

First Unitarian Universalist Society of San Francisco  
**Regular Board Meeting**  
November 18, 2008

**Present**

Jane Park, moderator  
Matt Fuller, vice moderator  
Thad Smith, treasurer  
Ben Bear  
Tara Hernandez  
Carol Johnson  
Mike McGirr  
Stephen Schwichow  
Don Williams  
Sonnie Willis  
Bill Wise  
Claire Weber, secretary  
Greg Stewart, Senior Minister  
Nancy Evans, Executive Director  
Peter Olandt, ministerial intern

**Guests**

Mark Calvey  
Dick Castille  
Charlie Galvin  
Amy Kelly  
Michael Laorange  
Mary Jane Mikuriya  
Denis Paul

**Call to order.** The meeting was called to order by Jane Park at 7 o'clock.

Opening. There was a moment of silence for focus and centering.

**Agenda review.** The review of emeritae was moved to be the last item under old business and members forum was postponed until consideration of that item. Tara reported that Betty says they are working on getting a chair and charge for the RE committee and Betty expects it to be set by the end of the year.

**Consent agenda.** The minutes of the meeting of October 21, 2008, were accepted with a spelling correction for the name of the Alban Institute.

**Reports.**

Investment committee report. Michael Laorange, chair of the investment committee, distributed a summary of investments managed by the investment committee. There are four regular committee members: Bruce Cowan, Mark Calvey, Howard Oringer and Michael Laorange.

Michael noted that it is important to the committee that all investments are socially responsible. Currently, it does not invest in armaments, alcohol, tobacco and sub-par lending entities. The committee is seeking guidance on an investment spending policy, but the committee feels comfortable with the current investment policy. However, auditors have asked the society to provide a basic statement of our investment policy, which Michael agreed is already in existence.

Michael discussed the distributed info in some detail. In 2006-07, the society first hired an outside investment service, KCM, which provides monthly financial statements and quarterly reports. KCM makes presentations to the investment committee two times a year. Originally, KCM was responsible for the building maintenance account and restricted funds. KCM charges a minimal fee based on a small percentage of the assets invested, which is about \$10,000 per year.

Senior minister's report. Greg submitted his written report. He pointed out that the success of marriage equality events on November 2 through 4 resulted in lots of positive media coverage. He noted that staff provided additional work for these events, for which we are very grateful.

Executive director's report. Nancy submitted her written report and reviewed her printed pledge patterns report. She described the underpaid pledges and noted that we expect 95% of pledges to be ultimately paid. This is an excellent percentage, but still requires us to discount expected pledge revenue by \$22,000. The report shows a 9% growth in membership, some of which is due to long-term friends becoming members. The average household pledge is 20% higher than last year. A Sunday worship information sheet was distributed showing attendance and collection figures for the service and the forum. Tara noted that Betty has attendance figures for CRE. Nancy explained that the plate collection figure does not include pledge income.

#### Financial reports.

The new balance sheet has comparative figures which are helpful. This is the same balance sheet that was explained at the recent half-day board retreat about financial reporting. Nancy summarized the actual activity budget report as having nothing out of the ordinary -- pretty much "business as usual."

#### **Old business/Updates.**

Wade estate. Matt reports we are getting closer to making final payments for taxes and getting final distribution for the Wade estate. The first distribution is currently in unrestricted funds. The bylaws require that two-thirds of any new bequest be managed as endowment, with the principal not subject to disbursement. If the board wishes to spend the Wade bequest in a different way, we need to consider making a proposal to the congregation for such a change. Mike noted that there will be a town hall meeting in January on financial issues, which might be an appropriate forum to discuss this issue.

Ted Denton bequest. No change.

Safety policies. Jane has not followed up with Betty about the RE proposal for a general comprehensive safety policy. We are looking forward to the RE proposal, which may include provisions related to guns.

California Pacific Medical Center (CPMC) update. Bill distributed a printed update. The committee will probably ultimately favor accommodation towards CPMC instead of confrontation or litigation, but there is no recommendation at this point. Bill reports that there appears to be a good possibility of working cooperatively with the hospital. Ben noted that his view is different. He feels that the CPMC presentations have been equivocal and their promised accommodations have not been backed up in writing. So he feels we may still be in for four years of disruption affecting services and rentals and possible damage to our buildings.

Bill presented more detailed info in response to Ben's concern. Construction will likely begin in mid 2010. Demolition and excavation will take one year and two and one-half years are anticipated for construction. The original proposal has been modified to provide for work 6 days a week from 7 a.m. to 11 p.m. Much construction will consist of assembling modules that were pre-built off-site. Bill emphasized that we need to document the condition of our building prior to any construction. Such documentation can be done with Jeffrey Nelson-a CPMC director of enterprise development. Bill said we will meet with Nelson in January and he asked whether there are specific items we wish to raise at that time.

Bill discussed the possibility of coordinating our concerns with our religious and residential neighbors. The Baptists are not interested in cooperating with us on this matter. The Lutherans are less impacted but we have not had as much contact with them. The bay area organizing committee was concerned with so many diverse activities that they probably cannot effectively focus on this issue. The Cathedral Hill Neighborhood Association is active and focused on this issue. Mary Jane reported that if there is a yahoo group on this project, that would be an effective way to get involvement from different entities in the area.

Motion by Matt as follows:

The board requests that the executive director engage with Laurence Pullgram for a consultation with regards to our legal options to force CPMC to commit to construction practices and time frames that benefit our society and mitigate any negative impact. We request that the executive director attempt to receive such consultation on a pro bono basis, but authorize her to spend up to \$1,000 for such expenses.

Don seconded the motion.

The discussion focused on whether we will need to pay the litigator for the consultation. Nancy said the cathedral hill association had retained the services of a litigator and was

seeking cooperation from other interested groups. Thad noted the importance of properly documenting the state of the building so that we can make a claim for damages later, and a litigator may be important in advising about how to do such documentation. What do we need to do to properly protect ourselves? Matt said we need to know what we want from CPMC. Do we want a change in the project? Money damages? Something else? We may want to have special accommodations during memorial services or other special events. However, Jeffrey has said that CPMC cannot confirm the schedule or anything else until the environmental impact review is completed. The motion was approved by a vote of 8 in favor with no opposing votes, 3 abstentions and the moderator not voting.

Emeritae. Jane noted the discussion tonight will focus only on Margot Gross -- the board may consider the status of Kay Jorgenson at a later date. Jane distributed the UUA ministry guidelines concerning ministers emeriti/ae.

Motion by Matt as follows:

Whereas, Margot Campbell Gross served as a called Minister at the First Unitarian Universalist Society of San Francisco for approximately nine years, and;

Whereas, Margot Campbell Gross has retired from the ministry, and;

Whereas, the First Unitarian Universalist Society of San Francisco was the last congregation where Margot Campbell Gross was an active minister, and;

Whereas, we wish to recognize the significant contributions Margot Campbell Gross made to The Society and the well-being of our community through her commitment to Social Justice, her pastoral care, and her service to the principles and purposes of Unitarian Universalism, and;

Whereas, Margot Campbell Gross has made no request to the Board of Trustees for any honorific title, yet there are many within our congregation who hold her Ministry with high esteem and deep affection;

Therefore:

The Board of Trustees bestows the title of “Minister Emerita” upon Margot Campbell Gross.

Stephen seconded the motion.

Guests spoke to this issue under postponed members forum. All speakers supported emerita status. Amy Kelly spoke. She and Dick Castille were on the search committee that brought Margot to the society. She would like the board to deal with Kay’s status soon. Mary Jane Mikuriya has been on the intern committee for some time and she noted Margot’s interest in ensuring that this was a teaching church with a ministerial intern. She noted that Margot and her family are wonderful examples for this congregation. Dick Castille said he has been a member through 44 years and 13 ministers and is

concerned with how we treat our ministers. He was co-chair with Amy of the committee that brought Margot and John. Margot started a lot of groups, helped the social services committee with Kay and helped start both Up On Top and Faithful Fools. Dick recommended that the board grant this honor to Margot and to the church. Charlie Galvin spoke in support of Margot and Kay and noted that emerita status would recognize Margot's unarguable dedication to FUUSSF. It is important to note that an emerita designation signifies to a retired minister that she is still welcome to participate as a church member and that we welcome the services that she provided as a minister.

Jane said she has heard no objections from any members, and the board members agreed. She has had a message of support from Millie Phillips. Tara said feedback from RE community families was unanimous in support of emerita status.

Jane said the board must decide how to grant emerita status: by board vote or congregational vote. Carol suggested we revise the by-laws to automatically provide *emeritus/a* status to a minister who retires from this congregation in the future. This would avoid a personality contest, but it raises an issue of retroactivity as it applies to Margot and perhaps to Kay. There was extensive discussion of the best way to make this emerita decision. Greg recommended the board make the decision.

The motion was approved by a unanimous vote of 11 to 0 with no opposing votes, no abstentions and the moderator not voting.

### **Board initiatives.**

1. Finance committee/Treasurer's report: update. Thad reported on the 5 year plan meeting, which most board members attended. The focus on increasing pledges appeared to be well received. Attendance was low but better than in prior years. Bob Bacon made an interesting suggestion that we consider creating a million dollar fund through a special campaign to create a new endowment fund for reserves. Thad thinks the solution is to raise pledges, not create more "free" money. There was general agreement that the meeting was very good and the presentations were informative and excellent. Thad noted that the financial review begins in December. Jane suggested that some statistical info from the meeting could go into her newsletter column, such as the fact that an average pledge increase of \$150 would eliminate the draw. There was extensive discussion about maintaining a focus on increasing personal generosity.

### 2. Leadership/policy governance.

- Committee liaisons: The update on several clusters was postponed to next month.
- Update on Larry Peers Consultancy. Next Thursday, November 20, he will meet with the leadership group and they will keep the rest of us posted.
- Up On Top MOU update. No change.

3. Culture of Generosity/Fundraising update. The group has recommended candidates for co-chairs for the canvas and auction. Greg is personally asking these people to serve. Thad and Don are making a list of donations for the alternative gift catalog.

4. Update on Town Hall meetings. A January 11 date has been set to discuss the questions related to pots of money. Jane asked Mike and Claire, who are doing the program, to provide the board with info about the program. They will have this info at the next board meeting.

**New business.**

Young Adult Invitation/Social Event. There is a PCD conference for young adult leaders and board members are welcome to attend—info was distributed in the board packet. We also expect the board to host a social event for young adults, probably at Claire’s. The election eve marriage equality vigil service was successful, with music and percussion.

**Upcoming Events and Board Commitments.**

Add the following to the events listed in the agenda:

Holiday faire is December 7.

December 13 is the PCD young adult event at Livermore.

Some of our members and clergy have January court dates as a result of marriage equality protests.

**Appreciation.**

Church and center staff for their additional work during marriage equality vigil and special events.

The young adult program for all the support for marriage equality, hosting social hour and the vigil.

Mark Sumner for the sell-out *Joan of Arc* event at the Castro Theater.

Mike McGirr and Joan Rost for the successful Alley Circle tea.

Congratulations to David Jones who is now a board member of Starr King School for the Ministry.

**Good and welfare.**

Veronica Masterson back at church—it is good to see her.

Millicent Rutherford is out of the hospital and in rehab.

**Closing.** Matt read from Elizabeth Tarbox about ordinary miracles.

**Adjournment.**

Jane adjourned the meeting at 9:47.

Minutes approved with corrections, included herein, December 16, 2008.