

Approved Minutes
Board of Trustees, First Unitarian Church of Oakland
February 24, 2009 – 7:55 to 9:40 p.m.

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

Others Present: Eva Bunce (scribe), Rev. Kathy Huff (Senior Minister), Charles Masten and Charla Weiss (Executive Team)

Prior to the opening of the Board meeting Rev. Kathy Huff and Chris Palm led a ritual of healing.

1. Consent Agenda – Mark Savage removed from the consent agenda acknowledgment of the Executive Team's report, acknowledgment of the Committee on Ministry's semi-annual report, and acknowledgment of the Journey Toward Wholeness Transformation Team's semi-annual report, because they were not yet received or reviewed by the Board. Gail Schulz, moved, Chris Palm seconded a motion to approve the minutes of the January 2009 meeting; approve amendments to the rules of procedure for congregational meetings; approve amendments to Board Policies on check signatures and contract length; acknowledge the Senior Minister's report; acknowledge the quarterly financial report (4th quarter 2008); acknowledge the Executive Team's self-evaluation report; acknowledge the Executive Team's program health evaluation report; and acknowledge notice of the Steering Committee's action on Hamilton Hall resolution. Approved.

2. Vision 2012 – Kathy Huff observed that this church's congregation is moving forward and embracing Vision 2012.

3. Consultants' Final Report – Jon Greer moved, Claire Eustace moved to accept the final report of our consultants, Rev. John Janka and Rev. Jacqui Lewis. Approved.

It was decided that it is a function of the Board to accept overall responsibility for implementing the necessary actions and changes. The first action will be contacting those members who are most at risk for leaving or becoming inactive and inviting them to reconnect or express any decision to leave. A list of names was passed out and Trustees committed to making calls prior to March 13, 2009.

Dan Goss, Claire Eustace, Mark Savage, Gail Schulz and Kathy Huff will work between Board meetings on ways to implement or address the suggested changes and concerns articulated in the consultants' report, and report back to the Board. Among other things, they will consider which of the 16 recommendations fall within the Board's purview in whole or part; in what

order we should look at the recommendations or which can be combined and worked on together; how best to present them for Board decision and action; and ways in which the congregation should be involved in considering and implementing the recommendations.

Mark Savage and Richard Bruehl will collaborate on an article for the Sower summarizing current actions being taken to address the report.

4. Members' Appeal about Former Director of Music Ministry – After discussion about the appeal and various grounds for denial of the appeal, Claire Eustace moved, Gail Schulz seconded a motion to deny the appeal on the grounds that the Executive Team's decision not to renegotiate the agreement of mutual confidentiality with our former Director of Music Ministry regarding her employment did not violate Board Policies, and that it was not appropriate and not in the best interests of the church to end the mutual agreement of confidentiality. Approved. Mark Savage will draft for Trustees' consideration a letter to the signers of the appeal stating the reasons for denial of the appeal.

5. Annual Priorities – Chris Palm moved, Charles Williams seconded a motion to set the following four annual priorities for the congregation in 2009-2010: Vision 2012; shared ministry and stewardship; the strengthening of our covenantal relationship; and our learning community. Approved. Dan Goss, Charles Williams and Kathy Huff will work on drafting for the Board's consideration the official statement of the annual priorities, with the understanding that the titles for these priorities may be changed to clarify their meaning consistent with the Board's discussion.

6. Annual Congregation Meeting – Jane Voytek is willing to serve as moderator if the congregation votes to install her, and Kevin McGown has agreed to serve as Secretary. Jon Greer moved, Chris Palm seconded a motion to approve the proposed agenda. Approved. Claire Eustace will draft for the Board's consideration the Board's report to the congregation on the progress made on the annual priorities for 2008-2009. Mark Savage will draft for the Board's consideration the Board's report to the congregation to be included in the annual report.

7. Executive Team's self-evaluation and program health evaluation reports – The Board will discuss these important reports at the March Board meeting.

8. Hamilton Hall renovation update – Gail Schulz reported that at the special congregational meeting on February 22, 2009, 86 members voted yes to go ahead with the renovation, one voted no and two abstained. The work necessary to obtain permits, and funding is going forward.

Respectfully submitted,
Eva Bunce, Scribe