

For October meeting

Approval of transfer of membership for Jeff Benoit

Motion made by Dan, seconded by Jane. Yes votes from Theresa, Kathy, Lucille, Chrissie out of the country

Notes from September Board and Leadership Council Meeting

What Condition is Your Tradition?

Opport-unity Fair and teams– precede with one-on-one contact

Use back side of Info rack for team information

Suggestion: board members sit at different tables each week to make contact with members

Trunk or Treat

Sign-up Oct. 2nd, 8th Require 6 cars minimum

Parking lot lights will be needed

Hallway will be alternative location in case of bad weather

Sign will feature Trunk or Treat only for Oct. 28 and 29

Games night

Tables by the windows – we can leave up. Won't interfere with Sunday services

People can bring our food and drinks

Virtual Hosts

Add instruction to YouTube page - Sharon

Teams

Discontinue requirement for board liaison since board members and Team Leaders are at the Leadership meeting

Quantum Healing Day

Need solution for collecting funds for backed potato lunch

Dan to host a Unity table

TO DO

Sharon – Team posters to back of Information Rack

Sharon – draft collaborative policy for grounds which involves Administration and Design

Dan – Organizational chart

Sharon/Jerry – secure bells

Jessica – pay tree maintenance costs from reserves

Jessica/Sharon – update membership form with new diversity statement and revised Health Communication/Relationships

Sharon – Promote Leadership training mid October

Leadership Council meeting changes to 4th Sunday at noon. – consider lunch

October 23rd meeting – discuss holiday meeting schedule.

Thanksgiving potluck

Jill/Sharon – agenda for Sunday townhall

Zoom

**Meeting September 25th following Sunday Service
(Zoom On-Line for those who need it only)**

Meeting ID: 177 417 886 Passcode: 601744 Board

Board Members: Dan Maynard (yes), Kathleen Assiff (yes), Jill Dening (yes), Jane Cloos (yes), Lucille Olson (yes), Teresa Mulford (yes), Sharon Ketchum (yes) (non-voting) Excused absence: Chrissie Shearer

Leadership Team: Jerry Podany (Admin and Project Management), Nanette Podany (yes) (Kitchen) Sue Winklestern (yes)(Design Report), ABSENT: Jeff English (yes) (Celebration), Danielle McMahon (SAGE)

11:45 am Call meeting to order:

Dan

Pray in:

Sharon

Reaffirm mission and vision statements

Dan

Agenda Accepted ~ Agenda approved as written.

Approved minutes of August 22nd meeting ~Minutes are approved as written.

Recording of E-votes for the Record –none

Recording acceptance of Jill Dening to join the board to fulfill Casey Miller’s term and position as secretary. *This term expires at the 2023 Annual Members meeting in March*

Noon Treasurer’s Report

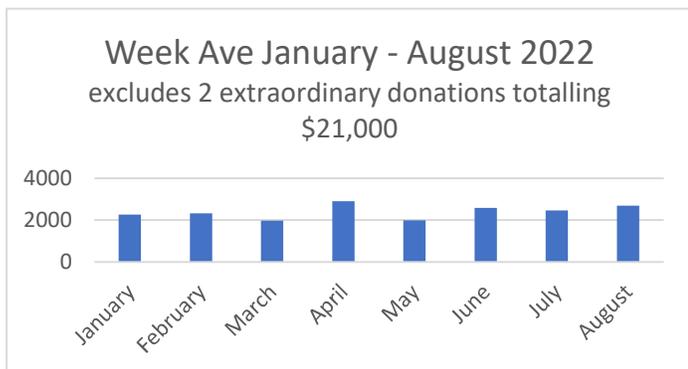
Jane

NOTE: Posting of Financials is in compliance with our bylaws

See Treasurer’s Detailed Reports–

Operational Income and Expenses for JULY 2022

	Aug 2022	BUDGET	Aug 2021	YTD 2022	YTD BGT	YTD 2021
Income	\$ 13,355	\$12,275	\$ 9,729	\$111,529	\$98,199	\$90,119
Expenses	\$ 13,316	\$14,399	\$13,613	\$119,571	\$115,140	\$105,512
Net Ord Inc	\$ 39<	\$2123>	<\$ 3,885>	<\$ 8,042>	<\$16,940>	<\$15,395>
	August 2022		August 2021	YTD 2022	YTD 2021	
Other Inc	\$<10,915>		\$ 8,000	\$46,777	\$100,487	
Other Exps	\$ 2,241		\$26,846	\$22,568	\$105,804	
Net Other Inc	<\$13,156>		<\$18,846>	\$24,209	<\$43,317>	
NET TOTAL INC	<\$13,117>		<\$22,730>	\$16,168	<\$60,711>	



Performing better than budget for income and expenses, monthly and YTD.

Actuals are better in 2022 than in 2021 for income.

Actual expenses slightly less than 2021 for August, more than 2021 YTD but we were not having full services with band for the 1st quarter of 2021

Financial Trends and Notes Townhall end of July – 9% increase in August income – see diagram

12:15 pm Future Goals/Vision

1. Renovation review and planning for Activity Room, Pole Barn Roof – Tabled until Lodge Occupancy is obtained
2. Review operational organizational structure from Team Leader meeting – **Dan working on it.**
3. Discussion of board liaisons for teams – **No longer needed as Team Leaders are at Leadership Council meeting**

12:25 pm Review of decisions made 6 months ago: March 2022 – for evaluation and follow-up

- **Approval of \$20,000 budget for upper level lodge renovations to obtain occupancy.**
- **Hire PAE plumbing for the work for the ADA bathroom and snack bar plumbing work, supplies and permits for \$3521 as per their March 19th quotation**

Current expenses year-to-date for Lodge and Deck renovation as of August: \$22, 568 (2022 expenditures)
With inclusion of deck expenses, we will finish at about 15-20% over budget.

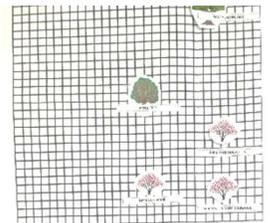
- **Recommendation to forward to bylaws team to replace the “Agreeing and Disagreeing in Love” as Appendix C as one of three requirements for membership and give them permission to edit without changing the essence (Appendix C is at end of Agenda)**
- **Accept budget for Courageous Conversations for \$7050** Budget covered by Sponsorships and SEF tithe monies

12:35 Items for the Record – Only Discuss if Action needed – Focus on the Future

1. **Event Opport-Unity Fair and Potluck August 28th – Cancelled due to Covid outbreak. ACTION: Make one on one contacts. Add team posters to Info Rack on back side.**

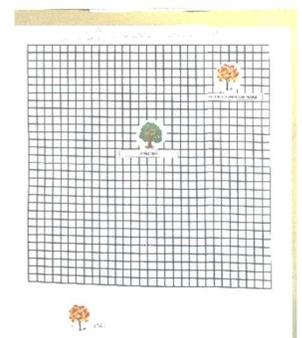
Suggestion that board members sit at different tables to connect with new people.

2. **Quantum Healing Day** –Saturday, October 15th (Sharon and Lucille) - 17 vendors. Inviting some of our Congregant’s Choice to have a “free’ booth to educate people on what they do. Dan to have a Unity table with holocracy chart
3. **Sage: Monthly Mastermind Group** begins October 2nd
4. **Sage: Healing Circle** - TBA
5. **OSAT: Games night** (Chris Janson) Scheduled by Saturday, Oct. 8th.
6. **OSAT: Trunk or Treat Saturday October 29th NEED PARKING LOT LIGHTS**



Pre sign-up. Need 6 mininum. Hallway is alternative in case of bad weather

7. Service Project? – not assigned
8. Art Community? – not assigned Note that SAGE has an Angel mural project in the works. **CJ is prepping the surface and drawing the outline of the angel wings. “Feathers” will be made by community – painted hands.**
9. **Tech Team: Virtual Ushers – ADD INSTRUCTIONS TO “CLICK ON CHAT”**



10. Memorial Meditation Forest: Sharon, G Farms, CJ Pratt – a pattern of the forest is posted and new trees are added as they are planted. After many inquiries, it looks like the planting will be one by one as the forest takes form, as opposed to a totally preplanned landscape design which would cost thousands.

12:45 TEAM Reports Discussion by exception only

Administration and Building ~ Minutes

Sub team: Technology: **SEE TECH TEAM REPORT** Canceling Streamspot for a savings of \$79/month, online views have dropped substantially. Income has not dropped.

Design Team ~ Minutes from Sept. 11

Sharon to draft a policy for adding things to the property for board to review. Needs to be collaboration between Administration and Design

Celebration (FYI) ~ Minutes from Sept. 11

Note: Piano repaired, Rachel tuning Sept. 7th **(Thank you Jerry for manufacturing piece to replace broken piece and saving \$200-\$300)**

OSAT subteams:

1. **Kitchen** ~ *Unity received significant donations of supplies from Nancy Jaehn.*
2. **Lunch Bunch** ~4 on Sept. 2, meeting at Zaytoons for October 7th
3. **Labyrinth created.** Will be used and tested. In spring, will become more permanent by putting bricks flat with the ground for easy mowing.
4. **Library, etc.**
5. **SAGE – see minutes**
6. **YFM - hiatus**

NEW BUSINESS

1:00 pm Administration:

Jerry Podany

GROUNDNS

Action: Motion to “top” the large willow closest to the building at a cost of up to \$2500 - Approved

This will prevent possible damage to the building with another wind storm, etc. Note: We have one quote from Top Notch and Jerry is getting another from Clark’s. Cleanup to be done by volunteers where it can be safely done.

Also under exploration is the moving of 2 pear trees.

Admin subteam: Bylaws

Teresa Mulford

BYLAWS

Questions on bylaw revision for the board

Inclusion Team recommends updating the Diversity Statement in our bylaws, acceptance of which is a requirement of membership.

Action: Motion to replace current diversity statement in the bylaws to the following “Inclusion Statement”:

APPROVED

Unity Spiritual Center of Lansing, its members and affiliates, welcome with love all people in every form as God’s creation. We embrace and honor the Divine within as the one common denominator that we share on our human journey.

We recognize the perfection represented in the mosaic of all humans by: race; culture; gender, sexual identity & orientation; body type; disability; economic status; neurodiversity; life experience; belief; ideas; and perspective.

We strive to expand beyond our individual unconscious biases, blinders, ignorance, and inexperience to create a space where gaps are uncovered, opportunities to be Love in Action are identified, and wholeness is realized.

We affirm and support Unity principles and programs that are non-discriminatory and inclusive in our teachings, policies, buildings, and within our communities.

We champion the course of human rights and social justice for all. However varied, we are one.

Action: to approve making a portion of “Healthy and Safe Community Interactions” (approved by the Board February 2022) recommendation to replace Agreeing and Disagreeing in love a policy instead of a bylaw

Motion: to make the first section of Healthy and Safe Community Interactions bylaw Appendix C to present to membership for approval:

In alignment with USCL’s core values, it is the intention of this spiritual community to foster a healthy and safe space for everyone.

As a member of USCL, I commit to our community agreement to treat each other with respect.

I seek to be kind, self-aware, collaborative, quick to listen and slow to judge.

I commit to co-creating healthy and safe interactions within our community by

- a. Respecting that a variety of opinions and conflict is a normal part of life.
- b. Being willing to see the need behind the conflict as opposed to becoming polarized into differences (Nonviolent communication)
- c. And defaulting to prayer to open my ears, to release any need to be right, and to discover the path of peace and kindness for all concerned.

Motion: to make the second section of “Healthy and Safe Community Interactions” policy/procedures.

(Does not need membership approval)

Knowing that our humanness may at times lead us into unskilled and unloving behavior as well as perceived unskilled, unloving behavior, USCL is committed to creating created a “Restorative Listening Team” to create a safe space to heal the unmet needs.

This team will consist of the minister and members trained in non-violent communication. Members of this team will create and hold a safe space for stories to be told without judgment and provide empathy for healing.

Should an incident in which words or actions are perceived to be unsafe, we agree to take the following actions

- a. When someone brings up an issue to the minister or a Board of Trustee member with an agreement not being met, we ask that person to come into a Restorative Circle, which may be the with one or more Restorative Team members to voice their concerns.
- b. The Restorative team asks for observations, feelings, and needs. Members of the Restorative team listen and give empathy. The Restorative Team members uses non-violent communication skills to verbalize back to the individual, observations and the needs that were unmet.
- c. The other party that was named for breaking an agreement is then brought into a separate Restorative circle and goes through the same process.
- d. Recommended Option: The agreements of respect are reaffirmed and signed by both parties
- e. Either or both parties are encouraged to participate in further healing as in one-on-one empathy, coaching, therapy, prayer, etc.
- f. If both parties are willing and able to, they may attend a third Restorative Circle together to hear each other’s side and give empathy to each other.

Old Business

Calendar - FYI

Event Rental Venue Update – No bookings, NASW (National Association of Social Workers) has not decided yet.

Board and Leadership training Nov. 18 – board only, Saturday November 19th – Board, Team Leaders and potential leaders.

Quarterly Townhall without potluck– Oct. 2nd

Agenda for Townhall?

1:30 pm, Adjourn meeting