

**First Unitarian Universalist Society of San Francisco
Board of Trustees Regular Meeting
February 16, 2021, via Zoom**

MINUTES

Trustees Present:

Carrie Steere-Salazar, Moderator
Rochelle Fortier-Nwadibia, Vice Moderator
Lori Lai, Treasurer
Scott Benbow, Secretary
Judy Payne
Reece Hart
Amy Kelly
Liz Strand
Jonah Berquist

Guests Present:

Mari Magaloni
Howard Oringer
Dan Barnard

Staff Members Present:

Alyson Jacks, Associate Minister
Laura Ludwig, Director of Operations
Meg McGuire, Ministerial Intern

Next Meeting: Tuesday, March 16

Deadline for inclusion of materials in Board Packet:
Friday, March 12. Send to scottbenbow@gmail.com

Agenda Item	Notes
CALL TO ORDER AND OPENING	A quorum having been met, the Moderator called the meeting to order at 6:35 PM . Vanessa provided a reading.
FEEDBACK FROM BOARD MEMBERS. CONGREGATION OPPORTUNITY TO ADDRESS THE BOARD	The Moderator led this discussion.
AGENDA REVIEW	No changes were made to the Agenda.
CONSENT AGENDA	Minutes from the January Board meeting were accepted under consent. Minutes were accepted under the condition that two names in the minutes be edited. Name edits were made in final version.
NEW BUSINESS: Policy updates for RE	Heffernan Insurance broker requires a compliant safety policy because we welcome children on the premises. "Grooming" language should be added to policy and to website. Link to Revised UU Child and Youth Safety Policy UUSF under review by the Board. MOTION & VOTE: Amy made a motion to accept the policy, Scott seconded the motion. Passed unanimously. ACTION: Scott will contact Carrie for information on next steps.
NEW BUSINESS: Fountain repair/LEAP	Laura & Dan presented. Fountain hasn't been working. The pump motor was broken so we got a new one. The electrical was poorly done and unsafe, so they were remedied. The tiles now need to be re-done. The basin needs to be resealed and the drain needs to be re-worked because of an elevation-change problem.

	<p>MOTION & VOTE: Judy moved and Jonah seconded the motion to use money from the LEAPS fund to repair the fountain. Passed unanimously.</p>
<p>NEW BUSINESS: Facilities Advisory Committee Charter [Proposed Charter]</p>	<p>Goal is to form this committee and welcome people with relevant experience, and to provide ongoing interaction between staff and volunteers on this Committee. The Committee will not have a set number of members. The BIPMT includes Maric Munn, Scott Miller, Linda Enger, Thad Smith, and Marc Theobald. They'll be invited to join the new Committee.</p> <p>MOTION & VOTE: Amy moved and Liz seconded the creation of the Facilities Advisory Committee. Passed unanimously.</p>
<p>NEW BUSINESS: Edith Hamlin paintings</p>	<p>Three Edith Hamlin were hanging for years, put away at some point, but then never re-hung.</p> <p>Board discussed Edith Hamlin's donation of the pastels, where they once hung at UUSF, and importance of being sensitive to the depiction of indigenous people in art created by artists who are not from indigenous communities.</p> <p>ACTION: Carrie will try to identify someone with expertise in assessing representation of people in art</p>
<p>REPORTS: Finance and Operations/UUCEF</p>	<p>Howard Oringer presented to the Board.</p> <p>The transfer of most Schwab investment funds to UU Common Endowment Fund (UUCEF) happened in January 2021. UUSF is now investing most of its funds in a way that is consistent with its values.</p> <p>Out of necessity, three funds will remain at Schwab. They are the May Treat Morrison Fund, Operating Reserves, and the Dean Perpetual Fund.</p> <p>Two of the funds will remain at Schwab because they have stipulations about the use of dividends that made it difficult to move. These funds total about \$1.3 million. The third, the Operating Reserves, will also remain at Schwab.</p> <p>\$1.3 million is being managed by same company. Investment Committee will give guidance to KCM about socially responsible investing. Howard welcomes input from members of the Board. Funds sit at Schwab, but KCM manages it. KCM fees would be \$5,000 to \$7,000 per year, which Howard believes is low for a \$1.3 million account.</p> <p>Judy suggested Schwab as an alternative. Jonah asked whether CEF could share priorities with Schwab. Investment Committee will look into it.</p> <p>UUCEF welcomes input on directions for fund investment.</p> <p>Carrie thanked Howard and Laura for their work on this.</p>

Treasurer's Report	Lori expressed relief that most of UUSF's funds have been moved to UUCEF.
Auction recap	<p>Laura presented. Silent auction earned approximately \$20,000 and the overall revenue was \$52,000. Our budget was \$35,000, so we exceeded our goal. \$24,000 will go to current operating expenses. The remaining \$28,000 will go to Fund A Need projects. \$15,000 will go to masonry. \$10,000 will help support the intern in FY22/23. We need to raise approximately \$32,000 for the internship.</p> <p>The final \$3,000 will support a post-pandemic party.</p> <p>ACTION: Laura highlighted one comment from a participant. In future auctions, provide details about auction items ahead of time so people can plan.</p> <p>Rochelle mentioned a concern about one auction item; a painting of a Mission. She asked whether we have a policy against trafficking in items that represent harms against indigenous people. No decision was made about whether to create a new policy, but Vanessa highlighted how this is a time for learning and we will try to be more vigilant about offensive images in the future.</p>
Ministers reports	<p>Vanessa's month has been quite busy with budget, Hinkley, mid-year evaluations, and a week of study leave.</p> <p>Lori asked Vanessa about her book and Vanessa provided a short description of the book and her stage in the process. It will be available by Mothers Day 2022.</p> <p>See Alyson and Meg's reports.</p>
DEEP CHAIR	<p>Carrie highlighted the importance of white people in the congregation to be leaders in areas of diversity, equity, and inclusion. Much of burden is currently borne by people of color in the congregation.</p> <p>Rochelle began discussion of Leslie Takahashi's Widening the Circle.</p> <p>Two tracks of this work at the moment that overlap with one another:</p> <ul style="list-style-type: none"> (a) Widening the Circle; and (b) UU 8th Principle. <p><u>Widening the Circle.</u> See Leslie Takahashi's presentation.</p> <p>Also see the study guide for Widening the Circle of Concern and the Commission on Institutional Change.</p> <p>Goal is to take this information to the Committee Chairs. Each Board member will contact committees assigned.</p> <p>ACTION: Carrie will share Committee assignments for which each Board member is liaison.</p>

ACTION: Each Board member will communicate with Committee leaders about Widening the Circle. Leslie Takahashi's study guide (linked above) should be shared with Committees.

ACTION: Board liaison, one or two members of the racial justice group, and a scribe could reach out to Committees together.

Rochelle asked for more leadership in this area. Carrie

UU 8th Principle

Mari Magaloni and Cal Ball presented. Mari thanked Eduardo Hernandez of Cedar Lane UU in Bethesda, MD, for the work he shared with us. Cedar Lane was expected to close if it did not begin to open up to BIPOC.

The 8th Principle:

“Journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.”

Mari highlighted four parts of the work:

- (a) Endorsement and continuing work by Board members;
- (b) Worship, led by Meg McGuire who will announce it in service on February 28;
- (c) Salons that will educate people about the 8th Principle; and
- (d) Vehicles of Communication, led by Liz Strand.

Mari created a [calendar for the next three months](#).

Board liaisons will reach out to Committees with information about the 8th Principle. Amy suggested also communicating through the Flame to get the information out to people who are not connected with any committees.

Liz mentioned that additional methods of communication will occur, including pulpit announcements, the Flame, social media, and mailing-list.

Carrie thanked Mari for her work and her enthusiasm on advancing this project. Rochelle thanked Mari and the task force for marching us forward.

Rochelle also discussed the micro-aggression videos. She thanked Mari, Mike, and Don for work on the videos. Temporary pause on the videos while we promote the 8th Principle.

Mari concluded by asking the Board to vote “yes” on the Charge.

Board discussed the [Board Charge for the 8th Principle Task Force](#).

MOTION & VOTE: Judy moved and Jonah seconded the motion to create the 8th Principle Task Force and the Board Charge. Passed unanimously.

Invitation to Membership	Scott and Jonah volunteered to attend the Invitation to Membership on Sunday, May 23.
GOOD & WELFARE	<p>Matt Anderson, Sue, Judy on medical leave. Laura David lost her brother. Thank Howard, Richard, & Laura for their work on the Investment committee. Gary Lorensen for doing the auction. The Heynemans have moved to Novato. Kathi Malone will have surgery in March. George Miller had a birthday. Carrie's husband had surgery. David Heilbron had surgery, recovering well.</p> <p><u>ACTION</u>: Carrie will reach out to this month's correspondence secretary.</p>
CLOSING	Vanessa read a closing.
ADJOURNMENT	The meeting was adjourned at 9:05 PM .