

## UUSS BOARD OF TRUSTEES MEETING

Thursday, April 24, 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: Janet Lopes
- 6:35 Consent Agenda
- Approve March Minutes
- 6:40 Executive Session
1. Staff Compensation Recommendation
- 6:50 Board Business
1. Strategic Plan Revisions – Report on email vote
  2. Endowment Loan Renewal
  3. Disruptive Persons Policy
  4. Budget Recommendation for vote in Congregational Meeting
  5. Plan Congregational Meeting
- 7:40 Administrative Report – Rev. Lucy Bunch
- 7:45 Treasurer’s Report– Victoria Owens
- 7:50 Ministers’ Reports – Rev. Roger Jones, Rev. Lucy Bunch
- 7:55 Committee Substantive Issues, if needed – written report
- 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, May 13th, 5 pm
- b. Congregational Meeting: Sunday, May 18<sup>th</sup>, 11:45 am
- c. Board Meeting (via Zoom & in person): Thursday, May 22nd, 6:30 pm

Recap board decisions from April BOT for May 14th Monthly Leadership Update (due to Lisa on Saturday, May 9th): Janet Lopes

Closing: Janet Lopes

8:00 Meeting Adjournment

## 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>