

Unity Church-Unitarian
Meeting Agenda of The Board of Trustees /March 14, 2026

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>	Jane Everyone
	<p>What’s going right?</p>	All
9:05	<p>Reflection Intention: We’ll take some time to discuss our practice to set an intention in service to our antiracist multicultural ends. Think about what you selected last month. How can we move to observing our practices among each other? How could we adapt this practice?</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 	Everyone in quiet reflection
9:25	<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>	Debbie Taylor Oscar
	<p>Reflection 1:</p> <ul style="list-style-type: none"> ● Sources of connection - front desk, musical rehearsals, chalice circle (and facilitators meeting), welcome team, MILA, worship. ● Feel encouraged by this place’s response to this moment. And also feeling worried with ice supposedly leaving that we might lose this moment - how do we not lose what we have gained - this moment. ● Congregants seem more ready to hear calls. People come for guidance, support comradery, people to walk with. Hoping that this continues. ● Appreciates that at Unity you don't have to always explain what has gone wrong - the misdistribution of resources. So many people don’t see that so glad that people here know that. ● How do you take the anger and make it into a clean burning fuel. Together figuring out where we put our time and resources because it is hard to know. <p>Reflection 2:</p> <ul style="list-style-type: none"> ● Sources - Wellspring Wednesday sessions on racial capitalism 	

- Appreciate the format of people being introduced to something that they have not thought about and breaking off into smaller more intimate groups.
- The sharing of personal experiences. For some people these topics are new to them and for some it is very part of our story - this work is inside our walls and impacting us as well. Our liberation is bound up in each others - not just external
- 22 year old - two months into coming to Unity brought her parents. Also had an 80 year old at their table both very into the conversation.

Reflection 3:

- January and February - very much in crisis response mode on a compressed timeline. Proud of both how staff and congregants expressed the ministry of the church during this time.
- Now we are outside of crisis response and transitioning into how we move forward. Still have urgent needs but the pace has slowed down a lot so that we can also focus on longer term things.
- Slide show with more details!
 - Growth in average attendance over time - both online and in person (over 4 years).
 - Our membership has steadily decreased over this time.
 - Why?? We do not know!
 - Wondering what is average age. Wondering about RE attendance.
 - Movement church - the movement is larger than the membership of the church. Felt sense of affinity because the church is part of the movement.
 - Level of uncertainty that makes it hard to make a pledge that impacts member numbers.
 - Wondering if there is also a trend when thinking about people giving their savings to very urgent needs - shift in giving?
 - Is this a shift from pledging to meeting specific needs - do we need to change the way we think about operating funding?
 - What goods does membership bring and the church as a whole? How do we talk to people about this?
 - Have been doing fund a need at the auction to think about this shift.
 - Would be more concerned if the trend was reversed - rising membership with falling attendance.
 - Membership is defined in the bylaws - changing this would be a board conversation with the congregation.
 - Money as a proxy for commitment (used in membership)
 - Moral belonging - what does that mean in combination with the idea of membership.

	<ul style="list-style-type: none"> ○ Thinking of being in relation with communities outside of ourself and outside of our membership. In ministry with people who you are some level of accountable to that is larger than the membership. ○ Thinking about the devotion of time vs funds - thinking about young people and lower economic circles and how those aren't counted towards membership. ○ Access around people who have money - tension around who gets the ministers time. ○ Spiritual value to take care of what we have here - stewardship. ○ Acknowledging the history of wealth in this church but not necessarily rejecting our church or our past but recognizing it. ○ Self governance as a core value. 	
9:50	<p>Generative Conversation: (30 min)</p> <p>Given the hungers of this moment, how is the Board listening to the Moral Owners who should inform our next steps? This moment has brought many speakers. Who informs our sense of the purpose of this church, and how are we listening to them? How are we connected to that hunger? How do we metabolize that hunger and use this to guide our work? What could a Moral Ownership relationship look like for the Board?</p>	Everyone
10:20	10-minute Break	
10:30	<p>Consent Agenda</p> <ul style="list-style-type: none"> ● Approve February 14, 2026, BOT Meeting Minutes ● Monitoring Reports <ul style="list-style-type: none"> ● II G. Conflict of Interest including disclosure forms ● II I. Facilities Planning 	Board, ET
	<p>Motion to approve the February meeting minutes and II I. Facilities Planning as being compliant as indicated.</p> <p>First: Debbie</p> <p>Second: Claire Cooke</p> <p>Vote: Motion approved unanimously</p>	
10:35	<p>Monitoring Reports for Discussion:</p> <ul style="list-style-type: none"> ● II B. Staff Changes ● II H. Communication and Counsel to the Board ● II E. Financial Condition 	Board, ET

Motion to approve II B, Staff Changes, as compliant as stated.

First: Sara Ford

Second: Taylor Burr

Discussion:

- Hired Meleah Houshnecht for Manager Ministry Outreach Teams
 - Starting July 1
 - Has recently graduated from seminary and is currently doing an internship
 - Working towards becoming a UU minister
 - History public policy

Vote: Motion approved unanimously

Motion to approve II H. Communication and Counsel to the Board, as compliant as stated.

First: Molly Flattum

Second: Jane Prince

Discussion:

- Oyate Hotanin grant
 - Why is the church involved rather than Oyate Hotanin being - contract needs to be with us since we are their fiscal agent.
 - Think the 10% for admin will cover this work.
 - Working with the executive director at Oyate Hotanin and she seems to be really organized and motivated.
 - State is developing the contract and that could take 6 weeks.
- Possibly purchasing a nearby condo that is on the market for the Hallman ministerial intern instead of our next door duplex which is not well suited for this purpose.
 - Thinking of using the duplex for other purposes with the church. Lots of different opportunities with this.
 - Looking to possibly use a bequest from Craig Stowell for this purpose.
 - Board role - making sure this does not put us in fiscal jeopardy. We will be getting more information and asking lots of questions.
 - Wondering about cost - financial situation now and over time. Sources for funding now and overtime.

Motion to within a motion to pass the following resolution:

Be it resolved that Laura Park Executive Director is authorized to conduct the business of securing the bequest from Craig Stowell's retirement accounts and may sign any documents on behalf of Unity Church of St. Paul in relation to this work.

First: Debbie Cushman

Second: Sara Ford

Vote: Motion approved unanimously

	<p>Motion to approve II E. Financial Condition, as compliant as stated. First: Claire Cooke Second: Jane Prince Discussion:</p> <ul style="list-style-type: none"> ● Ended the year, very much in the black. Not operating income positively ahead of expenses. That money will be incorporated into net assets. The ET may ask us to restrict some of that money but they need to be reviewed more deeply first. ● Did not have to use anything from the future staff compensation fund because of the employee retention credits. ● Doing a big lift to get fund clarity but the April 20th deadline. Trying to figure out the restricted funds because there is a legal process to move them if we can not figure it out. <ul style="list-style-type: none"> ○ Julie hopes to go down to ¾ time after this is finished. <p>Vote: Motion approved unanimously</p> <p>Motion to Approve the engagement letter with Schechter, Dokken, Kanter for a financial review. First: Debbie Cushman Second: Molly Flattum Discussion:</p> <ul style="list-style-type: none"> ● There was a paragraph in there about our data use and checking in with SDK about if it is possible to remove that but wanting to move forward with this review either way. <p>Vote: Aye 6 One abstention Motion passes</p>	
11:10	<p>Board Committee Consent Agenda (reports)</p> <ul style="list-style-type: none"> ● Evaluation ● Future Vision ● Reparations 	Kat Taylor Jane
	<p>Motion to accept the consent agenda for the Evaluation, Future Vision, and Reparations committee reports as being compliant as written? First: Molly Flattum Second: Claire Cooke Vote: Motion approved unanimously</p>	
11:15	<p>Board Committees for Discussion</p> <ul style="list-style-type: none"> ● Linkage ● Recruitment 	Molly Debbie
	<p>Motion to accept the Linkage committee report as being compliant as written?</p>	

	<p>First: Marcia Hayes Second: Molly Flattum Discussion:</p> <ul style="list-style-type: none"> • There are a lot of opportunities for linkage so where do we start - important to just start. • Attend a service at white bear lake and try to meet some of their board members. See what it is like to build relationships with other churches. Practicing this work. How do we do it? Looking to find a Sunday for board members to go visit. <p>Vote: Motion approved unanimously</p> <p>Motion to accept the Recruitment committee report as being compliant as written? First: Debbie Cushman Second: Molly Flattum Discussion:</p> <ul style="list-style-type: none"> • Updates regarding non trustee members of the committees. <ul style="list-style-type: none"> ○ Reached out to Ari and have not heard back ○ Steve Lewis who has done human resources did say yes. Will be joining the next committee meeting. <p>Vote: Motion approved unanimously</p>	
11:30	<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>	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>	Trustees

Upcoming Reminders – April

Reading and Host – Sara

State of the Congregation – Jane, Sara *Committing to Unity March 31, 6:30-8:30*

April CommUnity column (due March 15 to Martha): Debbie. Joyful Visions is theme.

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