

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

**MINUTES**

**Trustees Present:**

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

**Staff Members Present:**

Alyson Jacks, Associate Minister  
Laura Ludwig, Director of Operations  
Vanessa Southern, Senior Minister

**Next Meeting:** Tuesday, March 15, 2022

**Deadline** for inclusion of materials in Board Packet:  
Saturday, March 12. Send to  
[scottbenbow@gmail.com](mailto:scottbenbow@gmail.com)

**Trustees Absent:**

<b>Agenda Item</b>	<b>Notes</b>
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	Staff and Board members checked in about one of the podcasts and MasterClass they were invited to view/listen to.
AGENDA REVIEW	
CONSENT AGENDA	<b>Minutes from January meeting</b> were approved by consent.
REPORTS: Finance & Operations <a href="#">2021 UUSF Financials</a> <a href="#">FY23 Budget Roll-Up</a> <a href="#">FY23 Budget Expenses</a>	Revenues are ahead of projection at the 6-month mark. Expenditures are under budget.  Linda asked about security services, which are over budget. Investments have fluctuated, but we maintain a prudent approach and relatively stable investments.  Early version of budget. Typically, 5% to 6% of investments can be drawn.  Current budget projects an increase in rental income in FY23. We won't return to pre-Covid levels, which were occasionally as high as \$225,000/year. Projecting \$150,000 in rental income in FY23.  Projecting 6% COLA. 12-month retroactive.  Jonah asked about internet services, which has dropped in price. Laura is working on contracts that will pare down on telephone lines that are never used.

	<p>In facilities, we increased amounts for mortar repairs in FY22, but will likely reduce it in FY23. We're in the third phase of mortar repairs.</p> <p>Regarding staff members, performance reviews have been conducted although reviews have not been finalized.</p> <p>We are proceeding on the annual operating fund. Linda Enger and Laura Ludwig are reviewing legacy giving policies. Board should have criteria for accepting gifts. At the March meeting, Linda and Laura will likely have a gift-acceptance policy.</p> <p>Our audit is underway and the auditor may be behind schedule.</p>
<p>REPORTS: <a href="#">Treasurer's Report</a></p>	<p>Please read Lori's report for her update.</p>
<p>REPORTS: Ministers' Reports  <a href="#">Alyson's Report</a>  <a href="#">Vanessa's Report</a></p>	<p>Meadville update from Vanessa. Liz gathered reflections from people who attended the Town Hall. Board discussed the type of programs that would be done. Vanessa pointed out the arrangement would likely not result in White-supremacy culture being part of the lecture series. Board discussed whether they can meet a deadline before the March 2022 board meeting. Vanessa will be joining the final meeting of Cal Ball on White Fragility.</p> <p>Search Committee, 5 site ministers are now out of the running. One person from a new group of recruits is now a possibility. It's been complicated. We're reaching out to the denomination for support.</p> <p>Alyson reported that parents want to have their children attending in person.</p>
<p>OLD BUSINESS:</p> <p>Church reopening &amp; metrics</p> <p>Reparations discussion</p>	<p>Lori presented. We're aiming for March 6 reopening for worship in the sanctuary. Cases have been dropping. Carrie recommends we let the community know we're aiming for 3/6 rather than surprising them.</p> <p>Scott referenced the Reparations article Vanessa shared. Identified land issues, specifically whether land under UUSF seized from families as part of the Geary Boulevard work.</p> <p>In general, we purchase music from publishing firms. Important to dig deeper to figure out what the original transaction occurred. Carrie would like to set up a small committee.</p> <p>Gregg suggested other forms of compensation.</p> <p>Carrie, Liz, and Scott will serve on a committee to figure out how to move forward on the issue of reparations.</p> <p>Rochelle shared <a href="#">an article from the LA Times on low-income housing in Santa Monica</a>.</p>
<p>NEW BUSINESS</p>	<p>Scott discussed Right Relations Committee as an ongoing group that would help address micro-aggressions and other harms within the Society.</p>

	Linda recommended it be a Select Committee. Liz and Carrie will research this between now and the March board meeting.
UPCOMING DATES	Retreat. Rochelle will distribute a poll to begin to pick dates.
GOOD AND WELFARE	Pleased about Jonah's health news. Congratulations to Nathan Gandrud on the birth of his baby Julia Wald is undergoing some radiation treatment, but her treatments are over.
CLOSING	Vanessa read a closing.
ADJOURNMENT	Carrie made a motion to adjourn the meeting. Seconded by Liz. The meeting was adjourned at 9:00 PM.