

First Unitarian Universalist Church
Board of Trustees
Agenda
September 25, 2019

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

Big Questions

1. How can we, as a congregation, better create community through nurturing?
2. How can we, as a congregation, better work for justice through learning?
3. How can we, as a congregation, better engage diversity through welcoming?

Board Goals

1. Host conversations.
2. Make necessary updates to policy to create a solid framework to make decisions.
3. Strengthen the relationship with the congregation.
4. Support the Vision of Ministry.

Visions of Ministry--Being developed--to include

1. RE-imagine, RE-engage, RE-commit to our religious exploration programs.
2. Engage the congregation in new and different ways.
3. Change the conversation around generosity.

Time	Topic	Responsible
7:00	<p><i>Present: Allie Bonsteel, Larry Drake, Lisa Brandt, Seth Kraut, Marian Stewart, Eric Meter, Brian Hagemann, Laura Hartman</i></p> <p>Opening and Welcome</p> <ul style="list-style-type: none"> ● Chalice lighting and Opening words ● Check-in ● Circulate thank you cards--names/reasons should be communicated ahead of time <p><i>The Wednesday reminder email will solicit suggested names; Larry will personalize messages at home and Marian Garcia will mail.</i></p>	Larry All All-discuss
	<p>Consent agenda: Please see documents in Board of Trustees Shared Drive</p> <ul style="list-style-type: none"> ● Approve June Minutes ● Authorize Frank Phillips to handle stock transactions ● Approve Bill Fiorini as moderator with a term to end 6.30.20. This fills the remaining portion of the year left vacant by the death of Tony Rice. The congregation will vote to fill the remaining portion of the term in June 2020. 	

	<ul style="list-style-type: none"> Note approval via e-mail 7/22/19 of the following: <ol style="list-style-type: none"> Lisa Brandt as Vice Chair Doug Kaufman for Finance Committee Chair for a term beginning August 1, 2019. Greg Denby as Secretary 	
7:15	<p>Allie Updates</p> <ul style="list-style-type: none"> Responsiveness <i>Please remember to respond to emails--even if your response is "I don't know," "Maybe," etc. 24-48 hours is best.</i> Changes to Agenda <i>Agenda may continue to be tweaked, but this sequence is relatively set, with the aim to be able to focus on goals and visioning for the last hour of each meeting</i> Brief update on retreat <i>Allie has consolidated Post-its, which are available on Trello, and will be using them to focus board meetings.</i> 	Allie
n/a	<p>Follow-up on last month's action items</p> <ul style="list-style-type: none"> <input type="checkbox"/> 	
7:20	<p>Taskforce status reports</p> <ul style="list-style-type: none"> Nominating Committee--Changes to process <i>No official update at this time; committee meets on 9/29</i> Safety Plan <i>Safety plan may need to continue to be tweaked, Rev. Eric may meet with David Carr and plan quarterly updates in service. Goal was to revisit, review, and update safety policy and practices--one outcome was awareness of the need to inform the congregation about safety practices like fire drills, etc. Brian, Amber, SYC, and Red Oak will sit down and find commonalities in their plans.</i> Governance Review <i>CT originated this unofficial task force. Policy review is mostly complete, JAM and Generosity team policies are still being redone. Task force has not been officially closed but Marian will put document into board drive when the policy is finalized.</i> SYC <i>Original business of the task force is complete (final document is in board shared drive and will go on the website); further work would probably need to begin with a new task force.</i> 	
7:35	<p>Committee status reports</p> <ul style="list-style-type: none"> Finance Committee <i>See report in board shared drive; Brian distributed the Reserve Funds Policy and the board will consider approval for the next meeting</i> Personnel Committee <i>Primary goal this year: updating handbook to look at offering benefits to part-time staff and implications of new policy that anyone not full-time might need to track hours</i> Nominating Committee 	Allie/Laura Greg Seth

	<p><i>Melanie has resigned; Seth will attend the meeting Sunday. Bill Fiorini will be the new moderator (added to this week's consent agenda). Still looking for a second new board member (to replace Heather Pierson). Larry will send Heather and Melanie cards.</i></p>	
7:50	<p>Staff status reports</p> <ul style="list-style-type: none"> ● See monthly reports in shared drive ● 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 in the future? <p><i>CT is requesting (on behalf of the choir) improvement in lighting. An architect gave suggestions during the Green and Growing campaign but nothing was done at that time. Sam Pollack and others will help with affordable short-term solutions, but we may need funding for a larger solution focused on the worship center within the next year or two. The board can expect more updates from CT and an architect soon.</i></p> <p><i>Marian wrote a letter for Amanda's ministry</i></p> <p><i>There will be a flu vaccine clinic here 10/19 and 10/22</i></p>	Brian/Rev. Marian/Eric
8:00	<p>Youth status reports</p> <p><i>Allie will attend the youth gathering this Sunday to see if there is anyone interested (two would be great!)</i></p>	Allie/Eric
8:02	<p>Executive Session</p> <p><i>8:00 Allie moved we enter executive session, Seth seconded.</i></p> <p><i>8:19 Allie moved we exit executive session, Seth seconded.</i></p>	Allie
8:15	<p>Updates to Policies</p> <ul style="list-style-type: none"> ● CT to recommend changing to Section 11 of Governance Policy ● Communication Policy? ● Safety Policy <p><i>Allie and Rev. Marian will talk privately about this agenda item--not addressed during meeting</i></p>	Allie
8:25	<p>First UU Culture</p> <ul style="list-style-type: none"> ● Looking back at our history ● Mission focus <p><i>General conversation around lack of trust/culture of secrecy.</i></p> <p><i>Eric: How do we balance the need for transparency with the reality of the size of our congregation and the understanding that we're a large enough church that not everyone needs to know everything about everything that goes on--that to operate healthily, that's not possible or even wise.</i></p>	

	<p><i>Rev. Marian: We're an after-pastor congregation - this place is one of many congregations that has ministerial malfeasance in its past, and we still have patterns of behavior/mistrust as a result.</i></p> <p><i>Brian: What are we doing to move past the history/stories? How are we living in the now, connecting with members who have joined since Mark's last few years?</i></p> <p><i>Moving forward, we remind people that board meetings are open if people want to attend, and focus on writing our present and future story with the congregation.</i></p>	
	<p>This month's action items:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Check with Greg Denby - how does a task force officially end? (Safety team, SYC) <input type="checkbox"/> Allie - Read through relevant chapters of the book David recommended, share helpful passages with other board members 	
<p>8:50</p>	<p>Wrap up and Closing:</p> <ul style="list-style-type: none"> ● What does Board need to communicate to congregation? <p><i>Allie will write Tuesday Talk summarizing this meeting and will write a blurb to promote the town hall meeting</i></p> <ul style="list-style-type: none"> ● Did we focus on governance work? <p><i>Yes--gold star for us! Hearing from the congregation on Sunday will make this even easier/clearer.</i></p> <ul style="list-style-type: none"> ● Extinguish the Chalice <ul style="list-style-type: none"> ○ I put my hand in your hand so that we can do together what I cannot do alone. 	
	<p>Important upcoming events (Who is attending?):</p> <ul style="list-style-type: none"> ● David Pyle meeting <p><i>Lisa and Allie are meeting with David Friday evening</i></p> <p><i>The Saturday meeting at 10:15 is open to the congregation</i></p> <p><i>David, Rev. Marian, and Allie will meet after the open meeting</i></p> <ul style="list-style-type: none"> ● Board town hall 9/29--Allie, Lisa & Greg <p><i>We will be gathering answers to Big Question #1 in Room 301 during Middle Hour on 10/29. Larry will also attend.</i></p>	