

First Unitarian Church of Oakland

Board of Trustees Meeting

November 26, 2013 - 7:15 pm to 9:30 pm at 3rd Floor, Open Space

The Board of Trustees meeting started at 7:21 pm

Board members present: Margaret Woodside, Jaki Lee, Jill Miller, Rev Ed Brock, Brian Jeffries, Dan Goss, Claudia Morgan, Chris Sutherland, Andy Lee, Randall Wright and Anne Lown

Guests: Jodie Mathies, Bev Smrha, Cile Beatty, Theresa Jimenez

Reading: Jill Miller

October Minutes approved

Margaret moved and Dan seconded --the October board Minutes were approved unanimously

ET report

Jodi Matthies

Proposal to have Sharon Dolan join the ET.

MOTION: Chris moved and Randall seconded a motion: With great love and respect for Sharon that the BoT recommends against Sharon Dolan being a standing member of the ET because she is a spouse of a staff member, however we recognize her significant skills and potential for contribution to the ET in an advisory role as needed.

“Chief of staff” issues, relationships and ET job descriptions

MOTION: The ET as a whole will fulfill the role of chief of staff.

ACTION: The board-ET liaison committee will meet with the ET to discuss chief of staff, and minister-ET relationship. Dan, Chris, Brian are on the Board-ET liaison committee. They will return to the board with a report and a recommendation about Ed being on the ET.

Related to the chief of staff issue: The board should evaluate the performance of each member of the staff. The ET could charge a personnel committee to design evaluation.

Transition Committee Discussion

Rev. Ed

Should we have a Committee on Shared Ministry (CoSM) or a Transition Committee?

Rev. Ed strongly recommends that we have a COSM that assesses every different ministry in the church. Bev has volunteered to help Rev. Ed to re-start the COSM.

The Transition committee plays a different role than CoSM and will help us to examine our future.

We are currently facing a complex situation in our church. There are many talented and creative people in the church but we need clarity about our organizational structure and the following are key issues that our church may be facing. The transition committee may choose to discuss these issues among other topics.

1. Define shared ministry across the spectrum of church life. This church is distinctive in how they do ministry including worship and committee work. For the future we want to be clear that we are a church that values shared ministry.
2. What type of policy governance might work here? We need to clarify how we want to do this.

3. What is the right configuration of minister and staff here at Oakland? Two full-time ministers, or another configuration.
4. There are issues about structures of leadership (such as the board, ET and other committees) related to whether we want to emphasize shared ministry with strong lay leadership or one that focuses around a sole executive.
5. Is a developmental ministry or an interim ministry the best fit for us now? The more we can clearly identify our values, the better our match will be for a future minister.

The board voiced the importance of including representations of all sectors of our church community in a transition committee.

Rev. Ed recommended that he, the Board president and board VP will return to the next meeting with a proposal about a transition committee. The proposal may include a list of potential names.

Finance and Budget Report

Gail Schultz

The board reviewed the proposed budget with Gail. Next month the board will be prepared to vote on the budget.

ACTION ITEM for Board of Trustees members: Peruse the budget and suggest what we should cut to create a balanced budget –so that would be \$30,000 worth of cuts.

Mosaic Conference Report

Brian Jeffries and Cile Beatty

Cile Beatty, Brian Jeffries and Ingrid Mittermier went to Tulsa OK during October 2013 to the Mosaic conference and to visit All Souls Church. It is a large church with 1800 adult church members, 800 youth members, 200 kids. There is a youth choir with 65 voices. All offerings are given away, every offering, every week, all year. There are 4 services a week; one on Friday evening and 3 services on Sunday morning. There is half an hour between services. Coffee hour spans from the break after Service 1 through Service 2 until the start of Service 3. The first service has a humanist focus, the second service is a typical UU service and the third service is a Praise service. The leadership at the All Souls' Church are very connected to the community in Tulsa and sensitive to impact of the Greenwood Massacre that occurred in 1921. Our FUCO representatives learned that in building a multicultural church, you don't go out and recruit people to join the church, but you go into that community and you build authentic relationships and then maybe people from the community want to join your church.

Multicultural Exercise

Brian Jeffries

What does Unitarian and what does Universalism mean to you?

Nominating Committee

Chris Sutherland

Voting procedures-a number of people feel that a secret or private ballot should be used.

A private ballot allows privacy in voting, voting of other current nominees can occur (they currently all exit the room for the vote and thus cannot vote for each other), and a private ballot better supports the possibility of someone being nominated from the floor.

Number of candidates to be nominated:

How many openings for Board positions will we have? Do we want to increase our board size? More discuss on this next week.

Members of the Nominating Committee: ReAnne Dixon is moving away and thus will not be on the Nominating Committee. We need a replacement for ReAnne. There is some uncertainty around Giselle's eligibility as a nominating committee member.

ACTION: Claudia will post the request for church members to submit names of people who might be good for the nominating committee.

The BoT will follow up with Giselle on her role on the Nominating Committee.

There was discussion about considering having a youth member of the BoT.

Next Board of Trustees Meeting to be December 19-Thursday

JTW Report

Cile Beatty

A 2005 report defines roles of JTW. (The report is attached). The team is currently rebuilding and increasing their capacity. There are currently 6 members on JTW. Cile and Giselle are co-chairs. JTW uses a consensus process for decision making. They have met with Ingrid, a leader of Allies for Racial Equity (ARE), to rebuild the structures of accountability and to build a deeper connection. JTW will facilitate a people of color caucus, (formerly called Keeping it Real). JTW could use more institutional support from the church. The church really does need a group that provides leadership that can help build anti-racism/counter oppression.

ACTION: JTW are currently accepting applications from People of the Global Majority and encouraged board members to ask/suggest eligible people who might be interested in joining JTW.

Process Monitoring:

Closing Words: Jill from the book, Living with Arms Wide Open

Meeting adjourned at 10:41 pm