

First Unitarian Church of Oakland Board of Trustees
Minutes of January 7, 2012 Board Retreat
Approved on January 24, 2012

The retreat was called to order at 9:15am, at the home of Beverly Smrha, by Giselle Ampuero, President. In attendance were: Rinda Bartley, Bob Crowe, Jon Greer, Andy Lee, Jill Miller, Margaret Woodside, and Beverly Smrha. Also in attendance: Rev. Kathy Huff.

Opening, Chalice Lighting & Reading of the Board Covenant

- Reading was presented by Giselle.

Checking In

- The Board checked in with each other using one word.

Consent Agenda

- (Any trustee may request removal of any item from the consent agenda; otherwise, items are accepted without discussion.)
- The DRAFT of the 12/20/11 Board Meeting Minutes was accepted.
- (Approved Minutes will be posted onto the Board Bulletin Board as well as posted onto the Church Website.)

Understanding Ourselves and Each Other

- Rev Kathy led the Board in a deep check in: answering Who is in the room?

2011-2012 Board Annual Priority #3

- We reviewed a compellation report of the Board members' individual analysis of the state of the church's progress to becoming an anti-racist organization (work done in previous Board Meeting).
- Jill and Jon led the group to individually answer the question: What makes our church our cultural home?

2011-2012 Board Annual Priority #1

- Rinda led a reporting of the monitoring experiences of individual Board members during the past weeks. Written reports were handed in to Rinda for our files.
- We reviewed what we observed and learned by reading the results of the Congregational Survey.
- The depth of the response to this (first year monitoring by means of a survey) was impressive.

- A next step to follow the survey will be a carefully studied analysis so the Board can better understand what is required of all church leadership.
- Rinda, and others, will host a table-talk after second service on January 15th so that folks can talk with Board members about the survey.

Process Observations

- Giselle led us through a review of two papers that focused on purposes/possibilities of Process Observations.
- This was followed by a discussion of what these materials can teach us.

Board's Relationship to Journey Toward Wholeness Committee

- The membership on this committee (established by the Board and whose members are appointed by the Board) has dropped too low.
- The Board accepts its role to help reactivate JTW.
- The Board will look into the current relationship of the congregation to JTW; and the ongoing relationship of the Board to JTW.
- The recent practice of the Board has been to be responsive to nominations received from JTW for individuals to serve; the Board is considering being more active and reaching out to congregants with an invitation to serve a year on this committee.

Board's Relationship to Stewardship Committee

- The Board voted (unanimously) to clarify the relationship by changing the language in the Board Policies to read: "The Board establishes a Stewardship Committee. The Executive shall recommend committee members to the Board for consideration."

Update from the Stewardship Committee

- The level of current pledges has reached 86% of goal (\$310,017.47).
- The Stewardship Committee and the Board will host a Fellowship Event on January 28, in the Starr King Room, 5-7pm.

Summary of Discussion Highlights and Decisions for Institutional Memory

- (Reminders of Issues Raised and Ideas for the Future)
- Our culture promotes sharing information embedded into the minutes.
- The survey discussion was information rich.
- JTW cannot alone support a relationship.
- Time is always short; if an issue is of great substance, willing to assign extra minutes.
- Everyone is expected to ask what is not known, or clear; structural training.

- Portfolios for each Board Member.
- Our first experience with the Mutual Invitation Process worked well today.

Next Steps: Assignments and Next Meeting Agenda

- Reviewed the upcoming events on the Board's Calendar
- Planning for the Annual Congregational Meeting, of Sunday, March 18, 2012
- Roles for the Board Members at the Congregational Meeting
- Analysis of the survey
- JTW proposals
- Board retreat vs. monthly meeting
- Board Covenant
- How the Executive designation has changed things
- January 15th follow up to the survey
- January 28th, Stewardship event
- In addition to the 3 vacancies on the Board due to rotation, Jon is leaving the Board after serving 4 years, and the Board chose to defer appointment following ReeAnn's resignation; thus 5 vacancies to be filled.

Process Observations

- The Board members each participated in this.

Closing Circle

- Closing reading was presented by Giselle.
- The meeting was closed at 1:05pm.