

**First Unitarian Church of Oakland**  
**Board of Trustees Meeting**  
**Dec 20, 2005, 7:00 p.m.**

**Board members present:** Karen Eng (Secretary), Katrinca Ford (Board President), Renee Harper, Bob Hood (Board Vice President), and Laila Ibrahim, **Also in attendance:** Dan Goss (Executive Team), Rev. Cinnamon Daniel (Education Minister) and Rev. Kathy Huff (Congregational Minister).

**Assignments:**

**Dan Goss and Bob Hood** –work on wording of job description for Board Treasurer to propose to the congregation to amend the by-laws.

**Renee Harper and Laila Ibrahim** - continue work on Ends Policy.

**The Chalice was lit.**

**Letters of Appreciation were sent to:** Peggy Azcona for her service in the bookstore; Sheri Walden for her work with covenant groups and young adult ministries, and the music committee for the holiday music program.

**2006 Budget Proposal (Dan Goss, Rev. Kathy Huff and Rev. Cinnamon Daniel):** Proposed 2006 income and expenses were presented and discussed, based on a total budget of \$605,352.00. Meeting the proposed budget will require generating additional pledge income in the amount of \$42,802 from the special appeal made on December 18, 2005. Preliminary results of the appeal have totaled approximately \$19,000.00 so far, and letters advising all pledging members and friends of the budget shortfall have been sent. Possible adjustments to make up any shortfall in pledge income were discussed and included the following:

- Reducing or eliminating UUA/PCD dues payments
- Reducing or eliminating funding to reserves
- Reducing or eliminating funding for guest musicians and guest preachers
- Reducing Program Council budget
- Decreasing staff hours and/or benefits
- Decreasing Education Minister hours
- Freezing salary and benefits for staff and ministers
- Eliminating any COLA or salary increases for staff and ministers
- Closing the church office in the summer

Bob Hood moved and Renee Harper seconded that the budget approval be tabled until the January meeting, pending results of the special appeal. Motion passed.

**Consent Calendar :**

November Minutes

Recommendation from the Committee on Ministry to endorse Rev. J.D. Benson's continued fellowship with the UUA.

Bob Hood moved and Laila Ibrahim seconded that the consent calendar items be approved. Motion passed.

**Those present shared meeting reactions.**

**The meeting was adjourned at 8:10 p.m.**

Respectfully submitted,  
Renee Harper, Substitute Scribe