

Unity Church-Unitarian

Meeting Agenda of The Board of Trustees /February 14, 2026

Time	Item (Use Double Helix & Antidotes Worksheets during meeting)	Name
9:00	What is going right?	ALL
9:00	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	Debbie Everyone
9:05	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? Practice 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." *Antiracist multicultural tools and practices, including: <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 	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 the State of the Congregation Blank Form to help guide your reflections. 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?	Marcia Molly Laura
	Reflection1: <ul style="list-style-type: none"> ● RE & the Spirit Play Space <ul style="list-style-type: none"> ○ Seeing lots of visiting families - thinking that families are seeking spaces of community during times of crisis. Important for parents to be able to have their kids in spirit play so that they could be in the sanctuary with others during this time. ○ Joys and sorrows from our youth - vocally expressing their sorrow about ICE. ○ There is a thread of recognition and experience through all ages. ● Wellspring Wednesday ● Singing Resistance <ul style="list-style-type: none"> ○ Were hoping to get 5 - 15 but there were more like 50 people who attended ○ Brought an understanding of why people in the choir use this a spiritual practice. 	

- Feels like it could be a multigenerational space - interested to see what that will look like.
- In terms of multigenerational / the ends - wondering if there is a shift now to people taking more responsibility for their own roles in creating this?
 - Identify your own gifts and offer them to the world - you can find a place even if it is not on the front line. People are starting to understand that they have to take some responsibility for their own action. People are finding their places.

Reflection 2

- Seeing families that they know from the church start to gather at the church.
- Caucusing - was at a table with unity congregants. Related to the Isah event that Rev. Oscar invited Unity members to participate in. The invitation was important.
 - Like to see that there is upcoming training around this at the church as well.
- Starting to see the beyond, the beyond coming into us and us going into it.

Reflection 3

- Thinking about the burning bush - how to engage in practice without being consumed.
- Moment turning into - how do we make this into a sustainable practice without being burnt out. Thinking about how to make this not just a one time performative act but a long term practice.
- People are tired but still deeply committed in a way that is informed by faith. Our work going forward is to keep taking those bite sized pieces and moving forward.
- Naming things that have happened over the last 6 weeks goes on and on and on because so many people are finding their things to do and connecting actions (a cascade of opening doors).
- How to continue in the practice of sacred encounter even when we are overwhelmed and exhausted.

Other reflections:

- Visit to DC
 - In MN as a group of Minnesotans - 50 all together - 3 clergy and
 - 56 senate office visits and 1 representative
 - Our moral ownership is broad - the folks in our community who are working towards the beloved community are finding each other.
- Front Desk
 - Seems like there is more clarity coming out of crisis.
 - People seem like they are compelled to come here right now

	<ul style="list-style-type: none"> ■ Wondering how this could happen without a crisis - do we have to have an accident to put up a stop sign ● Seems like people know what to do and are doing it. Feels like there is less questioning and more understanding than in past crises - both at the church and beyond in the community. ● People reaching out directly with appreciation for this place right now. 	
9:30	<p>Generative Conversation: (30 min)</p> <p>Consider our covenant. How does it resonate with you, and call you to be a better board member? How does it ground us in our faith? How does it prepare us to fulfill the charge of the board – monitoring, linkage, and future vision?</p>	Everyone
	<ul style="list-style-type: none"> ● Really liking that we are using lead in love to start - think it aligns with love at the center. ● Is the focus of number 4 about conflict or engaging more broadly? Maybe it is actually about transformational change - conflict and dialogue are ways of getting us there. <ul style="list-style-type: none"> ○ Have to have courage to get to a space in a conversation where we can engage in conflict. ○ A safe place to not be in total agreement. ○ Importance of a positive definition of conflict ○ Thinking about good vs bad pain ● Thinking about how we can change from avoid triangulation to something that we should do instead - what we do over what we avoid. <ul style="list-style-type: none"> ○ Maybe think about board wholeness - speaking with one voice ● Practices - what do we need to do as board members to uphold these? Stuff that won't be written in but that supports? ● Available and open to being approached when conflict comes up - not a one way street. Showing up in ways that show you are not going to close off when engaging in conversation. ● Also, thinking about how do we know when harm has been caused? <ul style="list-style-type: none"> ○ How do we take responsibility of looking for where we caused harm? ○ How do we reach out when we have experienced harm from someone? ○ Taking responsibility in both roles. Being in a learning mode. <p>Changes - Remove "avoid triangulation and"</p>	
10:00	10-minute Break	
10:10	<p>Consent Agenda</p> <ul style="list-style-type: none"> ● Approve November 1, 2025, November 15 2025, and December 12, 2025 BOT Meeting Minutes ● Monitoring Reports ● II B. Staff Changes ● II E. Financial Condition ● I B. Membership ● II D. Financial Planning 	Board, ET

	<p>Motion to approve the November 1, 2025, November 15 2025, and December 12, 2025 BOT Meeting Minutes and the ET monitoring reports of policy II B. Staff Changes, II E. Financial Condition, and II D. Financial Planning as being compliant as indicated.</p> <p>First: Kat Sherman Second: Molly Flattum Motion passed unanimously</p>	
10:15	<p>Monitoring Reports for Discussion:</p> <ul style="list-style-type: none"> ● Annual Financial Review – Do we want to consider a different firm for the audit? ● II H. Communication and Counsel to the Board 	Board, ET
	<p>Motion to engage Scheckter Dokken Kanter for a financial review of 2024 and 2025 fiscal years. First: Rich Lau Second: Debbie Cushman Discussion: Annual Financial Review</p> <ul style="list-style-type: none"> ● Financial review double checks to make sure we can trust the numbers that are provided by Julie (financial director). ● Interested in finding a different firm that is more comprehensive - recommended by Julie (financial director). Thinking next year not this year, putting out an RFP. Julie will draft an RFP that we can review. ● This year Julie will put together a letter of engagement for this year’s financial review. ● Want to know about IT security protocol for this process. <p>Approved unanimously</p> <p>Motion to accept monitoring report I B. Membership as compliant as stated. First: Kat Sherman Second: Molly Flattum Discussion:</p> <ul style="list-style-type: none"> ● When is the cut off for people paying their pledge? - It is a really long time because some people pay their pledge in full in November. ● Wondering about the demographics of the people leaving membership. <ul style="list-style-type: none"> ○ Could possibly get additional information about this in the future. ● During times of great crisis people are reassessing as well. ● Do we see much coming in from non members - not a lot of people but people have been sending contributions. <p>Approved unanimously</p> <p>Motion to approve January 2 meeting minutes with the friendly amendments to list Sara Ford as in attendance and striking “There is also a public hearing provision here” (2nd sentence in the 4th bullet point). First: Kat Sherman Second: Sara Ford Approved unanimously</p>	

Motion to accept monitoring report II H. Communication and Counsel to the Board as compliant as indicated.

First: Kat Sherman

Second: Rich Lau

Discussion:

- Aspirant status for Veronica with the UUA
 - Need: minister recommendation, background check, and sponsorship from a congregation.
 - This congregation sponsorship shows that she has a relationship with a congregation and that we support her in her discernment journey.
 - Gives access to UUMA (professional association for UU clergy) - which provides a lot of support.
 - Is there any problems with having multiple aspirants coming from our congregation? No - having more actually makes it easier in some ways.
 - Our sponsorship does not mean that we pay for their UUMA memberships

Motion within a motion to accept a resolution that states:

Whereas Veronica Nordeng DeVillez has been a member of Unity Church-Unitarian since 12/30/2020, has served as a Worship Associate from April 2025, and is an active participant in congregational life
RESOLVED that Unity Church-Unitarian will sponsor Veronica Nordeng DeVillez as an aspirant to Unitarian Universalist ministry.

First: Kat Sherman

Second: Taylor Burr

Approved unanimously

Motion within a motion to accept a resolution that states:

Whereas, the Board of Trustees formally and explicitly adopted a resolution in December 2016 designating Unity Church-Unitarian as a sanctuary congregation;

Whereas such adoption is consistent with Unity Church-Unitarian's current Ends statement, adopted in 2025, to yoke ourselves to demands, sacrifices, and hard work of antiracism, multiculturalism as well as evangelizing love to meet the deep and abiding hunger in all of us;

Whereas, the congregation has broadly, actively, and intensely worked to counteract the current unconstitutional immigration actions in Minnesota, clearly indicating the congregation's broad support to end the enforcement and the resulting injustices,

RESOLVED, Unity Church-Unitarian as an institution opposes unconstitutional inhumane immigration action on moral, theological, ethical and human justice grounds, and authorizes the Executive Team to speak on the church's behalf to counteract the injustices that such actions perpetuate.

First: Rich Lau

Second: Jane Prince

Discussion:

- Thinking about the surge language that this might be too limiting science it is federal language that they might stop using while still doing unconstitutional immigration enforcement
- This allows our ET to speak on behalf of the church and saying that our church has taken this explicit position.
- This is also a signal for other churches in the area.
- Feels like an important moment for this type of resolution.
- What happens with this language / resolution once it is passed? The board should probably do a walk and talk with this.
- Make sure that this is recorded for future boards
 - Policy team update board policy to reflect this resolution adoption
- Would be interested in having conversations around larger language in the future and starting a process ahead of time for figuring this information out.

Roll call vote:

Taylor Burr - Aye

Claire Cooke - Aye

Debbie Cushman - Aye

Molly Flattum - Aye

Sara Ford - Aye

Richard Lau - Aye

Jane Prince - Aye

Kat Sherman - Aye

Marcia Hayes - Aye

Approved unanimously

Motion within a motion to approve the Corporate Resolution to Re-assign Authority for Ameriprise Account as stated on pages 69 & 70 of the board book.

First: Debbie Cushman

Second: Kat Sherman

Discussion:

None

Approved unanimously

Motion within a motion to approve Corporate Resolution to Re-assign Authority for Franklin Templeton Investment Account as stated on page 71 of the board book.

First: Kat Sherman

Second: Rich Lau

Discussion:

None

Approved unanimously

	<p>Motion within a motion to approve Corporate Resolution to Re-assign Authority for Vanguard Account as stated on page 72 of the board book. First: Kat Sherman Second: Rich Lau Discussion: None Approved unanimously</p> <p>Strategic Initiatives:</p> <ul style="list-style-type: none"> • Has there been push back from the congregation about our relationship with Isaiah - there had been prior to our current relationship. There is lots of complicated history and relationships between different faith organizing groups in MN in the past. • House of hope playground reconstruction update? Wanting to know about this and how it will impact our RE. They are at the stage where they have put out several proposals. <p>Approved unanimously</p>	
10:45	<p>Board Committee Consent Agenda (reports)</p> <ul style="list-style-type: none"> • Evaluation • Future Vision • Linkage • Recruitment • Reparations 	<p>Kat Taylor Molly Rich Jane</p>
	<p>Motion to accept the consent agenda for the Evaluation, Future Vision, Linkage, Recruitment, and Reparations committee reports as being compliant as written? First: Sara Ford Second: Kat Sherman Approved Unanimously</p>	
10:50	<p>Board Committees for Discussion</p> <ul style="list-style-type: none"> • Discussion of committee charges 	
	<p>Evaluation charge:</p> <ul style="list-style-type: none"> • In addition the congregational survey this committee is also considering to how to track ET policy compliance. <p>Future Vision charge:</p> <ul style="list-style-type: none"> • Wondering how this is different than linkage and evaluation - Landscape analysis from a much higher level for future ends creation - research to understand the future that is coming. Data crunching and research. <p>Linkage charge:</p> <ul style="list-style-type: none"> • Thinking about our relationships with organizations beyond the COMT's partner organizations. Building deeper relationship connections to those. <p>Recruitment charge:</p>	

	<ul style="list-style-type: none"> Want broad recruitment from our congregation utilizing two not board members to help this committee. Goal - not be a self perpetuating board. First half of the year - recruit 3 new board members. Second half of the year - think about how we as a congregation can be more intentional about creating leadership development opportunities. Reparations: <ul style="list-style-type: none"> Want to strengthen connections with the indigenous justice team Wanting to make sure that the congregation is engaging in our current reparations work before moving on to a new kind of reparations work as a board. 	
11:05	<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> <p>Intro the discussion with Oscar, and KP having their points. This practice was starting with the previous set of ends. How should we change that? And rather than go within, how do we see patterns among us?</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	BOT Reflection and Problem Solving and communications	Trustees

[Upcoming Reminders](#) – MARCH

NEXT SIX Wellspring Wednesdays- Interconnected Roots of Oppression

Reading and Host – Jane

State of the Congregation – Debbie – **NEED Volunteer**

March CommUnity column (due February 15 to Martha) – Marcia

NEED VOLUNTEERS:

Column: November

State of Congregation: March, July, August

Review of [Resource Library](#) / 2 Standard Board Meeting Documents

Zoom attendance – the link is there, but let me know

Perpetual Calendar

Committee Assignments:

- Evaluation: Kat (Convener), Sara, Taylor
- Future Vision: Taylor (Convener), Kat
- Linkage: Molly (Convener), Marcia, Rich

- Nominations: Rich (Convener), Jane, Debbie
- Reparations: Jane (Convener), Molly, Sara
- Grievance (as needed): Marcia (Chair), Claire (Secretary), Debbie, Rich
- Policy (as needed): Rich, Kat

Day	When	Event
Sunday	BoT mtg - 20 days	Reminder email to Convener that minutes are due in 7 days
Sunday	BoT meeting- 13 Days	Conveners should email Secretary and cc the Chair: - minutes - request for time on the agenda
Tuesday	BoT meeting- 11 Days	ET, Chair, Vice Chair meet to discuss agenda
Thursday	BoT meeting - 9 Days	Final Agenda sent to Secretary Motions detailed in Exec agenda
Saturday	BoT meeting - 7 days	Secretary sends draft book to ET for final reports
Sunday	BoT meeting - 6 days	Board Book due. Review committee minutes, initial ET reports
Saturday	2nd Saturday	Board Meeting
	After BoT meeting	Submit previous month's approved meeting minutes to Martha (Secretary)
Varies	15th	Trustee column due to Martha
	Meeting until End of Month	Hold Committee Meeting Prepare notes

Dietary Restrictions

Oscar

- No peanuts, lentils, chickpeas

Laura

- No clams

Taylor

- Gluten free
- No sweets

Column:

- Resolution - see what oscar says in his sermon
- Appreciation for how this community has shown up