

First Unitarian Universalist Church
Board of Trustees
Minutes
May 22, 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	X	
Secretary	Greg Denby		X
	Jim Conlan	X	
	Carolee Noonan	X	
	Larry Drake	X	
Staff			
Sr Minister	Rev. Marian Stewart	X	
Assoc. Minister	Rev. Eric Meter	X	
Administrator	Brian Hagemann	X	
Guest			
Personnel	Judy Kleen	X	
Nominating	Gina Phillips	X	
Nominating	Bob Mills	X	
Nominating	Kay Gaskill	X	

7:00	Opening and Welcome <ul style="list-style-type: none"> ● Chalice lighting and Opening words ● Check-in ● Circulate thank you cards 	
7:10	SYC Covenant Celebration of the 50 th year Present this and will have a signing at the annual meeting in June See doc Final_SYC First UU.pdf on google docs. <i>*This document will be presented and signed at the annual meeting in June</i> <i>*Ali suggested having information added if the covenant is broken.</i> <i>*The doc will be updated to reference, Covenant of Respectful Relations, and what happens when it does not work.</i>	
7:20	Nominating Committee	Carolee

	<p><i>*Requesting the board put together a task force to Look at the contested election for the nominating committee.</i></p> <p><i>*Request that it be formed as soon as possible</i></p> <p><i>*The goal to have something put together for the 2020 Mid-Year meeting.</i></p> <p><i>*Elections were last reviewed in the 1980's and that is when the board became a non-contested election</i></p> <p><i>*Nominating recommended the following individuals to see if they are interested in serving on the task force:</i></p> <p><i>Jen Hefner</i></p> <p><i>David Carr</i></p> <p><i>Jan Philips</i></p> <p><i>Any former Nominating Committee members and any candidates that were not elected.</i></p> <p>Ali moved that we form a task force to investigate the current election process for Nominating and Board.</p> <p>Seth Second</p> <p>Unanimous approval by the Board</p> <p><i>*Bob Mills brought up an issue with former Nominating Committee members still having access to the documents on google docs.</i></p> <p><i>*Brian stated that the issue is old google docs created before the church created their own Google doc. It is outside of the church control. The owner will need to remove access.</i></p> <p><i>*CT should look into an access Policy for Google Docs.</i></p>	
7:35	<p>Executive Session:</p> <p>Seth Moved to go into Executive Session and Ali Seconded</p> <p>Board Approved</p> <p>Allow Ministerial Staff and Church Attorney to negotiate terms of separation with Elizabeth Mount, that will include the option of up to three months' severance, beginning May 1st through the end of July.</p> <p>Carolee moved and Seth Seconded.</p> <p>Unanimous Board Approval</p> <p>End of Year Meeting</p>	
7:50	<p>Consent agenda:</p> <p>Please see documents in Board of Trustees Shared Drive</p>	

	<ul style="list-style-type: none"> ● Minutes ● Financial Report ● Staff reports <p>Board approved</p>	Seth
7:55	<p>Staff/Committee/Youth Status</p> <ul style="list-style-type: none"> ● Is there anything the Board needs to know? ● Is there anything you need the Board's support in? ● Is there anything you need the Board to decide? <p><i>*COA retreat was a success and the Retreat center will refund First UU minus the non-refundable deposit.</i></p> <p><i>*Refund around \$650</i></p>	
8:00	<p>*Finance has 3 recommendations in dealing with the deficit next year and CT has a 4th option</p> <p>*PDFs were made of the three documents presented at the meeting and are on the board share for May.</p> <p>Projection for this year:</p> <p>*Short on pledge funds is the issue of this year.</p> <p>*Problem on revenue side and not the expense side.</p> <p>*Red Oak will be back next year with a 10% increase in rental</p> <p>*JAM revenue is to actual budget and they saw a cut. Working on updates to JAM to let them know of potential cuts. (May be in March of next year)</p> <p>*Deficit of around \$10,000.</p> <p>Budget for next year:</p> <p>*Largest concern are the rollovers for pledging.</p> <p>*Rollovers are defined as having a pledge this year but nothing for next year</p> <p>*Assuming if a pledge unit has paid this year it is expected that they will next year.</p> <p>*Salary and Benefits will stay the same cost</p> <p>*Remaining deficit is around \$11,000. No real obvious place to cut</p> <p>Finance three options</p> <p>*They deal with this year's deficit and next year's shortfall.</p> <p>*focus on RE welcoming and building membership would be the long-term plan.</p> <p>*Option 4 is from CT</p> <p>*It shows optimism and believe we will see payoffs and will help membership</p> <p>*This will take time.</p> <p>*We have cash and reserve funds to be used for financial stability</p> <p>*\$25,500 deficit and the current year that is around \$4000 with next year \$11,500 shortfall.</p>	

	<p>Keeping the deficit:</p> <ul style="list-style-type: none"> *Invest in our future and keep the deficit. *Need to be hopeful with the long-term plans *We point out the keeping of the deficit and we do not have the budgets to pay it off. It will be paid by the future of what we do. *\$28,000 total deficit is only 3% of our budget *Using Beech fund to devote to the resources that the staff needs. *Keeping the deficit keeps the reserve funds <p>Motion</p> <p>Veatch fund will be used to pay off the \$18,975 deficit.</p> <p>Approved by the Board</p> <p>Beech fund will be used for COLA and will be \$11,500 +/- to balance.</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"> ○ Did we focus on governance work? ● 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. 	All
	<p>Upcoming:</p>	