

**Board of Trustees Meeting of the  
First Unitarian Universalist Church of San Antonio  
April 20, 2016**

A. Gathering, establish quorum

Howard Berger called the meeting to order at 7:03 PM, and requirements for a quorum were met.

*Members Present:* Howard Berger (President), Jim Noel (Vice-President), Jennifer Johnson (Treasurer), David Ringer (Secretary);  
*Trustees-at-large:* Dale Hibner, Gale Morrow, and Anne Peters;  
Rev. Josh Snyder.

*Members Absent:* Terry Palin

B. Dale provided opening words and the chalice was lit.

C. The Board Covenant was read and Ann was appointed Process Observer.

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

E. Consent agenda

1. March Board Minutes. Howard called for corrections to the March Board meeting minutes. There were no corrections and the minutes were accepted.

2. Treasurer's Report. Jennifer reported that the Church budget profit and loss performance continued to be in good order as of March 16, 2016. Following a brief discussion of several areas in the budget, the report was accepted.

3. Minister's Report. Rev. Snyder reviewed Ministerial activities during the past month. He reported that he was invited to serve as co-chair for Communities Organized for Public Service (COPS) Metro Alliance 40<sup>th</sup> anniversary celebration to be held on April 30, 2016; that he attended the Planned Parenthood luncheon and an interfaith dialogue at the Muslim Education Center. Rev. Snyder also reported that the Strategic Planning Committee of the Board has begun efforts to develop a strategic plan; the process that will take about 12 months to complete and will engage feedback from the Board and the congregation. He indicated that the Worship Committee was close to completing the summer worship service program schedule, that a successful meeting occurred between the Board and the Committee on Ministry to discuss their respective roles in monitoring and evaluating overall ministerial success, and that he is initiating the annual staff evaluations in May.

4. Vice President's Report. Jim reported that the Leadership Development Committee is making good progress on filling leadership openings in the various church committees and the Board. He also indicated that the Community Responsibility Endowment Fund will meet next week, and that The Trust Fund of Endowments has yet to set a meeting date.

Reports from all three groups are expected to be ready for distribution at the Annual Congregational Meeting in May. Jim also indicated that he, Gale and Rev. Snyder had met during April to begin an updating of several of the Board's Ends Policies for monitoring the success of church in it's the mission. It is anticipated that revisions will be complete in time for the Annual Board Retreat in June.

5. Stewardship Campaign Update. Jim updated the Board on the Stewardship Committee's 2016 pledge results. He indicated that efforts to complete the pledge process are continuing with households yet to make a pledge response being contacted, and that total pledging is anticipated to be in the same range of funds raised by the 2015 stewardship campaign.

6. President's Report.

- a. Southwestern Spring Conference: Howard and Rev. Snyder shared the results of the Conference reporting that there was good attendance and great discussions between members of about 15 churches on a variety of useful topics. Topics ranged from the crafting of covenants, stewardship practices, and managing cultural differences, spanning many areas, including: the elderly, LGBT, economic and social justices.
- b. Planned Parenthood Luncheon: The luncheon and accompanying program was very well attended with about 1000 participants, and was also well attended by First UU congregants.

F. New business

1. 2016-2017 Budget. Jennifer reported that she and the Finance Committee, comprised of Troy Peters, Richard Keith, and Rev. Snyder, have completed the 2016-2017 budget and that it is ready for Board approval and submission to the Congregation their approval. Also, the Committee has scheduled May 15, 2016 for a time when the members of the congregation can meet with the Finance Committee to ask questions about the budget. A motion was made by Gale, seconded by David, to approve the proposed 2016-2017 budget. It passed unanimously.

2. Annual meeting agenda. Howard presented to the Board a draft agenda for review regarding the May 22, 2016 First UU Annual Congregational Meeting. There will be a new element added to the agenda which will involve the use of specific "Appreciative Inquiry" questions for the purpose of gathering input from the Congregation on the future goals of First UU. The agenda was accepted.

3. Annual Report. Howard presented a draft of the Board's annual report to the First UU Congregation. After a brief discussion on several points and some minor suggestions, the report was accepted for use in the Annual Report.

4. Strategic Planning Committee update. David provided the Strategic Planning Committee draft timeline and process steps for Board information and discussion. . It was recognized that the planning process will require multiple conversations with both the Board and Congregation. Rev. Snyder also indicated that it would be highly desirable to design the plan such that the processes for monitoring the Strategic Plan and for monitoring the Ends Policies be linked as much as possible so that the monitoring could be done simultaneously.

G. Old Business

1. Resolution re gun free campus. Howard led a follow-up discussion regarding Board adoption of a gun free campus policy. The discussion included review of congregation feedback to the Board on a gun free policy, both from a congregation-wide survey and a Board and congregation open forum on the issue. There was significant congregational

input and feedback on the pros and cons of implementing the resolution. In general, there was strong support for adopting a gun free campus policy. After a further discussion regarding the elements that would comprise implementing the policy, a motion was made by Gale and seconded by Dale for the Board to adopt a policy that:

Believing that guns on church property is inconsistent with an atmosphere of peace and spiritual growth, it is the decision of the First Unitarian Universalist Church of San Antonio to declare itself a gun free campus.

The Board voted unanimously to adopt the policy. Rev. Snyder is charged with developing and implementing the processes needed to support the new policy.

2. Update on Next Steps Weekend. Howard and Rev. Snyder provided an update on the agenda being developed for the Next Steps Weekend on April 29-30 about the development of a capital campaign for the First UU in 2016-2017. The points for Board participation will be:

- a. Working Dinner 6 to 8:30 p.m. Friday April 29
- b. Saturday Lunch 12 to 1:30 p.m.
- c. Sunday feedback 12 to 1 p.m.
- d. See Schedule for other commitments - scheduled committee meetings will also occur throughout this period and Board members who are committee members are asked to attend those sessions.

3. Contract with Clean Energy Collective for lease of solar panels. Rev. Snyder indicated that the deposit for the Clean Energy Collective – CPS Energy solar panels has been initiated and will complete within a week or so.

#### H. Closing

1. Ann provided Process Observation feedback to the Board on the meeting. She indicated that despite an agenda heavily loaded with items, the Board stayed on track and showed good respect for each other and for the items requiring extended discussions.
2. Howard provided closing words and the chalice was extinguished.

I. The meeting was adjourned at 9:22 PM.

The next First UU Board Meeting is scheduled for May 18<sup>th</sup> at 7:00 PM  
Dix Bldg. Conference Room