

## UJSS BOARD OF TRUSTEES MEETING

Thursday, April 27, 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: Frances Myers
- Approve March meeting draft minutes

6:40 Board Business

1. Nominating Committee Issues (20 mins)
2. Delegates to GA (5 mins)
3. Minister Reviews (5 mins)
4. Operating Budget review and approve draft for May Congregational Meeting (20 mins)
5. May 21 Congregational Meeting (20 mins)
6. Additional issues - timing of Stewardship & May Congregational Meeting

#### 2022 - 23 Board Goals

- Leadership Development
- Personnel, Compensation
- Communication
- Social Justice Ministry

7:50 Treasurer's Report: Victoria Owens (10 mins)

8:00 Ministers' Reports - Rev. Dr. Roger Jones and Rev. Lucy Bunch (15 mins)

8:15 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
- h. Safety Committee: Denis Edgren

Next Meetings:

- a. Executive Board Meeting (via Zoom): May 8 , at 5 pm
- b. Board Meeting (via Zoom & in person): May 25, 6:30 pm.; May Chalice Lighting and Closing - **we need someone for May and June**

Recap board decisions for April Monthly Board Update: Frances Myers - **We need someone for May and June**

Closing: Frances Myers

8:30 Meeting Adjournmet

<b>Board Events</b>	<b>Date</b>
<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>
<b>Recruit - GA Delegates</b>	<b>January 2023</b>
Budget/Review of contracts, letters of intent	February 2023
Stewardship Campaign	March 2023
Spring Congregation Meeting	May 21, 2023

## White Supremacy Culture

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