

UUSS BOARD OF TRUSTEES MEETING
Thursday, September 22, 2022, 7:00 p.m., via Zoom and in person

Agenda



- 7:00 Welcome to Board and guests/Establish Quorum: Anara Guard
- Chalice Lighting and Centering: Anara
 - Consent Agenda Approve July meeting draft minutes
- 7:10 Guest Presentation - GA Delegates (Karen and Meg Gunderson, Maron Randall)
- 7:25 Board Business
- Reviewing Covid Policies (20 mins)
 - Board Table at Activity Fair (5 mins)
 - Congregational Meeting, Sunday October 23 (5 mins)
 - Board Goals
 - **Leadership Development - Focus in September & October (20 minis)**
 - Communication
 - Personnel, Compensation
 - Social Justice Ministry
- 8:15 Treasurer's Report: Victoria Owens
- 8:25 Ministers' Reports - Rev. Dr. Roger Jones and Rev. Lucy Bunch
- 8:45 Committee Substantive Issues if needed
- a. Program Council: Marilyn Reynolds
 - b. APMC (Administration and Property Management): Susan Davis James
 - c. FRST (Fundraising Strategy): Jed Shapiro
 - d. Nominating Committee: Hally Cahssai
 - e. Racial Justice Committee: Frances Myers
 - f. Homeless Resource Task Force/Social Justice Coordinating Council: Frances Myers
- Next Meetings:
- a. Executive Board Meeting (via Zoom): Monday October 10, at 5 pm
 - b. Board Meeting (via Zoom & in person): Thursday, October 27, 7 pm.; Jed to provide chalice lighting and centering
- Recap board decisions for September Monthly Board Update: Hally
- Closing: Anara
- 9:00 Meeting Adjournment

| Board Events | Date |
|---|------------------|
| New Member Orientation | August 2023 |
| Board Retreat | August 2023 |
| Fall Congregational Meeting | October 23, 2022 |
| Auction | November 2022 |
| Recruit - GA Delegates | January 2023 |
| Budget/Review of contracts, letters of intent | February 2023 |
| Stewardship Campaign | March 2023 |
| Spring Congregation Meeting | May 21, 2023 |

White Supremacy Culture

| CHARACTERISTICS | ANTIDOTES GUIDE |
|--|--|
| <ul style="list-style-type: none"> ▪ Perfectionism ▪ Sense of Urgency ▪ Defensiveness ▪ Quantity over Quality ▪ Worship of the Written Word ▪ Only One Right Way ▪ Paternalism ▪ Either/Or Thinking ▪ Power Hoarding ▪ Fear of Open Conflict ▪ Individualism ▪ I'm the Only One ▪ Progress is Bigger, More ▪ Objectivity ▪ Right to Comfort | <p>Create a culture of appreciation by publicly expressing gratitude for people's work and contributions</p> <p>Choose Integrity and actively refuse to participate in gossip</p> <p>Foster a culture of learning where mistakes are viewed as learning opportunities</p> <p>Understand defensiveness is linked to fear of losing power, face, privilege, comfort</p> <p>Identify other antidotes already in place within the organization and seek ways to highlight and build upon them</p> |