

Minutes

Board of Trustees, First Unitarian Church of Oakland

March 25, 2008 – 7:33 to 9:45 p.m.

Trustees Present: Noemi de Guzman, Claire Eustace (Vice President), Dan Goss, Jon Greer, Chris Palm (Secretary), Mark Savage (President), and Gail Schulz (Treasurer).

Others Present: Eva Bunce, Michelle Favreault, Judith Hunt, Charles Masten and Charla Weiss.

1. **Consent Agenda** – Approved the February 2008 minutes; acknowledged the semi-annual Committee on Ministry report; acknowledged the semi-annual Journey Toward Wholeness Transformation Team report; and approved the appointment of Rebecca Ramirez to the Journey Toward Wholeness Transformation Team.
2. **Vision 2012** – Mark Savage played portions of various sermons and music, and asked the group to assume that there are cultures and generations within the congregation that would like to hear these three excerpts from the pulpit; then small groups discussed how we might build an integrated multicultural congregation that could embrace each of the three different kinds of worship material.
3. **Executive Team Self-Evaluation and Staff Well-Being** – The Board and Executive Team discussed the Executive Team’s annual self-evaluation. Much of the conversation addressed the tremendous workload and stresses the Executive Team and members have identified in reports over the past year, and whether there are systemic issues which might explain and suggest how to help. Staff turnover has been a major problem. The reduction of paid hours with no reduction in duties and expectations is taking its toll. There is concern that some congregants do not treat staff members with the respect they deserve. Chris Palm will write an article for the next *Sower* about this topic.
4. **New Member Canvas** – Board members have been assigned names of new members to canvas. Chris Palm requested that he be informed of any problems when contacting these individuals. The next in-gathering is May, with new member canvass to follow. **Capital Campaign** – The total pledged to date is \$1,781,500.26.

Spirit Fund – A Prom has been scheduled for Saturday, June 7. The committee will consist of Jack Macy and Chris Palm. Another Board member is needed. A cabaret night is suggested in late September. Donated talent, bartenders and childcare workers are needed. A couple of board members need to head this up. The Executive Team warned against having fundraisers during stewardship campaign in October/November. A clothing swap was suggested; Board members need to organize. Donation of the expected economic stimulus checks is already being mentioned on the list-serve.

5. **Tithing** – The concept of a minimum pledge was discussed, sometimes called “tithing”. Also, talked about coming up with stewardship goals as a percentage of income. We discussed the idea of requiring new members to complete a pledge card before they sign the membership book. Mark and Claire volunteered to examine membership requirement for pledging.
6. **Music Advisory Committee** – The Board should encourage congregants to speak with this committee regarding music related matters.
7. **Timeline for Orientation and Board Retreat** – The retreat is now scheduled for April 19 from 9:00 a.m. to 4:00 p.m. Mark, Gail and Dan will talk with Mike Allison, a board development expert, about ideas for the retreat and beyond.
8. **Election of Board Officers** – Jon Greer moved and Dan Goss seconded that the following people be elected the Board’s officers for 2008-2009: Mark Savage, President; Claire Eustace, Vice President; Chris Palm, Secretary; Gail Schulz, Treasurer. Approved.

The meeting was adjourned at 9:45 p.m.

Respectfully submitted,

Eva Bunce, Scribe