

Unity Church-Unitarian
Meeting Minutes of The Board of Trustees /September 13, 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>Louise 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>Molly Mary Laura</p>
	<p>Reflection 1</p> <ul style="list-style-type: none"> ● Vigils for school shooting <ul style="list-style-type: none"> ○ Community banded together - Minneapolis and MN ○ Parents standing in solidarity ○ Signed up for gun sense ministry team at Unity. Looking forward to learning more about this ministry team’s work ● Families - real excitement around being in the RE classroom this year. Interested in engaging with the parents and youth. Particularly from families moving from the nursery to the older RE space. ● Gate dedication <ul style="list-style-type: none"> ○ Powerful and beautiful gathering ○ The exhibit does a really good job of sharing our <p>Reflection 2</p> <ul style="list-style-type: none"> ● Pilgrims from partner church 	

	<ul style="list-style-type: none"> ○ Very impressed by the work of our partner church team and all of the work that they did to make this a good experience for everyone - amazing work ○ Kinga's sermon on why should we love each other was so powerful ● Lots of connecting and reconnecting at church. Lots of buoyant, happy spirits after church. Lots of paper name tags (new people). Thinking about how we are welcoming them and bringing them in. People are excited to be there and wanting to know more - a hunger to be here. ● Connecting with people and having simple gestures can have a huge impact and we just never know. ● One of our congregants became an American citizen this week. Maybe there are still some good things here, some things worth working for - while at the same time feeling so much anger and sadness for our country. <p>Reflection 3</p> <ul style="list-style-type: none"> ● Discipline of discipleship that has been observed since we did the new ends. ET did a session with their ends interpretation. Sharing the interpretation and thinking about what those mean to them. Sharing their reflections. Grateful to be helping people to live into these ends (maybe 60- 70 participants). What we heard from that conversation. <ul style="list-style-type: none"> ○ There is a desire for the practical steps with these ends. People want it mapped out. To know where they fit in. ○ People practiced with ambiguity had an easier time sitting in these questions and thinking about what this might mean for them. How they might take it on in their work with the church ○ There is some overwhelm which is okay ○ Premis vs promise - do the ends represent who we are now or who we want to become together <ul style="list-style-type: none"> ■ Have to think thoughtfully about where people are now to move us in that direction. People are starting in multiple places ○ Plan to use these ends in our sermons and in our pledge drive (yoked to joy). <ul style="list-style-type: none"> ■ If financial commitment to the church is something that we take up, then how can that be yoked to joy? Joy being something more grounded and less fleeting. 	
9:30	Generative Conversation: (30 min) PLEASE READ through the Executive Team Ends Interpretation, especially the Theological Interpretation and Outcomes.	Everyone

	<p>For the next three months, the board will undertake to understand the Ends Interpretation as presented to us by the ET, 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 start with our first End.</p> <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. 	
10:00	10-minute Break	
10:10	<p>Consent Agenda</p> <ul style="list-style-type: none"> • Approve August 2025 BOT Meeting Minutes • Monitoring Reports <ul style="list-style-type: none"> • II B. Staff Changes • II D. Financial Planning • II H. Communication and Counsel to the Board • II I. Facilities Planning • II J. Anti-Racism and Racial Healing • II G. Executive Leader Conflict of Interest 	Board, ET
	<p>Motion to approve the consent agenda, including the August 2025 BOT Meeting Minutes, and Monitoring Reports II B., II D., II H., II I., II J., II G. First: Jane Prince Second: Molly Flattum Approved - motion passed unanimously</p>	
10:15	<p>Monitoring Reports for Discussion:</p> <ul style="list-style-type: none"> • I B. Ends Interpretation Discussion (30 minutes) • Development Ministry Team Policy changes (10 minutes) 	Board, ET

	<p>Motion to approve Resolution Establishing Gift Acceptance Policy Of Unity Church of St Paul 2025 language with the friendly amendments of</p> <ul style="list-style-type: none"> • <p>First: Marcia Hayes Second: Rich Lau Discussion: None Approved - motion passed unanimously</p>	
10:30	<p>Board Committee Consent Agenda (reports)</p> <ul style="list-style-type: none"> • Recruitment • Reparations • Policy/Bylaws • Ends 	<p>Louise Jackie LauraSue Claire</p>
	<p>Motion to approve the board committee consent agenda reports as submitted</p> <p>First: Louise Livesay AI Second: Marcia Hayes Approved - motion passed unanimously</p>	
10:35	<p>Board Committees for Discussion</p> <ul style="list-style-type: none"> • Evaluation (40 minutes with guest Bill Etter) 	<p>Marcia</p>
	<p>Motion to approve evaluations committee report</p> <p>First: Louise Livesay AI Second: Claire Cooke Discussion</p> <ul style="list-style-type: none"> • In reference to RE concerns it is currently an ongoing conversation with staff and around sunday school concerns from our volunteer survey. • Are there other things that we want to put into the survey or other ways that we want to interpret these ends now that we have the ET's interpretation? Should we be doing something with the ends reporting in the state of the congregation. • Thinking about the timing of the survey. Thinking about having it done in the spring instead of the summer. They needed time to digest the ends this year so it was in the summer but we want to do it in the spring from now on to increase our survey numbers. • Do we want to have some more frequent snapshots? • Would doing this more frequently link this to a more consumerist mentality? • Will evangelizing love positively influence people's loyalty to the church? Want to see if we can see changes like this in the data. <p>Approved - motion passed unanimously</p>	

11:00	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 "?	Everyone
	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."	Everyone
12:00	BOT Reflection and Problem Solving and communications	Trustees

Upcoming Reminders – October:

- State of the Congregation – Laura Sue, Jackie (?), KP
- October CommUnity column (due September 15 to Martha) – Jackie
- November CommUnity column (due October 15 to Martha) - Rich
- Reading and Host – Jane
- 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

MacKay HOUSING ALLOWANCE 2025 - Online Motion for Unity Church-Unitarian Board to approve

MOVED that a housing allowance within contracted compensation be established for Rev. Shay MacKay for the time period of September 1, 2025, through December 31, 2025, in the amount of \$10,000 to be apportioned equally among the pay periods that include compensation for these dates.

Motion: Mary Baremore

Second: Marcia Hayes

Ayes: 6

Nays: 0

Abstentions: 3

The motion carries