

Unity Church-Unitarian  
Meeting Minutes of The Board of Trustees / March 8, 2025

Time	Item (Use Double Helix & Antidotes Worksheets during meeting)	Name
9:00	<p><b>Light Chalice &amp; Reading</b>            “We light this Chalice as a symbol of our faith, the light of truth and the warmth of love.”  <b>Read Covenant around the table</b></p>	<p>LauraSue  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? And given our agenda and meeting content, <b>what</b> antiracist multicultural dimensions or ramifications feel relevant and focus your attention? Pay particular attention not only to the personal "within" but to group dynamics "<b>among</b>" and realities "<b>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>            Use the <a href="#">State of the Congregation Blank Form</a> to help guide your reflections. Integrate your anti-racism/multiculturalism lenses as part of your check-in</p>	<p>LauraSue, Marcia, &amp; Laura Park</p>
	<p>Sources: sanctuary team, listening sessions, auction</p> <ul style="list-style-type: none"> <li>● Reaching out to work with partners (first Universalist)</li> <li>● Looking to expand the scope of what sanctuary means - to include internally displaced people and trans people</li> <li>● Felt both open hearted engagement and urgency</li> <li>● A want to ground their resistance in faith. Feel this is important but also not sure how to do that.</li> <li>● Working both among and beyond</li> <li>● Trajectory of discussion during listening sessions - moving towards anxiety and wanting leadership from the church during this time</li> </ul> <p>Sources: service, listening sessions, mealtime</p> <ul style="list-style-type: none"> <li>● Grateful for the trainings that we will get on Sundays to prepare us for action</li> <li>● Connection and knowing there are other people doing the work</li> <li>● A want to do something bigger with the congregation to take action</li> <li>● Excited / grateful to be giving youth a very specific UU practice that can be done as a family to share our belief (mealtime)</li> </ul>	

	<p>Sources: many</p> <ul style="list-style-type: none"> <li>• People wanting to put their support and privilege to good use to disrupt the harm that they see in the world</li> <li>• People are putting their resources towards the church for our mission</li> <li>• People are starting to understand how their generosity is spiritual / a theological practice - around how we think about giving and how we invite people into this.</li> <li>• Getting procedures in place to respond to important moments</li> <li>• Staff collaboration with the congregation to move projects forward has deepened</li> </ul>	
9:33	<p><b>Generative Conversation: (30 min)</b></p> <p>Continuing our discussion of sources of authority, what does it mean to give ourselves over to a source of authority? What does a source of authority ask of us? What do we ask of the source? What are the paradigm changes that happen for us when we lean into a source of authority? Where are the resistance points? How do we handle conflict that will inevitably arise? When our values that rub against those of our source of authority, what practices can we both individually and as a board employ to more fully understand and commit to the common vision, despite the complexity?</p>	Everyone
	<ul style="list-style-type: none"> <li>• Spiritual discipline of staying at the table even when we do not exactly see eye to eye if we have a shared overall goal - overcoming the white supremacy characteristics of power hoarding and fear of open conflict</li> <li>• Who has access to the authority - the ego and privilege involved with this IF it is seen as a status symbol. It is a form of control. But it is not supposed to be about that. How do we get around this. Impacts how the relationship will go even before it starts.</li> <li>• Importance of humility.</li> <li>• How do we back up our sources of authority when things are questioned or things are put to the test.</li> <li>• Power / ownership vs authority. Authority has trust. We honor that relationship. We find something meaningful and truth there. There is an invitation to be present - we choose it. It is about an encounter. How do we regularize that encounter so that we build trust? Continual proximity is critical for the development of authority rather than power.</li> <li>• Thinking about who holds these relationships with the commission. Specifically the racial justice team. How do we interact with the COMTs around this? Weaving them and their relationships into this process.</li> </ul>	
10:10	<b>10-minute Break</b>	
10:20	<p><b>Consent Agenda</b></p> <ul style="list-style-type: none"> <li>• Approve February 8, 2025, BOT Meeting Minutes</li> <li>• Monitoring Reports <ul style="list-style-type: none"> <li>◦ IIB. Staff Changes</li> </ul> </li> </ul>	Board, ET

	<ul style="list-style-type: none"> <li>o IIE. Financial Condition (should membership report be placed here to provide context?)</li> <li>o IIH. Communication and Counsel to the Board</li> <li>o Facilities Planning</li> </ul>	
	<p>Motion to approve the consent agenda with the correction of the date on the February Minutes (p.11 of the board book).  First: Schlatter  Second: Duffus Boyd  Approved - motion passed unanimously</p>	
10:30	<p><b>Monitoring Reports for Discussion:</b></p> <ul style="list-style-type: none"> <li>• I.B. Update on Strategic Initiatives</li> </ul>	Board, ET
	<p>Report postponed. Will be shared with the board at least a week prior to the Ends imagining retreat on March 28th.</p>	
10:40	<p><b>Board Committee Consent Agenda (reports)</b></p> <ul style="list-style-type: none"> <li>• Evaluation</li> </ul>	Marcia
	<p>Motion to approve Board Committee Consent Agenda  First: Louise  Second: Hayes  Approved - motion passed unanimously</p>	
10:45	<p><b>Board Committees for Discussion</b></p> <ul style="list-style-type: none"> <li>• Ends Process (15 minutes) <ol style="list-style-type: none"> <li>1) Initial discussion re: pre-work for the March retreat</li> </ol> </li> <li>• Reparations (10 minutes)</li> <li>• Recruitment (10 minutes)</li> <li>• Policy/Bylaws (20 minutes) <ol style="list-style-type: none"> <li>1) Staff/Volunteer &amp; Member/Visitor conduct</li> <li>2) Policies re: how our values and actions align with current law</li> </ol> </li> </ul>	<p>Claire   Jackie  Louise  LauraSue</p>

Motion to approve Ends committee report

First: Livesay

Second: Schlatter

Discussion:

- Next steps to prepare for the Ends creation retreat
  - Readings from D.
  - Reading through all raw data
  - Reading through summarized, coded data (coming after 3/14)
  - Read ET report
  - Dance, Draw, Dramatize activity preparation

Approved - motion passed unanimously

Motion to approve reparations committee report

First: Hayes

Second: Cooke

Discussion:

- Next steps:
  - Sub committee meeting with Trahern Crews to frame what we might talk about together at the May board meeting
  - Have Trahern Crews at the May board meeting for discussion
  - Discuss as a board in April about our process and procedures for releasing money from the fund
  - Proactively do some education about the currier fund with the congregation
  - Part of the discussion was for making sure Trahern Crews' name is spelled correctly

Approved - motion passed unanimously

Motion to approve recruitment committee report

First: LauraSue

Second: Lackie

Discussion:

- Who do we want to recruit for the board (what skills, background and life experiences do we want them to have).
- Thinking about socio economic status, youth, reflecting the congregation

Approved - motion passed unanimously

Motion to approve Policy and Bylaws report

First: Jackie

Second: Louise

Discussion:

- *\*\*Shared thoughts and discussed policies - did not vote on actual policy changes.\*\**
- II.K

	<ul style="list-style-type: none"> <li>○ #4, ET thinking that we should take out #4 for clarity and because it is not necessary to define the intent of the limitation. Covered by other points within the limitation.</li> <li>○ #5, ET is fine with adding the specificity - thinking about where does the board's voice stop.</li> <li>● II.B <ul style="list-style-type: none"> <li>○ #3, This would be a significant change - this would change what the sanctuary looks like through a board policy. - chancelle, pulpit, and organ loft.</li> <li>○ #4, remove and reconsider - think about changing the language - policy and bylaws team will continue to work on this.</li> <li>○ #6, taking out and asking the ET to come with a redraft of this language.</li> </ul> </li> <li>● II.H. <ul style="list-style-type: none"> <li>○ #6, adding official positions that were already taken. Updating language to marriage equality. Looking for hard copies of this specific language. <ul style="list-style-type: none"> <li>■ Thinking about statements of conscience that are adopted yearly at the general assembly.</li> </ul> </li> </ul> </li> <li>● II.A. <ul style="list-style-type: none"> <li>○ Pulling this policy for the moment to further discern this language.</li> </ul> </li> <li>● Will come back with exact changes to each policy and vote on actual policy changes at the April meeting.</li> </ul> <p>Approved - motion passed unanimously</p>	
11:45	<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>  "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>	Louise
12:00	<p><b>BOT Reflection and Problem Solving and communications</b></p>	Trustees