



**Board of Trustees Meeting of the
First Unitarian Universalist Church of San Antonio
October 19, 2016**

- A. **Gathering** – David Ringer called the meeting to order at 7:01 p.m. and requirements for a quorum were met.

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

- B. **Opening words** were provided by Anne and the chalice was lit.
- C. **The Board Covenant** was read and Rev. Josh was appointed process observer.
- D. **Check-ins** were shared and the agenda was finalized.
- E. **Consent agenda**

1. **Review of September 2016 minutes**

Minutes were approved with no corrections.

2. **Treasurer's report – September 2016**

A concern was raised regarding our reserve funds exceeding our cash-on-hand—this is our second month running a deficit on expenses vs. income. Our overall budget has run deficits the last two years. It was noted that the late collection of the previous year's pledges may not be keeping pace to meet the budget projection. Further discussion on these issues was tabled for financial monitoring report.

Jennifer reported that the mortgage reserve donor would like to keep the money in reserve to use as an incentive for a future fundraising effort to pay down the mortgage.

3. Minister's report

Rev. Josh noted the interest in interfaith outreach, and explained the logic behind forming a new committee rather than including these efforts within existing committee work. He clarified that committee members would act as liaisons to interfaith organizations/efforts in San Antonio.

4. Vice President's report

David noted a few areas from committee reports:

Leadership Development – The LDC discussed the Board goal for a 20% increase in unique committee members. A baseline will be needed, and consideration given to how committee participation is counted, given their flexible nature.

Strategic Planning – The committee has drafted interview questions to use in their meetings with congregant groups. Different groups will have varying levels of engagement with different questions. The Board will be interviewed as part of our November meeting. David encouraged Board members (and all groups being interviewed) to look at the questions in advance. Board members were invited to submit other questions for consideration.

5. President's report

No president's report this month.

6. Stewardship report

Betty reported that Polly Noel is recommending we don't hire a stewardship consultant this year. Polly's more detailed report will be forwarded to the Board. A discussion followed regarding how and when Board committees report to the Board. The stewardship committee is currently reviewing and clarifying what it means to be a donor, member, and friend.

April motioned to accept the consent agenda reports. Betty seconded. Passed unanimously.

F. Old Business

1. Board goals

Rev. Josh noted he removed the timeframe column since the last iteration of the goals document, as timing is very difficult to predict. Alternatively, he added a “next action” column to keep forward momentum. He suggested the Board check-in on the goals mid-year, and again at the end of the year.

Further discussion regarding Goal #2 action item to hire a stewardship consultant. Money wasn’t set aside in this year’s budget (budget had already passed by the time we decided to hire consultant), so consultant fees would involve a special fundraising effort. Decision to keep the goal, but indicate “next action” is to prioritize consultant fees into budget for FY18.

The remaining Board goals/action items were reviewed. It was noted that the Trust Fund committee is doing some foundational work to create a succinct description of the fund.

Regarding Goal #3, Rev. Josh noted that the UU Southern Region will hold their leadership development workshops in Dallas this year. As a result, we will focus on participation in virtual leadership opportunities. A discussion followed regarding training committees to recruit new people.

G. New Business

1. Monitoring review: Policies 2.3, 2.4, 2.5, 2.6, 2.7

Betty moved that we table these policy reviews for our November meeting, and review policies 2.8 and 2.9 together in December. Jennifer seconded. Passed unanimously. Board members are encouraged to review the policy reports and send Josh questions in advance of our meeting to expedite discussion.

2. Worship testimonials

Rev. Josh will slot in Board members to do testimonials on the 3rd Sundays. Betty volunteered to take the November slot. Jim will give his testimonial the 3rd Sunday in March to coincide with the campaign.

H. Closing

1. Process observation – Rev. Josh provided feedback, sharing that in his experience the “industry standard” for the length of Board meetings is two hours for September–May, with shorter meetings during the summer months. He raised up the work we did to wrap-up the Board goals for the year, noting that they will be a useful tool for Board effectiveness. Board members are encouraged to send questions or points of clarification to report authors prior to our meeting. Larger philosophical/discussion questions should be brought to Jim to incorporate into a future Board meeting agenda.

2. Closing words – Betty provided the closing words and the chalice was extinguished.

I. The meeting adjourned at 9:00 p.m.