

First Unitarian Church of Oakland BOARD OF TRUSTEES April 25, 2023 6:45 - 9:00 pm Meeting Minutes	Our Mission We, the members of the First Unitarian Church of Oakland, unite to build a beloved community within and beyond our walls. Guided by individual conscience and wisdom from many sources, we gather in worship and service to nourish the spirit, work for justice, and celebrate the divine in all. <i>Adopted by the congregation on March 18, 2019</i>
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Present: Barbara North, President (<i>chair</i>) Nicole Fitzhugh, Treasurer (<i>task chart</i>) Marilyn McMahon, Secretary Dennis Rowcliffe (<i>timekeeper</i>) Judith Hunt (<i>chalice, readings</i>) Bev Smrha Evalyn Seidman	Guests: Tom Smith (Earth Justice Associates) Debby Kaplan Rev. Mary Foran Claire Eustace Kevin Mann Bill Blakely	Jef Melcher Jodie Mathies Dick Bailey Meri Lane Steve Thomasberger Rev. Sarah Moldenhauer-Salazar Rev. Laurel Liefert Molly Hermes
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6:45 pm	Open comment period (15 min.) Claire encouraged the Board to hire an interim minister, saying that our community is out of covenant, with some people being vilified or ignored. Laurel introduced herself. Our church is her home congregation, and she is back in Oakland after 11 years as parish minister in Colorado. She is available for part-time ministry (she specified quarter time, meaning she'd be willing to lead one service per month) if we need her services. Steve wants a forum for discussion of our history of interim ministers.	Congregation
7:00	Chalice lighting and opening reading (3 min.)	Sarah
	Welcome and preview of meeting (2 min.)	Barbara
7:05	Consent agenda (5 min.) (Reporting actions taken since previous meeting, and quick items. An item may be moved to "For the Good of the Order" if more discussion is needed.) Actions taken by the Board since our March meeting: <ul style="list-style-type: none"> Agreed to hire Hope For Us coaches for 20 hours Named a hiring team for the open administrator position (Sharon Dolan, Emily Stoper, Bev Smrha) MOTION to approve the minutes of the March meeting. (Marilyn; 2nd Judith) – PASSED	Marilyn

7:10	<p>BIPOC ministry and other concerns (10 min.)</p> <p>Mary is pleased that we will get congregational coaching from Hope For Us (“H4U”). She hopes that they will help our community learn how to handle discontent among us. She hopes that we will financially support a BIPOC ministry.</p> <p>Kevin described the work he has been doing ministering to the BIPOC UU community of the Bay Area and our church. He explained his proposal that our church fund this work a few hours a week.</p> <p>Claire facilitated a listening circle for people who felt harmed by Rev. Ninán’s ministry.</p> <p>Sarah has offered behind-the-scenes personal support for congregants engaging in difficult one-on-one conversation, as well as pastoral care to board members.</p>	<i>Minister members group (Mary, Claire, Jef, Kevin, Sarah)</i>
7:20	<p>Environmental grants team (10 min.)</p> <p>Debby summarized the two efforts underway towards obtaining fed/state funding for energy efficiency improvements to our church.</p> <p>Tom gave an update on the just-announced DOE grants that we hope to get to become a Resiliency Hub for our neighborhood.</p>	<i>Debby Tom Smith</i>
7:30	<p>Treasurer’s report & Budget discussion (25 min.)</p> <p>Nicole: In addition to being between ministers, we are in another kind of transition right now,. As our size has decreased (very roughly from 230 active members before the pandemic to 150 now), we have become functionally a different church. More than ever, our congregation is the church. We need to do more with congregational volunteers, less with paid staff, and the board must stretch to stand in for our vacant Executive/Operations Team rather than being a policy board as planned.</p> <p>She presented the budget proposed by the Finance Team. It will accommodate a half-time religious education director, a half-time worship minister, and a half-time administrator. Income is decreased, to \$455K, and the projected deficit, smaller than last year’s, is \$14K.</p>	<i>Nicole</i>
7:55	BREAK (5 min.)	
8:00	<p>Continuing budget discussion (15 min.)</p> <p>MOTION to approve the proposed budget. (Bev; 2nd Dennis) – PASSED</p>	<i>Nicole</i>
8:15	<p>Hiring of minister for next program year (20 min.)</p> <p>Discussion of our needs and how much a half-time minister could do. No action taken.</p>	<i>Barbara</i>
8:35	<p>Certify delegates to General Assembly (5 min.)</p> <p>Our church is allotted up to four voting delegates. We have previously chosen Donna Fujioka and George Guillermo (attending in person). [<i>Correction:</i> After this meeting, they clarified that only Donna was asking to be a voting delegate.] Three other candidates: Bev Smrha (online), Kevin Mann (wants to attend in person), Emily Stoper (online).</p> <p>Discussion to find a way for all to be delegates. Will explore whether</p>	

	possible for Kevin to attend as a community minister. The Board will then decide by email before next meeting.	
8:40	Hope For Us - next steps (15 min.) We are planning to engage H4U, using 20 hours of coach time to support working through congregational conflict. Two coaches are being assigned to work with us. Board will meet with H4U administrators to agree on contract, and then with coaches to plan our work with them.	<i>Marilyn</i>
8:55	Operations Team report (10 min.) Our current administrative team (Bill as administrator, the finance team, Nicole) have accomplished a lot of transitional work this month. A glitch in the bill-paying system is being fixed; contract musicians and a guest minister have been paid; bank accounts are being managed; our employee retirement accounts have been moved; Rev. Soto has been paid their accrued vacation time.	<i>Nicole</i>
9:05	“For the good of the order” (5 min.) The Board will handle by email: <ul style="list-style-type: none"> • Board thank-you’s • Review tasks chart 	<i>Nicole</i>
	Extinguish chalice & closing reading	<i>Judith</i>
9:10	END OF PUBLIC SESSION	
	Executive session: Personnel matters	<i>Barbara</i>

“BIKE RACK”

- Revise governance policies
- COWSM