

**First Unitarian Universalist Society of San Francisco  
Board of Trustees Regular Meeting  
January 18, 2022, via Zoom**

**MINUTES**

**Trustees Present:**

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

**Staff Members Present:**

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

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

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

**Trustees Absent:**

Amy Kelly  
Lori Lai, Treasurer

<b>Agenda Item</b>	<b>Notes</b>
CALL TO ORDER	A quorum having been met, the Moderator called the meeting to order at 6:35 PM. Rochelle lit a candle.
OPENING	Vanessa opened with a reading.
FEEDBACK FROM BOARD MEMBERS. CONGREGATION OPPORTUNITY TO ADDRESS THE BOARD	Staff and Board members checked in about one of the podcasts they were invited to listen to.
AGENDA REVIEW	
CONSENT AGENDA	<a href="#">Draft Minutes from December Board Meeting</a> were approved by consent
REPORTS: Finance & Operations Laura's <a href="#">Financial Reports (as of 11/30/21)</a>	Laura reported pledge revenue is 23% above budget. Compensation expenses are under budget because of slow hiring process for a BIPOC minister. PPP loan was forgiven in December.  Linda asked about the Fund Draws and Releases and the Fair Share Dues. We pay the Dues in one lump sum. The net operating revenue seems to be net in the budget v actual, but Quickbooks report shows an odd formula amount - confusing.
REPORTS: Treasurer's Report Lori's <a href="#">Treasurer's Report</a>	Laura reported for Lori. Audit is happening. Files were uploaded. This week, the Auditor is reviewing the files. The budget drafting season is underway. Laura has reached out to Council of Committee Chairs to request budgets. Goal is \$750K for the pledge drive this year. Laura hopes to share initial draft with Finance Committee during the first week of February and at February Board meeting. Laura, instead of Shining Star, is doing the monthly close. Shining Star is doing quarterly and year-end closes.
REPORTS: Ministers' Reports <a href="#">Alyson's Report</a> <a href="#">Vanessa's Report</a>	Alyson said Rites of Passage will be March 13. Family Ministry Meeting was on Sunday, January 16. Subject was transition plan after lead teachers leave UUSF at the end of this Sunday School year. Last formal Sunday School class in person was nine weeks

	<p>ago. Next schedule in-person is February 6, subject to decisions by the Covid team. February 7-10, Alyson will be on study leave.</p> <p>Vanessa announced live-stream until the end of the month. Theme this month is to serve with love. Despite some lingering limits of Covid, we're trying to provide some joyful programming.</p> <p>Search process is difficult for us. Vanessa will be attending UUMA meeting in San Diego in early February. She may be able to network at that event.</p> <p>Vanessa described some of her experiences from the Christmas Eve service that was canceled at the last minute.</p> <p>Auction will be Sunday, April 24.</p>
<p><b>OLD BUSINESS:</b></p> <p>Church reopening &amp; metrics</p> <p>Search Committee for new minister</p> <p>Reparations discussion</p> <p>Conflict of Interest Policy &amp; Attestation</p>	<p>Will revisit the numbers next week to determine whether UUSF can reopen in February. Will livestream through the rest of January. Cases are trending down, so we may be able to reopen. We had to say no to a 200-person music event at the end of January.</p> <p>Search Committee is setting this up in an intentional way.</p> <p>If we make reparations, who should receive the proceeds? The Pierce Library Fund for music is to purchase books and was expanded several years ago to purchase music. Restrictions on the Pierce Library Fund may prohibit use for reparations. Idea is for someone to reach out to San Francisco Arts Foundation.</p> <p>Regarding the land our church sits on, post-Ohlone, Vanessa asked John Buehrens about how UUSF acquired the land. The land is worth \$30 million today.</p> <p>Liz, Jonah, and Carrie agreed to begin researching these issues.</p> <p>Please sign and return to Scott.</p>
<p><b>NEW BUSINESS</b></p>	<p>Vanessa introduced the Meadville/UUSF contract.</p> <p>Gregg asked whether UUSF has a gift-acceptance policy. Laura doesn't believe we have such a policy.</p> <p>Carrie asked who will be deciding the speakers. 5-member committee would be making the decisions.</p> <p>Board decided to table the discussion about the Meadville/UUSF contract.</p> <p>Liz and Vanessa will reach out to discuss statements made at an 8th Principle meeting in spring 2021, and the relation of the comments to this proposed contract.</p>

UPCOMING DATES	Linda, Diane, and Carrie are working on the matrix for the developmental ministry and the mission vision task force. Will also ask Journey to Wholeness group to review the document once it's complete. Creating a single document to bring forward at the Board retreat.
GOOD AND WELFARE	
CLOSING	Vanessa read Emerson, Rowling, Stenke, and Henderson.
ADJOURNMENT	Carrie made a motion to adjourn the meeting. Seconded by Scott. The meeting was adjourned at 8:45 PM.