

First Unitarian Universalist Society of San Francisco
Regular Board Meeting
December 16, 2008

Present

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

Excused:

Carol Johnson
Mike McGirr

Guest:

Denis Paul

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

Opening. Sonnie read some thoughts about Christmas.

Agenda review. No change.

Consent agenda. Several corrections were made to the draft minutes of the November meeting. The minutes were unanimously approved as corrected.

Reports.

Senior minister. In addition to his printed report, Greg highlighted his relationship with Rev. Douglas Fitch, formerly of Glide Memorial, and the interdenominational, multiracial congregation (Sunday Afternoon Fellowship) that is now meeting here in the chapel. The group is growing and they are moving their services to our sanctuary. Our continued close relationship may eventually lead to their affiliation with UUA and becoming our second service. This would help us better reflect the city's demographics.

Executive director. In addition to her printed report, Nancy noted that the library now has a confidential phone line which is used for the nominating committee, speakerphone conferences, etc. She discussed some "disruptive individual" situations which included disruption of children's RE classes.

Financial reports. In addition to the printed report, it was noted that the recent market decline has so far created an unrealized loss of \$369,000.

Old business/Updates.

1. Estate updates. Nancy reported that there is no recent action on the Ted Drenton situation. The church was notified by Alice Wallace's daughter, Norma, that she left the church an unrestricted bequest of \$166,000. Matt reported that the Wade estate will likely be wrapped up in January.

2. California Pacific Medical Center (CPMC) update. Nancy has asked George Mayer to write up a summary of the situation that Nancy can provide to an attorney for a consultation, as provided in the board motion passed last month.

3. Safety policies.

Child and Youth Safety Policy. Betty noted that the proposed Child and Youth Safety Policy had been reviewed by the RE committee and parents. Motion by Matt to approve the proposed Child and Youth Safety Policy. Stephen seconded the motion. There was a general discussion of background checks, which our insurance company expects us to do and which we will do. Betty explained who is considered a "volunteer" under the policy. Anyone who works with children more than twice a month is considered to be a volunteer and must have a background check. Tara asked whether volunteers must apply first. Betty said that is not yet required, although we will need to add this. The background check requirement would not apply to a one-time speaker in a class.

The gun provision in the policy was discussed. Regarding publicizing the new policy, Betty said it will be on the parents' google group and it will be added to the church website. The publicity is important so parents know what responsibilities are assigned to them. The motion was approved by a unanimous vote of 9 to 0 with no opposing votes, no abstentions and the moderator not voting.

4. Proposed firearm ban. The Safety committee has rejected the proposed gun ban submitted by the board. A reference to firearms is included in the new RE safety policy in item III, B, 5. It was noted that the RE policy does not apply to all events at the church and center, just those that are "primarily for children and/or youth." Motion by Tara to adopt the firearm ban language as proposed in the board packet. Thad seconded the motion. Matt made a friendly amendment, accepted by Tara and Thad, to reword the firearm ban as follows:

The Board declares that the buildings and grounds of the Church and Center shall be gun-free at all times. No person shall carry any firearm anywhere on the grounds of the Church and Center. Exceptions to this policy shall be at the discretion of the Senior Executive or his designee who shall notify appropriate parties in a timely manner.

The board engaged in a general discussion of safety at the church, particularly the question of a member or visitor carrying concealed firearms. The motion was approved by a unanimous vote of 9 to 0 with no opposing votes, no abstentions and the moderator not voting.

Board initiatives

1. Finance Committee/Treasurer's report. Thad has been meeting with Grace Lam to set up a review with the finance committee followed by a presentation to the board in January.

2. Leadership/Policy Governance.

- Committee Liaisons updates postponed until next month.
- Larry Peers Leadership Project. The leadership group met with Larry Peers in November. He walked the leadership group through the new approach to churches and members. Formerly, all church members knew what was expected from them. Now, people do not know how churches work and they join a church to be served. They come to church expecting transformation. Regarding our need to grow lay leadership, Larry says we need to welcome new people and nurture new members and that will motivate them to become leaders. People must be intentionally nurtured in order for them to eventually become leaders. The process Peers is using is called “appreciative inquiry.” This process focuses on what we do well—we use stories from members of the congregation about what we do well. Peers has an interview/survey that elicits such stories. The focus in the interviews is to get stories of when people feel that they have contributed and what the church did in that situation. These interviews will be done January 25 after church.
- Up On Top Memorandum of Understanding (MOU.) Matt reported that progress is continuing.

3. Culture of Generosity/Fundraising update. Thad reported the Holiday Faire went well but the final net profit, after expenses, is not yet available. Up on Top and UUSC make more money at the Faire than any other groups. The board discussed asking them to provide more leadership work on the Faire next year.

Canvass. Greg has recruited canvass co-chair Bill Klingelhoffer and we also have some good committee members. The board considers this to be a quasi-select committee with strong members. The culture of generosity (COG) committee is working on developing a theme for the canvass. It is agreed that we want to talk directly about money this year, a change from past canvasses. The COG group will meet with Bill and the other co-chair in January.

Silent auction. Greg has recruited co- chairs Joan Rost and Sara Matson for the auction which will be two weeks in March. Each board member is asked to donate two items for auction.

Alternative gift catalog. The alternative gift catalog is a great idea. Thad strongly suggested that each board member buy alternative gifts.

4. Town Hall meetings update. Claire and Mike are preparing for the town hall focused on three financial issues: Specific recent bequest money and how to spend it, our general 1/3 rule of how unrestricted bequests are allocated and the continuing problem of drawing down our unrestricted funds. Claire distributed an outline of the program (for the board) and two proposed handouts: an agenda and a fact sheet. The board made the following comments for improvement:

Printed materials should point out more assertively that reducing expenses requires cutting personnel.

We have not been increasing our draw, but the 1/3 rule reduces the amount we put in unrestricted funds in the first place. We must be clear about the answer if someone asks where did the savings go? The answer is that the 1/3 rule was adopted by the congregation about five years ago.

Our five year plan to reduce the draw was based on unrealistic assumptions about future increased income from pledges and rentals.

The budget shows a draw on unrestricted reserve of about \$89,000 or about 6% of our total budget. However, \$20,000 is contingency funds and \$19,000 was actual income (this year). So \$50,000 is the net amount that is an actual draw on unrestricted reserve.

New Business.

1. Nomination of Peter Morales for UUA President. Motion by Matt to approve the nomination of Peter Morales for UUA President. Stephen seconded the motion. Note that approval of the nomination is not an endorsement, and the board has also approved the nomination of the other candidate. The motion was approved by a unanimous vote of 8 to 0 with no opposing votes, no abstentions and the moderator not voting.

2. Covenants for Community Ministers. We designate individuals as affiliated community ministers. Affiliated community minister Kay Jorgenson has had a board-approved covenant relationship with the church since her retirement. Affiliated community minister Alyson Jacks has asked for a formal covenant with the church, like Kay's.

The board is developing a general template for affiliated community minister approval, subject to modification in individual cases by the senior minister, as printed in the board packet. Motion by Ben to approve the proposed template and process for covenanting with affiliated community ministers as presented in the board packet. Tara seconded the motion. The board discussed the difference between affiliation and a covenant relationship. Greg pointed out the importance of a covenantal relationship for ministry as well as the value of having details in writing upon which both the church and the affiliated minister can rely. There was extensive discussion of the logistics of affiliation

and covenant procedures. The motion was approved by a unanimous vote of 8 to 0 with no opposing votes, no abstentions and the moderator not voting.

Upcoming events and board commitments.

Upcoming events are listed in the agenda. In addition, about 15 people, including the senior minister and some members, have court appearances in January related to marriage equality protests. The charges are infractions and they hope to have a single hearing for everyone.

Appreciation. Holiday Faire workers: Sonnie Willis and Leslie Bader. Arthur Hubbard for cooking the Faire dinner. The board was pleased to welcome Elizabeth Altieri, the new front desk volunteer.

Good and Welfare. John Rutherford was hit by a bus and Millicent Rutherford is hospitalized with pneumonia. Barbara Bourns is very appreciative of cards.

Closing. Sonnie read about how to treat other people.

Adjournment. Jane adjourned the meeting at 9:45 p.m.