



FINAL BOT Meeting Minutes

Wednesday, January 17, 2024, at 7 pm on Zoom

Meeting Commenced at 7:06pm

Lighting the chalice Marsha Von Dessonneck shared Opening Words

Check In

In attendance: Jeff Chamberlain (Treasurer), Marsha von Dessonneck (President), Hank Florence (Member at Large), Suzanne Borth (Vice President), Mercedes McWilliam (Member at Large), Amy Evans (Financial Officer), Rev. Alex De Silva Souto (Minister), Tom Frye (Member at Large), Linda Mercurio (Secretary)

Financial Reports

Jeff reviewed financial reports. All appeared in order. Tom asked about PG&E rebate. Amy indicated we are awaiting a process to be put in place for non-profits to receive the rebate. The Financial Committee is tracking this. The BOT thanked Jeff for his work. Jeff excused himself from the BOT meeting.

November 15, 2023 - BOT Meeting Minutes

A motion was made to approve the November 15, 2023, meeting minutes, as written. The motion was seconded, and approved unanimously.

Thank You Notes

BOT members agreed to send thank you notes to SFUU members who facilitated or otherwise helped with Listening Circle meetings as follows:

Amy-Barb Munn, Maureen Bauman, Janet Russel, Mary Piette, Chelle Kucera

Mercedes – Amelia Zuver, Trisha Casper-Ross

Hank – Carol Koons, Amy Hansen

Marsha – Andrea Mottram

Futures and property development task force report–Suzanne

- Suzanne reported that the Futures and Property Development (F&PD) Task Force plans to meet on January 25.
- This F&PD Task Force will include former/willing members of the Buildings and Grounds Committee.

- The F&PD Task Force will also consider input from the Safety Task Force pertaining to prioritizing building improvements that will improve safety and accessibility.
- Linda agreed to summarize findings from Safety Committee building improvements assessment/prioritization process and provide a brief report to the F&PD Task Force by the end of January.

Safety Task Force

- BOT agreed that following submittal of findings from building safety improvements assessment/prioritization process to the F&PD Task Force, that the Safety Task Force work would be complete. This Task Force could subsequently dissolve.

DRE Search

- Linda reported that the DRE Search Task Force (comprised of Rev. Alex, John McCall, Kirsten Badertscher, and Linda) interviewed SFUU member Joan Harris.
- Linda shared DRE Search Task Force recommendation to continue to advertise the DRE job opening through January to demonstrate the Task Force's commitment to conducting a solid search.
- Linda to follow up with the BOT at the end of January with any updates or recommendations from the task force.

Reestablishment of the Committee on Ministry

- Suzanne proposed a plan to assemble a Committee on Ministry (CoM) in time to support the next SFUU minister.
- BOT reviewed the purpose of CoM and discussed how the CoM would be formed.
- Suzanne referenced the SFUU By-Laws which specify that the purpose of the CoM is to provide feedback to the Minister from the congregation.
- Noted that the CoM provides input to the minister, at the discretion of the minister. Rev. Alex opted not to utilize a CoM, which is a valid choice.
- Rev. Alex offered the following clarifications:
 - The CoM assigned to work with Rev Alex could not find dates/times to meet, so this CoM did not function as intended.
 - Without routine meetings, it was not possible for Rev Alex to build relationships and/or develop the level of trust required for a CoM and minister to work well together.
 - This is why Rev Alex preferred to work directly with the BoT on matters pertaining to feedback from the congregation.
 - During BoT Retreat in Summer of 2022, Rev Alex proposed forming a Leadership Task Force that would identify leaders for committees and task forces.
 - Hank and Maureen Bauman agreed to serve on the Leadership Team.
- BOT agreed that to create a COM we first need to assemble a Leadership/Nominating Team comprised of Hank, Maureen and one or two others.
- This Nominating Team would then consider viable candidates for a CoM.

- The Nominating Team should be in place by February or March for the CoM to be assembled ahead of the expected start date for a new minister (July).
- Rev Alex is open to providing input on how a CoM might best support a minister.
- **Hank will work with Maureen to recruit one or two more Leadership/Nominating Team members who will identify members of the next CoM.**

Committee Council Meeting

- Suzanne reviewed composition and purpose of Committee Council
 - Comprised of SFUU Committee Chairpersons and Task Force leaders
 - Purpose: to clarify SFUU goals, develop leaders, and plan church year.
 - The Committee Council last met about one year ago.
- Historically Committee Council meetings were held on a biannual basis (Fall and Spring). BoT agreed on a plan to schedule CC meeting soon (in February) The meeting will be in-person and feature a potluck.
- **Suzanne will work with SFUU Administrator, Vicky Jungers to schedule this meeting.**

January 7 Forum and Listening Circles

- Noted turnout was good at Forum. About 50 attended.
- Discussed criteria used to select quotes from Listening Circle discussion for inclusion in the Forum slides. Amy indicated that she and Suzanne considered input from all nine listening circles and that there was a concerted effort not to feature outlier quotes.
- Rev. Alex pointed out that some of the quotes that were selected for inclusion in the slides felt like an indictment of their performance and noted they were not made aware of these statements until the forum.
- Rev Alex stated they expected more discernment regarding what statements to share in this public forum.
- Rev Alex further noted that some members apologized to them for what they had to endure publicly.
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- Tom pointed out that forum slides also included many positive statements pertaining to the current ministry.
- Suzanne recognized the need to consider Rev Alex's input and our need to learn from this.
- Amy indicated that we could save slides in a password protected space.
- Rev. Alex indicated they are not advocating for more restrictive access to material that had already been made public, but for more mindful consideration of the consequences of and impacts associated with some of the statements included in the report and the forum presentation had on a direct assessment of their ministerial performance.
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- Marsha stated that BOT heard Rev Alex's concerns and will make a concerted effort to learn from this.

BOT Transparency

- Noted that several members who participated in Learning Process requested more BOT transparency.
- Discussed ways to be more transparent including:
 - President could provide short blurbs in weekly e-Beacons pertaining to BoT news, updates and activities.
 - BOT members could routinely be the ones to share announcements with the congregation at the beginning of services. Agreed to start with once per month – during the lay led service.

Veterans for Peace -Use of SFUU Building

- Discussed Veterans for Peace (VFP) interest in meeting at SFUU.
- BOT supports VFP use of SFUU, provided SFUU is released from potential liabilities.
- Noted that when VFP used to meet at SFUU, one of the VFP members, Millie Livingston was also a member of SFUU. Due to Millie's SFUU membership, the church insurance policy covered VFP meetings at SFUU.
- Noted that SFUU now has a Gathering Space Policy that requires groups utilizing SFUU space to sign a form releasing SFUU from liability.
- **Rev Alex will follow up with VFP leadership regarding the group's insurance coverage, and signing the Gathering Space Policy release.**

Action Items:

- BOT reviewed action items identified in **red**.

Next meeting: Wednesday, February 21 at 7pm on Zoom

9:15 Adjourn