

**First Unitarian Universalist Church
Board of Trustees
Minutes
January 24, 2017**

Board Goals

1. Finalize Mission and Vision (vote at Mid-Year Meeting)
2. Practice partnership governance including a strategic plan
3. Are we rising to the challenge? Energize stewardship efforts to fulfill our vision.

Staff Goals (from Board retreat)

1. Finalize Mission and Vision
2. Create Opportunities for engagement in Justice-making
3. Increase attention to all stages of membership to make First UU a hub for new members and older members alike.

Board		Present	Absent
Chair	Carolee Noonan	X	
Vice Chair	Seth Kraut	X	
Treasurer	Jeff Boughton	X	
Secretary	Jim Conlan	X	
	Karen Dawson	X	
	Ginnie Vogts	X	
	Larry Drake	X	
Youth Rep	Lee Cook	X	
Youth Rep	Nate Blake	X	
Staff			
Sr Minister	Rev. Marian Stewart		X
Assoc. Minister	Rev. Eric Meter		X
Minister of Religious Education	Lane Campbell		X
Administrator	Brian Hagemann	X	
Guests			
Martha G		X	

7:00	Opening and Welcome <ul style="list-style-type: none"> ● Chalice lighting and Opening words ● Check-in ● Circulate thank you cards 	Ginnie Carolee Larry
7:10	Consent agenda: Please see documents in Board of Trustees Shared Drive <ul style="list-style-type: none"> ● Approval of December minutes ● Staff reports <p><i>Board approved unanimously</i></p>	Carolee
7:15	Nominating Committee <ul style="list-style-type: none"> ● Please see draft job description in December Board of Trustees folder for December in Google Drive Purpose: Need to approve and advise Nominating Committee	Ginnie Karen

	<p><i>*Ginnie and Karen reviewed the job description and have made some edits.</i></p> <p><i>*It is located on the google drive for this month called "Job Description Member of the Board of Trustees."</i></p> <p><i>*Carolee recommended that the specific quote of the board meeting being on the 4th Wednesday of the month be removed. It would be better to be more generic and say the board meets once a month. Also add that a board member needs to be a good communicator.</i></p> <p><i>*Board member needs to have the ability to communicate online,</i></p> <p><i>*What needs to be communicated to the nominating committee for next year to balance out the board?</i> <i>Age range 25-50</i> <i>Financial literacy</i> <i>Teamwork</i> <i>Social Justice background</i> <i>Governance interest</i> <i>Visionary</i> <i>Good communicator</i> <i>Collaborative</i></p> <p><i>*A final version will be presented at the next board meeting</i></p>	
<p>7:30</p>	<p>Liberal Religious Educator Association Board (LREDA) is advocating for delegate status at General Assembly to be granted to religious educators. Ministers have always had delegate status and religious educators are advocating for the same status as far as who gets a voting voice in the room. In the past, religious educators might be granted delegate status as part of the membership of a given congregation. This year, we would like to move forward with being granted delegate status as a part of our professional role. Endorsement of the motion is needed from 15 congregations to be able to get it on the GA agenda in 2018. Please, see the two LREDA documents in this month's folder in the shared drive for more information.</p> <p>Purpose: Vote to approve If approved by the board, Carolee include this in her talk and ask the congregation to also voice their support.</p> <p><i>Motion from Ginny to ask GA to put the LREDA delegate status on the agenda for 2018</i> <i>Seth seconded motion</i> <i>Unanimous approval by the board</i></p>	<p>Carolee on behalf of Lane</p>

	<p><u>Standing Agenda Items</u></p>	
<p>7:35</p>	<p>Ministry - Finance Cutting the budget - CT guidance Feedback from Finance Committee Financial report/ Unified Activity Report</p> <p><i>*Reviewed the PowerPoint slide called "Board Meeting Jan 2018".</i></p> <p><i>*December was a good month for revenue doubling the amount for November. Factors include tax law changes, normal year end giving, and a successful holiday appeal</i></p> <p><i>*We still have roughly 375,000 of income to collect by the end of the fiscal year on June 30th.</i></p> <p><i>*All of our in-house loans have been paid off</i></p> <p><i>*We want to change the culture and be more on top of the financial deficit.</i></p> <p><i>*Slide 4 shows that 5 of the last 9 years have had more expense than revenue.</i></p> <p><i>*Staffing turnover needs need addressed</i></p> <p><i>*No funding for capital needs</i></p> <p><i>*CT projected that we will have a -\$3877 deficit for the year.</i></p> <p><i>*Martha wanted to cover a few points in her last board meeting.</i></p> <ol style="list-style-type: none"> <i>1. We started out this year with a general fund deficit of \$24,000 which means the general fund was taking from the restricted and designated funds. That money was given to the church for a specific purpose other than running the operations.</i> <i>2. This year we will have a potential loss of -\$3,877 which will make the deficit around \$28,000. It is important when talking about the results of the fiscal year to add what the total deficit is for the church. We have a historic pattern of ignoring the impact of the deficit. Transfers were used to help the budget and this is not a sustaining method for revenue.</i> <i>3. The outlook for the rest of the fiscal year is solid because 70% covers personnel and 15% facility related which are predictable expenses.</i> <i>4. Trustees should issue expectations to CT before making the budget. One expectation should be contingency planning. What if the pledges do not come in at the planned level. The last two years this has happened. Also, a contingency plan for the first 5 months of the year when revenues are below expenses. There should be some sort of deficit addressing.</i> <i>5. The pie chart that stewardship shows in regards to our missional chart should also have a chart showing reh real world direction of our money. Currently the one slide gives the impression that some adjustments could be done to shrink the pie when that is not the case. If we have a \$40,000 difference that is the price of a staff person and would not be easy to adjust.</i> <p><i>*See slide 7 for recommendations to reduce this year's fiscal budget.</i></p>	<p>Jeff Martha</p>

	<p>Governance - Finance Review/Discussion and Approval of reports</p> <p><i>Motion to accept the financial reports seconded by Ginnie</i> Unanimous approval by the board</p>	
7:50	<p>Ministry - Stewardship Update</p> <p>Governance - Stewardship Are we rising to the challenge? Energize stewardship efforts to fulfill our vision</p>	? All
7:55	<p>Ministry - Membership and Welcoming Update</p> <p>Governance - Membership and Welcoming Discussion</p>	? All
8:00	<p>Youth Report Purpose: Updates/Discussion</p> <p><i>*Service project was done recently making blankets for the Ronald McDonald House.</i> <i>*Some of the youth are going to volunteer for the auction.</i></p>	Lee/Nate
	<p><u>Preparation for Mid-Year Meeting 1/28/18</u></p>	
8:05	<p>Please see the Mid-Year Meeting Agenda</p> <ul style="list-style-type: none"> ● Review and finalize agenda ● Who will pick up, set up and clean up bagels? ● Review ballot - Larry ● Voting - review procedure <p>At the Mid-Year Meeting we will ask the congregation for a voice vote to add two Congregational Study/Action Issues (CSAIs) to the 2018 General Assembly agenda for four years of study, reflection and action.</p> <ul style="list-style-type: none"> ● 25% of all certified congregations must participate and a majority of those congregations participating must vote in favor for the CSAIs to be included in the agenda. ● Voting 'Yes' means your congregation wants the CSAI to be added to the 2018 General Assembly Agenda. ● Voting 'No' means your congregation does NOT want the CSAI to be added to the 2018 General Assembly Agenda. ● 'Abstain' means your congregation is being present only to contribute to the twenty-five percent quorum. ● Congregations who do not want to participate in the Congregational 	

	<p>Poll can 'Opt Out'.</p> <p><u>Undoing Intersectional White Supremacy</u> Racism is fundamental to U.S. social systems. White supremacy culture operates economically, institutionally, politically, and culturally, shaping everyone's chances to live healthy, fulfilling lives. It is also the nation's most toxic export, shaping policies and practices that do profound harm to the Earth and all living things.</p> <p><u>Dismantling Intersectional Oppression</u> Systemic injustices intersect across environment, race, gender and all other forms of oppression. Identifying the underlying mechanisms which enable systemic and intersecting injustices enables us to mitigate their harm. Intersectional justice calls us to work together across oppressions and become a movement of movements</p>	
8:15	<p>Churchwide Justice Focus</p> <ul style="list-style-type: none"> ● Sanctuary at First UU ● Rev. Barber's Poor People's Movement <p>Purpose: Update</p> <p><i>*Will be giving a brief summary at the mid-year</i> <i>*Another educational meeting will be held on Monday the 29th.</i> <i>*Building toward a consensus.</i> <i>*Hope to come to a point to call a Congregational meeting to vote in the spring timeframe.</i></p>	Ginnie
8:30	<p>Joan VanBecelaere Feb. 3rd for "Start Up"</p> <ul style="list-style-type: none"> ● What help is needed? <p><i>*Will be from 9-3 which will include the leadership and will assess where we are and if we are on the right track.</i></p>	Ginnie
8:40	<p>Wrap up and Closing:</p> <ul style="list-style-type: none"> ● What does Board need to communicate to congregation? ● Thank you cards for next month. Please email Names/Reasons to larrydrake50@sbcglobal.net ● Board Process Observation <ul style="list-style-type: none"> ○ What did we do well at this meeting? ○ Did we stay on governance work? ○ What could do differently for the next meeting? ● Extinguish the Chalice <p><u>Important Upcoming Save the Date!</u></p>	Ginnie All Ginnia

Save for February when staff is present:

- Personnel Committee
 - Appointing new members
 - Is there a job description

From our website:

<https://firstuucolumbus.org/about-us/governance-documents>

Current Constitution:

<http://firstuucols.org/documents/governance/constitution012016.pdf>

Current Mission Statement:

<http://firstuucols.org/documents/governance/mission-and-vision-2009.pdf>

Upcoming/On-going:

Strategic Planning - *Future Search*

**Joan is working on a program that will use future search to do our strategic plan*

**This program should be ready to be used by February 2018*

**This will be a 1 ½ day program*

**Joan sent the following links to get the basics of the process*

<http://www.futuresearch.net/method/whatis/>

<https://www.youtube.com/watch?v=ASeOm9Hc9sU>

<https://www.youtube.com/watch?v=pUFOXNN7swI>

Engaging Diversity

- Search Committee Letter
- CT work on nondiscrimination policies
- Wee Worship
- Sanctuary

Keeping Track of Congregants Ideas:

I LOVE the new vision statement. Are church tee-shirts in the plans (or coffee mugs)?

Vision statement on the front, mission on the back, artwork by the Ballieuls ??