

First Unitarian Church of Oakland, Board of Trustees  
Minutes of November 27, 2012 meeting.

**Present:** Brian Jeffries, Jill Miller, Randall Wright, Claudia Morgan, Andrew Lee, Bob Crowe, Anne Lown, Margaret Woodside, Giselle Ampuero, Rev. Kathy Huff, Liam Alequire, Noemi de Guzman from the CoM, Julie Baeder from the Coordinating Team, Dan Goss, congregant.

**Chalice Lighting and reading of the Board Covenant** All Trustees.

**Consent Agenda:** The minutes of October 23 were amended to include the phrase “in chart form” to the report from the Coordinating Team (Finance). Andy Lee made a motion to accept the Consent agenda with the change to the October minutes, Seconded and adopted.

**Connecting with the Coordinating Team (Finance):** Julie Baeder reported on the Draft Budget for 2013 as well as the current financial situation. The Board accepted the finance report. The Draft Budget will be worked on some more and the December meeting will be largely about the budget.

**Committee on Shared Ministry:** Noemi de Guzman read from the proposal presented to the trustees from the Committee on Ministry describing changes that the CoM will be making in the future. The first change is to call themselves the Committee on Shared Ministry. This change will make their mission clearer, along with a change in their charter, that they are a committee of the congregation. They propose to add 2 new members who would be chosen by a nominating committee and elected at the annual meeting. There was much discussion. A motion was made and seconded to accept the CoM's recommendations and passed unanimously.

**Committee on Shared Ministry:** Noemi de Guzman presented the CoSM's recommendation on Rev. Kathy's salary for the coming year. The CoM recommends that her compensation be maintained at her current salary and benefits package. The CoSM presented Rev. Kathy's view that it was appropriate for this year. The Recommended Salary Ranges for UUA Congregations were discussed and it was noted that our congregation would be in a higher bracket next year.

**Executive Session:** The Board met in Executive session to discuss the CoSM's recommendation All those not serving on the Board were excused. The Board accepted the CoSM's recommendation.

**Board Business:** The Board President had set aside some time to discuss some issues that we never have time to consider in our usual format. Since we had so many issues and time was running out, we named some of the issues for future meetings. It is important that we address these board concerns. The following is the list: monitoring of the Executive, Linkage, Rev. Latham's letter, agenda issues, getting the documents out earlier before the meeting, conversation about selling off the organ, establishing a working committee.

Giselle reminded the Board members of our commitment to help with stewardship. Included are attendance at the Stewardship Table on Sundays and becoming Visiting Stewards. Attendance at UUConnects is also recommended.

The Multiculturalism activity was postponed due to the lateness of the hour. The next BoT meeting will be on Dec. 18 at 7:15 in the 3<sup>rd</sup> floor room.

Respectfully submitted,  
Margaret Woodside, Board Secretary