

<p>First Unitarian Church of Oakland BOARD OF TRUSTEES MEETING MINUTES February 27, 2024 6:45 - 9:15 pm</p>	<p>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, 2001</i></p>
--	--

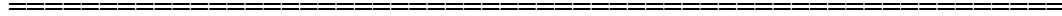
<p>Present: Nicole Fitzhugh, President Evalyn Seidman, Vice Pres. Dennis Rowcliffe, Treasurer Marilyn McMahon, Secretary Judith Hunt</p>		<p>Guests: Jef Melcher, DRE Daisy Quan, Administrator Linda Probert Sanford, JTW rep Laurel Egenberger Bill Blakely Dave Ruede Carol Layne</p>
--	--	--

<p>Open comment period (15 min) 6:45 pm Laurel E. pointed out that the by-laws <i>require</i> the annual meeting to be held in March.</p>	<p><i>Congregation</i></p>
<p>Chalice lighting and opening reading (3 min) 7:00 pm</p>	<p><i>Nicole</i></p>
<p>Welcome and preview of meeting (2 min)</p>	<p><i>Nicole</i></p>
<p>Consent agenda (5 min) A. Since the Board’s previous meeting, it took the following actions:</p> <ul style="list-style-type: none"> ● Decided to renew the half-time contract with Rev. Laurel for next year ● Decided to postpone annual meeting till Jun 2, 2024 Nicole explained why we had decided to postpone to this date. (See later in agenda.) <p>B. Quick action items:</p> <p><input type="checkbox"/> Approve minutes of last month’s Board meeting</p> <p>MOTION to approve the minutes of the Jan. 23, 2024 Board meeting (Marilyn, 2nd Dennis) - PASSED</p> <p><input type="checkbox"/> Vote on date for annual meeting</p> <p>The Board added to the agenda, in place of “Onboarding,” discussion of whether to have a short annual meeting in late March and an extra congregational meeting with the full agenda in June.</p>	<p><i>Nicole</i></p>
<p>Minister’s report (5 min) In Rev. Laurel’s absence, Nicole read her report on the past month. Five worship services went well, including the Youth Power one. Rev. Laurel has already interested another local UU congregation in inviting them to do a service, and she “will continue to encourage my colleagues to support these remarkable young climate activists.”</p>	<p><i>Nicole</i></p>

<p>Rev. Laurel had 11 meetings with congregation members and groups. She held a Janne Eller-Isaacs memorial sharing circle that about 40 attended. She gave a presentation on Howard Thurman at Rossmoor.</p> <p>She taught the second session of the sermon-writing seminar and met with Worship Associates. The WA co-chairs, Sarah and Josh, are doing a great job.</p> <p>In the COWSM survey, the most nominated group for the new plate-sharing policy was the Ella Baker Center. Rev. Laurel invited its head, Jose Bernal, to the March 3 service to talk about EBC briefly, and to a Sunday in early June to receive our check and tell us about EBC’s plans for the money.</p> <p>Nicole added praise for Orhan Hosten-Mittermaier and Bella Goldwasser, who gave the youth service.</p>	
<p>Administrator’s report (10 min)</p> <ul style="list-style-type: none"> ● UUA Certification was completed. ● Changes to the website, including a planned simplification, are on hold until a new administrator is hired. We have a vulnerability in that only one person (Clark) can make major changes to the website. ● The Buildings & Grounds committee has grown and gotten more active. ● Daisy has completed written contracts with all but one of our longterm renters. We have already earned \$20,900, which is half the goal for this year in our budget. ● Three new staff members were hired and onboarded: Evelie, AV Tech; Esther, nursery worker, and Tracey, Youth Lead Coordinator. ● At Rev. Kevin Mann’s request, Daisy created a google group for BIPOC members. <p>Nicole asked whether the new google group has guidelines in place like the uuoakland listserv, especially in making clear that it is not an official group of FUCO. Also, it’s important to be intentional about how to handle conflicts that arise online. Daisy will contact all of the google groups to urge them to create and communicate such guidelines.</p> <p>Bill Blakely reported that a plumber is scheduled to give us an estimate for repairing the sump pump. He noted that the Buildings & Grounds committee is too large and will be divided into subgroups. The church needs a lot of maintenance work. “We may need a 5-year capital campaign for church repairs!”</p> <p>There was discussion of how to support Clark and back him up so we have more website resources. Ideas included hiring a contractor for web maintenance, that the new administrator may have such skills, and that there is more expertise in the congregation, particularly Michael Fitzhugh.</p>	<p><i>Daisy</i></p>
<p>DRE report (10 min.)</p> <p>There was a retreat for the OWL students. The OWL group, and a parents group, meet regularly. Jef emphasizes that OWL is a family program. A second OWL class, for 4th-6th graders, has started. More OWL teachers are needed. RE has some money to train more.</p> <p>Jef is starting to form a youth group. Tracy has been hired as youth coordinator. There will probably be youth meetings two Sundays a month.</p> <p>He hailed Heather MacLeod for finding Orhan and Bella, who offered a great worship service.</p> <p>Esther Kimmelman-Block has been hired to work in the nursery. We have a few 3- to 5-year-olds, and Jef is trying to get them in relationship with each other. There will be a pancake breakfast before Easter Sunday service (March 31).</p> <p>There’s more, but time is up, so Jef will send a written report.</p>	<p><i>Jef</i></p>
<p>JTW report (10 min.)</p>	<p><i>Linda</i></p>

<p>JTW had worked closely with Rev. Soto, so their departure was difficult for JTW.</p> <p>JTW did not take the summer off as it usually would, instead leading the church common read of <i>Mistakes and Miracles</i>, holding online and in-person discussions.</p> <p>Currently JTW is just Linda and Janet, with support from accountability partners. Linda lauded Donna Fujioka for serving on JTW for nine years, and now as “emerita” member, still actively supporting Linda and Janet.</p> <p>There is too much work for two people. Also, Janet is running for the Board of Trustees, so Linda could end up on JTW alone. The Board could help by promoting JTW and calling for more volunteers.</p> <p>And given that the JTW team is all white, as are most of those who attend JTW events, we either need to get BIPOC people in JTW leadership or change into Allies for Racial Justice. JTW can have a proposal about its future by the March Board meeting.</p>	
<p>BREAK (5 min)</p>	
<p>Additional payment to Hope For Us (20 min.)</p> <p>The head of Hope For Us (Connie Goodbread), has requested more financial contribution from us. We initially paid \$5000, then H4U billed for additional hours and the Pacific Western Region office paid that. H4U will not bill us again. But they hope our congregation can give them further payment, which will strengthen the program and help them help other congregations.</p> <p>We budgeted \$14K for payment to the UUA this year. Connie G. asks us not to reduce that, but to give H4U additional funds.</p> <p>MOTION to reconsider our contribution to H4U at the June Board meeting (Evalyn, 2nd Dennis) - PASSED.</p>	<p><i>Nicole</i></p>
<p>Annual meeting date (30 min.)</p> <p>Nicole explained why we decided to postpone until June 2: (1) At the time of the decision, it was unclear whether there would be a slate of candidates for the Board by March 3, the original date. (2) The Board wished to respond to the Action Plan that congregants will create on April 13. This plan may include changes to governance, for example, which would need to be approved by the congregation at the annual meeting. We will have more budget information by June, which will aid decisions. (3) Melissa James will be helpful to the Board at the annual meeting, and she can be with us that day. (4) June 2 will be the Celebration Sunday at the end of our work with Hope For Us, an appropriate time to elect new trustees and vote on new policies or initiatives.</p> <p>We could hold a short annual meeting in March solely to postpone all business until an additional congregational meeting in June, thus fulfilling the by-laws requirement. Or we could also elect new board members at such a March meeting. Or we could stay with the plan to hold the annual meeting June 2, admit our mistake vis-a-vis the by-laws, and inform the congregation why we chose this postponement.</p> <p>MOTION to postpone the annual meeting until June 2, admit to the congregation our mistake vis-a-vis the bylaws, and explain the reasons for our decision (Marilyn, 2nd Dennis) - PASSED.</p> <p>Nicole: At a meeting of the Board with Rev. Connie Simon, Rev. Sam, and Melissa James, it seemed they may want us to vote at our annual meeting to hire an interim or developmental minister in spring of 2026. But this would require beginning to prepare for the hiring process in August 2025. Discussion of whether the congregation would be ready by then. No confidence that we can be, given that we would have only one year to make changes to fix</p>	<p><i>Nicole</i></p>

<p>many of the problems we have identified in the Hope For Us process, and to arrive at focused and clear goals for our future that the interim minister would work with us on.</p>	
<p>“For the good of the order” (5 min) (Questions, brief planning, spontaneous items, or pulled from consent agenda)</p> <ul style="list-style-type: none"> ● Board thank-you’s <ul style="list-style-type: none"> ● Linda - Nicole ● Donna - Marilyn ● Janet - Dennis ● Heather (for finding Orhan and Bella) - Evalyn ● Review rotating tasks signup list - to be done online, including filling out the worship welcome signup through _____ (April? May?) 	<i>Nicole</i>
<p>Extinguish chalice & closing reading (5 min.)</p>	<i>Nicole</i>
<p>END OF MEETING 9:11 pm</p>	



BIKE RACK

-