

Minutes

Board of Trustees, First Unitarian Church of Oakland
January 22, 2008 – 7:05 to 10:00

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

Others Present: Rev. Kathy Huff, Judith Hunt, Charles Masten and Charla Weiss. Later Tom Haw, Diane Schweitzer and Scott Weiss joined us.

1. **Consent Agenda** – Approved the November and December 2007 minutes, and acknowledged reports from the Church Manager, Senior Minister and the Executive Team.

The revision to the Board Stewardship Policy was pulled for further work and discussion.
2. **Vision 2012** – Rev. Kathy Huff reported on the many changes that have taken place as we move toward implementing Vision 2012. Some of the highlights are listed here. The Journey Toward Wholeness group was started a few years ago. Vision 2012 put in words our desire to become a multicultural, anti-racist community. Changes have occurred in worship and music and members have reacted positively to them. Board members attended Journey Toward Wholeness' Jubilee II last February. We want to continue this momentum during the sabbatical.
3. **Ad-hoc Committee on Endowment** – Diane Schweitzer, Tom Haw and Scott Weiss presented a proposal to establish The Wendte Endowment Fund. They used best practices from churches which already have endowments. This included having a fund committee which is independent of the board. Jack Macy moved to accept the proposal for submission to the Congregation at the next general meeting, Claire Eustace seconded, approved. We have only needed this for about the last 100 years!
4. **Sabbatical** – Mark Savage reported on plans for Rev. Kathy's final service and good-bye party potluck. He also reminded Trustees that they agreed to lead the Vision 2012 board discussions during her time away. Kathy hopes this is a growth experience for each of us.
5. **Discussion of January 20 Leadership Meeting** – There was considerable excitement about the worship and learning "dreaming team". This group was formed to implement new multi-cultural, multi-racial approaches to learning, worship and music. Such approaches will be a vital component for implementing Vision 2012. There were some concerns expressed about placing too much emphasis on making services youth friendly and forgetting about older members. These concerns have been heard and will be taken into consideration.
6. **Ends Statement** – There was one small change – under Justice the word "oppressions" was changed to "oppression". Mark Savage moved, Clair Eustace seconded to accept the revisions to the Ends Statement. Approved. After much work by Karen, Laila and Claire, we think our ends statements better reflect our multi-cultural values.
7. **Resignation/Replacement/Presidential Transition** – David Fry's resignation was accepted with regret. He is very busy right now and doesn't have time to commit to his board work.

David shared some thoughts and concerns about the board in a letter. The board expressed their appreciation for David's work over the past year. The Board's ad hoc nominating committee recommended that Jon Greer be appointed to fill the remainder of David's term, subject to confirmation by the Congregation at the next annual meeting. Jon's appointment was moved, seconded and approved.

Kathy, Claire and Laila have been discussing possible new board members since October. We want the board to be racially diverse as we lose two people of color. We will discuss new members again in February.

With her impending trip, Laila Ibrahim stated that she was resigning her officer position as President, effective January 23, 2008, but would fill out her term as Trustee. It was moved by Jack Macy and seconded by Chris Palm that Mark Savage serve the remainder of the term of President, effective January 23, 2008. Proposal was approved. Bon voyages were said as Laila and her family leave on a world tour.

8. The Annual Meeting will be held on Sunday, March 16, 2008.

9. Stewardship Policy – The Stewardship Policy was discussed. Jack Macy is going to simplify the wording of the policy and present it at the next board meeting.

10. Budget Review – The Executive Team wants to be more transparent with the budget and shared changes that have occurred since the budget was approved in December. The projected income from pledges was down \$47,000 from the December estimate. This led to a number of changes on the expense side, bringing expenses down \$41,100 from the December estimate. The Board discussed when or if the budget needs to be reapproved due to changes.

In December, the board accepted the Executive Team's proposal of a new fund called the Spirit Fund. The board will raise the \$12,000 budgeted for this item. The following fund-raising ideas were discussed: Jack Macy will research the idea of a prom; Richard Bruehl, bingo; and Gail Schulz and Chris Palm will develop a plan for the board to canvass new members as they join during the year.

The Executive Team asked the Board to rescind the salary raises the Board had approved for the Senior Minister and the Church Administrator. The Executive Team felt this was appropriate as no other employees are receiving raises either. The board went in to executive session to discuss this proposal. As the Committee on Ministry always provides guidance to the board on the Senior Minister's salary, it was decided to postpone the vote on that position's salary until the February board meeting. Mark Savage will talk with Chris Sutherland and ask for Committee on Ministries' recommendation. The proposal to rescind the raise of the Church Manager was made, seconded and approved.

The meeting was adjourned at 10:00 p.m.

Respectfully submitted,

Eva Bunce, Scribe