



Board of Trustees

MINUTES

6:30 pm Tuesday, July 15, 2025

(Minutes of July 6 special meeting may be found below these minutes.)

Approved at August 21, 2025 Board Meeting

Present: Dr, XK, minister; Polly Noel, president; Mark Rockeymoore, vice president; Kathleen Fonseca, treasurer; Sheri Phillabaum, treasurer; and Mike Brand, Lito Bujanda-Moore, Bill Pridgen, Becky Brenner (at large members)

Gathering, Establishing Quorum

The meeting was called to order at 6:38; Dr. XK read the opening words.

Each person shared a short reflection about how we as a board and as a church are living our mission.

Lito was assigned process observer and Polly as timekeeper.

Consent Agenda - Approval of Written Reports in July Board folder

- Previous Board Minutes (Sheri)
- President's Report (Polly)
- V. President's Report (Mark)
- Treasurer's Report (Kathleen)
- Financial Statements (Kathleen)
- Minister's Report (Dr. XK)
- Coordinating Council Meeting (Dr. XK)
- LDC Report (Lito)
- Trust Fund for the Endowment Report (Becky)
- CREF Report (Mike)
- Stewardship Report (Bill)
- Capital Campaign Report (Polly)
- Ministerial Search (Polly)
- Digital Communications Manager Report (Mary via Polly)

The consent agenda was approved by consensus.



Discussion Agenda

Resolution to allow reduced reporting requirements for Line of Credit (requested by Frost Bank) -Polly moved

that the Board approve signing the Release and Termination of Loan Agreement form as requested by Frost Bank to end requirements for interim financial and capital campaign reporting.

Kathleen seconded.

The motion passed.

Resolution to authorize new signatories for First UU's Frost Brokerage Account - Polly moved

that due to the recent change in Board Officers for the 2025-2026 Fiscal Year, the Board of Trustees authorizes Polly Noël, in her role as President, and Kathleen Fonseca, in her role as Treasurer, to be signatories on the Frost Brokerage Account for the First Unitarian Universalist Church of San Antonio; and that Donna Pereira be removed as a signatory. Only Polly Noël and Kathleen Fonseca are authorized to sign on the Brokerage Account.

And

that the Board approve the following resolutions to authorize the opening of an account in the name of the Corporation or Unincorporated Organization with National Financial Services LLC ("NFS") and establish, add, or change those officers or individuals authorized by the Resolution (i.e., Polly Noël and Kathleen Fonseca) to transact business on the account. (full text of resolution is included in the Board folder).

Mike seconded.

The motion passed.



Resolution for FEMA Grant. This was withdrawn from discussion after Polly reported confirming that the prior request for this from the State grant office was an error.

Pending Sanctuary repairs requiring approval for use of Reserve Funds (quotes pending) - Mark stated that these repairs will be necessary. Polly continues to be the primary point person for some facilities projects that are carried over from last year and within a few weeks of completion.

Board Accountability, names/pictures on First UU website. Several options were discussed for helping to make sure that members know who their board members are. Polly will follow up with individual board members as to the limits, if any, of their willingness to have their name and/or image publicized.

Board/Minister Covenant – Mark moved that we enter into the covenant with Dr. XK’s and Polly’s amendments. Sheri seconded. **The motion passed.** Sheri will update and disseminate the doc.

Healthy Relations Policy – Tabled; Polly needs more time to discuss with the authors.

Interim Minister Contract – Polly reviewed some changes from the previous year’s contract. Dr. XK indicated that he agreed with the proposed updates. The discussion was tabled. **Polly will send the updated doc for email vote.**

Discussion

- Sheri led a general discussion of Dr. XK’s [Author of The Black UU Survival Guide: Ten Steps For Surviving as a Black Unitarian Universalist and How Allies Can Keep it 100](#)
- Sheri, Mike, Kathleen, Bill, Lito, and Becky (everybody except Mark and Polly) agreed to work on creating a plan for anti-racism training for leadership / congregation. This working group will consult with inclusion and transition teams. Mike will “create an email team and get the ball rolling.” The inclusion team has been meeting 2nd Thursdays at 1 pm.

Closing

- Process observation comments: Lito mentioned technical issues that caused a delay to the start of the meeting. It would be good to communicate to the board about process expectations. He might update the current board process checklist.
- Becky delivered closing Words.
- The meeting adjourned at 8:45

Faithfully submitted, Sheri Phillabaum, secretary



Minutes of Special meeting of the Board Sunday, July 6th at 12:15 pm.

Present: Polly Noël, Mark Rockeymoore, Kathleen Fonseca, Sheri Phillabaum, Lito Bujanda-Moore, Bill Pridgen

Absent: Mike Brand, Becky Brenner, Rev. Xolani Kacela

Polly moved that the Board approve the resolution authorizing the following changes to the signatories for First UU's Checking, Savings, and Capital Campaign accounts with Frost Bank.

- Remove Carol Bertsch and Donna Pereira
- Add Mark Rockeymoore as Vice President, Kathleen Fonseca as Treasurer; change Polly Noël's role from Vice President to President.

Resolved, that the Financial Institution named above at any one of more of its offices or branches, be and it hereby is designated as a depository for the funds of this Corporation, which may be withdrawn on checks, drafts, advices of debit, notes, or other orders of the payment of monies bearing the following appropriate number of signatures: Any 1 of the following named officers or employees of this Corporation ("Agents"): Polly Noël (President); Mark Rockeymoore (Vice President); Kathleen Fonseca (Treasurer)

Mark seconded. The motion passed - In Favor: 6; Against: 0; Abstained; 0

The meeting was adjourned at 2:25.



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 goodwill, 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.