



**First Unitarian Universalist Church of San Antonio
Board of Trustees Meeting
February 16, 2022**

MINUTES

Gale Morrow called the meeting to order at 6:31 p.m. The Board met via Zoom teleconferencing.

PRESENT: Danielle Bess, Deb Loya, Gale Morrow, Terry Palin, Ron Pena, Troy Peters, Rev. Mark Skrabacz, Oscar Solis, Vicki Tullius, Carolyn Skrabacz (guest), Justin Tullius (guest)

Rev. Mark shared opening words. Deb read our covenant, and Gale read the ends statements. Oscar was named Process Observer. Ron was named Timekeeper for the meeting.

The Consent Agenda was approved as presented. Included in the Consent Agenda:

- January 19 Board Minutes
- Minister's Report
- President's Report
- Vice President's Report
- Treasurer's Report

OLD BUSINESS

Since the Board last discussed our cell phone tower leases in September 2021, the church has received a more concrete offer to purchase the land on which the cell towers are located. Deb requested that the church form a study group to recommend the best course of action. **Ron moved and Oscar seconded that the Board charge the LDC with forming a three-person study group to consider cell tower proposals. The motion carried.** Troy offered to reorganize the Google Drive documents related to these leases and purchase offers.

Deb announced that the Finance Committee has completed an aspirational budget for 2022/23. This aspirational budget will be the focus of Board Listening Sessions to be held on March 20 & 27.

Vicki reported that the LDC held a focus group on January 30 with members of the last two ministerial search committees. In general, search committee members expressed positive feelings about building stronger relationships in the church community through the search process, but they also expressed frustration or disappointment about working with the UUA in the search process. A consensus emerged at this meeting that engaging a contract minister would likely be preferable to conducting a traditional search through the UUA. Pursuing a contract call like this is an option under UUA search guidelines, but the congregation would need to vote to approve this approach.

Terry and Rev. Mark updated the Board on the status of the Assistant Minister Search. Mark and his advisory group feel they have identified a strong candidate for the position, who Mark expects would be available to begin working halftime late this spring, transitioning to fulltime by fall 2022. He hopes the appointment would be ready to announce in March. Mark also mentioned that there are more churches searching for ministers than there are available ministers.

Terry shared an update on the stewardship drive and encouraged Board members to consider increasing our pledges in 2022/23.

Ron reported that Citywide, our janitorial and landscape contractor, will come to campus soon to demonstrate digital locks. He expects we would install digital locks in the Fellowship Hall first to try them out.

Rev. Mark also mentioned that FUUCSA might want to receive security training similar to that done by some Jewish congregations, in light of the current divisive political and social climate. Board members were supportive of such training, but some had strong reservations about allowing guns on campus as part of potential security efforts.

Ron updated the Board on Capital Campaign Committee activity. The committee has received a draft contract from an architect, but Ron suggested that the Board not hurry into a contract during the current fiscal year. Other Board members felt the committee should be authorized to execute a contract. Carolyn Skrabacz offered some clarification of current fundraising efforts in support of the campaign. After more discussion, **Terry moved and Troy seconded that the Board approve the contract for predesign architectural services, as presented by the Capital Campaign Committee. The motion carried by a vote of 4 to 3.**

NEW BUSINESS

Deb offered some explication of the aspirational budget, reminding us that the bulk of the church's expenses are centered in salary and benefits for church personnel.

Rev. Mark shared thoughts on the UUA & UUMA focus on antiracism, anti-oppression, and multiculturalism. He encouraged us all to be open to self-examination and focused on our covenant as we wrestle with these topics. He pointed out that this congregation has made notable progress in a number of areas related to racial and social justice. Vicki expressed concern that she feels the UUA has taken ideological positions that are divisive and counterproductive, rather than celebrating our common humanity. Gale suggested that the congregation engage in more open conversation about this difficult and divisive topic.

Terry shared that Sheri Phillabaum (DLRE) has added condoms and lubricant to the personal hygiene products available in church bathrooms, after an online discussion among parents of children in RE expressed support for doing so.

The Board's next regular meeting will take place on March 16 at 6:30 p.m., via Zoom teleconferencing.

Gale thanked Board members for sharing their opinions honestly and passionately during a meeting that included some difficult conversations, and then Oscar shared his process observation.

Rev. Mark announced that he is open to extending his contract though the summer of 2025, should the church wish to do so, and then he shared closing words. The meeting was adjourned at 8:34 p.m.

[Minutes prepared by Troy Peters, Board Secretary]