



**Board of Trustees
Minutes
Hybrid Meeting
6:30 pm Wednesday, December 17, 2025**

Attendance

In-person: Polly Noel, president; Kathleen Fonseca, treasurer; Sheri Phillabaum, secretary; Lito Bujanda-Moore; Mark Rockeymoore; Mike Brand; Dr. XK, minister

Zoom: Bill Pridgen, Becky Brenner.

The meeting was called to order at 6:31. Mark was assigned as process observer and Lito as Time & Connection monitor

Consent Agenda - Approval of Written Reports in December Board folder (5 minutes)

Any objections or questions for the items on the CA? Any corrections?

- Prior Month Board Minutes (Sheri)
- President's Report (Polly)
- V. President's Facilities 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.



6:40 pm – Discussion Agenda

- **Strategic Governance:**
 - **Past Presidents' General Input:** Common themes included dislike of policy governance, budget worries, recognition of the limitations of a two-year president's term, and clarification of respective roles of board and minister. They also said they had little to no time for long-term planning.
 - **Proposed Strategic Governance model:** Polly led a general discussion on this topic.
 - **January Town Hall:** Polly proposed that instead of the scheduled listening session on January 18th, we hold an information session on strategic governance.
 - **Bylaws & Governance Policy Working Grp:** Dr. XK, Kathleen, Mike, and Mark volunteered to work on a review of by-laws and other documents that may need to be updated, with suggested updates to be presented to the congregation in May.
- **Budget:** Kathleen expressed concerns about our bookkeeping service such that current records are not accurate. She will follow up and make a recommendation on how to proceed.
 - **How is First UU doing: Alignment of operating budget with Mission:** Tabled until next month
 - **Line item for Board-related expenses:** Polly estimates about \$1,500-\$2,000 is needed, and will make the request.
 - **Denominational Connections incentive:** Polly suggested that we pay for the registration fees for the DC chair to go to General Assembly. Everyone agreed to make that budget request.
- **Affinity Group Policy** (Mike, Sheri, & Kathleen): The policy was sent to the coordinating council and to SAGE. No changes were suggested. Because of several suggestions we could not vote on a finalized version tonight. We will continue the discussion by email and if needed, address it at the next meeting that was previously scheduled to discuss *How to be an Anti-Racist* (Jan. 12).
- **Process observation comments:** Mark said the meeting was positive and useful; we kept on task and were able to make decisions to move forward. High energy. The infinity group conversation led us back to a space of frustration. "The process was functional."
- **Time Monitor comments:** Lito said that time was well spent. No spirals.

The meeting adjourned at 8:15.



Respectfully submitted,

Sheri Phillabaum,
secretary