



**Board of Trustees
First Unitarian Universalist Church of San Antonio
Minutes
November 20, 2024**

Present: Betty Burgner, Mike Brand, Ruth Bujanda-Moore, Carol Bertsch, Donna Pereira. Sheri Phillabaum, Polly Noel, Dr. XK.

The meeting was called to order at 6:34 pm

Betty was assigned Process Observer, and Polly was assigned as time keeper

6:40 Consent Agenda Approval (5 minutes)

- V. President's Report (Polly)
- Treasurer's Report (Donna)
- Minister's Report (Dr. XK)
- Coordinating Council Meeting (Dr. XK)
- LDC Report (Debu)
- Trust Fund for the Endowment Report (Ruth)
- CREF Report (Mike)
- Stewardship Report (Betty)
- Financial Report (Donna)
- Capital Campaign Report (Polly)
- Digital Communications Manager Report (Mary via Carol)

All items on the consent agenda were approved with the following addition to the vice president's report: Polly would like a social-justice focused conversation about unhoused people around our facility. Carol will put it on the agenda for next month

Business

Emeritus membership for Connie Reyes

(Article IV, Section 1, Paragraph C of the Bylaws: "Emeritus members are persons who have been long-time members and who for reasons determined by the Board of Trustees are offered life-time honorary membership without the requirement of providing annual financial support.")

Mke moved that Connie Reyes be granted emeritus member status. Ruth seconded; The motion passed.



Update on Start Up for Dr. XK and Tim: Dr. XK conveyed that Southern region staff member Cameron Young doesn't want to combine minister and DLRE. Dates have yet to be set. The minister's startup will probably be next year, maybe January

Update on dismantling oppression in coffee hour: Weekly coffee hours won't be possible while Fellowship Hall construction is underway. Dr. XK called some men so that coffee hour will not be handled exclusively by women.

Reserve account discussion

- a) **Accounts with problematic money transfers / Accounts no longer being used.** Loan with Frost Bank was approved. Frost discovered a lien on our property. There may be notes from previous minutes saying that the related loans had been discharged. Donna and Polly will investigate
- b) **Reserve fund to float "loan" for parking lot request from Membership?** We can spend the money, charging it to membership; pending approval of Dr. XK, membership will do a fund lunch to replenish their funds.

Healthy relations proposal: Dr.,XK read it and made comments. We will discuss it at the next meeting.

December board meeting: we will meet at church for a social time as well as touching base on necessary business

Fundraiser to generate the \$5,000 for "other fundraising" included in the 24-25 budget: Polly will investigate whether donated art work is still at the church and what the potential value might be.

Stewardship Update: The January listening session will take the form of a "finance 101 session. Board representatives will discuss how the budget is made, answer questions about items, and invite input about priorities. The stewardship asked for and received support from the board for a leadership event in late February for premiere donors and leaders. They also requested and received informal promises of help with small groups (cottage meetings) in early March.

Finance committee: Donna would like to recruit three people who have finance experience, and would like board members to give her recommendations. She will write up a job description.

Ministerial search timeline, getting started: Betty raised the question of whether it had been formally and finally decided that we would seek a settled minister as opposed



to a contract minister. Carol will consult with the congregational transitions director as to their current best advice. Betty will look for a doc created by Heather Hedquist that outlined the differences. The congregation needs to be informed about differences between contract and settled ministers, and their input solicited. This will be the main topic of the December board listening session.

Closing

- Process observation comments (Betty): We did well.
- Timekeeper comments (Polly): We did well.
- Adjournment: 9:05

Faithfully submitted,

Sheri Phillabaum



First UU 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 meetings 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 the church community.

Our Values

In our religious community, we covenant to embody our core values:

- Profound belonging
- Openness to awe
- Committed transformation

Our Mission

The mission of First UU is to co-create the Beloved Community of love and justice within ourselves, among our congregation, and throughout San Antonio.

Our Ends

To fulfill our mission, we will:

1. Welcome all people of good will, as they are and as they are becoming, as we connect at depth across difference.
2. Care for one another in times of joy, sorrow, and transition.
3. Equip ourselves, across the lifespan, to articulate our Unitarian Universalist faith identity and live a spirited life of integrity in a search for truth and meaning.
4. Accountably dismantle systems of racism and oppression in ourselves, our church, and greater San Antonio. In particular, we work for:
 - a. Racial justice/antiracism
 - b. LGBTQ+ justice
 - c. Reproductive justice
 - d. Environmental justice
 - e. Immigration justice
5. Share our life-transforming Unitarian Universalist faith with the community.
6. Invest our time, talents, and financial support to steward our church and the resources entrusted to us.