

First Unitarian Church of Oakland
Minutes of the Board of Trustees Meeting
November 28, 2017, 7 P.M.

Present:

Board Members: Laurel Egenberger, Michael Fitzhugh, Kate Lenhardt, Janet McFarland, Michael Rothhammer, Tom Smith, Claudine Tong, Suzanne Van Houten, Ella Wise, Rev. Jacqueline Duhart (ex officio)

Absent: Lisa Rosene (on leave of absence)

Visitors: Rinda Bartley, Bill Blakely, Donna Fujioka

The meeting was called to order at 7:00 p.m. There was an opening reading and chalice lighting.

Consent Agenda

Items approved:

1. The agenda
2. JTW Audit Team Report

Notification of Actions Taken Since Last Meeting

1. Special Meeting Action: Organ - During a special meeting of the board on Nov. 19, Michael Fitzhugh moved that the board authorize ongoing research of salvage or disposal of the organ parts in storage and a group Mary Foran, Steve Harris, Glen Dahlbacka, Eric Howe, and Tom Haw to first seek a delay in the deadline for disposing of the organ and to simultaneously assess the feasibility of donating or selling the organ parts both in storage and onsite the church. Tom Smith seconded it. Passed.

“Board Read”

Trustees discussed Chapters 3 & 4 of *Serving With Grace: Lay Leadership as a Spiritual Practice*.

Stewardship

Janet McFarland outlined ongoing Stewardship activities, as described in [Attachment A]. As of Nov. 28, we have about 108 pledges turned in so far, representing about \$260,000. Vanco pledges (monthly deductions) are not counted in this total. Tabling and additional outreach efforts will continue. Discussions touched on a need to emphasize the works of the church that pledges support. Michael Fitzhugh committed to coordinate an update of the online pledge form.

Vision Team

Rinda Bartley outlined ongoing Visioning activities, including the challenges of synthesizing diverse views from the congregation. The group is meeting Dec. 2 to write a second draft in light of feedback received so far.

Ministers' Reports

Pastor Jacqueline Duhart and Rev. Sheri Prud'homme both submitted reports prior to the

meeting. At Pastor Jacqueline's suggestion, the board agreed that members would endeavor to attend "Board Development Days" on Jan. 27 at the UU Society of Sacramento in the place of its retreat, scheduled for the same day. [Attachments B and C]

Draft Budget Review

The finance team provided an initial draft of the 2018 budget. Board members discussed potential adjustments, information needed for further budget decision-making.[Attachment D]

Salaries & Personnel

Kate Lenhardt raised the question of whether the board might consider reviewing current staff salaries. Laurel invited her to create a proposal for undertaking

Sabbatical Minister

We have an agreement for a sabbatical minister to start Jan. 1.

Search Nominations

Laurel Egenberger expects to send a rollout plan for the nominating committee within a week. Employees and board members will be excluded from serving on the nominating committee. Employees, board members, and anyone who served on a previous search committee will be excluded from serving on the search committee.

The meeting included a process monitoring report, and closing words.

The meeting was adjourned at 9:11 p.m.

Respectfully submitted,
Michael Fitzhugh, Secretary