

**First Unitarian Church of Oakland  
Board of Trustees Meeting  
April 24, 2007**

**Board members present:** Karen Eng, Claire Eustace, David Fry, Laila Ibrahim(Pres), Jack Macy (Treas), Chris Palm (Sec), Mark Savage, Gail Schulz **Also in attendance:** Kathy Huff (Min), Judith Hunt (ET)

**Actions Needed**

**Annual Priorities** - Mark and Gail will write them up and have them available via email by May 8 (see #3 below)

**Board Retreat** - May 19th from 9 to 3 at Gail's Gail will email directions to everyone. She lives near a BART Station.

**Leadership Retreat** - Laila, Gail and Karen are taking lead

**Board Business**

**1.Consent Calendar was approved** (see agenda)

**Title Change:** Rev. Kathy's title was changed from Congregational Minister to Senior Minister.

**Interim Period:** For RE was extended to 3 years.

**Postpone Congregational Vote:** On capital campaign from May. HHR committee is working with structural engineers to complete seismic work within a budget we can afford. New proposal is due in September.

**2. GA candidates:** Karen Eng, Bob Hood, Judith Hunt, Laila Ibrahim,

Jack Macy were approved.

Aaron Shottenfeld, Jaime McReynolds received tentative approval pending receipt by Karen of statement with five signatures.

**3. Annual Priorities:** Welcoming new members due to Marketing Campaign, RE Discernment, Capital Campaign, Hamilton Hall Restoration, JTW, Sabbatical Mark and Gail will try to frame these in terms of both the Ends Policies and Vision 2012.

**4. Budget Proposal:** ET proposed moving \$3K in budget from Church Manager's Health Care Account to her Professional Expense account. It turns out, that Church Manager already has health care insurance which prevents her from using the \$3K. She can better use this money to cover expenses for meetings, conventions (like GA) other items.

**Approved** (see motion at bottom)

**5. Clerical Support:** Mark has heard congregants complaining about the lack of clerical support in the office. Kathy said the ET has made job offers, but no one has accepted the position yet. She asked the board for their continued emotional support in this difficult time in the office. The Church Manager is swamped!

### **Linkage Meeting with/ JTW**

We broke into three groups. Each group discussed 2 Ends Policies in terms of our attempts to be an anti-racist organization. We then reconvened as a whole and a speaker for each group shared their findings. Laila asked that the speakers each email her with a summary of their group's discussion.

We were reminded that the board has not developed an anti-racism policy for itself. This may be a good place for us to start.

### **Motion**

I move that the \$3,000.00 budget item for the Church Manager's Medical coverage be moved to the Church manager's Professional Expense account as long as she does not need the medical

coverage.

Moved: Gail

Seconded: Chris

Status: Approved