

Unity Church-Unitarian  
Meeting Minutes of The Board of Trustees /October 11, 2025

| Time | Item (Use Double Helix & Antidotes Worksheets during meeting)  | Name                                |
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| 9:00 | <p><b>Light Chalice &amp; Reading</b><br/>           “We light this Chalice as a symbol of our faith, the light of truth and the warmth of love.”<br/> <b>Read Covenant around the table</b></p>   | <p>Jane<br/><br/>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><br/>           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><br/>           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>LauraSue<br/>KP</p>              |
|      |  |                                     |
| 9:30 | <p>Generative Conversation: (30 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 second 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?</p>   | <p>Everyone</p>                     |

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|  | <p>We'll continue with our second End.</p> <p><b>2025 Ends Statements:</b></p> <p>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>   |  |
|  | <p>Reflection 1</p> <ul style="list-style-type: none"> <li>● Donar tea - High level of interest. People connected with the ET's interpretation of the new ends. Questions came from a place of curiosity rather than just challenge. There was curiosity and interest around where the ends are going. People seemed ready to move forward and broaden outreach to people beyond Unity and to work with people that we might disagree with in some ways.</li> <li>● Racial Justice and Beloved Community Staff Team - Want to have the congregation ask themselves - how is my life made better by institutionalized racism?</li> <li>● WW Reparations - Thinking about it as a gift to earn / build real relationships. Unity's turnout was small, but those who were there were very engaged. Seemed like there was a desire in both directions (unity and the commission members) to build relationship. Connection earned through a trust that has to do with showing up (over and over again).</li> <li>● Have been thinking about how the commission does not speak with one voice and what that means for us when we have adopted them as a moral authority. What do we do with the fact that we still hold the money and the power, no matter what we want? What do we do with that?</li> </ul> <p>Reflection 2</p> <ul style="list-style-type: none"> <li>● Maurice Mitchell - Building Resilient Organizations (Nonprofit Quarterly)</li> <li>● Thinking about aspects of resilient organizations <ul style="list-style-type: none"> <li>○ Emotional maturity</li> <li>○ Ideological coherence</li> </ul> </li> <li>● And the question of how are we going to struggle together?</li> <li>● Young adults - talked about the failed narratives in their lives. Modernities focus on progressiveness, letting go of the past, the focus on the individual self - all of these ideas have "failed" to be true societal narratives - a collapse in a narrative. Thinking about</li> </ul> |  |

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|       | <p>how do we begin to have moral conversations? What is necessary for renewing moral conversations? The notion of liberal democracy has run its course, and we are experiencing it in its collapse. What is the political category that can have traction in this situation? Struggled to name this. Repartitive democracy, possibly? Whatever it is, it has to have a moral spine that will convene this conversation. We need to imagine a different tradition going forward.</p> <ul style="list-style-type: none"> <li>• COMTs - Thinking about what it is that is most vital at this moment for them to be doing. What are the places in the community that we can go to discuss and argue and have it be fruitful?</li> </ul> |           |
| 10:00 | <b>10-minute Break</b>  |           |
| 10:10 | <p><b>Consent Agenda</b></p> <ul style="list-style-type: none"> <li>• Approve September 12, 2025, BOT Meeting Minutes</li> <li>• Monitoring Reports <ul style="list-style-type: none"> <li>• II B. Staff Changes</li> <li>• II E. Financial Condition</li> <li>• II H. Communication and Counsel to the Board</li> <li>• II A. General EL Conduct</li> </ul> </li> </ul>  | Board, ET |
|       | <p>Motion to move II E., IIH. off the consent agenda and to the Monitoring Reports for Discussion.<br/> First: Louise Livesay AI<br/> Second: Marcia Hayes<br/> Approved - motion passed unanimously</p> <p>Motion to approve the consent agenda, including the September 2025 BOT Meeting Minutes, and Monitoring Reports II B. and II A..<br/> First: Louise Livesay AI<br/> Second: LauraSue Schlatter<br/> Approved - motion passed unanimously</p>   |           |
| 10:15 | <p><b>Monitoring Reports for Discussion:</b></p> <ul style="list-style-type: none"> <li>• II D. Financial Planning (Initial Budget Themes – factors that influence how the ET puts together the budget, i.e. Geo index 5, Minister of Community Outreach possibility)</li> </ul>  | Board, ET |
|       | <p>Motion to accept II D. Financial Planning as compliant as stated.<br/> First: Louise Livesay AI<br/> Second: Molly Flattum<br/> Discussion:</p> <ul style="list-style-type: none"> <li>• Plan to pay off the balloon payment in January 2026, if possible, to save on interest and take less from the future staff compensation fund</li> <li>• The cost for paving the parking lot is in the budget again this year. It is more than in past years because we have received actual bids, and we want the paving to last long term (15-20 years)</li> </ul>  |           |

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|       | <ul style="list-style-type: none"> <li>We have moved into a more expensive geo index according to the UUA, which will impact the staff pay.</li> </ul> <p>Approved - motion passed unanimously</p> <p>Motion to accept II H. Communication and Counsel to the Board as compliant as stated.<br/> First: Louise Livesay AI<br/> Second: Laura Sue Schlatter<br/> Discussion:</p> <ul style="list-style-type: none"> <li>Piano Fundraiser - not shared prior to its occurrence. Discussed that ET would provide prior notice for such fundraisers in the future and that this was an oversight.</li> <li>Discussed potential anonymous gift that may be used for a three-year Community Outreach Position <ul style="list-style-type: none"> <li>Gift is unrestricted</li> <li>Do not have to vote on the motion for this at this meeting</li> </ul> </li> </ul> <p>Approved - motion passed unanimously</p> <p>Motion to accept II E. Financial Condition as compliant as stated.<br/> First: Laura Sue Schlatter<br/> Second: Louise Livesay AI<br/> Discussion:</p> <ul style="list-style-type: none"> <li>None</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> </ul>  | Louise                       |
|       | <p>Motion to approve the consent agenda<br/> First: Louise Livesay AI<br/> Second: Marcia Hayes<br/> Approved - motion passed unanimously</p>   |                              |
| 10:35 | <p><b>Board Committees for Discussion</b></p> <ul style="list-style-type: none"> <li>Reparations (20 minutes)</li> <li>Evaluation (15 minutes)</li> <li>Policy/Bylaws – proposed motion to amend Policy IIB. 6. (20 minutes)</li> <li>Policy/Bylaws – Policy E. Financial Condition, discussion of proposed change to Policy E. 6. and 7. Move and replace with proposed new language.</li> </ul>   | Jackie<br>Marcia<br>LauraSue |
|       | <p>Motion to amend policy to II.E to include the following language, “6. Engage in fundraising with a goal of more than \$5,000 not reflected in the current year's budget without the approval of the Board of Trustees.”<br/> First: Lorasue Schlatter<br/> Second: Rich Lau</p> <p>Discussion:</p> <ul style="list-style-type: none"> <li>Language was proposed based on the piano fundraiser.</li> <li>What is the purpose of this language?</li> </ul>   |                              |

- Does this language encroach on the ET's decision-making process?
- Does this language align with other board policies around funds, such as gift acceptance? In current board policy language, the amount that would need board approval is much higher for gift acceptance. Fundraising is different in that it is supported / promoted by the church, so does that mean an amount in a policy would be different?
- Should we be looking to have more fundraisers outside of the approved budget, and what does that mean for monitoring and the budget?
- How will having fundraisers outside of the budget impact the pledge drive?
- ET - would not have done the piano fundraiser if they thought it would put the church into fiscal jeopardy.
- What is the board's fiduciary responsibility, and what do we need to know about vs approve to fulfill this responsibility?
- The possibility of more fundraisers like this happening in the future. This is encouraged by our Financial Director as it allows people to tangibly understand what they are contributing to. Gets them excited.
- How do we make sure we are not limiting the tools that the ET has to fund the church?

Yes: 1

No: 7

Abstention: 0

Motion does not pass

Motion to approve the addition of the following language to policy II.B.:  
 "6. Hire members as staff unless such hires are fully informed about what they will give up in connection with their status as members of the congregation and know how to seek spiritual care out of the employer-employee relationship." With the friendly amendment, adding the word "first" before "fully informed".

First: Laurasue Schlatter

Second: Rich Lau

Approved

Motion to approve the Reparations report as stated.

First: Marcia Hayes

Second: Louise Livesay AI

- Discussed that through past conversations, the board has come to the decision that this fund will be used to work on structural change rather than as a grant-making fund for direct services. Important to know, as we have been and likely will be asked again about granting funds in that way in the future.

Approved - motion passed unanimously

Motion to approve the Evaluation report as stated.

First: Louise Livesay AI

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|       | <p>Second: Claire Cooke</p> <p>Discussion:</p> <ul style="list-style-type: none"> <li>• Making sure to do the congregational survey before the end of the year (May), so we are getting a greater response rate.</li> </ul> <p>Approved - motion passed unanimously</p> <p>Motion to approve the Policy/Bylaws report as stated.</p> <p>First: Laurasue Schlatter</p> <p>Second: Rich Lau</p> <p>Discussion:</p> <ul style="list-style-type: none"> <li>• None</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 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>"?</p>   | Everyone |
|       | <p><b>Extinguish Chalice</b></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>   | Everyone |
| 12:00 | <p><b>BOT Reflection and Problem Solving and communications</b></p> <ul style="list-style-type: none"> <li>• Annual Meeting 2025 – December 7, 1:00-3:00 pm</li> </ul>  | Trustees |

Upcoming Reminders – November:

Reading and Host – Jane

State of the Congregation – Claire, Marcia, Oscar

November CommUnity column (due October 15 to Martha) – Rich

December CommUnity column (due November 15 to Martha) - Claire

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