

**First Unitarian Church of Oakland
Board of Trustees Meeting
March 28, 2006, 7:05 p.m.**

Board members present: Karen Eng (Secretary), Katrinca Ford (Board President), Reneé Harper, Tom Haw, Bob Hood (Board Vice President), Jack Macy and Cathy Rion. **Also in attendance:** Rev. Cinnamon Daniel (Education Minister), Dan Goss (Executive Team), Rev. Kathy Huff (Congregational Minister), and Charla Weiss (Church Manager).

Actions Needed

<p>Reneé Harper – Article for June <i>Sower</i> – Ends Policy</p> <p>Bob Hood, Reneé & Laila Ibrahim – Proposal for defining “fair compensation”</p> <p>Bob and Laila – Church Manager compensation process</p> <p>Reneé and Jack Macy – Propose 2nd level Ends Policy on Membership Growth and Engagement</p> <p>Reneé – Board Retreat, May 20</p>

The Chalice was lit.

Text of the Month (*Rev. Cinnamon Daniel*) The Parable of the Raft was discussed.

Thank You Cards (*Bob Hood*) Cards were sent to Katrinca Ford and Tom Haw as retiring members of the Board and Kim Rankin, Reneé Witon and Kathy Post for the musical fundraiser and celebration of Kim’s 10th Anniversary with our church.

Annual Plan: Taking on tasks to move the 2006 Annual Plan forward (*Bob Hood*)

Bob Hood, Reneé Harper and Laila Ibrahim will bring proposed policies for fair compensation for all staff and ministers to the April Board meeting for discussion. This work needs to be completed by the May Board meeting to enable a smooth budget process for the coming year.

Reneé Harper and Jack Macy will work on the Board Goal for Membership Growth and Engagement. By June the Board wants to have articulated a common vision that is reflected in our Ends Policies regarding Membership Growth and Engagement.

Karen Eng will work on with Gail Schulz on the Capital Campaign Consultancy to coordinate that activity with the Board goal of educating the congregation on the need to restore and retrofit Hamilton Hall.

Charla Weiss asked as we go forward with writing policy, that the Board not make any major policy decisions over the summer, when both ministers are not available.

Board Retreat (*Bob Hood*) The retreat will be held at Reneé's home on Saturday, May 20, from 12:00 noon to 5:00 p.m. Lunch included. Suggested topics include:

- Second level ends
- Long term plans for building retrofitting and restoration
- Capital campaign for retrofitting and restoration
- Visioning Membership growth and engagement
- Antiracism training for new Board members
- How the Board works

Agreed that we'd narrow it down to do fewer things but with greater depth.

Appointment of Judith Hunt to Executive Team (*Dan Goss*) Karen Eng moved, Jack Macy seconded a motion to appoint Judith Hunt to the Executive Team. Approved.

Annual Meeting Review (*Katrinca Ford*) Attendance totaled 116 people, the best attendance ever. Feedback:

- Support for the Welcoming Congregation process generated a lot of interest.
 - The annual meeting should be put back to the 3rd Sunday so that there is more distance between that meeting and the monthly Board meeting.
 - Having Board members lead worship was very successful.
 - The congregation should be educated as to how the agenda is set and what the ET does.
- The Board must make transparency regarding its actions and policies an ongoing priority and effort.

Board Anti-Racism Work (*Karen Eng*) JTW Transformation Team members will give their annual report to the Board in May. Karen talked about the larger vision of becoming a multicultural congregation – who holds that vision and how do we coordinate with the work of the Transformation Team? We discussed what the Board should be doing around Anti-racism and anti-oppression. We agreed that all Board members should have anti-racism training comparable to Jubilee 2 Training within 6 months of joining the Board. Cathy Rion will look into local training options.

Congregational Minister Report (*Kathy Huff*) A written report was submitted.

Church Manager (*Charla Weiss*) Charla submitted the Church Manager's report for review and a budget report. Absent a volunteer, she is chairing the silent auction fundraiser.

Executive Team Report (*Dan Goss*) Written report submitted. We have been declared ineligible to receive state money for the restoration, following the California Courts decision that public monies cannot be used to restore church-owned properties. Gail Shulz is continuing to work on ways to raise money for the work.

Education Minister Report (*Cinnamon Daniel*) Materials from the church archives will be part of the San Francisco Earthquake display at the Oakland Museum.

Cinnamon announced that she is resigning as Education Minister effective mid August. She feels called to the work of pastoral counseling, and has decided to explore that more fully. She is sending letters to adults and children in the congregation informing them of her decision. Board members are asked to meet with the Committee on Ministry on April 4th to discuss next steps.

Cinnamon will debrief Board members, Committee on Ministry and LEAP volunteers on April 15, giving her assessment of where we are and how we might move forward.

District Assembly Delegates: Bob Hood moved that the following people be approved to serve one-year terms as delegates: B Avalon, Bob Hood, Judith Hunt, Tom Luce and Joan Poulter. Karen Eng seconded. Passed.

Consent Calendar

The minutes of the February meeting were approved as corrected. The May article for the *Sower* is a report on the Annual Meeting, The June article will be about the Ends Policy.

The Board appoints Chris Sutherland to the Committee on Ministry.

The term of office of delegates to the District Assembly is changed from two years to one year (policy change).

Those present shared meeting reactions.

The meeting was adjourned at 9:50 p.m.

Respectfully submitted,
Eva Bunce, Scribe