

**First Unitarian Church of Oakland
Board of Trustees Meeting
December 19, 2006, 7:07 p.m.**

Board members present: Richard Bruehl, Karen Eng (Secretary), Reneé Harper, Bob Hood (Board President), Jack Macy, Chris Palm, Cathy Rion and Mark Savage. **Also in attendance:** Kathy Huff (Minister), Judith Hunt (Executive Team), Michelle Favreault (Assistant Minister for Religious Education), Emily Stoper (Ambassador from the Council of Convenors), and Charla Weiss (Church Manager).

Actions Needed

<p>Board Candidates - Nominating Committee (Huff, Rion, Harper)</p> <p>Role of Annual Plan policy proposal – Bob Hood</p> <p>Develop wording regarding Board Committees - Passiflora Group</p> <p>Laila Ibrahim and Cathy Rion – work with JTW Team to revise by-laws</p>

The Chalice was lit and those in attendance checked in.

Board Business

Process Observer Cathy Rion volunteered.

Sower Article (Reneé Harper) Items for inclusion in the next *Sower* were solicited. Suggested topics included definition of policy governance and input to the annual plan.

Calendar Change additional Linkage Meeting: Kathy Huff requests an additional Linkage Meeting with the Board in March to include both the incoming and outgoing members.

Candidates for Prospective Board Members: Names were suggested to the Nominating Committee.

Mission Statement: The value of a Mission Statement was discussed. Some felt that the process of crafting a Mission Statement was of great value. The by-laws require that the Mission Statement be reviewed at least every 5 years and we may want to consider what we want to have in place in time for the Media Campaign next fall. The Board decided not to make a commitment to this review the Mission Statement, and to focus energy on other things which it feels are higher priority.

Leadership Retreat Planning: Asparagus is taking the lead in planning, as this is considered a Linkage meeting with leadership. Topics will include Ends Policy and the Annual Plan; Stewardship; and Mission.

Anti-Racism Activity (Karen Eng) Discussion regarding cultural appropriation.

Thank You Cards were prepared for David Fry, Jane Voytek and the Stewardship Committee; Chris Celata and Jay Marx for Science and Religion Religious Education Course; Gail Schulz and the Hamilton Hall Restoration Committee; and the Music Committee and Kim Rankin for the Christmas Concert.

2007 Budget Approval (Executive Team) The proposed budget for 2007 was accepted.

Proposal for Additional Staff (Kathy Huff)

Kathy asked for flexibility in hiring church admin staff to split the position to allow for a Membership Coordinator. The Board agreed as long as no additional expense would be incurred.

Board Committees Policy Proposal The proposals from Passiflora for the 3 Board committees were distributed to trustees prior to the meeting. Because there was not time to discuss each proposal, the trustees agreed to engage in an active on-line discussion and Passiflora will present proposals for discussion at the February meeting.

Consent Calendar

October and November minutes were approved.

New JTW Transformation Team Members accepted

Board Nominating Committee named

Feedback from Process Observer (Cathy Rion)

The meeting was adjourned at 9:30PM

Respectfully submitted,
Eva Bunce, Scribe