

First Unitarian Church of Oakland
Abbreviated Year-End Board of Trustees Meeting
December 19, 2013 -- 7:15 pm to 9:35 pm, 3rd Floor, Open Space

Present: Andy Lee, Jaki Lee, Anne Lown, Jill Miller, Chris Sutherland, Margaret Woodside and Ed Brock

Guests: Bev Smrha, Kurt Kuwald, Claire Eustace, Giselle Ampuero, Liam Aleguire and Molly Hermes

The meeting commenced at 7:20 pm

Approval of the minutes:

Jill moved and Margaret seconded, unanimous approval of the minutes.

Nominating Committee business

The BoT needs to 1. appoint a new member to replace ReAnne Dixon who moved from Oakland and 2. follow-up report on Giselle's eligibility to be a member of the Nominating Committee.

The congregation elected 3 people to serve on the Nom Com and placed no restrictions on criteria for membership on that committee. Being a voting member of the congregation is not pertinent. Thus, the current Nominating Committee members are Bev Smrha and Giselle Ampuero.

Several people's names were submitted to the Board as possible additional Nominating Committee members including : Diana Verhalen, Michelle Ma, Alex Haider-Winette, May Tulin, Joyce Cutler, Dennis Rowcliff, Judith Hunt and Linda Propert-Sanford.

The Board voted to prioritize candidates.

Motion: The board will ask Dianna Verhalen if she is willing to serve on the Nom Com to replace ReAnne Dixon. If she declines we will ask Dennis Rowcliffe, Michelle Ma or Linda Propert, to serve on the Nom Com, in that order.

Chris moved and Jill seconded the motion.

Unanimous approval.

Board Elections

We have 4 known vacancies: Andy Lee, Jill Miller, and Margaret Woodside are scheduled to go off the board and Anne Lown will step down having completed two of her three year term.

Board instructions to the Nom Com:

We want at least 4 nominees to be put forward.

Discussion

Should the board add one additional member increasing the size from 10 to 11 members.

Reasons to have 11 people on the board. 1) The best most effective boards have 15-17 members; 2) We need more people to the work and 3) All 5 might not turn over at once.

Reasons to keep the board at 10 members. 1) having 5 new members at once and this might have a destabilizing influence on the new board, as well as when so many people's term expire at once in 3 years, and 2) it takes a while to train new board members.

Motion: The BoT will increase its size to 11 effective May 2014 by creating a 5th vacancy in addition to the 4 scheduled vacancies.

Jill moved and Anne seconded

Unanimous approval.

Budget and Finances

The issues:

- Last week we had a \$30,000 deficit in the 2014 budget. The good news is that we have a 55% gain in income over the last year (since the last stewardship campaign.) However, we still have a deficit in the budget. Molly and Gail went through the budget and took out everything they could cut. Then there was a meeting of the finance committee along with board members Randall and Anne to try to cut the remaining ~\$14,000.
- FUCO is not paying its fair share of dues to the UUA or the Pacific Central District

Budget—We can deal with the budget by increasing revenue or decreasing expenses. It was decided that so many cuts needed to be made on program that it would seriously compromise the church's ability to carry out its mission. Thus, the discussion focused on increasing revenue. A sub-committee of the board volunteered to meet to seek ways to increase revenue and close the budget gap. Those people included: Chris, Anne, Jaki, and Andy to join Sharon from the finance team.

Other ideas: sell the organ. Bob Crowe wrote a white paper on selling the organ. Schoenstein will sell the organ with no commission.

Motion: Approve the budget that was brought to us tonight, except the \$14,883. Chris moved and Andy seconded the motion.

Unanimous approval.

In January the budget gap working group will come back with a real and actionable plan to address the gap of \$14,883.

Discussion about the issue that we have very little financial buffer.

Motion: The board will unrestrict some board designated funds (Musicopia and Manse fund) through March 31, 2014 should the ET need it. (The Board will require verification of need). The funds will be replenished over time.

Margaret moved and Anne seconded.

Unanimous approval.

Process observations

Meeting ended at 9:35 pm