

**First UU Church of San Antonio**  
**Board Minutes**  
**2/21/18**

**Attendance**

Tess Bobo  
Jim Noel  
Josh Snyder  
Steven Stechschulte  
David Ringer  
Justin Tullius  
Heather Hedquist

**Check in**

Consent Agenda - LDC and Vice President had no reports this week.  
Clarification for the Profit and Loss negative from Treasurer's report.  
Cell Tower lease has been signed and income has started

Motion to Accept: David  
Second: Heather  
All agree

**New Business**

Members Proposed for Emeritus Status by Jim-- Woody Tuck and Jack and  
Laura Richmond

Accept Woody Tuck and Jack and Laura Richmond into emeritus  
status: Tess  
Second: Heather  
All Agree - all

**Limitation Report** (Josh)

2.3 Compensation and Benefits: Conversation regarding wages and the  
partially met for UUA wages and a description and explanation of  
the Addendum 2.3.3  
2.4 Financial Condition and Activities - Good numbers and positive  
aspects explanation  
2.5 Asset Protection - 2.5.3 suggest we need to have an audit which  
is why it's partial compliance  
2.6 Asset Utilization - Explanation and in-compliance  
2.7 Grants and Contracts - Explanation with some discussion on  
Grants. All in-compliance.

Tess moves to Accept: with minor changes and as amended (2  
employees from 3 on 2.3.3 in Assessment, and correction in  
addendum fiscal year to 2017-2018)  
David: Second  
All in favor

### **Policy 3.4**

Accepted as "in compliance"

Tess moves to accept  
All in favor

### **Governance Report 4.7:**

(Tess) is postponed for next meeting

### **Next Meeting**

CEO and Board Performance policy governance education is up for March led by David Ringer.

3.5 Evaluating Minister Performance - Linkage - Assigned to Heather  
4.8 Cost of Governance - Policy -assigned to Steven

Revised language for Limitations Policies 2.4, 4.9 awaiting final text for posting, no vote required

### **Strategic Plan**

Brief description of the plan and the 4 areas of the plan.

- Initiatives were reviewed with minor correction to David R. expanded to David Rodriguez to avoid confusion.
- Discussion and explanation for the LDC budget appropriations for multi-cultural training, all in favor

**Board Goal update** (Jim) -- Still outstanding is the 3 congregational touch points, recommend that "The Coffee with the Board" be scheduled with topics and format to include:

- Introduction of the board and their role
- Discussion solicited on the Ends and is this a vision worth pursuing
- Format will be guided questions to elevate conversation around the how and the budget line items.
- After church event recommended

Also pending research on refinancing the mortgage - feasibility and issues (April)

**Process Review** - Decidedly went well, no discussion.

**Closing words**