



Board of Trustees
First Unitarian Universalist Church of San Antonio
September 20, 2023

Present: Heather Hedquist, Deb Loya, Polly Noël, Betty Burgner, Mike Brand, Emmanuel Garrido, Carol Bertsch, Rev. Nell Newton, and guest Lito Bujanda-Moore

Absent: Rev. Mark

A quorum was established, and Heather called the meeting to order at 6:30 p.m. Deb delivered the opening words. Polly read the Covenant, Carol read the Mission, Betty read the Values, and Mike read the Ends.

Consent Agenda

The August 16, 2023 meeting minutes were uploaded right before the meeting and so were pulled from the Consent Agenda for review and approval via email vote. There being no objection to the rest of the consent agenda, it was approved as submitted.

- President's Report (Heather)
- V. President's Report (Polly)
- Treasurer's Report (Deb)
- Minister's Report (Rev. Mark)
- Coordinating Council Meeting (Rev. Mark)
- COSM Meeting (Rev. Mark and Heather)
- LDC Report (Emmanuel)
- Trust Fund for the Endowment Report (Carol)
- CREF Report (Mike)
- Stewardship Report (Betty)
- Financial Report (Deb)
- Capital Campaign Report (Polly)
- Digital Communications Manager Report (Mary via Heather)
- Attendance reports (Polly & Emmanuel)

OLD BUSINESS

Financial Health: Deb reported that the financial statements were posted to the google drive on September 18. We had a small deficit in August. Deb presented our first ever quarterly report on pledge payments. The report is color coded with pledging units that have made no payments on their pledge in dark or light red. The report is a work in progress given that there are some differences in the data on Breeze.

Job Description of Board Treasurer for LDC: Deb discussed the Church Treasurer job description she prepared for the LDC. She identified financial expertise and technological proficiency as the top two desired traits for the position. Deb stated the LDC needs to begin looking now for a person to fill the position.



Financial Audit/Checklist: As discussed at the August meeting, the Board decided to use the shorter, Maryland financial audit checklist with revisions to match our processes.

Capital Campaign Update:

- **Fencing:** Polly enumerated the reasons to expand fencing beyond the playground to encompass the entire campus perimeter.
 - Recommendation of Homeland Security consultant
 - Multiple break-ins/attempts and acts of vandalism over the last three yearsNonetheless, she would like more input from the congregation because some members have expressed concern regarding the church looking like a prison. Three fencing contractors have come out but we are waiting to receive their bids.
- **Leveling the playground:** Polly reported that the sloping playground has caused erosion at the end of Building Five. A church member offered to pay for leveling the playground to address this issue. A retaining wall would be needed.
- **Capital Campaign Town Hall:** The Capital Campaign Town Hall scheduled for September 28 via Zoom is to inform the congregation regarding the modification to the kitchen redesign, update on the big picture financially, and gather feedback.
- **Wi-fi Update:** Rev. Nell reported on her research regarding upgrading the church Wi-Fi performance which she has been working on for seven months. She summarized her detailed report and also noted that a church member has offered \$15,000 to get Wi-Fi on campus. **Deb moved that the board approve the use of up to \$15,000 to purchase Wi-Fi hardware and provide installation of such to enable Wi-Fi connectivity throughout the church campus. Choice of the provider of equipment/installer to be proposed by Rev Nell in consultation with the Tech Team and ratified by the Board via email vote, once selected.** Polly seconded the motion and it carried unanimously with no abstentions.

Unity Consulting: Heather updated the Board on open facilitator slots and Board Monitor openings. We got only two volunteers for the Shepherd position. While we want at least 80 to participate, we've only 20 signed up so far. Some have had trouble with the SignUp Genius link. Depending on response, Board members may call congregants to make personal invitations. Logistical details regarding the September 30th training and Board Monitor duties were discussed.

Board Goals:

- **Educate Congregation.** Heather announced that we need to start educating the congregation about the interim minister process in October. A hiring committee of 3-5 people is needed. Discussion ensued regarding the advisability of adding these issues to an October already packed with Appreciative Inquiry events/tasks. Discussion will continue at the October Board meeting.
- **Financial Audit/Checklist.** Shift perform and present review to the November meeting.
- **Support/Enliven Committees.** Heather has added champions for each committee:
 - **COSM:** Heather
 - **LDC:** Emmanuel
 - **Stewardship:** Betty
 - **TFE:** Carol



Heather sent a sample charge to Carol; will send one to Emmanuel and Betty. Emmanuel queried whether the goal is to build on last year's charge or do something different. Heather suggested highlight the things the committee does well and things they need to do more of. Polly suggested looking at the updated charge to the Capital Campaign for ideas, also.

Board Education: The Board discussed pages 37 through 74 of *In the Interim*. Betty commented regarding perceived intolerance of other religious views. Heather added that she is enjoying the book and getting a lot out of it. For next month read pages 75-110.

Limitations and Linkage: The Board reviewed:

- 2.8 Limitations (Emergency Succession)
- 2.9 Limitations (Communication and Support of the Board)
- 3.1 Linkage (Unity of Voice)

Heather asked is the Board doing what it should to monitor the minister. Rev. Nell noted that Unity of Voice is essential to minister's protection so one person cannot hijack the minister.

At this point Lito Bujanda-Moore left the meeting.

Interim Ministry: Heather clarified that Rev. Nell was not seeking to be a Developmental Minister next year. Rev. Nell related that she was excited to work with an interim and, if she stayed on as Assistant Minister with the Interim Minister, she could be an inside candidate in the search for a Settled Minister. Deb opined that a Developmental Minister was not necessary for our congregation. Rev. Nell considered that, with the pandemic and other trauma, all congregations have suffered a collective wallop. However, our congregation is vibrant and doing great.

Closing

- Process Observation: Betty commented it felt like we could have used more time. Our leader was effective and we did okay letting one another speak. We were inclusive but maybe not dismantling oppression.
- Timekeeper: Carol admitted failing at this job.

Rev. Nell delivered the closing words and meeting adjourned at 8:48 p.m.

Upcoming Calendar Events:

- Saturday, September 23 – Service Auction
- Friday, September 29 – Dinner with Laura
- Saturday, September 30 - CORE 24 training
- Thursday, October 12 - Executive Team Meeting

Respectfully submitted

Carol Bertsch, Secretary