



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

- A. Gathering** – Jim Noël called the meeting to order at 6:47 p.m. and requirements for a quorum were met.

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

- B. Opening words** were provided by Rev. Josh and the chalice was lit.

- C. The Board Covenant** was read and David was appointed process observer.

- D. Check-ins** were shared and the agenda was finalized.

- E. Consent agenda**

1. Review of November 2016 minutes

Minutes were approved with no corrections. David raised an item for a future meeting agenda: to clarify First UU's fundraising organization and process (at the request of Trust Fund committee). Rev. Josh will prepare a report summarizing our fundraising efforts. A Social Justice committee representative will be attending an upcoming Financial Committee meeting regarding their proposed fundraising activity.

2. Treasurer's report – November 2016

We're in the black year-to-date. Jennifer clarified a discrepancy regarding mortgage interest based on when the report is run. She also clarified how returned checks are categorized on the balance sheet. It was noted that our organ is a significant asset that doesn't see frequent use. Discussion regarding why Mary's salary expenditure is running slightly behind other staff members – Jennifer will investigate and report back.

3. Minister's report

Rev Josh highlighted a few areas of his report:

- **New IT committee** will be a program committee – bylaws will not need to be amended. This committee subsumes former computer committee.
- Feedback welcome on the idea **to move to two Christmas Eve services**. Motivating factor for the proposal is to provide one service that is more kid friendly.
- Background regarding the recent **air conditioner incident** was provided.

4. Vice President's report

- David noted money raised by CREF.
- Positive reaction to the idea raised by LDC to recognize volunteers with awards at annual congregational meeting.
- Brief discussion regarding abundance of surveys administered by several committees this fall.

5. President's report

Jim shared that he's serving as a mentor for the coming-of-age high school class.

6. Stewardship report

Polly Noel will share her written plans for the campaign next month (possibly at January Board meeting). Campaign committee is in place. The need to ensure that the online giving form is responsive for mobile devices was noted, in light of new donation solicitation pew card with QR code.

F. New Business

1. Board meeting start time

Jim expressed a preference to keep our meeting time at 7:00 p.m. for this year. We can consider changing the meeting time for next year.

2. Reproductive Justice Congregation proposal

Jim read the proposal, which is from the Texas Freedom Network. David made a **motion to approve the Social Justice committee exploring the possibility of becoming a Reproductive Justice Congregation**. Gale seconded. Motion passed unanimously.

3. Monitoring review: Policies 2.8 & 2.9

2.8 – Emergency Succession.

Rev. Josh noted that a contingency plan is now in place. The plan is intended to cover a 3-4 month absence of the minister at most – the time it would take to get an interim minister in place.

2.9 – Communication and Support of the Board

We now have a full cycle of policy monitoring under our belts, making for a more thorough assessment of this policy.

Betty made a **motion to accept the Policy 2.8 & 2.9 reports. David seconded. Motion passed unanimously.**

G. Old business

1. Monitoring review: Policies 2.3, 2.4, 2.5, 2.6, 2.7 and discussion on deficit concerns

Rev. Josh expressed his ongoing efforts to find a balance regarding the right amount of data to share with the Board to have a solid understanding of financial policy assessments.

Discussion of deficit concerns and compliance financial policies. Josh, David, April will get together in January to explore revising language on these policies to reflect what it means for the minister to be in compliance (to reflect areas that are more under his control) and to develop a new limitation policy to monitor our cash on hand.

April made a **motion that we accept all financial policy reports with the caveat that Josh will bring reinterpretations to February Board meeting.** Betty seconded. Motion passed unanimously.

2. Eggnog social

Gale reviewed logistics to prepare for the event, and what each Board member is bringing.

3. Board gifts to First UU staff

This year's gifts were discussed, and documented for future reference (document saved to the Board Yahoo group).

H. Closing

- 1. Process observation** – David noted we spent an hour on the consent agenda, which seems to be our average. Overall Board members showed good preparation and adherence to the agenda.

2. **Closing words** – Jim provided the closing words and the chalice was extinguished.
- I. **The meeting adjourned** at 8:54 p.m.