

**UUSS BOARD OF TRUSTEES MEETING**

Thursday, November 30, 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: Susan
  
- 6:35 Consent Agenda
  - Approve October Minutes
  
- 6:40 Board Business
  1. Leadership recruitment discussion with nominating committee (15 minutes)
  2. Solar installation (15 minutes)
  3. Leadership message change to include info from UUA and PWR (5 minutes)
  
- 7:15 Treasurer’s Report: Victoria Owens
  
- 7:20 Ministers’ Reports - Rev. Lucy Bunch, Rosemary Dodd
  
- 7:25 Committee Substantive Issues, if needed
  - a. Program Council: Susan Davis-James
  - b. APMC (Administration and Property Management): Denis Edgren
  - c. FRST (Fundraising Strategy): Service Auction and Pledge Drive, Jed Shapiro
  - d. Nominating Committee: Hally Cahssai
  - e. Social Justice Coordinating Council: Leanna Pierson
  - f. Safety Committee: Denis Edgren

Next Meetings:

- a. Executive Committee Meeting (via Zoom): Monday, December 11, 5 pm
- b. Board Meeting (via Zoom & in person): Thursday, December 28, 6:30 pm

Recap board decisions for November Monthly Board Update: Susan

Closing: Susan

7:45 Meeting Adjournment

<b>Board Events</b>	<b>Date</b>
Recruit - GA Delegates	January 2024
Budget/Review of contracts, letters of intent	February 2024

Stewardship Campaign	March 2024
Spring Congregation Meeting	May 2024

## White Supremacy Culture

CHARACTERISTICS	ANTIDOTES GUIDE
<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>