chapel service attended by intergeneration groupings of about 15-20. All were offered a chance to share a joy or sorrow - and the youngest children stepped forward first. How special that we're listening/learning from the littlest. ● On WW, April 30, Rev Dr. Wayne Arneson delivered a Minns Lecture on Deconstructing Mythologies of Universalist Unitarianism to Fix Our World. Early Unity Minister William Channing Gannet participated in the Port Royal Experiment, Rehearsal for Reconstruction aimed at a future without antiracism. On a plantation seized by the Union Army at the beginning of the Civil War, northerners from Massachusetts, including Unitarians and Quakers, set out to determine how freed African Americans could take on the running and profitability of 	

plantations. The lecture goes deep into the ways in which Gannet accepted a form of racialized capitalism. The lecture connected in my mind to the 2005 Anti-racism Institutional audit of the church. We have good ideas, but are we willing to sustain the costs of achieving these goals. Are we genuinely risking ourselves and giving ourselves fully to this work? This lecture helps us think about our commitment to reparations.

- May 17 Gathering congregants expressed gratitude for being able to hear the Ends presented, and understanding how we arrived at them. In the past, 'we were just expected to accept them.'
- Isaac Fried's sermon focused on his transition as a transgender man. He focused his spiritual analysis on the idea of "evangelizing love."
- Retired women's group discussion on Memorial Day and the ways in which war has impacted our lives and families. Discussion featured family photos and letters about war and military service. There was also a comment questioning and challenging whether we were glorifying war.

Reflection 2

- What are the big challenging predicaments that we are kicking down the road / pretending / colluding with each other not to see?
- Chalice circles - some of them were able to build deep relationships but lots of them did not reach that depth. Even though there was interest / hunger, there was not the muscle / skills to be able to make that deep connection and belonging happen.
- Religious education enrollment. Ask parents what they are looking for by enrolling their children. Community. Deep and sacred personhood. Deep connection and recognition. They want their child and family to experience that.
- There seems to be a fragmentation of the human community that we yearn for.
- There is a fracturing of institutions that are meant to safeguard our shared life. We need to heal the bones of our shared life to be able to have that community. What are those institutions that we need to heal?
- Individualism - not removing yourself from community, not going and being alone, it is about how you will be a self in community.
- Capitalism is premised on a specific WAY of being human.
 - Division of labor - separate and alienated from one part to another. This can obscure where, who and in what conditions things are created and can be obscured through things like a supply chain.
 - Market competition - identities compete with one another. Hard to have solidarity when identities are competing with one another to secure our livelihood.

	<ul style="list-style-type: none"> ○ None of this is incidental to capitalism - they make up capitalism. 	
9:30	<p>Generative Conversation: (30 min)</p> <p>What do I personally do, and what do I bring to board work in these areas?</p> <p>- linkage: what does this end mean in the context of linkage? Does it make you think differently about connections and conversations with our Sources of Authority? What do we talk with them about?</p> <p>- monitoring: what are the metrics? How does this end make us think differently? What information does the board need and if it had what it needed, how would that inform the monitoring process?</p> <p>- guiding the future of the church: does this End change the board's commitment to governance? Does it change what the board promises to do?</p> <p>We the people of Unity Church-Unitarian, grounded in a joyous vision of beloved community within, among, and beyond ourselves, -- understand the interconnected roots of oppression and yoke ourselves to the demands, sacrifices and hard work of antiracism, multiculturalism, and climate and economic justice</p>	Everyone
10:00	10-minute Break	
10:10	<p>Consent Agenda</p> <ul style="list-style-type: none"> ● Approve June 14, 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 reports IIB. Staff Changes, and IIH. Communication and Counsel to the Board</p> <p>First: Louise Livesay AI</p> <p>Second: Laura Sue Schlatter</p> <p>Approved - motion passed unanimously</p>	
10:15	<p>Monitoring Reports for Discussion:</p> <ul style="list-style-type: none"> ○ IIE. Financial Condition ○ IVC. ET Performance Evaluation – Form and Structure (20 minutes) <ul style="list-style-type: none"> ▪ Please read section 4 of the policy ▪ Is there an additional evaluation that the board needs to do beyond Ends and Limitations? ▪ Should we be looking at conducting a summative evaluation? What would it look like? Would we hire an outside firm or produce one in-house? Who would conduct it? ▪ What are we missing? 	Board, ET
	<p>Motion to approve June 14th meeting minutes as stated.</p> <p>First: Louise Livesay AI</p> <p>Second: Molly Flattum</p>	

	<p>Approved - motion passed unanimously</p> <p>Motion to amend the May 10th, 2025 BOT meeting minutes language from “Motion within a motion to table policy IIB to a future date,” to “Motion within a motion to table policy IIB 6-8 to a future date”.</p> <p>First: Laura Sue Schlatter Second: Rich Lau</p> <p>Discussion:</p> <ul style="list-style-type: none"> • Want to provide specificity about what has as and has not already been approved. <p>Approved - motion passed unanimously</p> <p>Motion to approve IIE. Financial Condition with compliance as indicated</p> <p>First: Rich Lau Second: Laura Sue Schlatter</p> <p>Discussion:</p> <ul style="list-style-type: none"> • Focus at the moment is to extend the life of the fund for future staff compensation and that is why the decision was made to put the two most recent bequests towards the 2025 operating budget (bequests from Janne Eller-Isaacs and Vincent Grundman). <p>Approved - motion passed unanimously</p> <p>IVC. ET Performance Evaluation</p> <p>Motion to do a summative performance evaluation of the ET at this time</p> <p>First: Rich Lau Second: Marcia Hayes</p> <p>Aye: 0 Nay: 8</p> <p>Motion does not carry</p> <p>Motion to remove the summative review from the perpetual calendar and from the board work ongoing except in matters where the board finds it necessary</p> <p>First: Laura Sue Schlatter Second: Marcia Hayes</p> <p>Discussion:</p> <ul style="list-style-type: none"> • Does not remove our ability to assess the ET through a summative review or other means if necessary. This just removes it from the calendar. <p>Approved - motion passed unanimously</p> <p>Motion to have the policy sub team to add a monitoring method for policies III and IV to the policy chart on page 34 and 35 of board policy</p> <p>First: Marcia Hayes Second: Laura Sue Schlatter</p> <p>Approved - motion passed unanimously</p>	
10:30	<p>Board Committee Consent Agenda (reports)</p> <ul style="list-style-type: none"> • Evaluation 	Marcia Jackie

	<ul style="list-style-type: none"> • Reparations (Please note that the report includes updates from the 6/25 SPRC meeting and information on where/when/how Board members can attend future meetings of the commission.) • Policy/Bylaws 	LauraSue
	<p>Motion to approve the board committee consent agenda reports as submitted First: Marcia Hayes Second: Molly Flattum Approved - motion passed unanimously</p> <p>Motion to convene a special meeting of the board with the ET for informal discussion on policy IIB 6-8. First: Jane Prince Second: Laura Sue Schlatter Discussion:</p> <ul style="list-style-type: none"> • Dates - may do this on the 15th or may move this back to a later date. • Policy and bylaws committee would send out the language in advance so that everyone has understanding • At the meeting - opportunity for questions and then discussion • Possibly meet in person rather than on zoom <p>Approved - motion passed unanimously</p>	
10:35	<p>Board Committees for Discussion</p> <ul style="list-style-type: none"> • Recruitment (30 minutes) 	Louise
	<p>Motion to approve the recruitment committee report as submitted First: Louise Livesay Second: Marcia Hayes Discussion:</p> <ul style="list-style-type: none"> • Thinking about what would make a well-rounded slate <p>Approved - motion passed unanimously</p> <p>Motion to accept the slate of candidates for the 2026 - 2029, Taylor Burr, Sara Ford, Kat Sherman-Hoehn First: Laura Sue Schlatter Second: Rich Lau Approved - motion passed unanimously</p>	
11:55	<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>	Everyone
12:00	<p>BOT Reflection and Problem Solving and communications</p>	Trustees

Upcoming Reminders – August:

State of the Congregation – LauraSue, Rich , ET

CommUnity column (due July 15 to Martha) – Molly

Reading and Host – Claire

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

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