

**First Unitarian Universalist Society of San Francisco
Board of Trustees Regular Meeting
December 21, 2021, via Zoom**

MINUTES

Trustees Present:

Rochelle Fortier-Nwadibia, Moderator
Jonah Berquist, Vice Moderator
Lori Lai, Treasurer
Liz Strand
Carrie Steere-Salazar (acting Secretary)
Amy Kelly

Staff Members Present:

Alyson Jacks, Associate Minister
Laura Ludwig, Director of Operations
Vanessa Southern, Senior Minister

Trustees Absent:

Scott Benbow, Secretary
Linda Enger
Greg Biggs

Guests Present:

Joe Chapot, website presentation
Jonathan Silk, website presentation

Next Meeting: Tuesday, January 18, 2022
Deadline for inclusion of materials in Board Packet:
Saturday, December 15. Send to
scottbenbow@gmail.com

Agenda Item	Notes
CALL TO ORDER	A quorum having been met, the Moderator called the meeting to order at 6:37 PM. Rochelle lit candle
OPENING	Vanessa read "The Longest Night of the Year"
FEEDBACK FROM BOARD MEMBERS. CONGREGATION OPPORTUNITY TO ADDRESS THE BOARD	<p>Board members checked in, centering comments on the Anti-Racism Rubric in UU Congregations; reflecting on where we are for each category, and how we, as a Board should attain and amplify an Anti-Racist Congregation.</p> <p>Amy: Felt the need to be together in person to access/understand the matrix and talk about it more fully, rather than just as check-in.</p> <p>Liz: Social Justice (SJ) is in our Mission Statement. We passed the 8th Principle and are doing workshops.</p> <p>Carrie: Concerned that the same 12-15 people are doing the bulk of SJ work. How do we engage the full congregation on one or two of the most important aspects?</p> <p>Laura: In HR decision-making, ask "Is this person a 'cultural addition' rather than a 'cultural fit'.</p> <p>Vanessa: How do we lead services without cultural appropriation? We should ask the Hinkley Board and SCW to submit reports. They are doing some good SJ work with their scholarships--this needs to be shared</p> <p>Lori: UUSF is doing socially responsible investing. We need to work on educating the congregation on the gains that could be made if everyone embraced SJ.</p>
AGENDA REVIEW	<p>Added Retreat Update to the Agenda</p> <p>Added Board member hired as consultant to the agenda</p> <p>Both will be moved to New Business</p>
CONSENT AGENDA	November Minutes were approved by consent

<p>REPORTS: Finance & Operations Financial Report</p>	<p>Laura stated we are in a good position in terms of revenue. The audit is on track to upload material by January 17. The contract with the audit firm is in place and the review went well. Operations are also on track. Contribution letters were sent out and there have been very few concerns/corrections needed.</p>
<p>REPORTS: Treasurer's Report</p>	<p>Lori offered a few more details about the audit process. She has asked Shining Star to provide month-end reports sooner. The UU endowment fund is on a different reporting schedule, which makes it tricky to reconcile closing entries.</p> <p>AOF goal for 2022-23 is \$750,000 and an AOF leader has been identified (Update: that person is Sam King).</p>
<p>REPORTS: Ministers' Reports Alyson's Report</p>	<p>Alyson reported that the vaccination status of eligible children will be collected.</p> <p>Most RE teachers will be leaving at the end of the church year and new teachers will be hired by whoever becomes the new RE minister. We may have a period of time wherein children's programs are run by the Family Faith Committee with oversight of teachers by Vanessa and FF.</p> <p>Vanessa focused her comments on three areas: <u>Public ministry</u>--Vanessa attended the interfaith service to honor Rita R. Semel. She also attended the Homeless Memorial Service for those who died in 2021. The Islamic Center was vandalized and Vanessa reached out to them and drafted a public statement on behalf of the Interfaith Council that went public the following day. Helped raise funds to get security cameras for the Islamic Center. <u>Worship</u>--It's been a packed month, including large Shirley Gibson memorial service, Thomas Brown Retirement event, Hanging of the Greens and getting ready for Christmas Eve service (update: due to Omicron surge, the live service was canceled and a service from two years ago was shown on You Tube). <u>Staff</u>--the pastoral care person who was to work remotely turned the offer down. Jonathan and Leland are both celebrating 20 years at UUSF. How do we celebrate this? This was tabled until after Jonathan and Joe completed their presentation and left the meeting (see New Business)</p>
<p>OLD BUSINESS: Church reopening & metrics Search Committee for new minister</p>	<p>Lori reported that the Omicron variant comprises 73% of new cases and that there is a 1-in-3 chance of someone having COVID in meetings of 100 or more. The UUSF COVID advisory team continues to take a cautious approach and is monitoring City regulations.</p> <p>The Center will be open with limited hours December 28-through December 30</p> <p>Courtney Young-Law will be on the ministerial search committee (for RE minister) as well as a new member of the congregation, so the committee is coming together well.</p>
<p>NEW BUSINESS Social Media and updated Website</p>	<p>Jonathan previewed the updated website. it is visitor friendly but also congregation friendly. Accessibility was key. There are lots</p>

<p>Social Media Report</p> <p>Jonathan Silk's Website Philosophy Report</p> <p>Reparations discussion</p> <p>Board member hired to work</p> <p>Retreat Update</p> <p>Celebrating employee milestones</p>	<p>of pictures and updated colors for a cohesive web experience. It was suggested that the website be extensively previewed at the next CCC meeting.</p> <p>Joe talked about other social media updates. YouTube, Facebook, Twitter and Instagram. We have good potential to reach people using social media because of our location in the Bay Area (where there are lots of folks using social media). Things to look at include "group chat" possibilities. There is lots of potential but we need a shift in how information is gathered and shared by committees and how committee information should be posted.</p> <p>Other UU churches have started paying royalties if they are singing songs from traditions where normal royalties may not have been paid to the actual composers, e.g. if singing negro spirituals. Discussion of the idea included finding out where these funds would actually go? Should we invest in our own SF/African American arts community, and target "royalty funds" there? Sam King is curating Racial Equity from "Widening the Circle," with an eye toward our committees' work at UUSF. How should we repair and restore some equity, not just in music, but land ownership, etc. Vanessa commented that she would welcome a fuller discussion about all the communities to whom we owe reparations.</p> <p>There is a CCC meeting scheduled already for March. Social Media and reparations will be on the CCC agenda (Jonah is lead).</p> <p>Lori Lai reported that Liz Strand has been hired to work as a consultant to enhance rental income and she is working to train S. Bernahola on wedding coordination. The work is limited in scope and duration. Not much income will be paid.</p> <p>Carrie reported that she and Linda Enger worked with Diane Allen on the Developmental Matrix and Mision/Vision statement. Making only ONE document with all relevant topics included. The Developmental Matrix is no longer pertinent since we now have a called minister, but we wanted to capture all the points contained in theat focuemtnand make sure they were included, if appropriate, in the vision statement. This new document will be a focus of the Board Retreat.</p> <p>Carrie will work with vanessa to figure out recognitions</p>
<p>GOOD AND WELFARE</p>	<p>To Tim Pori upon the death of Shirley Gibson</p> <p>To the Cormier family upon the death of Liz Cormier</p> <p>To Manon and Harry upon the dedication of Elliott</p> <p>To Sam and Christina, who recently adopted a child</p> <p>Love and concern to Jonah Berquist, who has skin cancer and will get a PET scan to see if he is clear on January 25</p>
<p>CLOSING</p>	<p>Alyson read a closing</p>
<p>ADJOURNMENT</p>	<p>Liz made a motion to adjourn the meeting. Seconded by Jonah. The meeting was adjourned at approximately 9:20 PM.</p>