



**Board of Trustees Meeting of the
First Unitarian Universalist Church of San Antonio
January 20, 2021**

6:09 PM Start

Gathering, establish quorum (15 Minutes): Dorothy Wallace, Donna Pereira, Tess Bobo, Troy Peters, Mark Skrabacz, Gale Marrow, Oscar Solis, Terry Palin

- Call to Order (Chair)
- Opening Words/Chalice Lighting - Rev. Mark
- Reading Covenant/Ends
- Process Observer - Terry
- Welcome new member, Oscar Solis and Check-in
- Finalize Agenda

Consent Agenda Approval (5 minutes) *Any objections to the items on the Consent Agenda?* (Chair)
(Simple questions, clarifications, or short amounts of dialogue)

- Previous Board Minutes – Heather
- Congregational Meeting Minutes - Heather
- Minister’s Report – Rev Mark
- President’s Report – Dorothy
- Vice-President’s Report - Gale
- Treasurer’s Report/Financials - Donna
- Church Staff Meeting/Coordinating Team Notes – Rev Mark

Pending any objection, the Consent Agenda is approved (Chair)

New Agenda Items (Please have appropriate initial motions prepared for voting)

- Financial Update (25 minutes) – Donna/All
 - Uses of budgeted funds by a Committee from a line item for other purposes other than that line item
 - Need to educate committee heads as to how this should be handled
 - Rev. Mark to discuss at the Coordinating Council
 - 2021-22 budget process
 - Finance Committee met 1/19/21 re budgeting process. Last year committees were sent line items under their control. Requested maintenance budget and aspirational budget from each committee.
 - For this year, request 2 budgets: One if on campus, One if not on campus. Expected to use the virtual budget while virtual and the other one when we are back on campus. Expectation on campus budgets will be 10% higher than virtual.
 - EIDL Loan
 - \$150,000 available in a separate savings account
 - 1% interest accruing
 - Need to consider paying it back
 - Has to be approved by the congregation to pay this back. Need to have a congregational meeting.
- Need for a Second Minister/Paying for it (20 minutes) – Rev Mark/All
 - 1st UU is a corporate church (>350 members).
 - Usually have 1 minister for every 150 members
 - We have too few ministers for our size

- A problem with churches our size is that they fail to grow leadership
- Second Minister would be half time Membership, Member Care, Pastoral Associates and half time Social Justice coordination. Also teach one RE class per quarter.
- Open hiring process
- \$75,000 a year for salary, housing, benefits
- Would like them in place by June 2022
- 1 year for Rev Mark to work with them
- Would look good in our search for a settled minister
- Conducting a Mini-Capital Campaign (25 minutes) – Dorothy/All
 - \$270,000 left on Mortgage
 - Small, target campaign to pay off mortgage
 - Also for capital expenses to update, maintain campus
 - Public and private fundraising. Private would be reaching out to certain donors.
 - Matching funds may be available.
 - Have to ensure that this does not affect the operational budget.
 - Kick off this summer potentially
- Foxgate (15 minutes) – Gale/All
 - Fox on campus
 - Safety issue because of rabies
 - \$600 to hire pest removal to trap fox and relocate to a better habitat
 - Motion by Terry for Ron to contact pest removal & contract to move the fox. Seconded by Troy.
 - Motion passed
- Vandalism Reporting (10 minutes) – Dorothy/All
 - In last 3 weeks, 3 instances of small vandalism on campus
 - Maintenance working on enhancing security measures on campus

Closing (5 Minutes)

- Process Observation
 - No tangents. Did well
- Closing Words – Rev Mark
- Adjournment (Chair)

Next Board Meeting February 17, 2020

Board Covenant

As members of the Board of Trustees of the First Unitarian Universalist Church of San Antonio, we covenant to make it a priority to prepare for and attend board meeting and events. We communicate with open minds, respect and patience. We explore issues, problems and solutions providing honest input in a positive manner. We view what we do as a spiritual ministry. We share the burden and success of our work. As the board, we

speaking with one voice. We pledge to focus on the mission of our church and the well-being of our church community.

Policy 1.2: **Ends Statements** – Our Vision for Our Congregation in the World
At First Unitarian Universalist Church of San Antonio:

- We stretch ourselves and encourage each other to new intellectual and spiritual heights. We care for each other in times of joy and sorrow.
- We love and accept children and youth for who they are. We nurture and stimulate them to grow into their fullest potential.
- We welcome visitors and seekers with radical hospitality. We connect with them to create relationships of caring, transformation and spiritual growth.
- We are a force for love and justice in the greater San Antonio community. We proactively engage others to work for the common good.
- We support and challenge fellow congregations in the UUA. We strive to live our UU principles and values with excellence.

Approved by First UU Board May, 2016