

First Unitarian Universalist Church
Board of Trustees
Agenda
May 23, 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 - In progress**
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.**

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		
Youth Rep	Nate Blake	X	
Staff			
Sr Minister	Rev. Marian Stewart	X	
Assoc. Minister	Rev. Eric Meter	X	
Minister of Religious Education	Lane Campbell		
Administrator	Brian Hagemann		
Guests			

7:00	Opening and Welcome <ul style="list-style-type: none"> ● Chalice lighting and Opening words ● Check-in ● Circulate thank you cards 	Larry Carolee Larry
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7:10	<p>Consent agenda: Please see documents in Board of Trustees Shared Drive</p> <ul style="list-style-type: none"> ● Approval of April minutes ● Process for voting absentee ● Staff reports <p>Note: All reports were due to Marian Garcia for the Annual Report</p>	Carolee
7:11	<p>Strategic Planning / Churchwide Justice Focus The Big Questions - Where are we going? Are we leading? Next steps following May 6th Board Retreat</p> <p><i>*Carolee - next year monthly big question talk. More about big questions after next retreat.</i></p> <p><i>*What did people think about the big questions?</i></p> <p><i>*Larry - start easy, not controversial. Need to determine a format.</i></p> <ul style="list-style-type: none"> • Holy conversations • Who are we? • Who are our neighbors? • What do we believe? • Larry - hopes these meetings produce more than just words • How do decisions get made? Board hears conversation and makes a decision? Boil it down. • K - Some of this rehashes vision statement. Not clear the connection between big questions and strategic planning. Is there some other kind of process? • M - Big questions. Conversations become data points that inform future board actions and strategic planning. Also, gain flexibility. Creates the ability to come to congregation with a difficult topic. • M - board is a being organization. Informed by conversations with congregation. Staff is the doing. • M - a good question would be "What is hospitality?" • L - we can use our mission to target a specific portion of the mission. How do we decide what to go after? • M - Probably have 8 Sundays. Conversations could build on each other. <ul style="list-style-type: none"> • Delegates to GA • C - Naming delegates? What do we do? Board needs to discuss straw ballot. What's the deadline for responding via email? 1 week agreed to. • C- Naming delegates. Put call out to congregation. • K - In the past, we reached out to nominating committee. Provide an invitation even though we don't supply money. We should provide a more direct invitation. Also, online attending. • C - Make Eric point person on gatherings at GA • K - People would coordinate attendance at different sessions. 	All
7:50	<p><u>Membership and Welcoming Ministry</u></p>	Marian Eric

	<p>Governance</p> <ul style="list-style-type: none"> • <i>M - Unsure who was responsible for what between different ministers. New chart shows we are all responsible for our mission and vision. Lists all the groups and who is responsible for them. Including a miscellaneous category, since we do so many things.</i> • <i>Treasurer - How do we demonstrate who has money responsibilities?</i> • <i>K - Some groups meet here. Others are internal.</i> • <i>M - Checked with Marian</i> • <i>C - May get questions/comments based on annual meeting</i> • <i>E - Karen's point is good. (Many) debates which groups belong on the list and which don't.</i> • <i>Judith - Groups used to seem like a more important part than relegated to the corner.</i> • <i>M - So many groups, that we ran out of space for them.</i> • <i>J - Thought we were just trying to get them out a little bit.</i> • <i>M - Nope.</i> • <i>Ginnie/Marian - JAM supports Faith Mission. But FM is older than JAM.</i> • <i>M - We can fine tune this over time.</i> 	Seth
8:00	<p>Youth Report</p> <ul style="list-style-type: none"> • <i>Nate</i> • <i>New people starting. Taking over in July</i> • <i>Youth group done more or less.</i> • <i>Coming of age and bridging services coming up</i> • <i>C - current rep should introduce the new reps</i> 	Lee/Nate
8:05	<p>Planning the Annual Meeting</p> <p>I need the minutes from April to complete this section</p> <ul style="list-style-type: none"> ● One service at 10 with meeting at 11:30-1:30 ● Nominating Committee ● Budget ● Constitutional Changes ● Leaders <ul style="list-style-type: none"> • <i>Planning the Annual Meeting</i> • <i>Distribution with Tuesday Talk and newsletter</i> • <i>Who's available to help with annual meeting</i> • <i>Seth/Jim setting up food</i> • <i>4 sign in stations</i> • <i>Need gold pencils and ballots</i> • <i>How long will coming of age service last</i> • <i>Plan on 1:15</i> • <i>So sign in starts at 11:30</i> • <i>G - allowing sign in before service took some of the pressure off signing in later</i> • <i>L,N - That worked well</i> • <i>Judith - can help set up, too & sign in</i> • <i>Where are the constitutional amendments?</i> 	Carolee

	<ul style="list-style-type: none"> • <i>Marian provided them</i> • <i>Runs through agenda</i> • <i>Approve minutes from most recent meetings (mid-year and sanctuary)</i> • <i>Moved memorial earlier into meeting</i> • <i>C - high level recap</i> • <i>10 minutes for Jeff to talk about budget</i> • <i>J - needs education about budget</i> • <i>Moving to 15 minutes to allow discussion and voting</i> • <i>Green & growing</i> • <i>M - clarify what the fund is called</i> • <i>Review of constitutional changes</i> • <i>Grouping changes be type/category</i> • <i>Voting for nominees and amendments</i> • <i>K - should be 2 separate ballots</i> • <i>K - will check with Marian</i> • <i>M - we need a ballot for the share the plate. Will come from CT</i> • <i>Better to vote in stages or all ballots at once?</i> • <i>Concern about separating ballots</i> • <i>Do share the plate as people are leaving</i> • <i>Play music during voting/tabulating</i> • <i>Sr. Minister</i> • <i>Changed categories</i> • <i>Assoc Minister</i> • <i>MRE</i> • <i>Lane report</i> • <i>Search committee progress</i> • <i>Administration report</i> • <i>Status of repairs and stuff</i> • <i>B - unclear if it's the time to introduce</i> • <i>Say thank you to departing cleaning staff</i> • <i>Announce results of voting</i> • <i>Youth introduce new youth</i> • <i>Extinguish chalice</i> • <i>Added Amanda after Eric</i> • <i>5 minutes</i> • <i>Kay Gaskill will speak for nominating committee</i> 	
8:15	<p><u>Stewardship</u> Ministry Final figures for Spring Giving</p> <p>Governance Are we rising to the challenge? Energize stewardship efforts to fulfill our vision</p> <p>Share the plate Not funding UUSC July and August Working model of</p>	<p>Brian</p> <p>All</p>

Partnership Governance

- *Budget*
- *Very variable budget*
- *Was \$3k short after lowering default rate based on experience this year*
- *Sent back to CT with remaining deficit*
-
- *Spring giving*
- *Don't know how campaign is going*
- *Does have numbers*
- *67% returned pledges*
- *Expect others as rollover*
- *Pledge default rate calculations*
- *Budget*
- *Previous times we were over optimistic about rolling over funds*
- *We'll estimate which ones are likely to actually roll over*
- *Lowered expected default rate based on being less aggressive and lower default this year*
- *Caveat - if leaders can renew a commitment on stewardship and membership until it sticks*
- *L - there is a transition currently. Drift away rate might be higher.*
- *Jeff- still wants to see the emphasis on stewardship*
- *Other changes is RE search. Don't know what the final cost is going to be.*
- *Budget assumes most expensive case.*
- *Facility staffing is a big question. Calculated current costs and moved it to a pool, since we're considering staffing.*
- *SYC is stepping up to pay their portion of the custodial services. Also, they have separate needs, so they want more control.*
- *Looking at a service that employs people who were victims of domestic violence or trafficking*
- *Trying them out for the summer.*
- *Still needs staffing, since this is just a cleaning service.*
- *Cost is lower. Money could be used for assistant to Brian with some event planning capacity. Or a coordinator for congregational life.*
- *In budget, we could peel off cleaning service cost. Put the remaining into a line for a holding fund to consider best use for staffing.*
- *Unsure how best to present a balanced budget while maintaining flexibility.*
- *What about Frank Philips doing statements or Joe doing books.*
- *None of these seem to be a problem based on what we know.*
- *G - Why is cost so much lower?*
- *Less benefits*
- *Company works the job, not just hours*
- *Also, SYC is now covering their own costs*
- *How do we make flexible budget with presentation?*
- *C - Emphasize the things that cleaning service won't do*
- *Could have a "facility staffing pool"*
- *M - some staffing realignments that will realize some savings. At the end of next year, there will be more savings.*
- *C - do we have money to bring staff up to proper pay?*
- *B - 2% COLA = 7k. Pool is 14k to give raises.*
- *C - can we make that number higher?*
- *M - that would be nice. There's a mechanism to bring people up over 5 years. We're in year 2.*
- *S - Board has wide latitude to change budget with some limits.*

	<ul style="list-style-type: none"> • C - staff decision to decide what to do with money • M - would only add people in a sustainable way • K - events coordinator helps make money • G - need emphasis on engagement and membership. "What makes people stick?" • Meeting will resume 5/29 5:30 	
8:25	<p>Finance Governance Finance Committee Reports Members of the Finance Committee are appointed by the Board</p> <ul style="list-style-type: none"> • Need Term ends 6/30/18 - Ginnie Vogts and Judy Kleen <ul style="list-style-type: none"> ◦ I need the minutes from April to complete this section • Term ends 6/30/19 - Marge Lynd and Bill Fiorini (chair) • Term ends 6/30/20 - Doug Kauffman and Dan Hronek • Treasurer - Jeff Boughton • Need Assistant Treasurer <p>Ministry Budget for FY19 The Next Five Years: Future Needs and Opportunities</p> <p><i>*Search Committee wants to make an offer to Elizabeth Mount a recent graduate of Meadville Lombard Theological School and has just completed a 2 year internship at First UU of Denver CO. They have done education work in Guatemala.</i></p> <p><i>*Motion to approve the salary range recommended by the search committee and is pending the results of a successful background check. Motion by Larry; Second by Seth; Board approved unanimously</i></p> <p><i>*Facility and Custodial we are going to outsource our cleaning of the church to a company called She Has A Name Cleaning Services https://shancleaning.com/. They will come three days a week over the summer trial period. This adds to \$20,000 and \$15,000 for a facility assistant that would work in the evenings to do things the cleaning company would not do. The facility assistant would secure the building at the end of the night.</i></p>	<p>Jeff Carolee</p> <p>Brian Marian</p>
8:55	<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 <ul style="list-style-type: none"> ◦ I put my hand in your hand so that we can to together what I cannot do alone. 	<p>All</p> <p>Larry</p>
	<p>Upcoming: June 3, 11:30 - 1:30 Annual Meeting</p>	

	June 18, 6:00-8:00 Orientation and Welcome for New Board Members - All members to attend (?location)	
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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 governance policy (standing rules)