

<p>First Unitarian Church of Oakland BOARD OF TRUSTEES MEETING MINUTES June 25, 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, 2019</i></p>
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<p>Present: Nicole Fitzhugh, President Evalyn Seidman, Vice President Dennis Rowcliffe, Treasurer Marilyn McMahan, Secretary Judith Hunt <i>And incoming Board members:</i> Debby Kaplan Janet McFarland Dave Ruede Patsy Wood</p>	<p>Guests: Jorim Rhee, Congregational Administrator Rev. Kevin Mann, Affiliated Community Minister Laurel Egenberger Bill Blakely Dick Bailey Leslie Schipa Steve Thomasberger</p>
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<p>6:45 pm Open comment period (15 min) Tom Smith explained the Earth Justice Associates’ written request sent to the Board today. EJA has formed a team to develop a strategic plan for developing our church facility as a certified community cooling center. EJA has two requests for the Board’s consideration.</p>	<p><i>Congregation</i></p>
<p>7:00 pm Chalice lighting and opening reading (3 min)</p>	<p><i>Marilyn</i></p>
<p>Welcome and preview of meeting (2 min)</p>	<p><i>Nicole</i></p>
<p>Consent agenda (10 min)</p> <p>A. Updates on Board activity and reporting actions taken since previous meeting.</p> <p>B. Quick action items (An item may be moved to “For the Good of the Order” if more discussion is needed.)</p> <p>MOTION to approve the minutes of the May board meeting after deletion of an extraneous note (Dennis, 2nd Judith) - PASSED</p> <p>MOTION to approve the Minister Emeritus Agreement agreed to by Pastor Jacqueline Duhart and COSM (Janet, 2nd Dennis) - PASSED</p>	<p><i>Nicole</i></p>

MOTION to schedule the 2025 Annual Congregational Meeting for March 16th (Dave, 2nd Evalyn) - PASSED

EJA seeks Board permission to attend an informational meeting about a possible free installation of a UV air purifier. Nicole: No Board approval is necessary to look into this and attend a no-obligation meeting.

EJA seeks Board permission to conduct a congregational survey to assess the level of interest in and commitment of congregants to the Community Cooling Center project. EJA is working on a strategic plan for the project. Debby and Tom expressed different views of the scope or subject matter of the Strategic Plan, however, so more definition is needed.

Nicole asked EJA to share their Strategic Plan with the Board when completed.

Administrator's report (10 min)

- The last couple of months have been full of events, and staff (Frank, A/V team, Jorim) worked extra hours to cover them. They are taking the current slower month for comp time and R&R.
- When Frank cannot cover all the events scheduled, Jorim will step in. When she does, she will have to shorten her office hours that week to compensate.
- Jorim has been having deepening conversations with the Vedanta Society about their upcoming (Feb. 2025) special anniversary event, on which our church is partnering with them. FUCO will host hundreds of people as the Vedanta Society kicks off celebration of their anniversary.

Our church is a sacred place to the Vedanta Society due to our place in their history. It is important to them that we partner with them in planning the event. Jorim has begun assembling a team to help in the planning, including Rev. Laurel, Stefan, Renee, and Susan. A Board member is needed to join that planning team.

- Jorim plans to contract with a cleaning service. She will need Board approval because the cost will be above the cap for spending without approval.

Jorim

Report-back from UUA General Assembly (10 min)

The GA overwhelmingly approved the new Article II, with 80% in favor. The UUA has many resources available related to the newly adopted Article II (see uua.org). The GA also approved an Action of Immediate Witness, "Solidarity with Palestinians," and a responsive resolution calling for the immediate release of all Hamas-held hostages and acknowledging "the real suffering of Jews." There was some anti-trans sentiment expressed during GA, and some consequent controversy and upset, but the resolution "Embracing Transgender, Nonbinary, Intersex and Gender Diverse People..." passed with 91% in favor. To read more about this year's GA, see:

<https://www.uuworld.org/articles/uua-article-ii-passes-general-assembly-result-unitarian-universalism-bylaws-vote-values-statement>

Rev. Kevin

<p>Community Ministry Report</p> <p>Rev. Kevin also reported on his work with Bay Area DRUUMM: It is growing fast and becoming a statewide organization. Its next quarterly meeting will be in August at FUCO. Bay Area DRUUMM includes some UUs of color who have left our congregation; they still assert their belonging to Unitarian-Universalism through DRUUMM participation.</p>	
<p>Election of Board officers (15 min)</p> <p>Nicole quickly inducted the new members of the Board: Debby Kaplan, Janet McFarland, Dave Ruede, and Patsy Wood.</p> <p>Then she offered some remarks about the roles of Board members and officers: (1) This past year, having 4 officers out of only 5 Board members, we included the whole Board in our agenda-setting meeting, but we can decide now how to do it with our enlarged board. (2) Right now, the Board is the Stewardship Committee, since no one else has volunteered to do it. (3) Any Board member may be called to serve as a liaison to one of the key committees (Finance Team, staff, COSM, etc.).</p> <p>Next the Board discussed who would want to be the new officers. Debby is interested in being Treasurer, and Patsy wants to shadow the Secretary for awhile. New members expressed feeling unready to immediately step into offices. There is time pressure to name new officers due to paperwork necessary to give Jorim, as administrator, authority to sign checks. Yet rushing trustees into officer roles is not desired. The four current officers all are willing to retain their roles for a few months, while new members learn what is required and consider taking on these roles.</p> <p>MOTION to retain the current officers until September (Dave, 2nd Debby) - PASSED</p> <p>Debby (who has served as Treasurer before) will work with Dennis during this period and start taking up some of the Treasurer duties.</p>	<p><i>Nicole</i></p>
<p>Ministerial evaluation by COSM (5 min)</p> <p>COSM surprised the Board with a completed ministerial evaluation they conducted with Rev. Laurel. We are pleased to now have a precedent and template for future evaluations. Thank you, COSM.</p> <p>COSM would like to add Amy Carlson as a third member.</p> <p>MOTION to approve the appointment of Amy Carlson to COSM (Dave, 2nd Janet; Judith absent for vote) - PASSED</p>	<p><i>Nicole</i></p>
<p>BREAK</p>	
<p>Lenses and themes from “Action Planning Day”: Next steps (5 min)</p> <p>We want the congregation to express interest in, and join teams to implement, the ideas coming out of the Action Planning Day. It needs to be clear that the Board is not leading</p>	<p><i>Nicole</i></p>

<p>this, but the <i>congregation</i>. Nicole proposes posting at church the themes that were distilled by the followup committee, and asking people to register their interests and sign up for a team/committee.</p> <p>Nicole spoke of the time when we (the church) decided to move from two services each Sunday to only one. We intended at that time to reserve the hour of 9-10 am on Sunday for conversations about things like “what is shared ministry.”</p>	
<p>Board training/retreat and onboarding of new trustees (45 min) <i>What are our goals for trainings and onboarding? How many sessions do we need? Who will plan/design them? Schedule them.</i></p> <p>Training session with Melissa James is scheduled for July 17th from 6 to 8 pm.</p> <p>We’ll schedule another date for a training with the Finance Team.</p> <p>We’ll have an in-person tech training where we bring our computers and resolve our confusions about Google apps or the file hierarchies on the Board drive.</p> <p>About using personal emails to reply to messages addressed to board@uuoakland.org: To assure that records are kept of our replies, make sure you cc: board@uuoakland.org. (Not necessary if replying to any of our officer emails, like president@uuoakland.org.)</p> <p>Other things we want covered in the trainings:</p> <ul style="list-style-type: none"> ● “How the church works” ● Look at the historical and theoretical governance schemes of the church, and the <i>current real</i> way governance works. (Who decides things? Who does things?) And be realistic about the size FUCO is now. ● Make an org chart together? ● Working toward a plan for restarting an Operations Team <p>In these trainings, we will get information but not make decisions about the church. We make decisions only at advance-noticed, public Board meetings.</p>	<p><i>President</i></p>
<p>“For the good of the order” (5 min)</p> <ul style="list-style-type: none"> ● Board thank-yous <ul style="list-style-type: none"> ○ Jorim, Frank, Jody, Bill, for work on Betty Seiden’s and Daphne Parsons’ memorials; Ingrid, Kris, Dave, Carol for pancake breakfasts; Carol for BAG declutter sessions; Alexis for OWL ○ Marilyn will circulate this list of thankees, and Board members will sign up to write to them. ● Rotating tasks signup <ul style="list-style-type: none"> ○ Jorim now writes the announcements for the Board member doing the Worship Welcome 	<p><i>President</i></p>

<ul style="list-style-type: none"> ○ We need some sort of process monitoring ○ We need to choose an accountability method (we tried and dropped RACI) ● We need to publicize the procedure for getting an item on the agenda for a Board meeting, and the deadline. 	
<p>Extinguish chalice & closing reading (5 min)</p>	<p><i>Marilyn</i></p>
<p>END OF MEETING</p>	

BIKE RACK (Topics saved for future meeting)

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