



Board of Trustees

First Unitarian Universalist Church of San Antonio

MINUTES
Feb. 19, 2025

Gathering, Establishing Quorum

The meeting was called to order at 6:30 p.m.

Carol read the covenant.

Ruth was assigned Process Observer and Betty, timekeeper.

Consent Agenda Approval

All items were approved. Everyone will read and comment on the *Black UU Survival Guide for Discussion* at the next meeting. Carol will upload it to the March Board folder.

Business

- **DLRE continued employment requires immigration action - \$3,515** – Carol will ask Annalisa for more information as to action the board needs to take.
- **Congregant concerns re: actions to take if ICE visits campus** – Staff will create a flier of information and make it available in the foyer.
- **Fundraising update**
 - Possible auction of Rabbi's items: Tabled till next month
 - Modified service auction: No one has yet been found to take charge. Mike will bring it up at the next Board Q & A.



- **Motion: Employer Participation Agreement**

- Motion: Whereas the First Unitarian Universalist Church is committed to assisting its employees prepare for their retirement years, and Whereas the Unitarian Universalist Organizations Retirement Plan As Amended and Restated Effective January 1, 2025, including all subsequent amendments (the "Plan") is the retirement plan sponsored by the Unitarian Universalist Association, therefore Be It Resolved that the First Unitarian Universalist Church of San Antonio hereby amends their Employer Participation Agreement dated _____ with the Plan to change the following Elections: We affirm that our existing Agreement on file with the UUA (Plan Sponsor) binds us to complying with all the provisions of the Plan and the elections made by our congregation in our existing Employer Participation Agreement until such time as we complete and submit a new Employer Participation Agreement to the UUA Retirement Plan Committee, and they acknowledge receipt and approval of an authorized implementation date.

Donna moved, Polly seconded. Motion passed unanimously.

- **Update regarding renovation/demolition:** The board is invited to a meeting with builders on Tuesday, Feb. 25, 3 pm. Renovations will start March 3.
- **Settled Minister Search Committee member input update:** Board members are requested to let Polly know their availability for dates to host cottage meetings, where suggestions will be solicited.
- **Bylaws review** – Mike said that mostly only simple corrections which are not time-sensitive are needed. We also need to discuss changing term limits for some board positions. Mike will write up suggested changes and we will discuss term limit changes at the March meeting.
- **Budget** – Donna reviewed proposed 2025-26 budget. Highlights: An unexpected payment of \$38K from the government will help pay for ministerial search and the DLRE's immigration legal fees. A ¼ time facilities manager position is proposed. The proposed job description is forthcoming. Congregational Administrator pay needs to be brought in line with UUA guidelines. The overall request will be for 9% above last year's budget. Polly got feedback on the stewardship brochure.
- **Walmart "Spark Good" program** - non-profits can appear on a list and shoppers can "round up" their bill for the charity of their choice Tabled
- **Request by Nasim Memon for review of Social Justice Committee** – Ruth presented general concerns. Dr. XK said that the committee engages in continual informal self-reflection. The general consensus among BIPOC participants on the social justice committee is that the committee is generally self-aware and that they continually strive to reflect UU values.
- **Land Acknowledgement – performative vs. actual connection with native peoples?** Tabled.

**Executive Session**

- Complete Interim Assessment from UUA

Closing

- Process observation comments: Ruth said we did well
- Timekeeper comments: Betty: Great.

The meeting was adjourned at 10:07 pm

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.