

Unity Church-Unitarian
Meeting Minutes of The Board of Trustees /November 1, 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.”</p> <p>Read Covenant around the table</p>	<p>Rich 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>-Check in with others</p>	<p>Claire Marcia Oscar</p>
	<p>Reflection 1:</p> <ul style="list-style-type: none"> ● Sources: <ul style="list-style-type: none"> ○ Young adult group ○ Wellspring Wednesday ○ Committing to Unity (when new members join) ○ Informal gatherings ○ Sunday services and parish hall ● Among <ul style="list-style-type: none"> ○ Community and among was a theme in what I heard ○ Committing to Unity participant - I came and I instantly knew this was my community ○ Young adult <ul style="list-style-type: none"> ■ Participant who grew up in the church and felt like now they were at a point in their life that they could give back to the church / contribute 	

- Had been thinking about storytelling a lot. About how storytelling in conjunction with imagination, is a tool that we absolutely need to bring about a new world.
 - COA has been thinking about how storytelling is a way that humans make meaning in conjunction with the question - what does it mean to be human and alive? And about how those stories are used to communicate - they can build understanding or frame a group as other.
 - The trainer at Somatics for resistance told us, instead of hurt people hurt people, they like to say healing people heal people. This shift in perspective seems small but is actually large. It focuses us and frames us around what we want to do / move towards rather than what we are fighting against.
 - “Stories can be Seeds, Stories can be Weapons” by Rowen White. Excerpt:

“My mentor Martin Prechtel states beautifully: ‘Metabolism is where things start to break down; composting is where things start to come together. Metabolism is revolution; composting is culture re-emerging.When the only thing holding you up is what you hate, then when what you hate disappears, you die with it. You’re dead. As long as you think that you’re better than everyone else and are going to fix everything, then you’re dependent on your enemy for your identity. Struggling for what you Love is very different than Fighting Against What You Hate.’

Radical imagination, creative visioning, and speculative dreaming of our future is an act of love.”
 - Thinking about what this use of imagination and storytelling relates to putting love at the center or evangelizing love. Maybe it means working not just against something but using our radical imagination to know what we want to move towards and centering that. I think we do that some with our ends creation and with our Unitarian Universalism collectively iterates on our own faith. But also wondering how this can become more tied into our every day for all congregants? How can we build this as a skill or practice.
 - Shared an example of a coworker who takes time at the beginning of each week to journal about how they want to build community and show up in the relationships in their lives. This is a practical, small, everyday centering of the world she wishes to see / focusing on love.

Reflection 3:

- Anecdotal observations
 - State of the congregation vs the state of the ministry
 - Took yoking and dove in through our services
 - Tooling of the bells
 - Will be the first big service that will be evolving and has a different liturgical focus / is at a different time of year then it has been in the past.
 - The ministry is evolving and it will be interesting to see how people react.

	<ul style="list-style-type: none"> ○ Skyline apartments - helping people move <ul style="list-style-type: none"> ■ Looking for 5 volunteers from the housing justice team and got 15. People interested in and excited about feeling like they can take tangible action. ● Average In person attendance in our sanctuary - data (slideshow) <ul style="list-style-type: none"> ○ Take aways <ul style="list-style-type: none"> ■ There are a lot of questions to understand the gap between in-person and in-person + online attendance ■ Relationship between increasing numbers and physical space changes when some of those numbers are online vs in person. ■ Thinking about how we can look at data to understand what the church is doing rather than just inferring through personal anecdotes. ■ Categories of people who could fall into these online people <ul style="list-style-type: none"> ● People from out of state ● People in state who are viewing the service ● People rewatching the service ● People who sometimes attend in person but did not that week and watched from home ● Congregants volunteering with other church stuff during the service (RE) who watch the service later <p>Additional discussion:</p> <ul style="list-style-type: none"> ● Has been really wonderful that board members have been going to other parts of the congregation that they usually do not interact with to hear from them for the state of the congregation. This has really deepend our linkage work. This practice should continue into future years. ● How can the board be more of a part of signing the book / welcoming new members? Helping to strengthen belonging as well as linkage / connection to the board right away. 	
9:35	<p>Generative Conversation: (25 min)</p> <p>PLEASE READ through the Executive Team Ends Interpretation, especially the Theological Interpretation and Outcomes.</p> <p>We begin our discussion, focusing on our third End. Consider for this discussion, especially in the context of their “reasonableness”. We’ll parse out each End and examine it through the lens of the ET’s interpretation. The Ends are inherently unattainable, but despite that, our discussion should center around whether the Theological Interpretation and the Outcomes segments allow for the congregation’s discomfort and growth? Does the interpretation and the work the ET will engage in over the next five years send the congregation in the direction the board, through the eyes and hearts of the congregation, was intending? In what ways do you see it evident? We’ll continue with our third End.</p>	Everyone

	<p>2025 Ends Statements: 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"> ● understand the interconnected roots of oppression and yoke ourselves to the demands, sacrifices, and hard work of antiracism, multiculturalism, and climate and economic justice; ● cultivate a multigenerational community of joy, care, and belonging, and evangelize love to meet the deep and abiding hunger in all of us; ● practice lifelong faith formation, grounded in Unitarian Universalist theology, that breaks us open and allows us to be transformed. 	
	<p>Discussion (looking at the ET interpretation of the last end):</p> <ul style="list-style-type: none"> ● What does it mean to be broken open - seeing the phrase as being open and sort of joyous rather than just falling apart. Wanting to see that reflected in the interpretation. ● Yes, joy and yes, grief. Thinking of being broken open and transformed as when the human experience is so much that we struggle to hold it. ● From the listening sessions - deep transformation is often not pleasant and comes with great moments of struggle. ● Thinking about how joy, fear, guilt, shame and grief are all included in this. How these emotions are a part of being broken open and transformed at different stages in the process. How they interact with one another. What tools and skills do we need to make sure that we move through these emotions, processing them to get to that transformation? How does the church give people these tools? ● How do we do this discernment work around our faith / what we need from our faith at this time as a congregation in conjunction with UU leaders - how do we do this - not just individually? ● How do we engage with other partners and congregations - even further from the TC? How are they developing their theologies of UU and how are they living it out in their congregations? This could be an opportunity to listen and follow - not just lead. Connect deeply with those of a similar faith who are carrying it out in different ways than us. ● The ends have been very present in the congregation. Both in programming, services but also just discussion as congregants. This is collective theology building. 	
10:00	10-minute Break	
10:10	<p>Consent Agenda</p> <ul style="list-style-type: none"> ● Approve Minutes of October 11, 2025 ● Monitoring Reports <ul style="list-style-type: none"> ● II B. Staff Changes ● II E. Financial Condition ● I B. Membership 	Board, ET
	Motion to approve the consent agenda, including the October 2025 BOT Meeting Minutes, and Monitoring Reports II B. Staff Changes, II E. Financial Condition, and I B. Membership.	

	<p>First: Jane Prince Second: Marcia Hayes Approved - motion passed unanimously</p>	
10:15	<p>Monitoring Reports for Discussion:</p> <ul style="list-style-type: none"> ● II H. Communication and Counsel to the Board (Gift acceptance – restricted v unrestricted, ministers’ housing allowance, granting legacy membership to two members, 15 minutes) ● II D. Financial Planning - reminder that our meeting to receive and approve the 2026 Budget will be November 15, 2025, 9:00 am, on Zoom: <p>https://us02web.zoom.us/j/85352110838?pwd=4XZMGp3G4OkYAGrCIRzrX13e7QQNcm.1#success</p>	Board, ET
	<p>Motion to approve Monitoring Report II H. Communication and Counsel to the Board as compliant as indicated. First: Marcia Hayes Second: LauraSue Schlatter Discussion</p> <ul style="list-style-type: none"> ● \$300,000 donation for COMT position does not actually need a board resolution. ● Solar - board received information about the proposal. ● Shay is interested in being our permanent Minister of Congregational Care. <ul style="list-style-type: none"> ○ UUA says to consider internal candidates first - ET is working on how to move forward with this. <p>Motion within a motion that Ken Dawkins and Abby Dawkins, given their membership at Unity Church since 1966 and their continued financial contributions since then, and given that they are no longer able to make their own pledge, be granted Legacy Member status. First: Marcia Hayes Second: Molly Flattum Discussion: None Approved - motion passed unanimously</p> <p>Motion within a motion to approve housing allowances for ministers, Hong, Sinclair, and Mackay as stated on page 27 of the board book, with the friendly amendment to change the approval date from “November 2” to “November 1”. First: Laurasue Schlatter Second: Molly Flattum Discussion: None Approved - motion passed unanimously</p> <p>Approved - motion passed unanimously</p>	

	<p>Motion to approve Monitoring Report, II D. Financial Planning, as compliant as indicated.</p> <p>First: Louise Livesay AI Second: Marcia Hayes</p> <p>Discussion:</p> <ul style="list-style-type: none"> • We are thinking with the way pledges are going that we might be able to increase our goal. • The board will get additional budget information for our November 15th meeting this coming Wednesday. <p>Approved - motion passed unanimously</p>	
10:30	<p>Board Committee Consent Agenda (reports)</p> <ul style="list-style-type: none"> • Recruitment – no report this month • Evaluation – no report this month • Reparations 	Louise Marcia Committee
	<p>Motion to approve the Reparations Committee report.</p> <p>First: Laurasue Schlatter Second: Claire Cooke</p> <p>Approved - motion passed unanimously</p>	
10:35	<p>Board Committees for Discussion</p> <ul style="list-style-type: none"> • Ends (10 minutes) <ul style="list-style-type: none"> - <i>What about the ends process that went well?</i> - <i>What could have gone better?</i> - <i>Is there anything else that you think future boards should know about the ends process?</i> • Policy/Bylaws – Proposed Governing Policy changes (45 minutes) 	Claire LauraSue
	<p>Ends Discussion:</p> <ul style="list-style-type: none"> • Things to consider for the report: <ul style="list-style-type: none"> ○ Thinking about how Board Effect can be organized so that this report can be accessed by future boards. ○ Connect with John - since he was on this committee before he rolled off the board. • Things the board wants to make sure are added to the report: <ul style="list-style-type: none"> ○ The trainings and listening session structure made listening sessions clear and easy to run for facilitators. <ul style="list-style-type: none"> ■ Maybe even didn't need two facilitators as that made more to coordinate. Although it did make a good opportunity to get to know someone and collaborate. ○ Appreciative inquiry was good - framing focused on love / the positive <ul style="list-style-type: none"> ■ Could be good to add a part about appreciative inquiry to sessions with congregants that is co-creating a future state. How do we collectively think about how our stories all come together? Time to review wishes and think collectively about how they come together. • Loved that listening sessions were not two and a half hours. 	Motion

- Have to understand that the whole year is a huge time commitment for the board!
- Worked well doing listening sessions in the winter months, which means starting planning the year before in the early summer - consultant by late summer, sharing by the fall.
- Liked that there was a way for people to be involved who could not attend in person.
- Wondering how there could be more focused congregational feedback and modification once the ends have been drafted - editing?? Put feedback up against what we heard at the listening sessions - did we do something that was not aligned with the listening sessions? Weighing this against all of the listening sessions. What is your primary set of data?
- Be clear with the congregation about what their feedback and input will do / how this shapes the ends.
- Sources of discernment that were helpful for the board - readings from ET and D. - include names of these in the report.

Motion to amend Policy II. A: General Executive Leadership Conduct to to reflect changes highlighted on page 37 of the board book with a friendly amendment to strike “Activities that align with the church’s core values and extend the church’s mission, but may challenge statutory law then in effect, are exempt from this prohibition”.

First: Lurasue Schlatter

Second: Louise Livesay AI

Discussion:

- Think about moving this new language to the overarching Policy II. rather than in II. A., because it is broader than what is addressed in II. A. This would allow it to cover the full policy.

Motion within a motion to move “imprudence, and unlawfulness” as discussed from Policy II. A to Policy II as discussed.

First: Louise Livesay AI

Second: Lurasue Schlatter

Discussion:

None

Approved - motion passed unanimously

Approved - motion passed unanimously

Motion to amend Policy II. B: Staff/Volunteer Treatment to reflect changes highlighted on page 38 of the board book, with the friendly amendment to strike language 4 and 8.

First: Lurasue Schlatter

Second: Claire Cooke

Discussion:

- Should we include the new language for II.B. 4. or should we be addressing how we monitor to address this policy generally? Is that a better way of actually get safety procedures in place?

Yes: 6

No: 3

Approved - Motion passed

Motion to amend Policy II. D: Financial Planning and Budgeting to reflect changes highlighted on page 41 of the board book with the friendly amendment to strike “[or more than \$30,000 in aggregate in any fiscal year]”.

First: LauraSue Schlatter

Second: Debbie Cushman

Discussion:

- \$30,000 in aggregate feels restrictive for the EL.

Approved - motion passed unanimously

Motion to amend Policy II. E: Financial Condition to reflect changes highlighted on page 42 of the board book.

First: Laurusue Schlatter

Second: Molly Flattum

Discussion:

- Is percentage a good way to measure this? Thinking that 10% can be very different when you are looking at different overall amounts in a budget line. Thinking about net and looking at the bottom line. Leaving “materially” instead of 10% gives the ET more leeway to explain what they mean by materially.
- What does this look like in terms of reporting?

Motion withdrawn

Motion to amend Policy II. F: Asset Protection to reflect changes highlighted on pages 44 and 45 of the board book, with the friendly amendment to strike number 11.

First: Laurusue Schlatter

Second: Louise Livesay AI

Discussion:

- Does 11 overstep the board’s role because it is talking about staff members, not ministers? And should this actually be happening in negotiations between staff and the executive team?
- Policy II is about executive leadership, so negotiations with the minister should not necessarily be in this part of the policy.
- Would be under board policy, not ET policy
- Number 10 may actually cover what we wanted for number 11.

Approved - motion passed unanimously

Motion to amend Policy II. G: Executive Leader Conflict of Interest to reflect changes highlighted on page 47 of the board book.

First: Laurusue Schlatter

Second: Marcia Hayes

Discussion

None

Approved - motion passed unanimously

Motion to amend Policy II. H: Communication and Counsel to the Board to reflect changes highlighted on page 49 of the board book with the friendly amendment that citations will be added for 7 a, b, and c, reflecting when these were adopted, and that if references can not be found, they will be removed.

First: Lurasue Schlatter

Second: Marcia Hayes

Discussion:

- Should find citations for number 7 - a, b, and c

Approved - motion passed unanimously

Motion to amend Policy II. J: Anti-Racism and Racial Healing Commitment to reflect changes highlighted on page 51 of the board book.

First: Lurasue Schlatter

Second: Louise Livesay AI

Discussion:

None

Approved - motion passed unanimously

Motion to amend Policy II. K Member, Friend, Visitor Treatment to reflect changes highlighted on page 52 of the board book.

First: Lurasue Schlatter

Second: Marcia Hayes

Discussion:

None

Approved - motion passed unanimously

Motion to amend Policy III. Governance Process to reflect changes highlighted on page 53 of the board book.

First: Lurasue Schlatter

Second: Louise Livesay AI

Discussion:

None

Approved - motion passed unanimously

Motion to amend Policy III. A: Governing Style to reflect changes highlighted on page 53 of the board book.

First: Lurasue Schlatter

Second: Louise Livesay AI

Discussion:

None

Approved - motion passed unanimously

Motion to amend Policy III. B: Board Job Contributions to reflect changes highlighted on pages 54 and 55 of the board book with the friendly amendment to strike "2.d" from number 3 and for number 4, change "the Board's interpretation will govern" to "the Board's determination of reasonableness will govern".

First: Lurasue Schlatter

Second: Marcia Hayes

Discussion:

- 2.d applies more to the board monitoring itself than monitoring the Executive Leadership.

Approved - motion passed unanimously

Motion to amend Policy III. C: Agenda Planning to reflect changes highlighted on page 55 of the board book with the friendly amendment add “(linkage)” to number 1 after “Moral Owners” and change number two from “Reviewing how to continually improve Board performance; and” to “Continually improving Board performance; and”

First: Lurasue Schlatter

Second: Molly Flattum

Discussion:

- Want to keep the word linkage because of its specific meaning.
- Board chair should set up an agenda that would help systematically promote linkage to make sure that these conversations are happening.
- What does continually improving board performance look like in the agenda vs individual board member work?

Approved - motion passed unanimously

Motion to amend Policy III. D: Officers’ Roles to reflect changes highlighted on pages 56 and 57 of the board book.

First: Lurasue Schlatter

Second: Marcia Hayes

Discussion:

- Statute is not always easy to understand if you are not a lawyer. Additionally, statute can change without us knowing. So do not always want to refer to statute for these reasons.
- However, we do still have to comply with it even if it changes so referring to statute would keep the policy in line with the law without needing to rewrite or check our policy.

Approved - motion passed unanimously

Motion to amend Policy III. E: Board Members’ Code of Conduct to reflect changes highlighted on pages 57 and 58 of the board book.

First: Lurasue Schlatter

Second: Debbie Cushman

Discussion:

- Conflict of interest in policy II. G and policy III. E. has different definitions. Thinking of adding this to our list of issues for further, future discussion.

Approved - motion passed unanimously

Motion to amend Policy III. F: Committee Principles to reflect changes highlighted on page 59 of the board book.

First: Lurasue Schlatter

Second: Louise Livesay AI

Discussion:

None

Approved - motion passed unanimously

	<p>Motion to amend Policy IV. A: Delegation to the Executive Leadership to reflect changes highlighted on page 64 of the board book. First: Lurasue Schlatter Second: Claire Cooke Discussion: <ul style="list-style-type: none"> • Making sure that the policy is correctly numbered Approved - motion passed unanimously</p> <p>Motion to amend Policy IV. C: Monitoring Executive Leadership Performance to reflect changes highlighted on page 66 of the board book. First: Lurasue Schlatter Second: Louise Livesay AI Discussion: None Approved - motion passed unanimously</p> <p>Motion to amend IV: C. Board-Executive Leadership Relationship, Chart: Frequency and Method of Regular Monitoring to reflect changes highlighted on page 67 and 68 of the board book. First: Lurasue Schlatter Second: Molly Flattum Discussion: Interested in having further board discussion on monitoring for IV. B. Approved - motion passed unanimously</p> <p>Motion to approve the policy and bylaws report. First: Lurasue Schlatter Second: Louise Debby Discussion: None Approved - motion passed unanimously</p>	
11:00	<p>Check-out Question: Green Sheet re-cap.</p> <p>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> <ul style="list-style-type: none"> • Annual Meeting 2025 – December 7, 1:00-3:00 pm <ul style="list-style-type: none"> o Discussion of Duties and timelines 	Trustees

Upcoming Reminders – November and Beyond:
Reading and Host – Rich

State of the Congregation – Claire, Marcia, Oscar
December CommUnity column (due November 15 to Martha) – Claire
January CommUnity column (due December 15th to Martha) -
Board Walk & Talk – Who would like to do this? Topic? – Welcome Debbie Cushman to
the Board
Zoom Board meeting to consider the 2026 Budget - November 15, 2025, 9:00-10:00
Annual Meeting – December 7, 2025, 1:00-3:00
Annual Year-End Dinner and Celebration – December 12, 2025, 6:00-8:00

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: Open (Convener), LauraSue, Jane, Louise
- Grievance (as needed): Mary (Chair), Claire (Secretary), +1