



FIRST UNITARIAN UNIVERSALIST SOCIETY OF SAN FRANCISCO
BOARD OF TRUSTEES REGULAR MEETING
6:30 PM, August 15, 2023

BOARD MEMBERS PRESENT: Sam King, Jonah Berquist, Lucy Smith, Liz Strand, Galen Workman, Megan Lehmer, Linda Enger and Lori Lai

STAFF MEMBERS PRESENT: Vanessa Southern, Laura Shennum, Laura Ludwig

CALL TO ORDER: 6:32 with quorum

OPENING WORDS: Jonah Berquist

PROCESS OBSERVER: Sam King

CHECK IN:

FEEDBACK FROM BOARD MEMBERS AND CONGREGATION OPPORTUNITY TO ADDRESS BOARD: Jonah reported that an announcement of the August Board Meeting was put in the Flame to let members know to contact the board moderator or secretary if they wish to attend the board meeting. No one did thus far.

AGENDA REVIEW: Galen asked to have the agenda and reports sent out by the Friday before the board meeting so that people would be able to read everything before the meeting. Galen asked if we have a plan to talk about what the board plans to do this year. It was agreed that we need to spend some time as a board (including the new member) to plan for the year.

Galen asked about why people's names are not included in the minutes. Rev Laura said that the information about people that she shares can go public. Liz will include the information going forward.

Jonah asked for a motion to approve the Consent Agenda. Sam moved to approve it and Lucy seconded the motion. Sam King, Jonah Berquist, Lucy Smith, Liz Strand, Megan Lehmer, and Lori Lai voted YES and Galen Workman and Linda Enger abstained due to being absent from that meeting.

REPORTS:

Congregational Life Minister's Report: Rev Laura referred to her written report and added that so far 16 families have registered for the Sunday School program classes which is a huge response over last year, including some new families. She has three viable candidates for lead teacher. We are also putting out a postcard to families we have not heard from going back to 2018 to invite them to the Waffle Breakfast on Sept 10th to come and check out the program.

Senior Minister's Report:

Operations Report: Under the heading of Human Resources, Dir Laura reported that our sexton staffing is almost complete. We have one long term sexton, and the opportunity to convert a consultant sexton to an employee. Under Facilities, we did not meet our rentals target maybe partly because of parking and security issues. Linda reported that the Facilities Advisory Committee in collaboration with the other churches in the area has been looking for a vendor to provide personnel to walk around all the churches on Cathedral Hill but have not been successful in finding such a vendor. They are going to increase the number and the quality of the cameras so that at least if something happens we can provide information to the police. They will also upgrade a couple of the cameras and put some a little further back to be able to capture some events. We don't have the fiscal capability to hire someone to work for us 24/7 to provide security support. We will check into the possibility of getting a monitoring service to review what the cameras are recording. Dan Barnard meets with the Facilities Managers of all the neighboring churches. Sam suggested an idea of making the church more inviting and lively like having chairs and tables out front for people to have lunch. Vanessa also suggested that we avoid getting into a place of feeling embattled and yet realizes that we may have to put up more protection like plexiglass if we find we are spending thousands of dollars on replacing the glass. Linda suggested that we keep in mind that whatever we do does not put a larger burden on the staff. Rev Laura suggested the board reach out to the Faithful Fools as to how to create a community space and make the building more inviting. Galen suggested we have a regular report on this and make it an ongoing topic of concern for the board for our own safety and comfort but it gets to the liability of being on the board and doing our job. Linda will work with Maric to reach out to the Faithful Fools.

Treasurer's Report: Lori mentioned that the Finance Committee would be meeting and discussing the three year plan. She reported that there is a discrepancy between the total number of members that the UUA shows for UUSF and what Power Church shows for our total members. Dir Laura said that the UUA numbers were not updated properly in past years and that the Power Church number is correct. Lori said there is a downward trend in membership and that if it continues we may find that we do not have a critical mass to support our operating expenses. Return from Investments is recovering a bit but we still have further to go. Linda asked for a preliminary report of what we have currently for the September meeting.

OLD BUSINESS:

Beloved Conversations: Dir Laura reported that we are attempting to do the registrations for the Fall session of "Within" before the end of August. It was agreed we would invite members from the Council of Committee Chairs, the Journey to Wholeness, the Nominating Committee and the Worship Associates. Liz will reach out to these groups. Rev Laura noted that there will be two sessions of WEAV training this year as well.

Photo Directory: Linda reported that she has been working with Alicia Cover to handle the project. Linda will work with Vanessa to get something going to create a new photo directory.

Special Congregational Meeting on September 24th:

Meeting to vote on a new board member and on approving the ministry of Seanan Fong. We need board members to check people into the meeting and tellers to count the votes. Liz, Linda and Lucy volunteered. We have an announcement in the Flame for the required period. We will put it higher up in the Flame as the day approaches. The moderator has called the meeting. There was a reminder about having absentee ballots available for the board position.

Strategic Plan:

Jonah reviewed the sections of the Strategic Plan: Spiritual Tending, Governance, Community and Culture, Social Justice and The Center. Some have year one and year two priorities. Each section was captained by a non-officer board member. Two of the board members have cycled off the board now so we need to assign the new people to those sections. We will schedule a half day retreat session to take place in the month of October. Galen agreed to circulate a doodle to offer dates for the retreat.

Conflict of Interest Forms:

Liz reported that all Conflict of Interest forms for this year have been received.

New Business:

Opening/Closing words sign-ups: People signed up on the document created by Rev Laura.

Sunday morning announcements:

Vanessa encouraged people to sign up who want to do it. She will send an outline for a script to people that they will use to insert the day's announcements into. She will also work with people who want to do it but need help with speaking into the microphone, and so on. People volunteered as follows: 8/20–Jonah, 8/27–Linda Enger, 9/3–Galen, 9/10–Lucy, 9/17–Megan. We will set up the following weeks at the September board meeting.

Young Adult Membership Budget proposal: Vanessa reported that we have funds in the budget for about a three quarter time for a Membership and Young Adult position and we would like to recruit for a full time position for administration and for creating programming. We want to recruit nationally. Galen moved to making the hybrid Young Adult/Membership Coordinator a full time position for this fiscal year. Motion seconded by Sam. Discussion: Lori asked if we are allowed to make it full time without the Hinckley grant or other means to pay for it. Galen said we have time before the person is actually hired to raise the funds. Vanessa said we also have the opportunity to use the Fund A Need to cover the difference. Jonah agreed we have several avenues and we will sort it out. Linda said we would be authorizing Vanessa et al to hire the person and it is up to the board to provide the funding. All voted in favor of the motion.

Board Liaison Roles: Tabled and added to agenda for October retreat session. It was noted that the list of committees and chairs has to be updated with current names.

Good and Welfare: Get Well/Feel Better cards will be sent to Karen Grech, Leland Jones, and Ben Bear. Sympathy Card will be sent to Sarah Beth Chionsini.

Process Observer Report: Sam reported his observations.

Closing Words: Jonah read a Mary Oliver poem.

Adjournment: Galen moved to adjourn the meeting and Lucy seconded the motion. All voted in

favor. Meeting adjourned at 8:52pm.