

UUSS BOARD OF TRUSTEES MEETING

Thursday, March 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: Hally Cahssai
- Approve February meeting draft minutes

6:40 Board Business

1. Delegates to GA - Sally (10 mins)
2. Safety Committee Update - Denis (5 mins)
3. Leadership Development Update - Anara (10 mins)
4. Operating Budget Review (20 mins)
5. Board Goal - Communications (40 mins)
6. Additional Board Business

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 (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
- h. Safety Committee: Denis Edgren

Next Meetings:

- a. Executive Board Meeting (via Zoom): April 10, at 5 pm
- b. Board Meeting (via Zoom & in person): April 27, 6:30 pm.; March Chalice Lighting and Closing -

Recap board decisions for March Monthly Board Update: Hally Cahssai

Closing: Hally Cahssai

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 ▪ 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>