

First Unitarian Universalist Church
Board of Trustees
Agenda
April 24, 2019

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		Present	Absent
Chair	Seth Kraut	X	
Vice Chair	Allie Bonsteel	X	
Treasurer	Jeff Boughton	X	
Assistant Treasurer	Laura Hartman		
Secretary	Greg Denby	X	
	Jim Conlan	X	
	Carolee Noonan	X	
	Larry Drake	X	
Youth Rep	Jhalez Caldwell-Craig		X
Youth Rep	Lilly Colegrove		X
Staff			
Sr Minister	Rev. Marian Stewart	X	
Assoc. Minister	Rev. Eric Meter	X	
Director of Religious Education	Elizabeth Mount	X	
Administrator	Brian Hagemann	X	
Guest			

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Electronic Vote	April 14. There was a request to the board to spend \$9,700 from the Reserve Fund to make emergency repairs to a storm drain. The board approved the expenditure unanimously.	
7:00	Opening and Welcome <ul style="list-style-type: none"> ● Chalice lighting and Opening words ● Check-in ● Circulate thank you cards 	Seth
7:10	Consent Agenda Please see documents in Board of Trustees Shared Drive Financial Report Staff reports Revise wording related to prohibiting someone from presence at the church.	Seth

	Such a prohibition is not a ban. The board can remove individuals from membership and can also impose indefinite prohibition.	
7:15	Seth proposed a change to Elizabeth's housing allowance. Jim seconded. Approved unanimously.	Seth
7:20	Do the clergy need additional insurance related to professional liability? Jeff will explore coverage for legal defense against harm by clergy or the board.	Jeff
7:15	CT is putting together policies around reserve funds. Brian proposed that the board make the decisions around spending of reserve funds, including removing the percentage limit for staff decisions to spend the funds.	Brian
7:20	Budget The pledge deficit this year will be \$8,000. The Morgan Patton issue, among others, cost the church in lost pledges. We have 34% of pledges in. The budget for next year is balanced and should be about 4% over last year. There are questions around pledges and staffing that are still not answered.	Brian
7:30	Seth moved to go into Executive Session. Jim seconded. Approved unanimously. Seth moved to come out of Executive Session. Jim seconded. Unanimous approval.	Seth
7:50	Allie will work with Marian and Eric on a personnel issue.	Seth
7:55	The recognition event for Art Beach is upcoming. Jim and Carolee will work with Marian on the reception. Larry will help with set up.	Marian
8:00	The Rummage Sale needs a line item in the budget. There was discussion around whether the board or the Congregational Life Coordinator should coordinate this or are there other options? We need to answer this by next month. Are there other ways to raise \$8,000?	Marian
8:10	The board discussed ways to build trust. We should always be as transparent as possible no matter the difficulty of the issue or problem. How can we display how the staff and board operate to achieve their goals so that the congregation understand who is responsible for what. The size of the congregation requires accountability for programs. This will be a more understandable structure for staff and congregations.	Seth, Marian
8:30	Board retreat dates – full board retreat in August. 8/24 or 8/25 David Pyle will join us. July 24 is the transition retreat for new board members.	Seth
8:35	We should work on recognition for upcoming Music staff retirements. May 19, 4:00, is their last event - the choral concert. Larry will figure out a suitable recognition item for Tony. Carolee will take on a reward for the Kath and Leigh.	Marian

8:40	<p>The Listening sessions in April were sparsely attended. We should do both sessions in Fellowship Hall and not use the Worship Center. Should these be open discussion instead of having a topic? Should these be less frequent. There will be no listening session in May.</p>	Allie
8:45	<p>Next steps towards a resolution for the Morgan Patton situation. David Pyle's perception is that the situation is under control but that the board needs to do more work on resolution. The ultimate goal is healing. Many people lack trust in leadership.</p> <p>The board began to build a more complete timeline and then decide on a public response for the congregation. Board reviewed the timeline to decide on a narrative that can be shared with the congregation:</p> <p>Rev Jennifer mediated the original conflict in Search. The UUA Transition Team was consulted. June –MP lost the election to the Nominating Committee. She then wrote a letter to the board, CT, the Search Committee and the UUA. Jennifer indicated that she would handle the issue. The discrimination policy was revised. Morgan contacted one of the other ministerial candidates. Sept – Morgan takes a break from the church and was asked to contact Marian before she returned, which she failed to do. Dec. - Search sees MP's letter to the board. Jan 2018 – Morgan returns to church. Feb – Search came to board to discuss the issue. Board decided to preclude Morgan from leadership but the board failed to inform her of this decision. March – an attempt to reconcile MP and Search was not accepted by Morgan. MP volunteers to teach OWL 5/6th but did not receive a response. Lane recommends MP not teach based on teacher feedback. The transition in RE staffing began. Aug – Eric tells MP she can't teach. Sept. – Morgan told she could not participate in Beloved Conversations. Oct. - Morgan submitted complaint to UUA which was declined. Also submitted the complaint to the board. The board began trying to negotiate mediation. MP was notified about the leadership decision, given reasons about RE. Nov. – MP has UUA regional staff assistance with the issue. Dec.- Charges against Marian released. Search Committee agreed to meet but can't meet until Feb. due to travel. Morgan submits letter of resignation. Posts the first of several negative posts to FB. 12/31 – Morgan comes in to leave a pledge check. The Board and ministers release her from pledge. Feb - Morgan attends First Friday after being asked to take a break from activities. MP prohibited from coming to First UU. Browns resign. March – David Pyle comes to the church for a congregational discussion about the issue.</p>	Seth