

UUSS BOARD OF TRUSTEES MEETING

Thursday, January 26, 2023, 6:30 p.m., via Zoom and in person

Agenda



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

- Chalice Lighting and Centering: Marilyn Reynolds
- Consent Agenda Approve December meeting draft minutes

6:40 Leadership Development Discussion with Nominating Committee (15 mins) - Hally

1. Leadership Event Feb 12 - Sally Wilkins board liaison
2. Board Job Descriptions

6:55 Board Business

1. Safety Committee/CPR & AED Training - Denis (10 mins)
2. Delegates to GA - Sally (10 mins)
 - a. process of recruiting & budget
 - b. article 2/input from congregation
3. Board Finance Priorities (10 mins)
 - a. Endowment Loan - Denis
 - b. Large Capital Expense - Lucy
 - c. Stewardship Campaign - Roger
4. Personnel & Compensation Issues concerning the Ministers (30 mins)
 - a. Process for Reviewing the Ministers
 - b. Create a small task force
5. Additional Board Business

2022 - 23 Board Goals

- Leadership Development
- **Personnel, Compensation (Jan & Feb)**
- Communication
- Social Justice Ministry

7:55 Treasurer's Report: Victoria Owens (10 mins)

8:10 Ministers' Reports - Rev. Dr. Roger Jones & Rev. Lucy Bunch (10 mins)

8:20 Committee Substantive Issues if needed

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

Next Meetings:

- a. Executive Board Meeting (via Zoom): February 13, at 5 pm
- b. Board Meeting (via Zoom & in person): February, 23, 6:30 pm.; February Chalice Lighting and Closing - Hally

Recap board decisions for January Monthly Board Update: Victoria Owens

Closing: Marilyn Reynolds

8:30 Meeting Adjournment

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

▪ Right to Comfort	
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