

Minutes

Board of Trustees, First Unitarian Church of Oakland
October 23, 2007 – 7:00 to 9:00 p.m.

Trustees Present: Laila Ibrahim (Chair), Richard Bruehl, Claire Eustace, Jack Macy, Chris Palm, Mark Savage, Karen Eng and Gail Schulz.

Others Present: Rev. Kathy Huff, Judith Hunt, Charla Weiss, Chris Sutherland and members of COM.

1. **Consent Agenda** – Upon motion and second, the Board approved the consent agenda.
2. **COM – Transforming the Learning Community** – Members of the TLC shared their long report for suggestions they have heard from the congregation. The report is archived in the October folder of the board's Yahoo group. The next step is to form a group to decide on an implementation plan. COM suggests this group have members from ET, Justice, Worship, LEAP and the Board. Laila will work with COM to come up with nominees.
3. **COM Proposal for Sr. Minister's Compensation** – Their proposal is archived in our October folder. They suggest raising salary and housing as of August 1, 2008. See discussion under Vote below.
4. **Treasurer's Proposal for Church Manager Compensation** – We have a policy to peg all salaries to the UUA's Guidelines. Since there is no guideline for this position, the salary is pegged to Associate Minister for a Mid Sized III church. A big change is due to the fact that the Church Manager will go from a 90% position in 2007 to 100% in 2008. The recommendation is archived in our October Yahoo folder. The raise occurs as of Jan 1, 2008.
5. **Vote on Compensation Proposals**- There was a discussion about approving increases when we are experiencing a budget deficit. This was followed by a discussion of moving the Sr. Minister's raise from August to January, 2008. It was agreed that this would complicate the ET's already challenging task of developing a budget for next year. Each proposal was separately motioned, seconded and approved.
6. **Vision 2012** – Due to the lack of time, we had to skip this part of the agenda.
7. **ET Budget Assumptions** – The assumptions were made without results from the Annual Giving Campaign, which is still underway. The ET wants to increase our fair share giving to UUA and PCD from 33% (2007) to 40%. This is in line with congregants desire for us to eventually be at 100%. Program Council's budgets will be frozen. This is supported by the COC, as there is always money left in their accounts at the end of the year. The salary of the Acting Assistant Minister of RE will increase in 2008, as her two year contract ends this year. All staff will receive modest salary/hourly increases.

Respectfully submitted,

Christopher Palm, Secretary