

Unity Church-Unitarian

Meeting of The Board of Trustees / October 16,2021

Board of Trustees (BOT) members present: Clover Earl (Chair), Alex Askew (Secretary), Jackie Smith, Jennifer Tong, Louise Livesay-Al, Jess Landgraf, Mary Hernandez, Justin Cummins, Kevin Harris

Executive Team (ET) members present: Barbara Hubbard, KP Hong, Kathy Hurt

Time	Item	Name
9:00	<p>Light Chalice Check-in Question – A quick embodied exercise. <i>“We tend to cling--I envy the tree, how it reaches and never holds”</i> At the end of this month we will be a quarter of the way through our interim year; a year of significant change. The only way to make room for the new is to let go of some of what we have been holding onto. What did you notice about what you are clinging to, and what you are willing to let go?</p>	Clover
	Clover Earl called the meeting to order at 9:01 am and lit the chalice.	
9:20	Consent Agenda -- Approve September 2021 Meeting Minutes	
	Jess Landgraf moved to accept the consent agenda. Louise Livesay-Al seconded the motion. The motion passed unanimously.	
9:25	<p>Monitoring Reports IIB. Staff Changes IID. Financial Planning - Budget Review/Approval (40-minutes) IIE. Financial Condition IIG. Conflict of Interest IIH. Communication and Counsel II J. Anti-Racism and Racial Healing</p>	Executive Team
	<p>Justin Cummins moved to accept the Executive Team report as demonstrating compliance with IIB (Staff Changes). Mary Hernandez seconded the motion. The motion passed unanimously.</p> <p>Alex Askew moved to accept the Executive Team report as demonstrating compliance with Policy IID (Financial Planning). Jess Landgraf seconded the motion. The motion passed unanimously.</p> <p>Jess Landgraf moved to accept the Executive Team report as demonstrating compliance with Policy IIE (Financial Condition). Justin Cummins seconded the motion. The motion passed unanimously.</p> <p>Louise Livesay-Al moved to accept the Executive Team report as demonstrating compliance with Policy IIG (Conflict of Interest). Mary Hernandez seconded the motion. The motion passed unanimously.</p> <p>Louise Livesay-Al moved to accept the Executive Team report as demonstrating compliance with Policy IIH (Communication and Counsel). Alex Askew seconded the motion. The motion passed unanimously.</p>	

	Jess Landgraf moved to accept the Executive Team report as demonstrating compliance with Policy IJ (Anti-Racism and Racial Healing). Justin Cummins seconded the motion. The motion passed unanimously.	
10:15	Board Sub Team Reports <ul style="list-style-type: none"> • Evaluation ST report (ET report out on staff survey issues) • Policy ST report • Linkage report • Financial Task Force / Transitions 	Justin Justin Jackie
	<p>Evaluation Sub Team: Board self-evaluation is due on Tuesday, October 26. We plan to have a robust conversation at the November board meeting about the results, plans for onboarding new trustees, etc.</p> <p>Policy Sub Team: Nothing to report at this time.</p> <p>Linkage Report: Nothing to report at this time.</p>	
10:25	10-minute Break	
10:35	Board Capacity ST report (45-minutes)	Alex
	<p>Clover Earl recused herself from this section of the meeting.</p> <p>The Board Capacity Subteam presented all documentation regarding the slate of potential board candidates, along with a recommendation.</p> <p>Jess Landgraf moved to vote to create a slate of trustees to present at the annual meeting of the congregation in November. Alex Askew seconded the motion. The vote was 4-4, failing.</p> <p>Justin Cummins moved to vote to create a slate of candidates over virtual means over the next week. Alex Askew seconded the motion. The vote was 7-0-1, passing. The Board Capacity Subteam will facilitate the next steps in this process and update the board via email.</p> <p>Conversation agreed on an intention to set a more comprehensive board slate determination process for future years, a meeting to discuss will be held before year end.</p>	
11:20	Board Business <ul style="list-style-type: none"> • Soul Work 9/25 Session – graphic (KP) • BOT Self-evaluation Tuesday 10/26 deadline • November Annual Meeting Agenda Review • December gathering yearend celebration/meeting 	
	Soul Work Graphic: The board reflected on this image and utilized it as a check-out for the meeting.	

	It was announced that Louise Livesay-Al was elected to serve in 2022 as the Board Chair. Alex Askew was elected to serve in 2022 as the Board Secretary.	
11:45	Check-out Question: Take a moment to call to mind your Intercultural Development Plan, or the practices at the growing edge of your antiracist multicultural work. In what specific ways did you tune in and engage with those practices during today's meeting?	Everyone
	Extinguish Chalice	Clover
	Clover Earl extinguished the chalice at 12:18 pm and closed the meeting.	
12:00	BOT Reflection and Problem Solving	Trustees

Respectfully submitted by Alex Askew, Secretary.