



**Board of Trustees Meeting of the  
First Unitarian Universalist Church of San Antonio  
August 17, 2016**

- A. **Gathering** – Jim Noel called the meeting to order at 7:06 p.m. and requirements for a quorum were met.

**Members present:** Rev. Josh Snyder, Jim Noel (President), Jennifer Johnson (Treasurer), Anne Peters (Secretary), Betty Dabney (Trustee-at-large), Richard Keith (Trustee-at-large), and Gale Morrow (Trustee-at-large).

**Members absent:** April Chase (Trustee-at-large), David Ringer (Vice President)

- B. **Opening words** were provided by Jim and the chalice was lit.
- C. **The Board Covenant** was read and Richard was appointed process observer.
- D. **Check-ins** were shared and the agenda was finalized, with the addition of one item to Old Business (gun-free campus resolution communication).

E. **Consent agenda**

1. **Review of July 2016 meeting minutes**

Minutes were accepted with minor edits.

2. **Treasurer's report**

Jennifer solicited questions/input on the July statements, followed by brief discussion.

**3. Minister's report**

Rev. Josh highlighted a few areas of his report. He elaborated on his statement in the Rites of Passage section regarding Member Care being at its limit, noting that the same volunteers are being tapped to support the work of this committee which has been especially heavy this summer due to several memorial services. He also noted the good energy in the Social Justice Committee around the Black Lives Matter movement, bolstered by several new young adult participants. Rev. Josh reported that one of First UU's existing child care providers has been hired into the newly created role of playground monitor, and the position she vacated is currently being filled.

**4. Vice President's report**

Jim reported on several Vice Presidential matters in David's absence. The Trust Fund and CREF committees will meet in September. The Strategic Planning committee is still seeking a volunteer to fill Heather Hedquist's seat, and Jim plans to reach out to potential members in the weeks to come.

**5. President's report**

Jim reported on his conference call with presidents of large congregations (mostly Southern Region) on a range of topics, including General Assembly.

**F. New business**

**1. Review of Board goals**

Three proposed goals were presented by Rev. Josh and Anne. The Board discussed adding a metric to Goal #1 (to grow the endowment fund by 10% this year) and adding an action item to consider a name change for the fund. Specific action items for developing culture of stewardship and increasing Board visibility were discussed for Goal #2. A clarification was suggested for the wording of Goal #3, to increase the number of *unique* members serving on committees. As the next step, Rev. Josh will compile the feedback and propose champions for each action item.

## 2. **Next Steps Report – next steps**

Rev. Josh noted that the Coordinating Council (consisting of all the chairs of committees falling under the Minister) meets every other month, and that they are currently working on creating goals. They plan to develop tactics and action plans in October. As part of this process, Rev. Josh will meet with some of the groups named in Next Steps Report, which will serve as an opportunity to operationalize some of the report's recommendations.

Josh is considering a strategy for communications/social media functions, which will likely involve some combination of volunteers and staff.

A couple of the Next Steps recommendations are being addressed by the Board via our goals.

The work to hire a Stewardship Consultant will likely start in the Stewardship Committee. Polly Noel's final Stewardship report included several recommendations related to points made in the Next Steps Report, including appointing a Board liaison to Stewardship Committee. Jim reported that Polly is in the process of putting this year's Stewardship Committee together.

## 3. **360 Leadership Training**

This intensive online training program—developed by Tulsa UU—costs approximately \$5,000/yr. It is being promoted by the Southern Region and is being offered to limited number of congregations. Due to the price tag, we will likely not participate in the near future.

## G. **Old Business**

### 1. **Gun free campus resolution**

Several questions have come up recently regarding the resolution from congregants curious about the outcome. Jim will address the resolution in his next newsletter article. Josh has discussed signs with the Coordinating Council, and he plans to consult with Aesthetics Committee regarding implementation. Cards that can be handed to gun carriers will

also be produced, and training provided for ushers/greeters.

2. **Dorothy Wallace's UU introductory class**

Dorothy is encouraging Board members to show support for new/potential members by occasionally attending her introductory class. She's also soliciting feedback regarding new membership receptions and circle dinners.

H. **Closing**

1. **Process observation** – Richard provided feedback to the Board on the meeting, indicating we generally stayed on track.
2. **Closing words** – Rev. Josh provided the closing words and the chalice was extinguished.

I. **The meeting adjourned** at 8:50 p.m.