



**FIRST UNITARIAN UNIVERSALIST SOCIETY OF SAN FRANCISCO
BOARD OF TRUSTEES REGULAR MEETING
6:30PM, January 16, 2024**

BOARD MEMBERS PRESENT: Jonah Berquist, Galen Workman, Lucy Smith, Diane Allen, Liz Strand, Linda Enger, and Sam King. Lori Lai via zoom.

BOARD MEMBERS ABSENT: Megan Lehmer

STAFF PRESENT: Rev Laura Shennum, Minister of Congregational Life

GUESTS: Cheryl Deaner, Jan Oringer and Howard Oringer by zoom. E.D. Fafarman in person.

CALL TO ORDER: Meeting was called to order by Jonah at 6:35pm.

OPENING WORDS: Linda Enger read the opening words.

PROCESS OBSERVER: Diane Allen

CHECK IN: Trustees, staff and guests checked in.

FEEDBACK FROM BOARD MEMBERS AND CONGREGATION OPPORTUNITY TO ADDRESS BOARD:

AGENDA REVIEW: No changes were suggested for tonight's agenda.

CONSENT AGENDA: Suggested changes and corrections were made to the December minutes and they were approved by consent.

REPORTS:

Minister of Congregational Life Report: Rev Laura referred all to the information in her written report.

Treasurer's Report and UUSF Financials: Lori, church Treasurer, referred to the two written reports that she submitted, the Treasurer's report and the UUSF Financials report.



Rental Options Committee Report: Linda reported that Dan met with the Fire Inspector who told him that we do not need to upgrade anything if we continue to rent to an entity that continues to serve a clientele of children between the ages of 2.5 and 6 years. If the clientele were to go below 2.5 or above 6, a lot of changes would be required. They talked specifically about using the building and grounds as a school. Initial feelers have shown a high probability of getting a school group to rent the space.

1187 Committee Appointments: Discussion ensued about how many people should be on the committee. It was agreed that nine would not be too big. Jonah listed the following nine members as having agreed to serve on the committee: Carrie Steere-Salazar, Maric Munn, Stephanie Gowin, Erica Murray, Bill Lowell, Kat Liu, Merle Easton, Gayle Reynolds and Mark Theobald. Sarah Ellerman has also been approached and is considering serving. Jonah appointed the nine listed. Galen moved to have the appointments ratified by the Board and Sam seconded the motion. The motion carried unanimously. It was suggested that Carrie be asked to call the initial meeting and that the committee pick a chair at that time. Rev Laura suggested and the trustees agreed that Dan Barnard, Facilities Manager would be made an ex-officio member of the committee.

THE BOARD WENT INTO EXECUTIVE SESSION:

After the Executive Session was completed, Jonah entertained a motion from the board as to whether or not the trustees were in agreement with what the negotiating team was proposing. Sam moved to grant the negotiating committee the approval that it requested in the Executive Session with the terms being withheld due to the ongoing nature of the negotiations. Galen seconded. Motion passed unanimously.

NEW BUSINESS:

Covenanting: Rev Laura reported that in July of last year, Rev Vanessa and she met with the UUSF Right Relations Team that had gone through their training on zoom with the UU Institute. The team consists of Mari Magaloni, Athena Papadacos and Liz Strand. It will be charged with helping members remain in covenant. Through their training it became clear that our congregation needed its own covenant. We have a covenant that is a historical liturgical covenant. It is recited each week by many congregations throughout the denomination including UUSF during worship. She made it clear that that practice will continue. The current liturgical covenant will not be changed. The Board and staff have covenants and Small Groups have agreements that are like a covenant. She noted that the Oops, Ouch and Whoa work we have done this year is this same work. We are asking Aisha Hauser to help us create a covenant for UUSF. She will be here this weekend. Leadership will meet on Friday evening. On Saturday, there will be a world cafe type of interacting at tables and discussions and brainstorming around ideas will ensue. In the afternoon we'll start coalescing some of those ideas and naming the



ones that people think are important for a congregational covenant and then voting on that covenant. On Sunday during worship we will describe what we have done: “this is what we are presenting as our congregational covenant.” A covenant is a living document. It can be changed, it can be revisited. It is something that everyone is responsible for holding. It gives us language for how to be in relationship, Rev Laura emphasized that creating and agreeing on a covenant is the work of the membership, not the clergy. She and Rev Sonya will be at the gatherings this weekend, not to participate but to support the facilitator and the members in the work. Galen noted that since he was not on the board when the current covenant was crafted a couple of years ago, he was not part of it. He suggested that there be a review of the board covenant each year so that new board members are aware of it and have a chance to suggest changes if they wish. We agreed that we need to do a better job of orienting new board members than we have been doing in recent years.

Covid Advisory Committee Update: Rev Laura reported that the UUSF Covid Advisory Committee met earlier today and it was reported that the hospitals and the CDC are strongly recommending (just short of mandating) that healthcare workers in the hospital setting wear masks. The committee made the following suggestions for UUSF:

1. If you have symptoms or are feeling sick, then please remain home and rest. You can enjoy our services online.
2. Masks are strongly recommended in highly populated areas.
3. If you are COVID-positive, then please wait until you have two negative tests that are 48 hours apart before re-entering.
4. Remember to get your updated vaccinations for COVID, flu, and RSV, if applicable.

Rev Laura said all participants on the chancel during the worship service will be testing for Covid on Sunday mornings again, she will point out the mask only section in the pews and there will be an announcement in the Flame of the revived suggestions, which are “suggestions” because we cannot “mandate” mask wearing at this time. For the upcoming Covenanting gathering this weekend, wearing masks will be strongly recommended, doors will remain open for ventilation, and air filters will be placed around the area. It was suggested that on Sunday, and at any large gathering at the church, masks be placed in a very visible location so that people entering will see the available mask supply.

Banner Policy: Discussion of the Banner Policy was tabled until the February meeting. Galen presented a draft which will be circulating and we will pick back up at the February meeting.

Good and Welfare: We will send a card to Carlowe Connelly who had knee replacement surgery.



Process Observer Summary: Diane gave her summary.

Closing Words: Michael Jordan's words read by Linda.

Adjournment: As the agenda was complete, Jonah adjourned the meeting at 8:43pm.