



**FIRST UNITARIAN UNIVERSALIST SOCIETY OF SAN  
FRANCISCO BOARD OF TRUSTEES REGULAR MEETING**

**By Zoom**

**6:30PM, April 18, 2023**

**MINUTES**

**BOARD MEMBERS PRESENT:**

Rochelle Fortier Nwadibia, Moderator  
Jonah Berquist, Vice Moderator  
Lori Lai, Treasurer  
Liz Strand, Secretary  
Amy Kelly  
Megan Lehmer  
Linda Enger  
Lucy Smith  
Scott Benbow

**STAFF PRESENT:**

Laura Ludwig, Director of Operations  
Rev Vanessa Southern, Senior Minister  
Rev Laura Shennum, Congregational Life Minister

**CALL TO ORDER:** 6:37pm

**OPENING WORDS:** Vanessa read from Spelling The Light by Rev Soto.

**CHECK IN:** Those in attendance checked in.

**BOARD COVENANT:** Covenant was read.

## **FEEDBACK:**

Rochelle thanked the ministers for their hard work in the past month. Vanessa related a story of a man who told her after the Easter service that he had attended before the pandemic and that the livestreams of the Sunday services “got him through the pandemic.” Dir Laura asked about a column from the Board in the Flame from before the pandemic. Rochelle said it used to appear in the old Newsletter format from the moderator of the Board. She wants to take it up again in the future. Linda suggested that board members could take turns writing up a short description of what the board is working on for the Flame once a month—it wouldn’t have to fall on the Moderator’s shoulders only.

## **CONSENT AGENDA:**

Rochelle asked for a motion to accept the Consent Agenda. Amy so moved. Scott seconded the motion. Motion carried.

## **REPORTS:**

Director Laura referred everyone to her report in the Consent Agenda. Staffing: She added that Leland Jones is still recuperating in the Pine St facility. His verbal abilities are coming back slowly. On Facilities: It will be a struggle to hit the budgeted \$150,000 for event rentals income but we may come close. Dir Laura mentioned the rentals review committee of Linda Enger, Gayle Reynolds and Susana Bernahola who are updating at our pricing levels. The subject of the Montessori lease will probably be on the agenda in June. Financials for February are in her report. The new account at Citi Bank has been opened. We will need to reach out to the 80 people who have not gotten their pledges in. The recent bequest we heard about from a deceased member is going to the UUA.

Senior Minister Report: Vanessa highlighted that this is the time of year when we ask board members to make calls to people who have not yet pledged. There is a link in her report to find the list of people and follow up from there. She is asking each board member to sign up for 5 or 6 calls. This needs to happen in the next few weeks. Rochelle asked about the wooden doors in front being open on Sundays so it is handicapped accessible. Rev Laura said that the doors were closed last week in order to deter entry of a disruptive person. Vanessa mentioned that they had been closed during the pandemic. Lucy said that they find them not accessible when they arrive at church by bus also. Vanessa will contact Linda Messner and Dan Barnard and have them make sure the far doors are open on Sunday mornings. There may also be a need to put some larger signage near the bell that is near the northern-most wooden doors so that people can use it if the doors are locked. Vanessa will include that in her contact with Dan.

Treasurer's Report: Lori mentioned the Q and A sessions that are coming up for members to ask questions about the budget. One is on April 25th the other is on May

12th. Lori encouraged Board members to attend one of the Q and A sessions. Liz noted that all the important dates for the budget information sessions, the vote on the budget and the June 4th Congregational Meeting are included in the upcoming Flame.

Congregational Life Minister's Report: Rev Laura noted that the Children and Youth Religious Education program is wrapping up for the year. There will be a celebration on June 4th so the parents can attend the annual meeting while their kids are playing and celebrating the end of the year. We launched the WEAV training. Thank you to all who are participating. From the Board there is Lori, Rochelle and Liz, and from the staff, Dir Laura is participating, and three other congregants are participating. Once this pilot is done, revisions will be made to the materials. Rev Rosemary Bray McNatt and Rev Laura are presenting a WEAV workshop at GA in June. Rochelle asked when the next session of training would take place. Rev Laura said probably not until the Fall. She will make sure the dates for the 10 weeks of training are set soon so people can start planning for it ahead of time. Sessions will be held in-person in this round. Rochelle encouraged planners to have the schedule available in July and said that trustees are all on notice now to make their Fall schedules available to be able to participate in the WEAV training. She noted that this program is excellent. It is a deep dive into being a UU and that she has left those meetings being satisfied as to why she is a Unitarian. Rev Laura will be dictating the schedule going forward so there will be more lead time to sign up than there was last time.

#### **OLD BUSINESS:**

Bylaws and Policies spreadsheet: Scott summarized his spreadsheet in the Consent Agenda. He noted that he and Rochelle are doing a multi-year review of the Bylaws and Policies of the church. There are two areas in the Bylaws that they are reviewing now: Expulsion of Member or Friend and the bylaw regarding the receipt of bequests and funding the Operating Reserves. See Scott's spreadsheet in the Consent Agenda. Any Bylaw changes are to go before the congregation as a whole and if the Board decides to make any changes now they should go be discussed and voted on at the May Board meeting. If passed by the Board they will be presented at the Annual Meeting on June 4, 2023. Rochelle encouraged people to email changes or suggestions of wording for proposed bylaw changes to Rochelle and Scott. Vanessa stated that she agreed that this should be done. Rochelle asked to have a new column added to the spreadsheet for use by the Board only that would include draft wording for a corresponding policy about the Operating Reserves. Scott thanked Vanessa and Dir Laura for their help in drafting the wording for the spreadsheet.

Strategic Planning Tool: Rev Laura introduced a new Strategic Planning tool that is a Google sheet that has the goals listed. It is located on the google drive in the Board folder under Strategic Work. It is set up for trustees to type in their updates themselves in the google sheet in Column F for Notes. Trustees are to enter their update and the date it was entered. Rochelle asked Jonah to issue some guidelines on how to use the UNDO button, etc. and for people to seek help from Jonah if they get into a situation they cannot get out of on their own in google docs. She also asked Jonah to send people a reminder message before the next Board meeting for them to get their updates

into the document.

8th Principle tool: Rev Laura included a document in the Consent Agenda which includes talking points to help support the work of the 8th Principle as leaders in the congregation when you have conversations with members who have concerns. She added that it is an evolving document and asked people to let her know if they have any questions or additions.

Rev Laura announced that the next White Allies meeting will be on May 22nd at 6:30 by zoom. It will include some resources to read ahead of time.

Right Relations Update: Liz reported that the Right Relations Team met a few weeks ago with Melissa James who is our UUA regional coordinator. The team will be meeting on May 1st to prepare for a meeting with the ministers and Rochelle and to identify some times and dates to hold that meeting.

#### **NEW BUSINESS:**

Rochelle asked for a motion to adopt the 2024 Budget. Linda moved to adopt the 2024 budget. Amy seconded the motion. Rochelle asked if there was any discussion. Lori mentioned that the Finance Committee approved the draft budget. Rochelle called the question. Motion carried.

Lori referred to the final version of the SACReD resolution that is hyperlinked in the agenda to be voted on at this meeting and if passed will be voted on by the congregation as a whole at the Annual Meeting on June 4th. It is a resolution for UUSF to join the Spiritual Alliance of Communities for Reproductive Dignity which was founded in part by UU churches in Dallas TX and All Souls in Washington DC as well as Sister Song which is a black woman led organization. SACReD seeks to bring together a diverse group of spiritual organizations and religious communities and also is talking about reproductive dignity with a holistic approach that is more BIPOC led than the mostly white led movement of the 1960s.

Lori moved that we adopt the SACReD resolution. Lucy seconded the motion. Rochelle asked if there was any further discussion. Rochelle called the question. Motion carried. It will be on the agenda for the Annual Meeting.

**PROCESS OBSERVATION** was summarized by Lucy.

**GOOD AND WELFARE:** Sympathy cards were requested to be sent to 3 people.

**CLOSING WORDS:** Vanessa read from Martin Luther King's piece called Bringing Reason to Religion.

**ADJOURNMENT:** Rochelle called for a motion for the meeting to be adjourned. Amy so

moved and Jonah seconded. Motion carried. Meeting adjourned at 8:40pm.

Draft