

## Minutes

Board of Trustees, First Unitarian Church of Oakland  
July 22, 2008 – 7:40 to 9:30 p.m.

Trustees Present: Richard Bruehl, Claire Eustace (Vice President), Mark Savage (President), Gail Schulz (Treasurer), and Charles Williams.

Others Present: Eva Bunce (scribe), Judith Hunt, Charles Masten and Charla Weiss (Executive Team), Annabelle Conlin, Lisa Fry, David Fry, Elizabeth Keir, Robert Mittman, Bonnie Richman, and Jay Roller, visitors.

1. **Consent Agenda** – Claire Eustace moved and Richard Bruehl seconded a motion to approve the June 2008 minutes. The motion passed unanimously.
2. **Vision 2012** – Charles Williams led the exercise using the folder *Skin Color Is Skin Deep* followed by a discussion of steps that can be taken to work toward Vision 2012.
3. **Conversation with Congregation on Growing Our Beloved Community and Vision 2012** – Many ideas were discussed including the concept that individuals move in and out of cultural practices and expectations. Trustees agreed that showing a segment of the 2007 Now Is the Time Conference would be an appropriate step.
4. **Sabbatical Letter for Rev. Kathy's Return** – Claire Eustace's draft was discussed, and she will incorporate suggestions and send Board Members a revised draft by Thursday, July 24.
5. **Executive Team Oral Report** – the following items were reported and discussed.
  - a) A pre-construction contract has been signed with a firm experienced in seismic strengthening for historic structures. Holes are being drilled as part of the investigation of what will be required. The construction contract will include the requirement that workers will be paid prevailing wages.
  - b) When cost estimates for construction are received the Executive Team should attend the relevant meetings prior to signing any contract.
  - c) Meetings have been held with both members of the congregation and choir regarding the decision not to renew the contract with Kim Rankin.

d) Board members expressed their appreciation for all the effort the Executive Team has put into both personnel and construction issues as well as the every day tasks of running the church.

6. **Addressing Members' Articulated Concerns** – Trustees discussed many ideas and questions about how best to address hopes and concerns that members of the congregation had been articulating over the previous month. The issues or policies of large concern to those who spoke so far appear to include decision-making under policy governance, impacts upon the quality of our shared ministry, and the effects of our growth from a pastoral-size church to program-size to perhaps corporate-size church. Many more members of the congregation have not shared their thoughts. The Board concluded that a two-phase approach was best, with a few initial meetings first to invite and hear from the entire congregation, then a second, longer phase with substantive steps to be determined at the Board's meeting in September. Depending upon what Trustees heard at the initial discussions, those substantive steps might include, for example, a presentation on policy governance with an emphasis on how the voice of the congregation is heard, shared ministry, how larger churches function, how to improve understanding, and how to make planning both inclusive and transparent. Mark Savage, Gail Schulz and Charles Williams will draft a letter to the congregation along these lines and circulate to Trustees for consideration this week.
7. Judith Hunt's extended term on the Executive Team will end soon and this was her last meeting with the Board in that capacity. The Board of Trustees thanked Judith for her long and dedicated service to the Church.

The formal meeting was adjourned at 9:30 p.m. Mark Savage, Board President, stayed to listen to the concerns of the visitors regarding how the church is moving forward with regard to both the music program and becoming more inclusive and transparent in its workings.

Respectfully submitted,

Eva Bunce, Scribe