

UUSS BOARD OF TRUSTEES MEETING

Thursday, February 27, 2025, 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 January Minutes
- 6:40 Board Business
1. Update on GA delegation
 2. Endowment loan status
 3. Disruptive Persons Policy
 4. Compensation task force
 5. Strategic Plan
- 7:30 Administrative Report – Rev. Lucy Bunch
- 7:40 Treasurer’s Report– Victoria Owens
- 7:50 Ministers’ Reports – Rev. Roger Jones, Rev. Lucy Bunch
- 8:00 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 and Roger Jones

Next Meetings:

- a. Executive Committee Meeting (via Zoom): Tuesday, March 11, 5 pm
- b. Board Meeting (via Zoom & in person): Thursday, March 27, 6:30 pm

Recap board decisions for March 12th Monthly Leadership Update: Andy

Closing: Andy

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	Andy Due to Lisa Fri Oct. 4
October	Janet	Leanna Due to Lisa Fri Nov. 8
November	Dawn	Dawn Due to Lisa Fri Dec. 6
December	Anara	Anara Due to Lisa Sat Jan. 11
January	Susan	Susan Due to Lisa Sat Feb. 8
February	Andy	Andy Due to Lisa Sat Mar. 8
March	Sally	Sally Due to Lisa Sat Apr. 5
April	Janet	Janet Due to Lisa Sat May 10
May	Susan	Susan Due to Lisa Sat Jun. 7
June	Sally	Sally Due to Lisa Sat Jul. 5

Board Events	Date
Recruit - GA Delegates	January 2025
Budget/Review of contracts, letter of intent	March 2025
Stewardship Campaign	April 2025
Spring Congregational Meeting	May 18 th 2025
New Board Member Orientation	July 2025
Board Retreat	August 2025
Fall Congregational Meeting	October 19 th , 2025
Auction	November 2025

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>