

**Board of Trustees Meeting of the
First Unitarian Universalist Church of San Antonio**

October 18, 2017

- A. **Call to Order** by Jim Noel at 7:05 p.m. Requirements for a quorum were met.
- B. **Members Present:** Jim Noel (President), April Chase (Treasurer), Donna Reed (Trustee-at-Large, Acting Secretary), Heather Hedquist (Trustee-at-Large), Steven Stechschulte (Trustee-at-Large), Rev. Josh Snyder. **Members Absent:** David Ringer (Vice President), Anne Peters (Secretary)
- C. **Opening Words** were read by April; Steven lit the chalice.
- D. **The Board Covenant** was read; Steven was appointed **Process Observer**.
- E. **Consent Agenda.** Reports were submitted ahead of time via e-mail. Heather made a motion to accept the items; April seconded. The motion passed. Josh reminded the members that he is open to discussing topics by email between meetings.
- F. **New Business**
 - 1. Rev. Josh presented the Financial Limitations reports 2.3 – 2.7. He explained the new, more user-friendly format for these reports. The Minister’s interpretation of each policy was reviewed. Policy 2.3.3 was reported as non-compliant, with a recommendation that he work with the Finance Committee to make UUA compensation guidelines for staff a priority for next year. Policy 2.5.3. a-d was determined to be in Partial compliance with a recommendation that we do an audit of our financial procedures. Josh suggested we set up a special Reserve fund to have an audit done. Since a formal audit is a highly expensive undertaking, April suggested we “trade audits” with another UU church of comparable size. Although this would not be a formal audit, it would perhaps supply new insights on our financial processes. Josh will contact Rev. Chris Jimerson at First UU Austin and ask his opinion of the idea. Heather questioned Policy 2.4.2, asking why we are not approaching the Trust Fund of Endowments for future capital improvements. Josh replied that the report reflects the minister’s realm of activities, which includes spending up to 1% per budget year of the church budget. The TFOE it needs to continue its organizational instruction before it can be approached by the Board (not the minister) for capital improvements. Policy 2.5.3. is in partial compliance because of the way the policy is written. Policy 2.5.1 concentrates on the training of ushers, which is one of Josh’s goals for this year. A short discussion on the parameters of lobbying for political candidates was also had. April moved and Steven seconded the motion to accept Josh’s Financial Limitations reports. The motion passed.
 - 2. Jim presented his interpretation of Policy 3.1: Unity of Voice, and his assessment of compliance. Donna moved and Heather seconded to accept Jim’s interpretation of Policy 3.1. The motion passed.

3. Jim's Governance report 4.1 has been postponed.
 4. Josh's Strategic Plan report on the goal of "Radical Hospitality" began with an explanation of the 6 focus areas used to set initiatives of goals. The focus area of Metrics (how do we measure the success of the initiatives?) was discussed. Josh will speak to committees about metrics for their goals.
 5. The status of Board Goals was briefly discussed.
- G. Old Business.** Troy Peters is the new chair of the Committee on Ministry. The Board needs to meet with this committee before January.
- H. Closing**
1. **Process Observation:** Steven noted that we were a bit long-winded at times and accelerated toward the end, but the meeting was cordial and ran smoothly.
 2. **Closing Words** were read by Jim.
- I.** The meeting adjourned at 9:05 p.m.