



**FIRST UNITARIAN UNIVERSALIST SOCIETY OF SAN FRANCISCO  
BOARD OF TRUSTEES REGULAR MEETING  
6:00 pm, February 18, 2025**

**BOARD MEMBERS PRESENT:** Julia Wald, Laura Davis; Lori Lai; Liz Strand; Linda Enger; Galen Workman, Moderator; Sam King, Vice Moderator; Diane Allen, Treasurer; Lucy Smith, Secretary

**STAFF MEMBERS PRESENT:** Vanessa Southern, Senior Minister; Laura Shennum, Minister of Congregational Life; Laura Ludwig, Director of Operations

**CALL TO ORDER:** The meeting was called to order by Galen at 6:00 pm.

**EXECUTIVE SESSION:** Outside counsel updated the board.

**OPENING WORDS:** Opening words by Mary Oliver were read by Linda Enger.

**CHECK IN:** All attendees checked in.

**FEEDBACK FROM BOARD MEMBERS AND CONGREGATION, OPPORTUNITY TO ADDRESS BOARD:** No feedback was offered.

**WEAV MOMENT:** Discussion of Daniel Beaty's Def Jam poetry slam about his father.

**AGENDA REVIEW:** Agenda reviewed. Under New Business, the question of a dog attendance policy was added and a line item was deleted. The amended agenda was approved.

**COMMITTEE PRESENTATION TO BOARD:** Sam presented for the Young Adult Planning Committee.

**CONSENT AGENDA:** January minutes, with a few changes, were approved by unanimous consent.

**REPORTS:** Julia moved to accept \$765,000, recommended by the Stewardship Committee and presented to the board in Vanessa's report, as our FY2025 pledge goal. Sam seconded, approval was unanimous. Board members were asked to sign up to table for the pledge drive and to witness new members signing the book.

Reports from the Minister of Congregational Life, Operations Director, and Treasurer were accepted as posted.

**OLD BUSINESS:** Liz presented a report on selection of and reimbursement for GA delegates. After discussion, Sam moved that we pay the full \$410 (by 3/31) registration fee for delegates who ask for help. Linda seconded, the vote in favor was unanimous. Four candidates have stepped forward so far, one of them will be asking for help paying the fee.

Lucy reported final details for Bowling with the Board, our 2024 auction event.

Galen will check whether Luanne will serve on the 1187 Committee which will also work on rental options.

**NEW BUSINESS:** As part of her Treasurer's Report, Diane explained that we're looking at a possible budget shortfall of as much as \$350,000. Following discussion, Diane moved that we make up the FY2025 revenue shortfall from operating reserves, which can be replenished from the Sheffield bequest. Lori seconded, the vote in favor was unanimous.

During discussion of FY2026 budget, suggestions included making a worst-case scenario plan, including what can/would have to be cut and how much we would again need to dip into operating reserves for. Vanessa asked that we include a summary of what the board might expect from staff in terms of belt-tightening. It was also suggested that staff create an austerity budget for contrast. Linda commented that creating an additional budget is asking too much. The staff should just create a memo that includes more severe budget cuts that could be instituted and describe the negative impacts that would result. The idea is to help the congregation understand what it would mean to go to any austerity budget and why less severe cuts are proposed in the draft budget.

Diane's report from the Investment Committee noted that the transfer of assets from the UU Common Endowment Fund to SRI, our new investment firm, is well underway. As promised, SRI drafted a new investment policy statement based on our input. The Investment Committee has reviewed the IPS, but it must be approved by the board. Diane moved that the board accept the IPS as amended by the Investment Committee. Sam seconded. Vote in favor was unanimous.

At the time of the meeting, Carrie had not gotten back to Galen with Jack Delo's response about joining the 1187 Task Force. Sam moved to approve Galen's appointment assuming Jack's acceptance. Liz seconded, approval was unanimous.

As a side note, Liz let us know that Sherry Delo has agreed to join the SCW Council as treasurer.

Galen suggested moving the June board meeting out one week to avoid conflict with GA. All agreed.

The question of how we want to communicate the resolutions of immediate witness approved by the congregation was raised; discussion followed. Julia moved that they be posted on our social media platforms. Sam seconded. Vote in favor was 8 to 1. Trustee Laura Davis voted "no".

An anonymous gift of \$20,000, to be called the **Defending Our Rights Fund**, has been offered to the church with the following restriction: The money, including principle, should be used for legal and humanitarian support and defense in a post-election human rights response for trans folks, immigrants, around climate justice, and for other communities from other persecution. Lori moved that we accept these restricted funds, Linda seconded. Vote to accept was unanimous. Discussion followed about who (other than the ministers) should decide how funds are distributed.

Julia and Liz agreed to research and draft a policy about dogs in church, specifically during the service.

**NOTES FROM COMMITTEE LIAISONS:** There were no liaison reports.

**GOOD AND WELFARE:**

Cards have been sent to the following people:

Jonathan Silk (mother died)  
David Jones (hospitalized with flu)  
Meg Whitaker-Green (family issues)  
Sierra Sparks and wife (baby coming!)  
Fred Rabidoux (thinking of you)  
Laura Ludwig (partner sick)  
Bruce Neuberger (thank you!)  
Kat Liu (dad died)  
Jan Oringer (knee replacement)

**PROCESS OBSERVATION:** Everyone contributed.

**CLOSING WORDS:** Linda read closing words from Mary Oliver.

**ADJOURNMENT:** Galen adjourned the meeting at 8:59.