

**First Unitarian Universalist Church  
Board of Trustees  
Minutes  
March 28, 2018  
(Continued meeting on April 3, 2018)**

With love at the center the **vision** of First Unitarian Universalist Church of Columbus is to transform and heal ourselves and our world through reason and love.

The **mission** of this church is to fulfill its vision by...  
 Creating community through caring, nurturing, and celebrating  
 Working for justice through learning, reflecting, and doing  
 Engaging diversity through welcoming, listening, and empowering

**Board Goals**

1. **Finalized Mission and Vision - complete**
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 - complete**
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.**

<b>Board</b>		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	
<b>Staff</b>			
Sr Minister	Rev. Marian Stewart	X	
Assoc. Minister	Rev. Eric Meter	X	
Minister of Religious Education	Lane Campbell	X	
Administrator	Brian Hagemann	X	
<b>Guests</b>			
Joan VanBecelaere		X	
Amanda Hays		X	

7:00	Opening and Welcome <ul style="list-style-type: none"> <li>● Chalice lighting and Opening words</li> <li>● Check-in</li> <li>● Circulate thank you cards</li> </ul>	Nate Carolee Larry
------	---	--------------------------

7:10	<p>Consent agenda: Please see documents in Board of Trustees Shared Drive</p> <ul style="list-style-type: none"> <li>● Approval of February minutes</li> <li>● Staff reports</li> </ul> <p><b>Unanimously Approved by the board</b></p>	Carolee
7:11	Executive Session	Carolee
7:30	<p>Strategic Planning Guest - Rev. Joan VanBecelaere Future Search/Holy Conversations</p> <p><a href="https://www.youtube.com/watch?v=ASeOm9Hc9sU">https://www.youtube.com/watch?v=ASeOm9Hc9sU</a> <a href="https://www.youtube.com/watch?v=pUFOXNN7swI">https://www.youtube.com/watch?v=pUFOXNN7swI</a></p> <p>Joan covered items in the book <i>Holy Conversations</i> by Gil Rendle and Alice Mann <a href="https://www.amazon.com/Holy-Conversations-Strategic-Spiritual-Congregations/dp/1566992869/ref=sr_1_1?ie=UTF8&amp;qid=1523487877&amp;sr=8-1&amp;keywords=holy+conversations">https://www.amazon.com/Holy-Conversations-Strategic-Spiritual-Congregations/dp/1566992869/ref=sr_1_1?ie=UTF8&amp;qid=1523487877&amp;sr=8-1&amp;keywords=holy+conversations</a></p> <p><i>*They base their planning process on talking with the congregation.</i> <i>*Guided to looking deeply into things that really matter to them.</i> <i>*That is then outlined into an organized format for implementation</i> <i>*There will be people in the congregation that would know and understand the plan and would be ready to implement.</i> <i>*It becomes part of the congregation's culture.</i> <i>*3 ways of planning are mentioned in the book.</i> <i>*The first is <b>problem solving</b> that would cover things like the roof caving in etc. They are immediate problems to be solved. It would take a couple of months and then you would be finished.</i> <i>*The second is <b>developmental</b> or long-term planning. This would take about a year of discussion and work in the congregation. It would result in a strategic plan that would have about a 3-year scope. It is assumed that the congregation knows why it exists and knows its mission. Things are going okay but a plan is needed to get to the next level.</i> <i>*The third is <b>frame bending</b> also known as culture shifting. It involves starting over on many things. It involves digging deeply into the mission and vision and what it means for the future. This process takes about 18 months. This planning is geared toward wanting to shift the paradigms.</i> <i>*Most congregations do developmental planning.</i> <i>*Another option is the <b>Future Search 3-day planning</b> that was used for Justice Ohio. A number of stakeholders are brought together. For First UU it would be around 65 people that would need to be committed. It would be a Friday night, all day Saturday, and Sunday afternoon. They would review the past of the congregation. The present would also be reviewed looking at the various trends that are impacting the congregation now. There would be</i></p>	Jim

	<p>people from outside that would be part of the conversation. Most of the time would be spent planning for the future to get some focused elements. Then outline some action plans. People would then step up and say they would implement them. It would be 16 hours in 3 days to complete.</p> <p><i>*This all depends on where we are and what we think we need to decide on the approach.</i></p> <p><i>*Joan felt that we should be looking at the Developmental approach. We would be building on what we have already.</i></p> <p><i>*The planning will implement the vision.</i></p> <p><i>*The planning team would be 5 to 7 people including the Sr. Minister. They would go through the book and review the material. The team would put together a plan for the plan. How you would want to go about creating the plan. They would need the help of Joan's replacement to work through how to run small groups and getting good feedback. The region could connect the team with demographics. That is all free for the region. The timeline would be written out, get their demographics, do the research, start small group conversations around powerful questions that would be created based on the mission. They would be doing an internal audit and an external audit. The team would bring together the learnings and look at them with the mission statement. There might need to be tweaking. Outlining goals, objectives and will work with the board. Action plans and implementation are the final steps. The minister is on this but would not lead it. Joan compared this to a search team.</i></p> <p><i>*The members need to be well respected and can see the big picture. They would need to have broader vision and not just focused on one thing. It helps to have people that can compromise and reach consensus without drama. They need to be brave enough to go where the learnings and data leads them.</i></p> <p><i>*Joan recommended talking to Akron and Shaker for their planning process results.</i></p> <p><i>*Jim will send out the Strategic Plan executive summary from the survey that was done in 2011.</i></p>	
	<p>Churchwide Justice Focus</p> <ul style="list-style-type: none"> <li>● Sanctuary at First UU</li> <li>● Rev. Barber's Poor People's Campaign</li> <li>● Marianne Williamson/Outside Speakers</li> <li>● Groundbreakers for Gun Safety (Eric)</li> </ul> <p>Purpose: The Big Questions - Where are we going? Are we leading?</p> <p><i>*Marian Harris a former State Rep from the 19th district now represents Ohioans for gun safety, spoke at First UU on March 11th.</i>  <a href="http://ohioansforgunsafety.com/">(http://ohioansforgunsafety.com/)</a></p> <p><i>*Purpose is to promote conversation that would lead to more background checks.</i></p> <p><i>*Looking for individual and institutional pledges to be a groundbreaker to show support for this effort.</i></p>	Carolee

	<p><i>*UU Justice Ohio signed on to be a groundbreaker.</i></p> <p><i>*Reference document Groundbreakers pledge.pdf on the google drive.</i></p> <p><i>*Larry moved; Seth seconded a motion;</i></p> <p><b>*Board approved unanimously that First UU would sign on to this effort as a ground breaker.</b></p> <ul style="list-style-type: none"> <li>● Marianne Williamson/Outside Speakers</li> </ul> <p><i>*Negotiated to \$7,000 and was declined in a No vote by the Board via email.</i></p> <p><i>*They offered to partner with a 70-30 no risk option for us.</i></p> <p><i>*May 4th would be a tight date to have this done</i></p> <p><i>Motion from Karen to move ahead and contact to see if the May 4th date is available and accept.</i></p> <p><b>Board Unanimously Approved</b></p> <p><i>(Note that after the meeting Rev. Marian found that the date of May 4th was not available and they had made other arrangements)</i></p> <ul style="list-style-type: none"> <li>● Sanctuary at First UU</li> </ul> <p><i>*The congregational meeting on April 8<sup>th</sup> will not have a vote but more discussion on Sanctuary.</i></p>	
	<b>Standing Agenda Items</b>	
8:15	<p><b>Governance - Finance</b> Finance Committee Reports</p> <p><i>*No significant items to report on the financial statement.</i></p> <p><i>*2/3rds through the year and about \$262,000 that will need to be collected.</i></p> <p><b>Stewardship - Financial Planning for Future Needs</b> The Next Five Years: Future Needs and Opportunities To discuss next month</p> <p><i>*Have a retreat in July to kick off the year earlier for the board to have more discussion.</i></p> <p><i>*The big issue is that about 1/3 do not pledge and just have it rollover.</i></p> <p><i>*Suggestion of tables with computers to help them complete a pledge.</i></p> <p><i>*Larry, Karen, and Carolee will do a skit on the 15<sup>th</sup> in support of the pledge drive.</i></p>	<p>Jeff</p> <p>Brian</p>
8:25	<p><b>Ministry – Stewardship</b></p> <p><b>Slow second week...96 in hand...increase is 8%. Have work to do...only 20% and makes it difficult.</b></p> <p><b>Governance – Stewardship</b></p> <p><i>*Stewardship drive has slowed in the second week.</i></p> <p><i>*Out of 437 pledge units we have 96 in hand. The average increase is just under 8%.</i></p>	<p>Brian</p> <p>All</p>

<p>8:30</p>	<p><b>Artwork from Green and Growing</b>  Current status of the capital campaign</p> <p><i>*5-year venture starting in 2013.</i>  <i>*The total pledge and non-pledge totaled \$1.6 million</i>  <i>*Received \$1.57 million with only \$47,000 remaining.</i>  <i>*Expecting in payments \$9,544</i>  <i>*The construction loan has been completely paid off.</i>  <i>*The current bank balance is \$11,000</i>  <i>*The remaining item left is the donor recognition which has had a contract signed for \$7,500.</i>  <i>*If the \$9,544 is collected we will end up with a surplus of \$13,000.</i>  <i>*The remaining funds will go to the Capital Reserve Fund.</i>  <i>*The payment period officially ends March 31st but there may still be pledges coming in after this date.</i>  <i>*See the Green and Growing Plague Graphic.pdf for details.</i></p>	<p>Kitty Jones  Bob Mills</p>
<p>8:40</p>	<p><b>Ministry - Membership and Welcoming</b>  Update</p> <p><i>*Two meetings on how to look at the entire process.</i>  <i>*There are three pieces with the first the initial walking in the door. The second is the joining process and the third is the engagement process</i>  <i>*The entire process is under Eric and he will retain the joining and the engagement process which includes adult programs. Looking to change it from adult programs to engagement.</i>  <i>*Rev Marian will take the first piece that would include the website, welcoming/greeting and the branding or marketing.</i>  <i>*Looking at increasing the return rate of people.</i></p> <p><b>Governance - Membership and Welcoming</b>  Need Board Leader</p> <p><i>*Welcome table has a board member and that can be used to help the board greeting.</i>  <i>*When doing the board welcome add a personal note that would say who you are and how long you have gone here and what you love about coming here. You need to be prepared with your comments. The personal comments would need to change for each greeting.</i>  <i>*We are trying to build relationships and they need to know something about us.</i>  <i>*Seth volunteered to be a point person for the membership and welcoming</i></p> <p><b>Search Committee – Replacing Lane</b></p> <p><i>*Carolee will contact the transition office to get details and let them know we will be searching for a MRE/DRE</i>  <i>*The board needs to name members of the search committee and would be around 5 members.</i>  <i>*We need to get information on the UUA transition site which would be done by the search committee.</i></p>	<p>Marian  Eric</p> <p>All</p>

	<p><i>The board will charge a search committee to look for an acting MRE/DRE and have them start by August.</i>  <i>Move by Ginnie and seconded by Seth.</i>  <b>Board unanimously approved</b></p> <p><i>*Ginnie will meet with the nominating committee to get some candidate names for the search committee. Rev. Lane has given Carolee some names for potential search committee members.</i>  <i>*Rev Marian created a zoom meeting to go over potential candidates. This meeting will be held on April 5th at 4:15.</i>  <i>*This meeting will have info from the transition office and the list of people to call.</i></p> <p><b>Board Retreat</b></p> <p><i>Big questions board retreat</i>  <i>*How do we lead our congregation and look at the mission and vision that will be done now. Revisit what it is as a board to find out what we need to be doing. This will be the launch pad for the strategic plan.</i>  <i>*Will meet on May 6th at 1:00-5:00 Rm 7</i>  <i>*Following this will be the kick-off for the new board members on June 18<sup>th</sup> at 6:00(This is tentative)</i></p>	
8:50	<p><b>Youth Report</b>  Purpose: Updates/Discussion</p> <p><i>*The youth will be doing the service on April 8th</i>  <i>*Amish country trip is being planned for the April 20<sup>th</sup> timeframe</i></p>	Lee/Nate
8:55	<p>Wrap up and Closing:</p> <ul style="list-style-type: none"> <li>● What does Board need to communicate to congregation?</li> <li>● Thank you cards for next month. Please email Names/Reasons to <a href="mailto:larrydrake50@sbcglobal.net">larrydrake50@sbcglobal.net</a></li> <li>● Board Process Observation <ul style="list-style-type: none"> <li>○ What did we do well at this meeting?</li> <li>○ Did we stay on governance work?</li> <li>○ What could do differently for the next meeting?</li> </ul> </li> <li>● Extinguish the Chalice</li> </ul>	All  Nate

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 ??

To Do:  
Changes to the constitution and governance policy (standing rules)