

First Unitarian Church of Oakland
Board of Trustees Meeting
August 27, 2013
7:15 pm to 9:45 pm at 3rd Floor, Open Space

Meeting convened at 7:30 pm.

Board of Trustees members present: Jaki Lee, Jill Miller, Andy Lee, Margaret Woodside, Brian Jeffries, Anne Lown, Randall Wright, Rev Ed Brock, Claudia Miller, Dan Goss.
Executive Team members: Molly Hermes, Jodie Mathies and Linda Hodges
Guests: Giselle Ampuero, Claire Eustace, Liam Alequire, Ron Weisberg, Rick Hecht, Theresa Jimenez

Brian moved and Claudia seconded approval of the August 2013 BoT minutes.

Minutes approved unanimously.

Consent agenda: Request to add a 5 minute item related to salary & housing allocation for Rev. Ed.

Multicultural exercise

What is the board's relationship to the budget? How do we decide about funding priorities? Which committees can roll over money from the previous year? Who decides about changing the fiscal year?

General discussion about how these decisions can be made. In a Policy Governance framework the board delegates means work to the ET. Raising and spending money is a means to an end. The board focuses on developing these ends or policies. A board can prioritize the weights for spending within categories of ends (i.e. our goal of transformation within, among and beyond). It was noted that the amount of spending that this discretionary is quite small. The budget should be consistent with the church's/board's priorities. See Policy document, Sec 3A.

Rev Ed's salary –redistribution for the purpose of his housing loan.

Dan moved and Brian seconded a motion.

Motion: The board designates \$45,780 of Ed's compensation for housing allowance as per his request.

Unanimous approval.

Report from the Committee on Shared Ministry (CoSM).

1. Cottage Conversations were attended by 45 congregants through 6 sessions. The facilitators debriefed the experience with Rev. Ed Brock.
2. The third of three UUA required evaluations for Rev Jacqueline Duhart will take place on October 8, 2013.
3. The CoSM will suspend its work after the completion of Rev. Jacqueline's evaluation to make room for the Transition Committee. The Board of Trustees

will need to respond directly to requests for sponsorships, ordination, endorsement, etc.

What does it mean to be a committee of the board?

General discussion: A committee of the board does the work of the board.

The JTW strategic plan says it is listed as a committee of the board, but there are inconsistencies between the policies and the by-laws related to JTW. JTW, for instance is required to submit quarterly reports to the board. The UUA recommends that JTW be a committee of the board. It was proposed that we should invite members to the board meetings, and trainings could be provided. JTW does work related to the mission of the board including anti-racist work, internal training, etc. JTW can also help the board write policy and or act as consultants so that we can move ahead with our intentionally multicultural anti-racist work.

Report from the ET.

This month is all about finance. See the revised report.

Moving forward, we have some fiscal challenges.

We will choose a many pronged approach said Rev. Ed.

- We will encourage people to be generous in their pledging and donations.

- Any money above a 5% increase in last year's pledge will go directly into an account to support Rev Jacqueline's salary as a $\frac{3}{4}$ time, Community Minister for a 5 year commitment. (Before calling her, we need to secure the funds. Once we have the funds, we can consider the call. That is the easy part.)

- We will solicit moneys from particular individuals who may have a commitment towards assuring Rev Jacqueline's long-term presence at FUCO. The goal is about \$300,000 and we have \$115,000 towards that goal now.

- We also have an issue of a \$78,000 net loss for this fiscal year. The actual deficit will be \$13,000. We need to maintain \$45,000 in the bank as the reserve for one month's expenses -so bare minimum we need to bring in \$58,000.

- Our Stewardship Campaign will climax on Nov 5. By Nov 10 we will have a good idea on what we are looking at. If we still don't have enough money we will go to the top 20 donors for help closing the gap. We want to start Jan 1, 2014 without debt.

- There are new members who do not pledge, and pledging members who have yet to pay—this group will be approached.

- We will be asking Board of Trustee leaders to increase their pledge by 25%.

- We will be asking all leaders, including the BoT to come out and make calls. We need all hands on deck.

In the spring, we will figure out a configuration of the fundraising, either linking the fundraising for Rev. Jacqueline with the mortgage, or not.

We need to do an assessment of the church's capacity for a capital campaign.

Report from the Monitoring Committee

According to Policies document, the board must approve the work of this committee.

Documents were sent around including the survey that will be given to staff.

Dan moved and Margaret seconded the motion that: "The Board delegates to its Monitoring Committee (Jill Miller, Claudia Morgan, Anne Lown, Melesha Owen, Bev Smrha, and Dan Goss) the power to request and conduct, on the Board's behalf, interviews with staff members for the purpose of monitoring limitations policies related to staff. Staff responses may be shared only within the committee or the Board. This delegation lasts six months, to March 24, 2014."

Unanimous approval.

Process Observations: Giselle

Special session.

The meeting ended at 10 pm

FUTURE AGENDA ITEMS

-We want to have further discussion related to how spending decisions are made in order to decide the action to move forward when we met with the ET. Perhaps give these same questions to the ET to answer. We also want to decide what to do based on what the ET thinks is right. Good to go back and forth before we resolve the issue.

-JTW—what's happening