



**Board of Trustees Meeting of the
First Unitarian Universalist Church of San Antonio
September 21, 2016**

A. Gathering – Jim Noel called the meeting to order at 7:05 p.m. and requirements for a quorum were met.

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

B. Opening words were provided by Jennifer and the chalice was lit.

C. The Board Covenant was read (and signed!) and Gale was appointed process observer.

D. Check-ins were shared and the agenda was finalized, with the addition of the August Treasurer’s report.

E. Consent agenda

1. Review of August 2016 minutes

Minutes were approved with minor edit for consistent use of the name of the Coordinating Council.

2. Treasurer’s report - July and August 2016

Noted needed correction of the label for the Endowment Fund from Vanguard to UUA Common Endowment Fund. Jennifer will check with our accountant regarding changing YTD Budget label to “Annual Budget” for accuracy. Clarification regarding line 345 **Reserve for Mortgage Payment** and the intent of that reserve fund. It was a gift intended to use as a fundraising incentive to pay down the mortgage. Jennifer will speak

with the donors as to whether it's ok to move forward with applying the monies to mortgage.

3. **Minister's report**

Josh noted a few areas of his report:

Worship testimonials – The idea is to have Board members offer testimonials once per month, alternating bi-monthly testimonials with other congregants. Josh will put a proposed schedule together for Board testimonials and send to the group.

Pastoral Associates – Orientation will be moved to early November to give more time for recruiting new Pastoral Associates candidates.

Playground monitor – Discussion regarding communicating the new paid monitor to congregants in the newsletter as an outcome of the pledge drive. Also discussed communication to parents regarding the continuing need for parent playground volunteers (in addition to the paid monitor), noting required adult-child ratios.

4. **Vice President's report**

David noted a few areas from committee reports:

Facilities Team – The new security system is in place. Brush collection is ongoing this fall. The Green Team has begun re-certification process for First UU Green Sanctuary status. We have an opportunity for a campus-wide aesthetics inventory in light of Shannon Hawkins resignation from the role. The position description for our custodian could be evaluated as part of that process.

CREF – Funding recipients have been selected and will be announced at service on Sunday, Sept. 25. \$5K is in reserve for next year as a precaution.

Trust Fund of the Endowments – Visibility of the fund has been identified as a goal. Increased activity of this committee was noted after a 6-month period of dormancy. Committee plans to meet with Josh to discuss

fundraising priorities, and to ensure they don't conflict with other fundraising efforts at FUU.

5. **President's report**

Jim reported that he attended one of Dorothy Wallace's UU introductory classes. He successfully recruited Stacy Barnwell to fill the vacancy on the Strategic Planning Committee.

F. **New business**

1. **Monitoring review**

Josh reviewed the purpose of the minister limitation policies and the monitoring process. His monitoring reports on **Policy 2.1: Treatment of Congregants** and **Policy 2.2: Treatment of Staff** were reviewed. He reported compliance on both. Discussion regarding the notification/process for adults to give permission to have their photos published by First UU. Josh noted staff evaluations took place this year, offering plenty of opportunity to dialogue with staff regarding their experiences. Staff must adhere to standards of conduct set by both UUA and UUMA.

David moved that the monitoring reports be accepted. Richard seconded. Passed unanimously.

G. **Old Business**

1. **Board goals**

Second draft of Board goals was reviewed. Discussion regarding champion and Board liaison roles on several of the action items. Clarified that the Leadership Development Committee should be the champion of the **Teach committees how to make the ask to recruit new people** action item. Discussion regarding the coordination/competition of fundraising activities at FUU. Discussion to be continued at next meeting.

H. **Closing**

1. **Process observation** – Gale provided feedback, noting we had substantial discussions on several topics, good participation, and treated each other with respect. Recommendation to consider how we approach consent agenda items in the future for expediency.
2. **Closing words** – April provided the closing words and the chalice was extinguished.

I. **The meeting adjourned** at 9:11 p.m.