

## UUSS BOARD OF TRUSTEES MEETING

Thursday, February 23, 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: Sally Wilkins
- Consent Agenda Approve January meeting draft minutes

6:40 Board Business

1. Recap of Leadership Event - Sally & Anara (5 mins)
2. Update on Safety Committee/CPR & AED Training (5 mins)
3. Delegates to GA - Sally (10 mins)
  - a. process of recruiting & budget
  - b. article 2/input from congregation
4. Board Finance Priorities (10 mins)
  - a. Endowment Loan - Denis
5. Personnel & Compensation (40 mins)
  - a. Process for Reviewing the Ministers - Anara
  - b. Discussion of Staff Personnel & Compensation issues
6. Additional Board Business

#### 2022 - 23 Board Goals

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

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

8:00 Ministers' Reports - Rev. Dr. Roger Jones (10 mins)

8:10 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): March 13, at 5 pm
- b. Board Meeting (via Zoom & in person): March, 23, 6:30 pm.; March Chalice Lighting and Closing - Hally

Recap board decisions for February Monthly Board Update: Sally Wilkins

Closing: Sally Wilkins

8:30 Meeting Adjournment

<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>