

First Unitarian Church of Oakland BOARD OF TRUSTEES MEETING MINUTES December 29, 2023 6:45 - 9:00 pm	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: Nicole Fitzhugh, President Evalyn Seidman, Vice Pres. Dennis Rowcliffe, Treasurer Marilyn McMahon, Secretary	Judith Hunt (Note: Bev Smrha recently resigned due to illness)	Guests: Dick Bailey Patsy Wood Tamara Haw, EJA rep Tom Smith, EJA rep
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Open comment period (15 min) (Members and friends to speak; 3 minutes each. Secretary reads aloud comments sent by email.)	<i>Congregation</i>
Chalice lighting and opening reading	<i>Dennis</i>
Welcome and preview of meeting	<i>Nicole</i>
Consent agenda A. Updates on Board activity and actions taken since previous meeting. <i>Updates</i> <ul style="list-style-type: none"> Bev Smrha has resigned from the Board for health reasons. With awe and gratitude, we recognize Bev's constant service to our church for decades, including her recent Board service. Our appreciation to the Finance Team for preparing the draft budget in time for us to vote on it tonight. <i>Actions taken</i> <ul style="list-style-type: none"> On Dec. 21, the All Ages Solstice Celebration was held. Our appreciation to Jef Melcher for creating this family-oriented community event. On Christmas Eve, we had <i>three</i> worship services. Our appreciation to Rev. Laurel and the staff for all the work to pull this off. The Board provided dinner for the staff on Christmas Eve. Our appreciation to Marilyn for organizing this. Banners went up in front of the church with Peace and Ceasefire messages. Our appreciation to Laila for ordering and installing them. 	<i>Nicole</i>

<p>B. Quick action items</p> <ul style="list-style-type: none"> <input type="checkbox"/> Informal motion to reimburse Laila for the banners - PASSED <input type="checkbox"/> Rent Preservation Park (or other) space for Hope For Us BIPOC retreat? Decision on this POSTPONED till more information is available (cost, needs); the Board will decide by email. <input type="checkbox"/> Informal motion to split the plate of the service by YouthPower Climate Action (Jan. 28 or Feb. 18) either to help local small grocers transition to non-HFC refrigeration or for tree-planting in Africa - PASSED 	
<p>Minister's report</p> <p>Nicole summarized Rev. Laurel's written report.</p> <p>Josh Rose and Sarah Watts are now co-chairs of the Worship Associates team.</p>	<p><i>Nicole</i></p>
<p>Administrator's report</p> <p>Daisy summarized her written report.</p> <p>A lot of repairs, inspections, etc. are being done on our facilities. Getting a part-time sexton will help, for example, to be in the church when inspections happen. Personnel files are being brought up to date. There's reason to be optimistic about increasing our rental income: a consistent stream of inquiries about renting spaces in the church.</p>	<p><i>Daisy Quan</i></p>
<p>Earth Justice report and proposal</p> <p>The third floor has been cold, and EJA proposes to install a ductless heat pump there. It would not heat the FUCO offices on the third floor, but would heat the rest (rented office space, library, and open spaces). Would also serve as a pilot project: There are seven (!) furnaces in the church. We'll learn by installing one heat pump and be better prepared when we need to replace other furnaces.</p> <p>Q. Would the installation be consistent with preservation of our building's historic landmark designation? A. Yes, as long as we don't alter the appearance of the building from the street. The heat pump will be installed at the back of the building, where it's not visible.</p> <p>Our next step could be either hiring an HVAC engineer to figure out how to heat the whole floor, or going ahead with a ductless heat pump that will heat most of the floor (rough cost estimate: \$20,000).</p> <p>MOTION to authorize EJA to get quotes and assessment of feasibility, cost, effect on energy bills, etc. of installing a ductless heat pump (Evalyn, 2d Dennis) - PASSED</p>	<p><i>Tamara Haw</i></p>
<p>Rev. Kevin Mann's affiliation agreement</p> <p>Rev. Kevin submitted an affiliation agreement, most of which is in line with other such agreements we have signed with community ministers. Its section II, a proposal for exploring a BIPOC-centered ministry shared among several congregations, needs detail.</p>	<p><i>Nicole</i></p>

<p>MOTION in two parts: (1) in order to help Rev. Kevin Mann develop his proposal for a ministry of anti-racism and multiculturalism, to provide him the following: up to eight hours per month of staff resources in 2024 and up to \$500 total for costs in 2024; (2) to request amendment of his affiliation agreement by fleshing out section II to specify what the ministry would do, how it would connect with other congregations, and FUCO's financial responsibility (Dennis, 2nd Evalyn) - PASSED</p>	
BREAK (5 min)	
<p>2024 Budget</p> <p>The Finance Team presented a budget with a \$24,500 deficit. They believe the deficit can be eliminated by more fundraising, including an auction, concert events, increased pledges, and additional rental income. A few amendments were submitted shortly before the meeting, so their consideration was postponed.</p> <p>MOTION to approve the proposed 2024 budget as is (Marilyn, 2d Dennis) - PASSED</p>	<i>Nicole</i>
<p>Split-plate ministry (request by Rev. Laurel)</p> <p>Discussion and vote postponed until the January meeting. The Board will ask Rev. Laurel for a specific proposal, including how the congregation is to choose the organizations, and will vote on the proposal at the January meeting so it can go into effect in February.</p>	
<p>“For the good of the order” (Questions, brief planning, spontaneous items, or pulled from consent agenda)</p> <ul style="list-style-type: none"> ● MOTION to approve the November 2023 draft minutes (Nicole, 2d Evalyn) - PASSED ● In future, the Board Welcome at service will include only the welcome and (?) land acknowledgement. Rev. Laurel will do the announcements. The signup for the welcome was filled in for the next two months. ● Board thank-you's: Jef M. for the solstice celebration event (Nicole); Renee and Susan for the holiday concert (Marilyn); Laila for directing the Christmas Eve pageant (Judith); Steve Thomasberger for organizing our neighborhood cleanup partnership with AAMLO ● Rotating tasks: Marilyn will do opening & closing readings at the Jan. meeting and will write a Chalice Chatter article. ● Marilyn will write a summary of tasks involved in organizing the staff dinner, for Board use next year if we repeat it. 	<i>Nicole</i>
Extinguish chalice & closing reading	<i>Dennis</i>
END OF MEETING	

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**BIKE RACK**

- Budget amendments
- Split-plate ministry