

**UUSS BOARD OF TRUSTEES MEETING**  
 Thursday, September 26, 2024, 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: Andy Cramer
  
- 6:35 Consent Agenda
  - Approve August Minutes
  
- 6:40 Board Business
  1. Board Goals: Discuss Strategic Plan Revision Steps
  2. Plan Congregational Meeting
  3. Update Plan to Increase Rentals
  
- 7:10 Treasurer’s Report: Victoria Owens
  
- 7:20 Ministers’ Reports - Rev. Roger Jones, Rev. Lucy Bunch
  
- 7:30 Committee Substantive Issues, if needed
  - a. Program Council, Janet Lopes
  - b. APMC (Administration and Property Management), Leanna Pierson
  - c. FRST (Fundraising Strategy), Dawn Huebner
  - d. Nominating Committee, Sally Wilkins
  - e. Social Justice Coordinating Council, Andy Cramer
  - f. Safety Committee, Susan Davis-James
  - g. UUA and PWR, Sally Wilkins

Next Meetings:

- a. Executive Committee Meeting (via Zoom): Tuesday, October 8th, 5 pm
- b. Board Meeting (via Zoom & in person): Thursday, October 24th, 6:30 pm

Recap board decisions from Sep BOT for October 8th Monthly Leadership Update (due to Lisa on Friday, October 4th):

Closing: Andry Cramer

7:50 Meeting Adjournment

**BOT Opening/Closing and Leadership Message Sign Ups July 2024-June 2025**

Month	Opening/Closing	Leadership Message
July	Victoria	Leanna Due to Lisa Fri Aug. 9
August	Dawn	Dawn

		Due to Lisa Fri Sep. 6
September	Andy	? Due to Lisa Fri Oct. 4
October	Janet	? Due to Lisa Fri Nov. 8
November		? Due to Lisa Fri Dec. 6
December		? Due to Lisa Fri Jan. 10
January		? Due to Lisa Fri Feb. 7
February		? Due to Lisa Fri Mar. 7
March		? Due to Lisa Fri Apr. 4
April		? Due to Lisa Fri May 9
May		? Due to Lisa Fri Jun. 6
June		? Due to Lisa Fri Jul. 4

<b>Board Events</b>	<b>Date</b>
Fall Congregational Meeting	October 27 <sup>th</sup> , 2024
Auction	November 9 <sup>th</sup> 2024
Recruit - GA Delegates	January 2025
Budget/Review of contracts, letter of intent	March 2025
Stewardship Campaign	April 2025
Spring Congregational Meeting	May 2025
New Board Member Orientation	July 2025
Board Retreat	August 2025

## **White Supremacy Culture**

<b>CHARACTERISTICS</b>	<b>ANTIDOTES GUIDE</b>
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- 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

**Create a culture of appreciation** by publicly expressing gratitude for people's work and contributions

**Choose Integrity** and actively refuse to participate in gossip

**Foster a culture of learning** where mistakes are viewed as learning opportunities

**Understand defensiveness is linked to fear** of losing power, face, privilege, comfort

**Identify other antidotes already in place** within the organization and seek ways to highlight and build upon them