

Minutes

Board of Trustees, First Unitarian Church of Oakland

April 28, 2009 – 7:38 to 10:00 p.m.

Trustees Present: Rinda Bartley, Claire Eustace (President), Dan Goss (Vice President), Noemi de Guzman (Secretary), Roger Hallsten, Gail Schulz (Treasurer) and Bev Smrha.

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

Claire Eustace led the opening.

Consent Calendar – Gail Schulz moved, Dan Goss seconded a motion to acknowledge the Senior Minister's report; appoint Shams Cohen, Judith Hunt and Bev Smrha as delegates to the UUA District Assembly; appoint Shams Cohen, Charles Masten, Jamie McReynolds, Lauren Poole and Chuck Rosene as delegates to the UUA General Assembly; acknowledge receipt of Executive Team's Report; appoint Nori Grossman as a new member to the Journey Toward Wholeness Transformation Team. Passed.

The March 24, 2009 Board minutes were pulled for further discussion.

The Consultants' Recommendations Subgroup Report was not received.

Better Monitoring of Limitations – Dan Goss – There was discussion about how Limitations are based on policy and affect both policy and actions. Dan Goss, Gail Schulz and Roger Hallsten will continue work on this question.

System for Monitoring Ends – Dan Goss – There was discussion about systems for monitoring ends and the processes to be used. Many questions need to be repeated from year to year. Dan Goss, Gail Schulz and Kathy Huff will continue work on designing this system.

Process Observations – Noemi de Guzman, Jill Miller and Bev Smrha gave their observations of the ebb and flow of the conversations.

Vision 2012 – Noemi de Guzman discussed the upcoming Vision 2012 Summit to be held on May 16, 2009. The afternoon program provides the Board the opportunity to have linkage conversations with participants, specifically about church ends as they relate to Vision 2012, using the World Café process. Participants will be divided into groups and prepared questions will focus the conversations. Rinda Bartley and Noemi de Guzman will work together to develop the focus questions and all Trustees

will have an opportunity to provide feedback. All available Board members are expected to help guide the conversations.

Antiracism Training – Claire Eustace – Claire asked if Board members were interested in attending a three-hour training on antiracism led by Sharon Dolan and Charlotte Dickson. This would be Sharon and Charlotte's first time giving the training. The purpose in having the training now would be to refresh the training of the continuing Board members who have been to Jubilee II and to expose new board members to antiracism concepts because Jubilee II won't be offered again for at least a year. Rinda Bartley has attended Jubilee II; Beverly Smrha has attended an older version of Jubilee II. The board members present, with the exception of Roger Hallsten, all stated that they would be interested in attending such training. Some board members expressed a wish that the training be open to the entire congregation. Claire said she would ask Sharon and Charlotte if they would be amenable to having it open to the congregation.

Process Observations – Dan Goss, Jill Miller and Gail Schulz gave their observations of the ebb and flow of the conversations.

Executive Team Special Report – Report submitted in writing. Because of a projected \$28,000 deficit the Executive Team recommends that the church building be closed for the month of July and all staff furloughed without pay for that period. Health insurance contributions will be paid during the furloughed period. Gail Schulz moved and Rinda Bartley seconded the motion that the Board of Trustees hereby authorizes the Executive Team to close the Church for the month of July 2009 including putting staff and clergy on unpaid furlough for this period. It is understood that staff support of the Hamilton Hall retrofit will continue. Passed with one dissent and one abstention.

Dan Goss moved, Roger Hallsten seconded a motion that if the Executive Team acts to furlough the staff in accordance with the preceding motion, the minister's and manager's salaries be reduced to correspond. Passed.

Process Observations – Roger Hallsten, Jill Miller and Bev Smrha gave their observations of the ebb and flow of the conversations.

Editing and approval of the March 2009 minutes will happen on-line. All Board members will have to approve.

The debriefing conversation on Board actions from late June through September 2008 will be postponed to the May meeting.

Respectfully submitted,

Eva Bunce, Scribe

Approved May 26, 2009