

**First Unitarian Universalist Society of San Francisco
Board of Trustees Regular Meeting
March 15, 2022, via Zoom**

MINUTES

Trustees Present:

Rochelle Fortier-Nwadibia, Moderator
Amy Kelly
Operations
Linda Enger
Lori Lai, Treasurer
Carrie Steere-Salazar
Greg Biggs
Scott Benbow, Secretary
Liz Strand

Staff Members Present:

Alyson Jacks, Associate Minister
Laura Ludwig, Director of

Vanessa Southern, Senior Minister

Next Meeting: Tuesday, April 19, 2022

Deadline for inclusion of materials in Board Packet:
Thursday, March 14. Send to
scottbenbow@gmail.com

Trustees Absent:

Jonah Berquist, Vice Moderator

Agenda Item	Notes
CALL TO ORDER	A quorum having been met, the Moderator called the meeting to order at 6:32 PM. Rochelle lit a candle.
OPENING	Vanessa opened with a poem from Bob Smith.
FEEDBACK FROM BOARD MEMBERS. CONGREGATION OPPORTUNITY TO ADDRESS THE BOARD	Check in topics: How can Board members be more visible at UUSF? Or name a woman from history who inspires you. Amy, Bigger nametags Gregg, Board reads announcements Carrie, Board member at sign-in table to welcome congregants Lori, Building community by being around more Scott, Sojourner Truth bravely fought racism and sexism Liz, maybe we could be on Zoom if Zoom continues Laura, Board members could congregate somewhere (near the fountain in the courtyard, for example) for discussions with members. Different color nametags for Board. Alyson, hold a raffle. Determine why people would want to get to know Board members. Vanessa, feather boas to identify board members. Q&A sessions with Board members. Help to alleviate terminal earnestness. Rochelle,
AGENDA REVIEW	Amy would like to put GA delegates on the Agenda. Vanessa recommends we need to advertise this to the Congregation.
CONSENT AGENDA	Minutes from the February meeting were approved by consent. Receipt of John Young's letter to the Board was approved by consent.
REPORTS: Finance & Operations	Laura reported we're under budget in payroll. Ahead in revenue by 32%. Linda asked about parking as a line item. Monte recommend it, but we decided not to include it. Rentals are on

	<p>track, just about 4% below where we should be, and they are picking up. We're methodically raising rates. It's going to be a relatively tight budget.</p> <p>Vanessa urged Board members to express appreciation for members in their pledges last year. Both chairs increased their pledges this year, which was inspiring. Merle Easton may pay for the 3rd phase of the repointing project. Laura has searched for grants to repair the stained glass windows in the sanctuary. Linda Enger will be at church on Sunday to give an orchid to Merle for her generous gift.</p> <p>Action: each Board member will send Merle a thank you note.</p> <p>The \$6,000 from the Hinckley grant is unrestricted, but the Board designated it last year for BIPOC support.</p> <p>Motion & Vote: The Hinckley money unspent as of 12/31/21, shall be deemed "Board-designated" to be used and released from restriction in a future time period. This money shall be spent on BIPOC efforts. Amy moved and Linda seconded the motion. Passed unanimously.</p>
<p>REPORTS: Treasurer's Report</p>	<p>Lori provided an update on the audit. Anticipating questions from the auditor in the next few weeks. No signs of problems so far. This will be included in the annual meeting in June.</p>
<p>REPORTS: Ministers' Reports</p>	<p>Vanessa reported on the annual appeal. Board members will likely be making calls.</p> <p>Alyson reported on great celebration at Rights of Passage last Sunday. She has fewer than 100 days left at UUSF.</p> <p>Rochelle, Amy, and Carrie volunteered to look at the assessment chart Vanessa included in her report.</p>
<p>OLD BUSINESS:</p>	<p>Linda and Gregg discussed the gift acceptance policy. Laura edited it from a financial angle. It's fairly basic and useful. Should be simple to implement. Laura added a sentence in section 2.9 about naming rights for items or locations in the church.</p> <p>Amy moved and Linda seconded the Motion to accept the Gift Acceptance Policy.</p> <p>Regarding John Young's letter, Linda recommends we approve of John's proposal.</p> <p>Meadville would manage the \$50,000 for the convenings. UUSF will occasionally be the venue and we would have three members on the committee. GA or regional conferences would be other venues.</p> <p>Link the Meadville info</p> <p>Vanessa and Rochelle suggested focusing the lectures on reconciliation and repair.</p> <p>Meadville and Starr King are both looking carefully at oppression.</p> <p>This could be part of the work.</p>

	<p>Rochelle approves of setting a focus for the lectures as a small step toward alleviating some of the harms that have occurred in the past 1, 5, 10, 15 years.</p> <p>Motion & Vote: Board moves to approve John Young's Dialogue Days Outline of Intent with the requirement that, early on, the topics would be educating for counter-oppression and how to bring that leading-edge work in our seminaries to our faith communities. Passed unanimously.</p> <p>Right Relations Committee. Liz & Carrie will continue to explore this and will help determine by March 29</p>
NEW BUSINESS	<p>Judith Ottoson and Erica Murray presented on leadership training as part of the nominating committee's work at UUSF. Distinction between soft skills (relationship building, communications) and hard skills (Google Docs, agenda building).</p> <p>Linda recommended resources for Committees to hold better meetings. Liz recommends set terms for Committee offices.</p>
UPCOMING DATES	<p>April 29 special Board Meeting. Margo's 85th Birthday is in May Flame+ has items in it that some used to see in the newsletter. Advertise the Beloved Conversations this autumn.</p>
GOOD AND WELFARE	<p>David is home and Don is in rehab</p>
CLOSING	<p>Vanessa read a closing.</p>
ADJOURNMENT	<p>Carrie made a motion to adjourn the meeting, seconded by Liz. The meeting was adjourned at 9:15 PM.</p>