



**Board of Trustees Meeting of the
First Unitarian Universalist Church of San Antonio
November 18, 2020**

6:14 PM Start

Gathering, establish quorum (15 Minutes) - Dorothy Wallace, Heather Hedquist, Terry Palin, Donna Pereira, Troy Peters, Gale Morrow, Tess Bobo, Rev. Mark Skrabacz. Absent: Sarah

- Call to Order (Chair)
- Opening Words/Chalice Lighting - Rev. Mark
- Reading Covenant/Ends
- Process Observer - Troy
- 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
- 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)

- Goal Review/Update (10 minutes) – Dorothy and All
- Re-opening Task Force Update (10 minutes) – Tess
 - Met yesterday.
 - Based upon current upswing, we will not move to open further
 - Adult groups and families can request a reservation to use the church
- Our Website (10) – Rev Mark/Terry
 - Initial meeting held to explore the idea
 - Terry will put notes in the board drive
 - David Rodriguez, Jim Noel and Mary Wright gave input on Website needs
 - Staff will go forward with exploring this.
- Search Committee Timeline **Update** (10) – Rev Mark/Dorothy
 - UUA - probably only 25 ministers in search because of Covid
 - Following year would be better to go into search
 - Search vs Contract ministers
 - Contract ministers are becoming more popular both by congregations and by ministers.
 - Some congregations hire a contract minister for several years and will move to call as a permanent minister.
 - Rev. Mark has agreed to a 3rd year of contract.
 - This will be announced at the December congregation
- PPP Forgiveness/EIDL Update (5 minutes) – Donna

- PPP Forgiveness approved less the \$10,000 for the EIDL loan.
- Early next week \$10,000 will be repaid plus minimal interest.
- Still have \$149,900 loan
- Congregational Meeting (State of the Church) (10 minutes) – Rev Mark/Dorothy/All
 - December 13th
 - Climate By-law Vote
 - State of the Church
 - Financials and Loans - Donna
 - Membership update
 - Facilities update - Gale
 - You-Tube sermons
 - Re-opening Task force
 - Search/Rev Mark 3rd year
 - Minister and COM - Community Agreement
- Governance Updates (25 minutes) – Rev Mark/Dorothy/Gale/All
 - Met and reviewed all available org charts
 - 2nd meeting this Saturday. Will work on new Org charts
 - Also want to work on:
 - Organization
 - 360 Ministerial Evaluation
 - Retreat - January 9, 2021; 10:00 a.m.
 - Reports
- Committee on Ministry Update/Goals (15 minutes) – Rev Mark
 - 8 goals - Technology, Pledges, 75th Anniversary, Member Stabilization, Revenue, Ministerial Presence, Policy Governance, Congregational Covenant
 - Discussion of adding a dashboard or metrics
- Board meeting attendance
- After Christmas Eve Service Eggnog Time

Closing (5 Minutes)

- Process Observation
 - Great meeting
- Closing Words – Rev Mark
- Adjournment (Chair)

Next Board Meeting December 16, 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 speak 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