

**First Unitarian Universalist Society of San Francisco
Board of Trustees Regular Meeting
July 20, 2021, via Zoom**

MINUTES

Trustees Present:

Rochelle Fortier-Nwadibia, Moderator
Jonah Berquist, Vice Moderator
Lori Lai, Secretary
Carrie Steere-Salazar
Scott Benbow, Secretary
Amy Kelly
Liz Strand
Gregg Biggs

Trustee Absent:

Linda Enger

Staff Members Present:

Vanessa Rush Southern, Sr Minister
Laura Ludwig, Director of Operations

Next Meeting: Tuesday, August 17

Deadline for inclusion of materials in Board Packet:
Friday, August 13. 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 6:31 PM. Vanessa read an opening.
FEEDBACK FROM BOARD MEMBERS. CONGREGATION OPPORTUNITY TO ADDRESS THE BOARD	<p>The Moderator led this discussion on this topic: discuss how we can implement our anti racism work.</p> <p>Scott: add anti-racist language to bylaws</p> <p>Jonah: add anti-racist language to bylaws; audit of BIPOC speakers and books considered.</p> <p>Gregg: Part of a white accountability group that has occasional check ins. Would like UUSF to consider this.</p> <p>Laura: It's important to do the work and be inclusive in actions and working on consciousness. We are not all starting out at the same place.</p> <p>Lori: Recommends action and accountability. Get to know BIPOC and understand their situations.</p> <p>Amy: Looking inwards into our church is important. Education about how to have conversations with people from different backgrounds.</p> <p>Rochelle: Would like the Board to model for the congregation how to do this work.</p>
AGENDA REVIEW	Meg McGuire is on the Agenda but did not attend the meeting because her contract expired.
CONSENT AGENDA	Minutes for June 15, 2021, meeting , were accepted under consent. Approved with one abstention.
OLD BUSINESS: Reopening the church/options	<p>Goal is to reopen on September 12. With some uncertainty about the Delta Variant, we will continue to aim for 9/12. Choices no longer seem obvious.</p> <p>Next meeting of reopening task force is Wednesday, July 21. Deciding how to communicate with members who do not wear masks and are not vaccinated.</p>

	<p>We will need to approach this differently in 2021 if the Delta Variant poses new dangers. Instead of Vanessa being in charge of this, Board will need to delegate it. Vanessa and staff cannot handle this alone for another year. Laura recommended a lay group with expertise in public health might be able to help.</p> <p>Lori suggests we determine how many of us are vaccinated. If we can determine whether we reach a critical mass, that would be helpful to know.</p> <p>Carrie wondered whether we should pull together Dr. Green, Lori, and a group that is willing to pull together legal liability, health liability, and decide whether to move forward. We need a group that can implement the process.</p> <p>Carrie and Gregg volunteered to be part of the process of implementing.</p> <p>ACTION: Carrie will check in with Vanessa and Laura, get the details on existing contacts, then pull together Gregg and Lori to begin the process. Susie would also like to be part of the process.</p>
<p>REPORTS: Finance and Operations: Close of fiscal year 2020-21, update on pledges/expenses</p>	<p>Laura is working with Shining Star to resolve any outstanding questions. Q & A period goes until the first week of August. August 5, Laura and Lori will meet with Shining Star and Cook & Co (Auditors). By August 21, Cook will produce a report and a list of adjusting journal entries. Auditor will decide whether they agree to an engagement for a full Audit of the next fiscal year, FY21.</p> <p>As a year-end estimate (as SSC has not performed the y/e close yet) UUSF's expenses for FY21 are about \$30,000 under budget, especially in payroll and personnel. \$1,650,000 in expenses for the year. Draws still need to be posted. Surplus of about \$120,000. (This may change as more y/e details emerge.)</p> <p>100% of pledges collected during the fiscal year that ended June 30.</p> <p>PPP still hasn't been forgiven, but we still have time. We have a 24-week span within which to request forgiveness.</p> <p>Investments are doing well.</p>
<p>REPORTS: Treasurer's Report</p>	<p>Lori mentioned that Howard will be attending the meeting in August to give an assessment of the investments by CEF.</p> <p>Because of the audit mandated by the bylaws, Shining Star will finish the y/e work and get the FY21 audit checklist of items ready for the auditors.</p>
<p>REPORTS: Ministers' Reports</p>	<p>Vanessa on some struggles with the JTW group revolving members. Sometimes new members are not at the same place and longer-term members are slowed down. Conversation around rentals. New website is being created by Jonathan, Joe, and Meg. JD Benson and Mary Ganz may come back to preach</p>

	<p>soon. Vanessa will be visiting in-laws in India September 12-22. Vanessa has a book deadline on August 1. At the same time, Vanessa will review applications for the assistant minister position, with the hope that we have a BIPOC candidate who can be a liaison for our BIPOC members. If we don't have an applicant who fits this description, we can hire a consultant to work with us on supporting BIPOC members.</p> <p>Replacing Alyson will also be a priority. Vanessa described the organic way that Alyson's job evolved since she started at UUSF. Probably hire one minister then a complementary RE administrative person to work with that minister.</p> <p>Vanessa will likely be on sabbatical FY23, so we likely will not have an intern while she is on sabbatical.</p>
<p>NEW BUSINESS: Journey to Wholeness 8th Principle discussion and Widening the Circle of Concern</p>	<p>Scott mentioned the Journey to Wholeness group's discussion about the resolution passed by the board. Almost universally supported with two members of the group expressing that the resolution needed more "teeth."</p> <p>Some hurt feelings among a member of the group who left the meeting early. Jayanti said she would reach out to her.</p> <p>Confusion around 8th Principle vote. Request for clarity.</p> <p>ACTION: Scott will try to craft a message for the Flame or another communication. To accompany Minutes from the Annual Meeting and an unveiling of the Resolution we passed last month. Will include email message that formed the basis of the vote.</p> <p>Group is enthusiastic about getting the work started. Might get some direction from the Board members in this discussion tonight.</p> <p>Group discussed Accountability and Resources from UUA.</p> <p>Get a group that will work to support the 8th Principle at the UUA level. Facebook page.</p> <p>First vote at UUA GA in 2022 and second (final) vote in 2023.</p> <p>ACTION: Scott and Liz will ask Jayanti about the possibility of closing the group for the year in order to build and maintain momentum.</p> <p>Rochelle asked JTW to help prepare a message for the Council of Committee chairs on September 19. Or in the next meeting early 2022. Resource list that would be helpful.</p> <p>ACTION: Scott and Jayanti to lead. Maybe a commitment from each committee chair to devote some time in the year to a subject, perhaps mini facilitator training. We should also look at how we bring people into committees and how we choose leadership.</p> <p>Amy suggests creation of a Select Committee (described in bylaws) to foster work on these issues.</p>

	<p>ACTION: Amy will look at the bylaws to see what it would take to create a Select Committee on this.</p> <p>ACTION: On next month's agenda, be prepared to discuss what the Board will be doing to model some of this.</p> <p>Lori mentioned Board discretionary fund of \$6,500. Also \$1,500 in Social Justice.</p> <p>ACTION: Rochelle suggested that the Board members send Scott list of needs. Perhaps Board members could join Beloved Conversations.</p> <p>Don created materials that could help.</p> <p>Vanessa suggested small group meetings in January & February to discuss issues like decentering whiteness, white comfort, etc.</p> <p>Laura suggests tool kit for people who can't attend the JTW meetings. Create other opportunities to do the work.</p> <p>Lori wonders whether the JTW/RJWG has a direct or indirect line with the BIPOC group.</p> <p>The next meeting of the Journey to Wholeness/Racial Justice Working Group will be Tuesday, July 27 from 7 to 8:30pm.</p>
NEW BUSINESS: Board Retreat	<p>Board in conjunction with the Mission/Vision Task Force. Busy early autumn. Important to have a retreat, perhaps later in the fall.</p> <p>ACTION: Rochelle, Carrie, and Vanessa will meet to discuss dates for a Retreat. Scott will reach out to companies for a possible donation of space.</p>
EXECUTIVE SESSION:	The Board went into Executive Session
UPCOMING DATES	<p>September 12, Church year reopening (possible)</p> <p>October 3, Vanessa installation/party</p>
GOOD AND WELFARE	<p>Carrie will send notes this month:</p> <p>Trudy Lionel</p> <p>Judy Strachen's mom died this week</p> <p>Melvin Starks; he's still in the facility.</p> <p>Graduating seniors</p>
CLOSING	Jonah Berquist read a closing provided by Vanessa
ADJOURNMENT	The meeting was adjourned at 9:14 PM .