

First Unitarian Church of Oakland
Board of Trustees Meeting
Dec. 30, 2014

These minutes were approved by the Board at its meeting on January 27, 2015, with one addition below regarding a change in the date of the Annual Meeting from March 15th to March 29th.

Present:

Rev. Ed Brock

Board Members: Samantha Ames, Brian Jeffries, Jaki Lee, Charles Masten, Claudia Morgan, Chris Sutherland (President), Emily Stoper

Executive Team members: Molly Hermes, Linda Hodges Jodie Mathies

Visitors: Noemi de Guzman and Dick Bailey (Co-chairs of Capital Campaign), Rev. George Swank (Capital Campaign consultant), Bill Blakely (representing Stewardship Campaign), Linda Probert Sanford (representing Transition Team), Jill Miller and Bev Smrha (representing Nominating Committee), Rev. Kurt Kuhwald and Therese Jimenez

The meeting was called to order at 7:20 p.m. After a reading by Charles Masten, the chalice was lit. The minutes of the Nov. 25, 2014 meeting were approved.

Interim Minister's Report

Rev. Ed Brock read a report on the work of the Transition Team, the Stewardship Campaign and the Capital Campaign. He commented that when he first arrived at the church in August 2013, there was a great deal of anxiety, painful feelings and latent conflict but that all these have subsided a great deal. However there are still major issues about trust to be worked through, particularly trust of ministers.

Stewardship Campaign Final Report on 2014 Pledge Season Results/Projection

Bill Blakely reported that the Stewardship Campaign has received pledges of \$334,000 for 2015. The campaign fell somewhat short of its goal and of pledges for the years 2011-2014. However, a few more contributions are still hoped for from congregants who have picked up a pledge envelope but have not yet returned it. It was remarked that the church could be collecting significantly more from the middle 50% of pledgers. The Board thanked Bill and the entire team for the enormous amount of work they did.

Capital Campaign Update

Rev. George (Bud) Swank, the Capital Campaign Consultant, praised the leadership of the church for bringing us through several crises. He then explained how he set the three goals for the Capital Campaign:

\$400,000 - Victory Goal. The contribution figures that he was given by members of the congregation during his feasibility study add up to approximately this, so he is quite certain we can achieve this goal.
\$555,000 – Challenge Goal. With sufficient effort by the campaign team, we are likely to achieve this goal.

\$775,000 – Miracle Goal (enabling us to pay off the mortgage entirely). If we really go all out, it is possible for us to achieve this goal.

If we do not achieve our Miracle Goal, we may have to have another capital campaign within the next 5 years. The current campaign is designed so that all pledges should be paid within 2 years.

It will not be determined at the outset whether the money raised will be used to pay down as much as possible of the principal immediately or to create a fund to make monthly payments, as was done with the last capital campaign.

Budget Review and Approval

The high-level budget summary presented by the Executive Team is based on conservative numbers. Discussion centered around the recommendation that, for budgetary reasons, the hiring of a second minister should be postponed until January 2016. Rev. Ed Brock will depart at the end of July 2015. The budget includes \$4000 to pay guest ministers in that interval. It was proposed that we might get more value by hiring an intern minister for the entire 2015-16 church year.

Motion (Claudia Morgan)/S/P to approve the operating budget of \$592,328 without deciding what to do about a minister between July 31, 2015 and Jan. 1, 2016.

This decision will be made in January 2015 as part of a broader decision about ministry.

The Board did not consider removing any of the few thousand dollars in new expenses in the budget.

These will be considered as line items after the Transition Team report is received and after the ministry decision is made in January.

There was a Multicultural Process Exercise led by Brian Jeffries.

Jill Miller gave a Process Monitoring Report.

Setting the Date of the Annual Meeting

Motion (Sam Ames)/S/P to hold the annual meeting on Mar. 15, 2015, from 9:00 to 11:20 a.m., preceding a single service which would begin at 11:20. Breakfast will be served before the meeting.

Note: subsequent to this meeting, the Board approved, via unanimous email, a motion to change the date of the Annual Meeting to **March 29th**.

Nominating Committee Report and Request for Recruitment of Candidates to Fill Four Expected Vacancies

Jill Miller, speaking for the Nominating Committee, proposed a new set of guidelines and principles for service on the Board, including (among others): commitment to an intentionally multi-cultural, multi-racial, multi-generational and anti-oppressive religious community; dedication to spiritual and social transformation; and willingness to engage in the process of deconstructing power, privilege and institutionalized oppression within, among and beyond our congregation.

She requested volunteers from the Board to make brief addresses during Sunday services about what it is like to be on the Board and how it transforms one's relationship to the church. Four people volunteered: Claudia Morgan, Emily Stoper, Chris Sutherland and Brian Jeffries.

Board members suggested that the Bylaws perhaps should be changed (1) to require that a new Board member be in the church more than the one year currently specified and (2) to add a new criterion for Board membership: being “engaged” in the church.

Three Board members are rotating off this year. The fourth vacancy fulfills a commitment made by the Board to increase its size (now 11) to 12 by adding one new member a year until that number is reached. After some discussion about the desirability of increasing the Board’s size, it was affirmed that there will be 4 vacancies this year.

Faith in Action Committee

Two Board members (Jaki Lee and Claudia Morgan) volunteered to assist Randall Wright in selecting members to serve on the Faith in Action Committee that will support Rev. Jacqueline.

Establishment of Ongoing, Year-Round Pledge Solicitation Team for New Members

Postponed until a future meeting.

Agreement on Items for Jan. 27, 2015 Board Meeting

These items included the final decision regarding ministerial options, the creation of a by-laws review team, and the above-mentioned year-round solicitation team.

Postponed.

After a second process monitoring report and some closing words, the meeting was adjourned at 10:05 p.m.