

Unity Church-Unitarian

Meeting Minutes of The Board of Trustees / April 13, 2024

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.” Read Covenant around the table</p>	Debbie Everyone
9:05	<p>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?</p>	Everyone in quiet reflection
9:08	<p>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</p>	LauraSue, Claire, Laura
	<p>Welcome visitors, Rev. Dr. Oscar Sinclair, Ministerial Candidate 2024, and Ray Wiedmeyer.</p> <p>The focus of the congregation has been recently on our Candidate for Senior Minister and on Candidating Week. Sensing the congregation’s trust, though some are experiencing some initial concern and surprise at the demographic of the Candidate (white, straight, CIS, married, etc.). Now having met Rev. Sinclair, and as they have learned more about him, they’ve been more relaxed and are feeling like the process has been fair, transparent, and thorough. They’re also accepting logistical details about the upcoming Special Congregational Meeting.</p> <p>Considering COA, KP’s service, Wellspring Wednesday, Barbara Hubbard’s retirement ceremony and celebration (a healthy and good good-bye). The church is prepared and ready for the next chapter.</p> <p>Looking at our end “Create a multicultural spiritual home...” and how important, sacred, and vulnerable it is to give your heart to something. KP shared this with the youth, that we make this place our home by showing who we are. There are red flags, though. Are we a safe place for People of Color? Can this be their place, too? What is our capacity to hold the complexity to be in relationship? We have seen some growth and maturity, but White Supremacy Culture is culture. It’s in the air we breathe. Do we have the ‘Among-Capacity’ that can allow us to reach for our Multicultural/Antiracist ends? Are we building it? Can we ask each other to come into accountability? Building a sense of responsibility that it’s everybody’s work. Culture is communal, change is for all of us. I see the potential. We’re changing, but without the recognition of where we are, we can’t move forward.</p> <p>How is the congregation entering into this moment? More mature, moving with more intention, engagement, responsibility, recognition of who we are with our imperfections. This is about relationship. Different from 2 years ago. Appreciation for everyone involved – process, boundaries, optimism, and warmth.</p>	

	<p>Follow-up comments from BOT –</p> <ul style="list-style-type: none"> - Lifting up bravery. - We will grow until we don't want to grow anymore. Hard to hold both. - We would not be ready for this time if we hadn't traveled through what we've traveled through. Considering newcomers and youth – where are the young people? - Appreciating the practice of discussion. Spiritual, communal, ends bias, so exciting. 	
9:40	<p>Generative Conversation: Policy I.D. states: “The Moral Owners of Unity Church-Unitarian are members of Unity Church-Unitarian and others who yearn for the Beloved Community and see Unity Church-Unitarian as an instrument for its realization. The Beloved Community is engaged in the work of the spirit. It is community at the highest level of reality and possibility, where love and justice prevail.”</p> <p>As we consider concrete next steps with reparations and prepare to renew our Ends, we strive to clarify linkage with our moral owners. What parts of policy I.D. speak to you clearly and what questions does it evoke for you?</p>	Everyone
	<p>The Board and ET carried out a conversation about what it means to be a moral owner (even what the concept of moral ownership means), who Unity's moral owners are, how we live in authentic relationship with our moral owners.</p>	
10:10	<p>Currier Fund on Reparations Discussion: (20 min) review the structure of the arc of conversations on what to do with the funds (See handout)</p>	Everyone
	<p>Discussion on upcoming and ongoing work the Board will engage in to determine our next steps around reparations. The Board will have several key activities to engage in over the next year and into 2025.</p>	
10:30	<p>10-minute Break</p>	
10:40	<p>Congregational Meeting Agenda and Board Tasks/logistics (20 min)</p>	Everyone
	<p>Discussion on the upcoming Special Congregational Meeting. See minutes from meeting attached.</p>	
11:00	<p>Consent Agenda</p> <ul style="list-style-type: none"> • Approve March 9, 2024 Meeting Minutes • Monitoring Reports <ul style="list-style-type: none"> ○ IIB. Staff Changes ○ IIH. Communication and Counsel to the Board ○ IIA. ET Constraints 	
	<p>Approval of March 2024 Minutes – Moved: Kevin Ely Second: Claire Cooke</p> <p>Corrections to made to the March minutes to reflect that the Bylaws draft was approved.</p> <p>Motion was approved unanimously.</p>	

	<p>Approval of Monitoring Reports as being compliant with Governing Policies – Moved: Marcia Hayes Second- Kevin Ely</p> <p>The Motion was approved unanimously</p>	
11:03	<p>Monitoring Reports for Discussion</p> <ul style="list-style-type: none"> ○ IIE. Financial Condition: <ul style="list-style-type: none"> -Motion to approve the Executive Team accepting the funds from the grant between the St. Paul Foundations and Border CrossSing for compensation for Ahmed Anzaldua. -Motion to approve Cowtan Housing Allowance 	Laura
	<p>Approval of Monitoring Report IIE:</p> <p>Motion to approve ET accepting funds from grant between St. Paul Foundation and Ahmed Anzaldua, Director of Music Ministries: Moved-Second-</p> <p>The Motion was withdrawn to May 2024 meeting.</p> <p>See addendum to Board minutes regarding special Board vote on this matter in Board Effect.</p> <p>Motion to approve Rev. Cowtan Housing Allowance. Moved: John Steiner Manning, Second: LauraSue Schlatter</p> <p>The Motion was approved unanimously.</p> <p>Discussion: Were there additional costs associated with the housing allowance clerical error? Laura Park will check and inform the board at the May meeting</p>	
11:05	<p>Board Committees Consent Agenda</p> <ul style="list-style-type: none"> • Transitions • Policy/Bylaws (See report) 	Kevin LauraSue
	<p>Approval of Board Committees Consent Agenda: Moved-John Steiner-Manning, Second-LauraSue Schlatter</p> <p>The motion was approved unanimously</p>	
11:10	<p>Board Committees for Discussion</p> <ul style="list-style-type: none"> • Evaluation (15 min), 1) surveying the MST a post-process (but also wondering if that lives with Transitions or the MST themselves), and 2) some ideas about connecting with moral owners re: renewing the Ends, etc.) • Recruitment (15 min) What qualities, experiences, and skills do you think we should prioritize as we recruit for new board members? What struck you about the results of the Recruitment Committee survey as you consider this question? 	Debbie LauraSue
	<p>Approval of Board Committees</p> <p>Evaluation: Moved-Kevin Ely, Second-Claire Cooke</p> <p>The motion was approved unanimously.</p>	

	<p>Discussion: The Board will engage in a longer conversation later about how to survey known members of the Beloved Community. Time sensitive: How to best connect with MST to capture their post-MST process, individually and collectively. How does the eval committee connect with MST to support their decompressing and capture institutional memory during the search.</p> <p>Questions: where does this get housed? Transitions or Evaluation? How is this different from their charge that they would report to the board? Is this additional? (depends on what's in the report)</p> <p>Lives in several committees. Make sure to check in with each other.</p> <p>Release of MST, formally (transitions team)</p> <p>Individual meetings or group?</p> <p>****</p> <p>Recruitment: Moved-Marcia Hayes, Second-Debbie Cushman</p> <p>The motion was approved unanimously.</p> <p>Now the Recruitment Committee is asking the Board to take time with the survey, now spend time narrowing it down and prioritizing (homework)</p> <ol style="list-style-type: none"> 1. Reflect on data points. 2. Tease out 3 top skill and demographic areas 3. Due after Candidating week before April 22nd 4. ET is not required, already having done this work in an earlier iteration 	
11:40	<p>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?</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>	Louise
12:00	<p>BOT Reflection and Problem Solving and communications</p> <p>Board Column for May topics and Board Walk & Talk</p>	Trustees

Addendum:

Moved (Mary Baremore) and seconded (Louise Livesay) to approve the Executive Team accepting the funds from the grant between the St. Paul Foundations and BorderCrossing for compensation for Ahmed Anzaldua

for its Art in the Present Moment project. Grant agreement available on BoardEffect:

<https://unityunitarian.boardeffect.com/downloads/vfile/18925291>

Title: St. Paul Foundation Document for Ahmed Anzaldua Art in the Present Moment

Filename: St. Paul Foundation Grant Document for Ahmed.pdf

File created: 15-APR-2024 03:40:16 PM

File Last Modified: 17-APR-2024 08:21:53 AM

Location: Resource Library / Meeting Books 2024

Approval Requested: 17-APR-2024 08:21:18 AM

Results: Approved: 9 Denied: 0, Abstained: 0

Approved By:

Louise Livesay-Al on 4/17/2024 11:28AM CDT Central Time (US & Canada)

Kevin Ely on 4/19/2024 3:07PM CDT Central Time (US & Canada)

Debbie Cushman on 4/19/2024 3:20PM CDT Central Time (US & Canada)

Mary Baremore on 4/17/2024 11:12AM CDT Central Time (US & Canada)

Laura Sue Schlatter on 4/17/2024 10:47AM CDT Central Time (US & Canada)

Jackie Duffus Boyd on 4/18/2024 9:53AM CDT Central Time (US & Canada)

Claire Cooke on 4/18/2024 12:38PM CDT Central Time (US & Canada)

Marcia Hayes on 4/17/2024 10:02AM CDT Central Time (US & Canada)

John Steiner-Manning on 4/19/2024 2:34PM CDT Central Time (US & Canada)

Denied By:

Abstained By

Comments

Louise Livesay-Al

Kevin Ely

Debbie Cushman

Mary Baremore

Laura Sue Schlatter

Jackie Duffus Boyd

Claire Cooke

Marcia Hayes

John Steiner-Manning