



**Board of Trustees Minutes of the
First Unitarian Universalist Church of San Antonio
October 21, 2020**

6:05 PM Start

Gathering, establish quorum (15 Minutes): Dorothy Wallace, Heather Hedquist, Terry Palin, Gale Morrow, Troy Peters, Tess Bobo-Fry, Rev. Mark Skrabacz ex officio

- 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
- 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 (15 minutes) – Dorothy and All
 - Org chart
 - Meeting on 10/31/20
 - Dorothy, Gale, Mark, Terry, Tess
 - Reliant upon
 - Reports review at November meeting
 - Reimagine COM at November meeting
 - Reserve Accounts - no change
 - Strengthening relationships - Board notes going out almost every week
 - Retaining membership - reached out to David Rodriguez to add to committee this year
 - Monthly town hall on 10-18-20: over 30 attendees. Led by Tess. See townhall notes
 - Making connections with constituencies - what did the board mean to do with this?
 - Parents Group - Rev Mark making connections
 - Using tech to improve communication - Terry
 - Culture of giving - later in agenda
 - LDC Liasons - Need a new LDC committee chair
- Repairs for Building 5 Update (5 minutes) – Gale
 - Repairs completed and paid for
- Re-opening Task Force Update (15minutes) – Tess
 - Working through details

- Allowing people on campus but figuring out how often. Limited days and times.
- Adults on campus outside with reservations
- Up to 2 families on campus outside/playground with reservations
- Reservations will include use of bathrooms
- Mary has list of who has keys
- Scheduling done under Mary
- Working on signage.
- Building 5 and probably Fellowship Hall bathrooms
- Worship service - looking at air exchange in sanctuary
- Renters - Homeschooling group
 - January 5th would like to come back
 - 2 rooms in 2 buildings
 - Others have also reached out
- Filming in the Sanctuary (10 minutes) – Heather/Rev Mark/All
 - Recording can be done in the the sanctuary
 - Sometime next year, film entire service in sanctuary and load to You Tube later
 - Estimates for cameras, livestreaming, new soundboard, screens and projector
 - Rev Mark working with Ron
 - \$12,500 or less for livestreaming
- Our Website (10) – Rev Mark/Dorothy/All
 - David Rodriguez got the website working again
 - Need to consider changing up the website
 - May need to hire a company to host/create
 - Terry will do research and get estimates
 - Terry will work with Mary and Rev Mark
- Search Committee Timeline (10) – Rev Mark/Dorothy
 - Current timeline is to have a settled minister in the pulpit in Summer 2022
 - In order to do that, would need to have a search committee in place January 2021
 - Other option is to extend Rev Mark’s contract to 3 years, which would mean a settled minister in the pulpit in Summer 2023
 - Concerns about waiting on the search
 - How are other churches doing a search during the pandemic
 - UUA have been working with congregations and training
 - Last year around 100 interim ministers available for 125 openings
 - Dorothy will call UUA to ask
- PPP Forgiveness/EIDL Update (5 minutes) – Donna
 - All information is in hand
 - Will be completed either this week or early next week
- Racial Justice and CRT (Critical Race Theory) (15) – Rev Mark/Dorothy/All
 - UUA has been working on Racial Justice significantly the last several years
 - UUA potential 8th principal
 - Critical Race Theory - racism is a part of every part of life
 - We have lost members who feel that we have gone too far
 - Sherry will do classes about this to help educate the congregation
- Election
 - UUA Regional Email sent out re challenges after the election
 - Pastoral statement
- Stewardship
 - Catie Skaggs stepping back as chair. Will remain on committee

- Jim and Polly Noel are other members on the committee.

Closing (10 Minutes)

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

Next Board Meeting November 18, 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

