

First Unitarian Universalist Society of San Francisco  
Regular Board Meeting  
July 15, 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

Guests

Bernice Biggs  
Kiam Cua  
David Dupree  
Deni Paul  
John Steele  
Anna Sylvester

Excused

Nancy Evans, Executive Director

Call to order. The meeting was called to order by Jane Park at 7:00.

Opening. Stephen read opening words by an unknown author about the importance of taking risks.

Agenda review. Two items of new business were added:

Application for recognition of the Unitarian Universalist United Nations Office  
Committee as an official church committee.

Request to approve David Dupree's attendance at Pacific Central District  
Leadership School.

The motion to change accounts on First Republic Account was postponed to the August regular Board meeting.

Consent agenda. Minutes of the meeting of June 17, 2008, were accepted with minor changes.

## Reports.

Senior minister's report. The printed report was accepted.

Executive director's report. Nancy was not present so Jane presented the report. Jane noted that the update on the canvass was distributed at the Board retreat last weekend so it was not included in the Executive Director's report this meeting. Stephen complimented the office on the new directory and other Board members agreed.

Annual monitoring reports. Greg Stewart reported that our return rate on pledges is 97%, which is quite high for the denomination. He answered a question by explaining that staff is empowered to make decisions at the lowest level and they are working to make staff feel empowered to do this.

Carol asked about the status of the \$25000 in First Republic Bank. Nancy will be asked for that information. It was noted that the new chairs and the refrigerator were both unrestricted gifts.

## Old business.

Wade update. The Wade house remains for sale and the agreement with the selling realtor has been extended for one more month. Several parties seem interested and Matt thinks the property will sell.

## Board initiatives.

Thad reported on scheduling the financial review. Also the spending policy and gift acceptance policy are in process and will come back to the board soon.

Matt reported that the memorandum of understanding (MOU) with Up On Top is in final revision. He expects Greg and Nancy to review the latest version, hammer out final changes with Up On Top, and then bring the proposed MOU back to the board for final approval, probably in the next two months. He estimated the process will be completed by September or October. Matt noted that the plan for creating MOUs was to first complete a MOU with Up On Top and then agree to another MOU with Faithful Fools.

Grievance/complaint policy. There was extensive discussion of the proposed draft policy. It was noted that the new policy applies to a broader type of complaints, not just grievances directly related to policies. This policy gives the board the duty to intervene when there is a broader issue involved. It also allows action to be taken when issues arise between meetings and action is required before the next board meeting. The policy allows officers to act between meetings when necessary, which is a common procedure for not for profit boards. Officers would determine whether a response is necessary between meetings and would advise the board about such action as soon as possible.

Motion by Stephen to accept the proposed grievance/complaint policy. Don seconded the motion. Following a discussion of email communication for action between board meetings, Jane suggested that email would be an acceptable way to decide what action to take between board meetings, but the next regular board meeting would consider the action and it would become part of the formal board record. The motion was approved by a unanimous vote of 12 to 0 with no opposing votes and no abstentions.

New item. Consideration of proposal from Larry Peers for consultation on empowering and engaging members for leadership and service. When this item was discussed at the retreat, the board wanted to check Peer's references, see a written report that came from a consulting project and determine whether other churches had found the consultancy to be helpful.

Motion by Mike to authorize the policy governance/leadership group (Jane, Matt, Stephen and Ben) to look into the experience of other congregations with Larry Peers, including seeing written outcomes of consultancy, and decide whether to proceed with a Larry Peers consultancy as described in the proposal. The group will inform the rest of the board of the results of their work. Stephen seconded the motion. The motion was approved by a unanimous vote of 12 to 0 with no opposing votes and no abstentions.

Covenant for board member relations with each other. Jane handed out info from All Souls church about board member covenants regarding standards for interaction with each other and the board discussed such a covenant.

Appointment of board committees. Jane handed out the latest draft of which board members are assigned to what committees. Jane will talk with those new members who are not yet on committees to see where they want to work. The proposed committees include the following non-board members on committees: Matt Anderson and Linda Enger on Finance and Carrie Steere-Salazar on Policy Governance. Motion by Matt to approve committee membership as constituted on handout from Matt, subject to anticipated future additions from Sonnie, Tara, Carol and Mike and adding Don to the finance committee. Ben seconded the motion. The motion was approved by a unanimous vote of 12 to 0 with no opposing votes and no abstentions.

New Business.

Action on current grievances, proposed motion. Motion by Jane that the board go into executive session to discuss the first item of new business: action on current grievances, motion from board officers. Matt seconded the motion. Jane requested that Greg be permitted to stay for the executive session. Jane based her request on by-law language permitting executive session for "discussion of ...issues of a confidential nature where public discussions would be potentially embarrassing to the Society, its members, or its staff." Matt read the relevant section of the by-laws. The motion was approved by a unanimous vote of 12 to 0 with no opposing votes and no abstentions.

The board came out of executive session. Motion by Stephen concerning action on current grievances as follows :

The Board has received allegations that Hinckley Funds allocated for outreach were misspent. We have reviewed a full accounting of the expenditure of these funds and find that they were all in accordance with Board policy. The Board expresses its continued support for its clergy and staff, particularly its senior minister, recent intern minister and executive director. We affirm our

wholehearted confidence in the ethical performance of their fiscal, fiduciary and professional responsibilities on behalf of the congregation.

We are saddened that such accusations have been widely disseminated both within the congregation and outside our community, causing apprehension and concern among those who hear and believe the accusations. The congregation and the special work of this church are ill-served by such disruptive behavior.

Ben seconded the motion.

The motion was approved by a unanimous vote of 12 to 0 with no opposing votes and no abstentions.

Conflict of interest policy from Lautze & Lautze. Jane explained the recommendations of Lautze & Lautze concerning conflict of interest. She distributed copies of a board member's disclosure statement provided by Lautze & Lautze. Board members signed and returned the statements.

Marriage equality funding proposal from *UUs 4 Marriage Equality*. Jane noted that the by-laws require board approval of fund-raising activities. Don explained that the *UUs 4 Marriage Equality* group primarily wants to make the congregation more visible on this issue as it is in line with the mission of the church. The group expects to raise appreciably more than \$500. Ben moved that the board approve the proposal. Stephen seconded the motion. The motion was approved by a unanimous vote of 12 to 0 with no opposing votes and no abstentions.

Jane will provide the board with information about what legal standard board members must follow regarding political activity at church. She noted that board members are held to a slightly different standard than other FUUSSF members.

Wedding officiants. The board reviewed the distributed list of approved wedding officiants. The list was modified as follows: Delete JD Benson who has moved out of town. Delete Jeremy Nickel effective August 1 when he will leave San Francisco. Add Deni Paul as he will be ordained in the early fall. Ben moved that the board approve the list of wedding officiants list as modified. Claire seconded the motion. The motion was approved by a unanimous vote of 12 to 0 with no opposing votes and no abstentions.

Unitarian Universalist United Nations Organization (UUUNO) group proposal. Stephen distributed the printed application for the UUUNO's recognition as an official church committee. The application included a mission statement, meeting schedule, the names of church members who are UUUNO charter members and the names of national members (envoys). Stephen pointed out that several of the committee members recently became church members in order to make the committee eligible for recognition. Mike moved that the board recognize UUUNO as an official church committee and approve its charge and chair. Matt seconded the motion. The motion was approved by a unanimous vote of 12 to 0 with no opposing votes and no abstentions.

Approve David Dupree for Pacific Central District (PCD) leadership school. Jane announced that this item had been discussed in executive session. Tara moved concerning David Dupree's application to attend PCD Leadership School as follows:

In light of recent events, the Board votes to not approve David Dupree's application for PCD Leadership School at this time.

Stephen seconded the motion. The motion was approved by a unanimous vote of 12 to 0 with no opposing votes and no abstentions.

Upcoming events. The next board meeting August 19. Greg announced that Rev. Gordon Gibson arrives in August for five Sundays in the pulpit. September 7 will be homecoming Sunday and also new member recognition Sunday. November 2 is the date of Greg and Stillman's wedding and Deni Paul's ordination.

Appreciation. The board thanks Nancy and Jonathon for the new directory of members and friends.

Good and welfare. Clay Rost came home today. Elmer Owen is doing well and getting visits and food from church members.

Closing. Stephen closed with words from Rev. Dr. Michael Schuler of the Unitarian Universalist church of Madison, Wisconsin, concerning the importance of cherishing your doubts yet reserving a corner for trust, the corner where we connect and reconnect with each other.

Adjournment. Jane adjourned the meeting at 9:40.