



**Board of Trustees
May 17, 2023 Meeting**

Present: Terry Palin (P), Heather Hedquist (VP), Deb Loya (TR), Polly Noël (SC), Oscar Solis (AL), Rev. Nell Newton, Rev. Mark Skrabacz

Absent: Danielle Bess (AL), Emmanuel Garrido (AL), Betty Burgner (AL),

Guests: None

Gathering, Establishing Quorum

The board met via Zoom. Having established a quorum, Terry called the meeting to order at 6:02 p.m. Terry asked Deb to serve as Process Observer and Heather to serve as Timekeeper. Terry shared opening words and lit the chalice. Polly read the Covenant; Terry, Deb, Oscar, Heather, Polly, & Rev. Nell read Ends. After brief check-ins, the consent agenda was finalized.

Consent Agenda Approval

The April Board meeting minutes and other items on the consent agenda listed below were approved by acclamation with updates and clarifications noted below.

- President's Report (Terry)
- V. President's Report (Heather)
- Treasurer's Report (Deb)
- Minister's Report (Rev. Mark)
- Coordinating Team Notes (Rev. Mark)
- COSM Meeting (Rev. Mark) – in today
- Wi-Fi report (Rev. Nell) – going with AT&T, talking to Ron Meneses tomorrow, ETA still unknown – room or two available to another group; DLRE is primary stakeholder – will keep board informed
- LDC Report (Emmanuel)
- Trust Fund for the Endowment Report – not received
- CREF Report (Betty)
- Stewardship Report (Oscar) - Terry
- Financial Report (Deb)
- Capital Campaign Report – No report

OLD BUSINESS

Governance Policy Monitoring:

- Limitations: none this month
- Linkage: none this month
- Governance: none this month

Widening the Circle of Concern: Members briefly discussed the desirability of reviewing and updating the Mission, Values, and Ends Statements in the coming year with a lens towards diversity, equity, and inclusion. Rev. Nell pointed to language in the congregation's "Values" that encourage intellectual growth, but what about those with cognitive impairment? We need to consider how people change and grow over time or cope in the face of disability. Rev.



Mark remarked on recent transgender inclusion class and imbalances that exist in concentric circles of power and the need to

empower those on the outer, growing edges of the congregation. RE and Social Justice are reviewing the extent to which Is anti-oppression work is part of our regular practices. The group also reviewed how the congregation has provided financial support of BIPOC organizations (e.g., Share the Plate, CREF, Green Team, sponsorship of DRUUM's events, and SAGE). Rev. Nell has explored the possibility of a BIPOC group, but interest appears insufficient at this time. In addition, the group agreed to revisit the recommendations of the congregation's anti-oppression audit that was conducted last year. Rev. Mark also noted that Becky Brenner has asked if First UU will be a sponsor of NAACP. Rev. Mark will be meeting with her tomorrow and will report back to the board.

Adding \$1800 to budget from General Reserves: Topic withdrawn by Terry and Deb.

Revisit Cell Tower Lease: The Board briefly discussed an updated lease agreement proposal obtained by Terry from Crown Castle for a total of \$750,000 with \$150,000 down and balance to be paid over 20 years at \$30,000 per year. The current rental lease agreement expires June 2055. The new proposal, which is for a perpetual easement, would be tantamount to selling that portion of the church's campus. There was a difference of opinion as to whether congregational input was needed on this decision. Although the bylaws indicate that voting members of the congregation must approve contracts involving sale of Church "real property," one member expressed the opinion the congregation has entrusted the board to make such decisions. Terry withdrew his motion, which had not been seconded, after the group agreed to leave to the new board to decide upon a course of action.

NEW BUSINESS

Free Texas Battered Women (FTBW) – postponed from April: Terry submitted a request from Cathy Marston asking that First UU San Antonio continue to serve as a fiscal agent for their 2023 funding application to the Alice Kleberg Foundation. ***Deb moved and Polly seconded that the Board request more information about the status of the FTBW's 501c3 application. Motion passed: For (4), Against (0), Abstained (0).*** Terry will contact Kathy and report back to the Board.

Bylaw Changes RE: Proxy voting: Polly and Terry reported that several individuals had requested proxy ballots for the upcoming Congregational Meeting. Two congregants also submitted a letter that questioned the proposed bylaws changes eliminating proxy ballots and presented several valid reasons why members might be unable to access electronic voting if formally adopted for future meetings (e.g., if vacationing in remote areas of the country or travelling overseas). ***Polly moved and Terry seconded that we retain the language on proxy voting of the proposed amendment to Article VI of the Bylaws. Motion passed: For (4), Against (0), Abstained (0).*** Polly will present revised amendment at the Congregational meeting.



Granting Emeritus Status: Terry requested Emeritus status for three long-time members who live in or recently moved to Assisted Living Facilities. *Terry moved and Deb seconded that due to their many years of active membership at the First Unitarian Universalist Church of San Antonio that Hilda Scott and Sally Dunlap & Bob Petit be made Emeritus members of the congregation. Motion passed: For (4), Against (0), Abstained (0).*

Appointment of new member of Finance Committee for CY 2023-24: Deb reported that given Austin Sobczak's planned move out of state, there would be a vacancy on the Finance Committee. *Deb moved and Heather seconded that Debra Bircher be approved as a member of the Finance Committee. Motion passed: For (4), Against (0), Abstained 0.*

Directed use of Budget Line: Deb reported that the Supplemental Pledge Campaign had exceeded expectations and obtained revised/new pledges or funds over and above what was needed to fund the Assistant Minister full time for all 12 months of FY 2023-2024. With the data inputted in the excel sheet, the balance shows \$8,322 positive income (overage). *Deb moved and Polly seconded that the Board amend the Board Approved Budget to increase line #420 to reflect a "Match" amount of \$46,866 and amend the lines items for the Assistant Minister, Lines #541.2 thru #541.11 as shown in the revised budget currently identified as Board Approved Budget v #2. This version provides for the Assistant Minister contract for the entire fiscal year, June 1, 2023 - May 31, 2024. Motion passed: For (4), Against (0), Abstained (0).* The amended budget will be presented at the Annual Meeting on Sunday for congregational approval.

Discussion of the 2022-2023 fiscal year deficit: Deb provided a preview of a proposed policy that will strengthen current fiscal practices and help to avoid a deficit in the 2023-2024 budget. Although the most recently available balance sheet indicates a deficit for the current fiscal year, some income and expenses are still pending (e.g., our annual lump sum payment that we receive from Crown Castle for the cell tower lease is expected later this month. Deb assured the Board, however, that First UU has sufficient funds in its checking account / reserves to cover any shortfalls that might occur.

Minister's Evaluation: Discussion postponed to upcoming Executive Session via Zoom.

CLOSING

With no more business to discuss, Deb noted that the discussion was "gentlemanly and lady-like" and Heather noted that participants "did great" with the allotted time. Terry read closing words and adjourned the meeting, noting the upcoming calendar events.

Upcoming Calendar Events:

- Sunday, May 21, 12:30 p.m. - Congregational Meeting (All Board members should attend and bring muffins or similar items) (In the Sanctuary)
- Wednesday, May 24, 6:00 p.m. – End of Year meal (All Board members)