

**First Unitarian Universalist Church of Columbus**  
**Board of Trustees**  
**Minutes**  
**November 20, 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.

**PRESENT:** Greg, Lisa, Larry, Laura, Kelli, Allie, Bill Fiorini., Marian, Brian, Heidi

Time	Topic	Responsible
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--names/reasons should be communicated ahead of time</li> </ul>	Greg All Larry
7:10	Consent agenda: Please see documents in Board of Trustees Shared Drive <ul style="list-style-type: none"> <li>● Approve October's Minutes</li> <li>● Approve Gretchen Faulstich as a member of the Personnel Committee</li> </ul> <p><b><i>Julia Lee joined the Generosity Team.</i></b></p>	All

7:10	<p>Special Guest Kelli McNeal--Congregational Life Coordinator</p> <p><b><i>It's important that we explore what it means to be a "member." Kelli is following up on Connection Cards from the Welcome Table. She assisted with the Path to Membership class. The new name of these sessions will be "Pathways" to enlarge the concept of membership. There is ongoing discussion about what is required to be a "member." Kelli is also involved with the Generosity Team. Kelli asks board members to look out for visitors and approach them to make them feel welcome.</i></b></p>	Kelli
7:25	<p>Follow-up on last month's action items</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Allie &amp; Rev. Marian discussed Governance Policy last week. Several minor adjustments are needed. Allie will work on those. Also need to discuss section 11 in depth at end of meeting.</li> <li><input type="checkbox"/> Book from David Pyle</li> <li><input type="checkbox"/> CT action items on September Town Hall</li> </ul> <p><b><i>Allie talked about information in the book recommended by David Pyle – When Congregations are Betrayed – that relates to the First UU's challenges over the last few years.</i></b></p>	
7:35	<p>Taskforce status reports</p> <ul style="list-style-type: none"> <li>● Safety taskforce--Follow-up on tasking out items</li> <li>● Nominating Committee taskforce--Moved to end of meeting</li> </ul> <p><b><i>Marian described some actions that CT has explored related to Safety Team recommendations.</i></b></p>	Rev. Marian Allie
7:40	<p>Committee status reports</p> <ul style="list-style-type: none"> <li>● Finance Committee</li> <li>● Personnel Committee</li> <li>● Nominating Committee</li> </ul> <p><b><i>See Finance Committee Report. See Personnel Committee Report.</i></b></p>	Laura Greg Allie
7:55	<p>Staff status reports</p> <ul style="list-style-type: none"> <li>● See monthly reports in shared drive</li> <li>● Is there anything the Board needs to know?</li> <li>● Is there anything you need the Board's support in?</li> <li>● Is there anything you need the Board to decide in the future?</li> </ul> <p><b><i>Marian discussed the advantages of having a Ministerial Intern. Marian will need to fundraise to proceed with getting an intern this year. It is to the advantage of the church to be a teaching congregation. The board supports continuing to be a teaching congregation and supports Rev. Marian doing fundraising to fund an intern.</i></b></p>	Rev. Marian Eric Brian
	Youth status reports	n/a

8:05	<p>Nominating Committee taskforce</p> <p><b><i>Last year, the Nominating Committee asked the board if there could be a better nomination and election process for Nominating Committee and the board. Should elections be non-contested for both? Should we make changes to these processes? The board would need to bring a constitutional change to the congregation for a vote to change the current process. One option is to ask the congregation to do a pilot next year to have uncontested nominations. There will be a commitment to do leadership training and there will still need to be a task force formed before a permanent change is made. We need to identify people who can serve in these roles.</i></b></p>	Allie
8:25	<p>Section 11 of Governance Policy</p> <p><b><i>Allie will send out the Board Oversight section of the governance policy. We need to discuss what we should or should not be doing and make required changes by the end of the year.</i></b></p>	Allie
8:45	<p>Rev. Marian's review</p> <p><b><i>Lisa and Seth will work together to complete Marian's triennial review.</i></b></p>	Allie
	<p>This month's action items:</p> <p><b><i>Should we form a Congregational Culture Task Force to examine why the congregation operates the way it does? How does the history of the church affect how we operate – positively or negatively – today? Heidi will begin to work on this initiative.</i></b></p>	
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>● Did we focus on governance work?</li> <li>● Extinguish the Chalice <ul style="list-style-type: none"> <li>○ I put my hand in your hand so that we can to together what I cannot do alone.</li> </ul> </li> </ul>	
	<p><b>Important upcoming events (Who is attending?):</b></p> <ul style="list-style-type: none"> <li>● December 19 - Board meeting includes planning for mid-year meeting</li> <li>● January 19 - Mid-year meeting</li> <li>● February 2 - Town Hall - How can we, as a congregation, better work for justice through learning?</li> <li>● March - Board retreat to be scheduled</li> </ul>	