

Minutes

Board of Trustees, First Unitarian Church of Oakland
September 23, 2008 – 7:35 to 9:45 p.m.

Trustees Present: Richard Bruehl, Noemi de Guzman, Claire Eustace (Vice President), Jon Greer, Mark Savage (President), Gail Schulz (Treasurer), and Charles Williams.

Others Present: Eva Bunce (scribe), Rev. Kathy Huff, Charles Masten and Charla Weiss (Executive Team), as well as Lisa Fry and Roxie Kellam, visitors.

1. Richard Bruehl led the opening.
2. The Board held a moment of silence.
3. **Vision 2012 Topic** – The discussion centered on how behaviors can change when speaking out about differences.
4. **Consent Agenda** – Claire Eustace moved and Charles Williams seconded a motion to approve the August 2008 minutes and acknowledge the semi-annual reports of the JTW Transformation Team and the Stewardship Committee. The motion passed unanimously.
5. **Minister's Report** – Rev. Kathy Huff announced that there is increased demand for weddings before the vote on Proposition 8 on November 4, 2008, and our chaplains could help. Chaplains who are already ordained may perform weddings now, but chaplains who are not yet ordained would need the Board's authorization first. Gail Schulz moved and Claire Eustace seconded a motion to authorize Laurel Liefert and Jamie McReynolds to perform weddings at the Church. The motion passed unanimously.
6. **Process for Obtaining Outside Consultant** – The Trustees discussed the proposed process to create a consultant nominating committee composed of a representative from the Board of Trustees, Executive Team, Committee on Ministry, Journey Towards Wholeness Transformation Team, and lay member with organizational leadership experience, which would be an advisory committee of the Board. This committee would collect and review nominations and propose a list of potential consultants to the Board and the Executive Team. After discussion, the Board would select the consultant. Charles Williams moved, Jon Greer seconded a motion to approve the committee and process. Approved.

Noemi de Guzman moved, Clair Eustace seconded a motion to name Gail Schultz as a member of the Consultant Nominating Committee. Approved, with Gail Schulz abstaining.

7. **Monthly Financial Report** – Church Manager Charla Weiss stated that overall, pledges had increased beyond what was originally projected in the budget, and that over the past several months there had been both pledge decreases and pledge increases. Financial reports are not yet available because our accountant has been absent due to an injury.
8. **Stewardship Campaign** – Jon Greer reported that this year’s theme is “Roots Hold Me Close, Wings Set Me Free”. Stewardship training for team members and visitors will start on October 11, 2008. Solicitations will be held in both group and one-on-one settings. Rev. Kathy will preach a closing Stewardship sermon on November 16 but follow-up calls will have to continue. At this time approximately 200 members have not pledged in the past two years. A draft budget will need to be prepared for the November Board meeting and a final budget ready for the December meeting.

The concept of perpetual pledges was discussed. Also discussed was the need for accurate information about programs and the fact that trade-offs must be made when funding programs.

9. **Spirit Fund-Raising** – Claire Eustace reported on plans for the Cabaret night on September 27, 2008. She has secured a total of twelve acts, five by members and seven by non-members. Children under 12 will not be charged and admission fee.

A clothes swap was discussed as another fund-raiser. Most of the income would be derived from an admission fee.

10. **Nominating Committee draft policy** – Gail Schultz presented a draft amendment to Board Policies to formally establish a Nominating Committee and memorialize the procedures used in years past to identify members of the congregation willing to serve as Trustees. A significant addition, however, is inviting each Council to appoint a representative to the Nominating Committee and join in the work and add the breadth of their experience. Jon Greer moved, Charles Williams seconded a motion to approve this as a draft policy. Approved with two abstentions.

Claire Eustace raised the question of amending the language at the end of the policy to include sexual orientation and gender identity, and Trustees agreed that they wanted to consider additional language.

11.UUA's Diversity of Ministry Initiative – Rev. Kathy reported that the UUA looks for a measure of sustainability by a congregation before accepting that congregation. At the moment an intern is not available for placement at First Unitarian Church of Oakland.

12.Mid-Year Retreat – Plans for the mid-year retreat on November 8, 2008, were discussed. It will be held in Jon Greer's home and Charles Williams and Mark Savage volunteered to help Rev. Kathy with formulating an agenda.

Respectfully submitted,

Eva Bunce, Scribe