

## Minutes

Board of Trustees, First Unitarian Church of Oakland  
September 24, 2007 – 7:00 to 9:00 p.m.

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

Others Present: Rev. Kathy Huff, Judith Hunt, and Charla Weiss.

1. **Consent Agenda** – Upon motion and second, the Board approved the consent agenda.

With respect to revising the Board Policies on reports to the Board, the Board's vote to approve the consent agenda adopted the attached revision. The new policy is stored in the October 2007 folder of the board's Yahoo group.

2. **Manifestation of Vision** – Rev. Kathy Huff facilitated a discussion of *United by Faith* and the barriers to achieving a radically inclusive multiracial and multicultural congregation.
3. **Ends Policies Revisions** – Changes prompted by the JTW linkage meeting were discussed and suggestions made. Laila Ibrahim will bring these ideas back to JTW for further work.
4. **Executive Team Report** –

Expected revenue will fall short by approximately \$25,000. The 2007 budget was ambitious. Various fund raisers and pledges from new members did not meet expectations. Cuts are being planned, appeals for funds have been and will be made.

Church membership will reach the four hundred mark by November. Religious Education registrations are between 125 and 150 children with an averaged attendance between 60 and 120. It is anticipated that registrations will reach a total of 200. We are out of space at the 11:15 a.m. service. A plea is being made for some families to switch to the 9:15 service.

The media campaign is heating up. Members are being asked to park several blocks away to allow for the expected visitors.

5. **Board Proposal for Sabbatical** – The plan for the sabbatical was presented. Richard Bruehl moved, Gail Schulz seconded that the plan be accepted. Approved.

The Board's action included the following resolution on the structure of the Executive Team during the forthcoming sabbatical of Rev. Kathy Huff:

The "First Unitarian Church of Oakland Board Policies" defines the Executive Team at Section V.B, to include all called ministers, the Church Manager, and one senior lay leader. In the absence of the called minister during the period of Rev. Kathy Huff's sabbatical (February 11, 2008 through July \_\_, 2008), a different composition shall apply. During that time, the Executive Team shall consist of the Church Manager; the current senior lay leader (who will continue service through August 17, 2008, beyond the ordinary end of service in May); the next appointed senior lay leader (who will begin service on January \_\_, 2008, before the ordinary commencement of service in May); and

the Assistant Minister for Religious Education. In this temporary, acting capacity, the provisions of Board Policies on compensation of paid members of the Executive Team, set forth at Section IV.C.4, do not apply to shift responsibility from the Executive Team to the Board of Trustees for the contract and compensation of the Assistant Minister for Religious Education.

6. **Stewardship Campaign** – The Stewardship Campaign Committee will consist of David Fry, Bob Hood, Chris Long and Susan Mayer. David Fry presented proposed brochures. Board members proposed a few changes.
7. **Newsletter Article** – Laila Ibrahim will prepare the article for the November issue.

The meeting was adjourned at 9:04 p.m.

Respectfully submitted,

Eva Bunce, Scribe