

Unity Church-Unitarian
Meeting of The Board of Trustees / June 10, 2023

Time	Item (Use Double Helix Worksheet during meeting)	Name
9:00	Light Chalice & Reading	Jess
9:05	Please take a moment and set an intention focused on this reflection: In service to multicultural anti racist ends - How will you engage the antidotes to white supremacy as a spiritual practice during this meeting? More specifically, given what you know about the topics on the agenda, what antidote in particular needs your practice and attention?	Everyone in quiet reflection
9:08	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	Louise, Mary B, & KP
9:45	Generative Conversation: Shaping a culture of conflict resilience and growing collective capacity for conflict ask us to step into the force of critical incidents, to apply curiosity and bring interest to sites of conflict. Reflect on the recent conflict, which surfaced during selecting members for the Ministerial Search Team: (1) Describe what you observed (2) Interpret what you thought you observed (3) Evaluate giving value judgments to what you think and feel from observations. After describing-interpreting-evaluating, deepen your curiosity with these questions: <ul style="list-style-type: none"> • What do you want to understand about the other side(s) involved in this conflict? • What do you want the other side(s) to understand about you? • What is the "understory" - what the conflict may really be about beneath usual talking points - in this conflict? • What would this conflict look like imagined otherwise, with greater skillfulness and capacity? 	Everyone
	The Board discussed conflict resilience and how we could grow collective capacity in any future conflicts. The board used the example of conflict(s) that arose when selecting the MST.	
10:25	10-minute Break	
10:30	Consent Agenda <ul style="list-style-type: none"> • Approve May 9th Special Meeting Minutes and May 13, 2023 Meeting Minutes • Monitoring Reports <ul style="list-style-type: none"> ○ IIB. Staff Changes ○ IIH. Communication and Counsel to the Board –monthly ○ IIE. Financial Condition 	
	Jess Landgraf moved to approve the May 9 th and May 13 meeting minutes, and that the Monitoring reports are compliant with board policy. Clover Earl seconded the motion. The motion was approved unanimously.	
10:40	Conversation about Barbara's retirement (handout) (20 min) – the focus here will be to ask clarifying questions of the ET and begin to process the 2 options.	Everyone
	The board discussed the prospect of having an Executive Director and a separate Financial Manager position moving forward. The Board discussed 2 options.	

11:00	MST budget & Sr. Minister compensation range (10 min) –approve in July	Everyone
	The Board discussed the Ministerial Search Team Budget and upcoming Sr Ministerial compensation range, as needed for the posting of the Sr Minister position. We are updating the budget with the newest UUA fees, and will also denote the Beyond Categorical Thinking budget, and the budget will then be updated for the July Meeting. The Board also discussed the new Sr Minister salary range, which will be brought to the Board for approval between now and August/September.	
11:15	Board Committee-Consent Agenda <ul style="list-style-type: none"> • Communication/Education 	Clover
	Kevin Ely moved to approve the Communication report, Mary Hernandez seconded. The motion carried unanimously.	
11:20	Board Monitoring Reports <ul style="list-style-type: none"> • Transitions: MST Procedures review and vote 15 min • Policy/Bylaws: Possible Roberts Rules, Minimum membership prior to voting, proxy voting & threshold for calling a minister (15 min) • Evaluation (10 min) • Board Recruitment: posting for board openings approval (5 min) 	Clover Kevin LauraSue Debbie Clover
	<i>Transitions Report-</i> Clover Earl moved to approve, Jess Landraf seconded the report and the MST Procedure. The motion passed unanimously. The procedure will be placed in the MST notebook. <i>Policy/Bylaws-</i> Mary Hernandez moved to approve the report, Clover Earl seconded the motion. The Board discussed various aspects of technical bylaw changes. The committee requested specific feedback by next month for the draft bylaw language. Asking for specific reviews on recommendations regarding Robert's Rules of order, proxy voting, and the threshold of required days of membership to be a voting member. Send specific thoughts or concerns on the alternatives to Robert's rules of order before the next Meeting. The motion was approved by 8, with 1 abstention. <i>Evaluation Committee-</i> Mary Hernandez moved to approve the report, Clover Earl seconded the report. The committee asked for any feedback. The General feedback was to consider what questions may apply to the individual within practices of board service, as compared to what questions regarding practices may be classified as board practices among the full Board. Approval of the report was unanimous. <i>Board Recruitment-</i> LauraSue Schlatter moved to approve the report, Debbie Cushman seconded the motion. The motion passed unanimously.	
12:00	Check-out Question: Reflect on your antidote practice set at the start. What was that like for you? What physical sensations, feelings, thoughts, questions emerged as you tried to practice? Release judgment of labeling your practice as good/bad, successful/unsuccessful. What do you want to try again next time? What will you try differently next time?	Everyone
	Extinguish Chalice	Louise
	Jess Landgraf moved to adjourn the meeting, LauraSue seconded the motion. The motion passed unanimously.	
12:00	BOT Reflection and Problem Solving (Please plan on time this	Trustees

	month)	
--	--------	--

Note

Article V, Section 3 of Unity Bylaws titled Staff other than Called Minister(s): The Board of Trustees oversees the hiring and removal of other Executive Leader(s) (if any) who report to the Board of Trustees, including any interim minister. The Board of Trustees may, but need not, appoint a Search Team, from among staff, trustees, voting members of the Corporation to assist it, in sourcing and recommending candidates for such positions.

Reminders:

1. Kevin E is writing for June newsletter due May 15th and Debbie is writing August newsletter Due July 15th. -coordinate with Communication & Education committee
2. Hosts July meeting is Kevin E.
3. State of Congregation for July: Debbie, Jess, Barbara

UUA Settlement Bankbook is available on Board Effect and at:

<https://www.uua.org/careers/ministers/transitions/settlement-handbook>