

UUSS BOARD OF TRUSTEES MEETING

Thursday, December 22, 2022, 7 pm, via Zoom and in person

Agenda



6:30 Welcome to Board and guests/Establish Quorum: Anara Guard

- Chalice Lighting and Centering: Frances Myers
- Consent Agenda Approve November meeting draft minutes

6:40 Board Business

- Board Goals
 - **Leadership Development**
 - Update/Planning Feb 12 reception - Anara
 - Communication (January)
 - Personnel, Compensation
 - Social Justice Ministry
- Treasurer's Report: Victoria Owens
- Budget Priorities
- Additional Board Business

7:50 Ministers' Reports - Rev. Dr. Roger Jones and Rev. Lucy Bunch

8:10 Committee Substantive Issues if needed

- Program Council: Susan Davis-James
- APMC (Administration and Property Management)
- FRST (Fundraising Strategy): Jed Shapiro
- Nominating Committee: Hally Cahssai
- Racial Justice Committee: Frances Myers
- Social Justice Coordinating Council: Frances Myers
- UUA Denomination Issues - Sally Wilkins

Next Meetings:

- Executive Board Meeting (via Zoom): January 9, at 5 pm
- Board Meeting (via Zoom & in person): Thursday, January 26, 6:30 pm.; Frances Myers, **Chalice Lighting & Closing Need someone for January**

Recap board decisions for December Monthly Board Update: Susan Davis-James

Closing: Frances Myers

8:30 Meeting Adjournment

Board Events	Date
New Board Member Orientation	August 2023
Board Retreat	August 2023
Fall Congregational Meeting	October 2023
Auction	November 2023
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>