

**Minutes**  
**First Unitarian Church of Oakland Board of Trustees**  
**September 28, 2010**

The meeting started at 7:30 P.M. in the Starr King room at church.

In attendance at the meeting were Jon Greer, Noemi de Guzman, Dan Goss, Rinda Bartley, Giselle Ampuero, ReeAnn Dixon, Bob Crowe, Bev Smrha, Charla Weiss, Kathy Huff, Jacqueline DuHart, and Julie Baeder.

Giselle Ampuero opened the meeting with a reading.

**Agenda:** We postponed the item on Sr. Minister's compensation to next meeting.

**Consent agenda:** We pulled off approval of minutes from September 23, 2010. Bob Crowe moved and ReeAnn Dixon seconded approving the consent agenda, which included the following items:

- Approve minutes from August 24, 2010, Board meeting
- Acknowledge receipt of January-August 2010 cash flow report
- Acknowledge receipt and acceptance of letter of resignation from Church Manager Charla Weiss
- Acknowledge receipt of September 2010 monthly Senior Minister's report

The motion passed unanimously.

We acknowledged Rev. Jacqueline DuHart's presence.

**Connecting with the Senior Minister:**

With heavy and grateful hearts we shared our feelings and thoughts with Charla Weiss as she prepares to leave our community.

**Assumptions for 2011 Budget:**

Charla Weiss led us through the ET's budget assumptions, and the ET answered follow-up questions.

**Stewardship Update**

Jon Greer and Giselle Ampuero presented the Stewardship Committee's plan for the upcoming Stewardship campaign. The theme is "Thanks For The Joy." This year's Stewardship Dinner will be open to the entire set of pledgers. Saturday, October 23<sup>rd</sup>. This will also be an opportunity for the community to thank and say goodbye to Charla and Scott Weiss. They shared ideas for how the dinner will work, tables in Wendte Hall, etc. Board members are encouraged to volunteer as stewards, or to let the Committee know that they won't.

This year we'll move to a model of making ongoing pledges, vs. pledges that expire at the end of the year.

## **Process Observations**

Process observations were made by Bev Smrha and Bob Crowe.

## **Church Manager Position Vacancy and Executive Team Composition**

The Board discussed the issues of whether the church will hire a new Church Manager, and what the future composition of the ET will be.

Jon Greer moved that we delete the policy that says the Board hires the Church Manager. Rinda Bartley seconded. The motion passed unanimously.

Bev Smrha moved the following statement: "It is the clear understanding of the Board that the composition of the ET at this time will not include any of the new administrative staff." Jon Greer seconded. Jon Greer offered a friendly amendment that results in the motion reading "It is the clear understanding of the Board that the composition of the ET at this time will not include the stewardship and financial coordinator or the administrator hired to fill the positions described by the ET at tonight's meeting." Bev Smrha accepted this amendment.

After some discussion, Jon Greer asked Bev Smrha to withdraw the motion. Bev Smrha declined.

After some discussion, Jon Greer called the question, and Bob Crowe seconded. The motion passed 7 to 1, with Dan Goss opposing.

The main motion then passed 7 to 1 with Dan Goss opposing.

## **Summary of Discussion Highlights and Decisions for Institutional Memory**

- Charla Weiss offered her assistance during the transition, and we are grateful for that.
- Charla Weiss has, regretfully, submitted her resignation.
- The assistant minister for community ministry attended her 1<sup>st</sup> Board meeting.
- Highlight to the July 2010 cash flow report with great appreciation.
- We have a responsibility to make sure we are a just workplace
- We should honor our values about a just workplace regardless of our legal obligation to do so

## **Next Steps: Assignments and Next Meeting Agenda**

Noemi de Guzman led us through a process of setting next month's agenda.

## **Process Observations**

Process observations were made by ReeAnn Dixon.

## **Closing**

Giselle Ampuero led us in a closing.

The meeting was adjourned at 10:10 PM