



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

MINUTES

Gale Morrow called the meeting to order at 6:01 p.m. The Board met via Zoom teleconferencing.

All Board members were present.

PRESENT: Danielle Bess, Alan Chase (guest), Deb Loya, Gale Morrow, Terry Palin, Ron Pena, Troy Peters, David Ringer (guest), Oscar Solis, Rev. Mark Skrabacz, Vicki Tullius, Dorothy Wallace (guest)

Rev. Mark shared opening words. Danielle Bess read our covenant, and Troy Peters read our ends statements. Oscar Solis was named Process Observer. Vicki Tullius was named Timekeeper for the meeting.

Troy agreed to forward the 2020/21 Leadership Development Committee annual report to the church office, asking that it be added to the 2020/21 FUUCSA annual report.

Ron Pena added to his Vice President's Report that two air conditioning units in the sanctuary are not functioning, due to control problems. This should be covered under our service contract with Trane. The Consent Agenda was approved, with this addition. Included in the Consent Agenda:

- September 15 Board Minutes
- Minister's Report
- President's Report
- Vice President's Report
- Treasurer's Report
- Coordinating Team Minutes

NEW BUSINESS

Gale Morrow asked whether a congregational meeting should be called for December 2021, to consider bylaws changes and approve the slate for a ministerial search committee. After

discussion, the Board decided not to call a congregational meeting in December. These topics will probably be included in the May 2022 congregational meeting.

Gale asked the Board to consider uses of the phrase “right relationship” in our bylaws. Might the phrase be too vague to be used as a criterion for voting or for removal from membership? Rev. Mark offered some insights on the traditional understanding of the term. Board members wondered whether we might already have other policies that would cover disruptive behavior, rather than including it in the bylaws. Terry Palin noted that the UUA offers resources on covenants of right relations, as a reference. Proposed bylaw revisions will probably remove this phrase.

Gale invited the Board to consider the ministerial evaluation process for this year. After discussion, Oscar Solis agreed to ask the Committee on Shared Ministry to lead this process, in consultation with the Board. Troy agreed to share his experience with previous ministerial evaluations, if it would be helpful to the committee.

Alan Chase, David Ringer, and Dorothy Wallace, members of the Capital Campaign Committee, visited to share a presentation on their work so far. Dorothy presented a draft committee charge and a draft letter from the Board to include with capital campaign communication. The Board agreed to review these documents and vote on final versions by Monday, November 1.

Terry reminded us that Board members have traditionally contributed to cover the costs for staff holiday gifts and supplies for the Christmas Eve Eggnog Social. He also graciously agreed to take the lead on planning for the Eggnog Social.

Deb announced that Congregational Administrator Kathy McFarlane plans to form a task force of church members to help evaluate proposals to bundle various telecom expenses. Terry suggested that adding a paid staff member to oversee communications could be a wise move as the church grows.

OLD BUSINESS

Gale reminded Board members to review the proposed revisions to bylaws and Governance Process Policies. She will send revised documents for further consideration and email discussion, hoping to lock in changes by November 1. Terry provided proposed language to acknowledge the role of the Assistant Minister in these documents.

Vicki Tullius and Gale proposed that the November Board Listening Session focus on the upcoming ministerial search, as well as concurrent searches for an Assistant Minister and Interim Director of Lifespan Religious Education.

Ron asked that Board members review the draft emergency repair policy submitted in his Vice President's Report and send him any comments. The Board will vote on this policy at the November Board meeting.

The Board went into executive session at 7:50 p.m. The executive session ended at 8:17 p.m.

The Board's next regular meeting will take place on November 17 at 6 p.m., via Zoom teleconferencing. The Board will also meet briefly on November 1 at 6 p.m., to finalize documents requested by the Capital Campaign Committee.

After a process observation from Oscar, Rev. Mark shared closing words and the meeting was adjourned at 8:23 p.m.

[Minutes prepared by Troy Peters, Board Secretary]