

**First Unitarian Universalist Church**  
**Board of Trustees**  
**Minutes**  
**December 19, 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, Marian, Eric, Amber, Brian, Seth, Laura, Lisa, Heidi, Bill Fiorini, Larry, Teddy, Caroline.

Time	Topic	Responsible
	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>	
	Consent agenda: Please see documents in Board of Trustees Shared Drive <ul style="list-style-type: none"> <li>● Approve November Minutes</li> <li>● Approve Rev. Marian and Rev. Eric's housing allowances</li> <li>● Approve Barb Fiorini as member of the Nominating Committee with a term to end 6.30.20.</li> </ul> <p style="text-align: center;"><b><i>First UU received a legacy gift from Judy Fields for almost \$26,000.</i></b></p>	

	<p><b>Marian requested board approval for ministerial housing allowances due to changes in tax law. The Board voted unanimously to approve the proposed allowances for Marian and Eric.</b></p> <p><b>Judy Vazquez was approved as a member of the Finance Committee.</b></p>	
	<p>Follow-up on last month's action items</p> <ul style="list-style-type: none"> <li>□ CT action items on September Town Hall</li> </ul> <p><b>Facilitators need to get more details from participants during the Town Halls. Contact information for participants would be helpful so that the board can follow up directly with them if needed.</b></p>	
	<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</li> </ul> <p><b>The Nominating Committee process will remain the same this year due to a lack of time to make the changes we discussed. There will be discussion about the proposed changes at the Mid-Year meeting</b></p> <p><b>Someone from the board will talk to the board nominees before election to make sure they understand their role and leadership.</b></p>	<p>Brian Allie</p>
	<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>Revenues are at expected level. There are fewer pledges than budgeted and there are ongoing budgeted uncollectible pledges as there are every year. The board needs to communicate to the congregation about the upcoming roof repair expense. We need to understand the seasonality of pledges – some months have higher pledge revenue and some months have lower revenue. Revisions to Staff Handbook are ongoing. Fair Labor Standards Act changes have been communicated with appropriate staff.</b></p>	<p>Laura Greg Seth</p>
	<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>Amber reported on her ongoing training. The Youth Group pie fundraiser and the Coming of Age group each showed a profit of \$700. Childcare and activities for kids will be available during the auction. CI is looking at the difference in compensation and the required training necessary to move Amber from a Coordinator to a Director.</b></p>	<p>Rev. Marian Rev. Eric Amber Brian</p>

	<p><b>Brian is working on an Emergency Procedures Handbook. The CPD liaison has been at the church twice for support of SYC and Red Oak and also did a walk-through of the church.</b></p> <p><b>There is still a need to comply with some issues identified by the fire inspector.</b></p> <p><b>The video and audio feed in Beach Hall during the choir service worked well and Brian will be looking at making that a permanent option.</b></p> <p><b>Holiday Appeal cards were commercially printed and sent out.</b></p> <p><b>Meadville Lombard is looking for a good intern candidate for First UU.</b></p> <p><b>The committee is working on the revision to the Respectful Relations policy.</b></p> <p><b>The successor program to the Path to Membership will be Pathways. The sessions will be held on Sundays.</b></p> <p><b>There will be a February training for the Pastoral Care team.</b></p> <p><b>An End of Life planning session will be presented.</b></p> <p><b>Teaching shares will be offered to help fund the intern.</b></p> <p><b>Marian is sharing that her mother is in hospice as a way to demonstrate transparency to the congregation.</b></p> <p><b>In order to remain a Large Congregation, we must have 550 members. We are currently at 549. There are benefits and training that are offered to Large Congregations.</b></p>	
	<p>Youth status reports</p> <p><b>The Youth Group hopes to use the profits from the pie sale to go to Amish Country for an overnight visit. They are also hoping to go to the Athens food pantry to help out.</b></p>	
	<p>Agenda preparation for Mid Year Meeting</p> <p><b>Sign in and seating will begin at 12:30. Lisa will determine whether there is a quorum. Marian G. will create the sign in sheets. Eric will create the slides.</b></p> <p><b>All information sheets should be ready to handout at the sign in tables.</b></p> <p><b>Caroline and Teddy will present a reading and light the chalice.</b></p> <p><b>Allie will do a report.</b></p> <p><b>Eric will report.</b></p> <p><b>Amber will report.</b></p> <p><b>Brian will report.</b></p> <p><b>Brian and Dave Richter will report on the roof.</b></p> <p><b>Lisa will do a stretch break.</b></p> <p><b>Laura will present a treasurer's report.</b></p> <p><b>Kelli will report.</b></p> <p><b>Seth will report about the Culture Task Force and ask for people to join.</b></p> <p><b>Rev. Marian will report.</b></p>	<p>Allie/Bill</p>

	<b><i>Extinguish chalice.</i></b>	
	February 2nd Town Hall  <b><i>There will be 4 board members to facilitate the Town Hall.</i></b>	Allie
	Follow-up on Rev. Marian's review  <b><i>Lisa is recruiting people to assist with Rev. Marian's review.</i></b>	Lisa/Seth
	Follow-up on Culture task force  <b><i>The committee is looking to interview long-term members. Larry and Heidi would like to have a specific charge and goal from the board. They would like to have a discussion with David Pyle about this project.</i></b>	Heidi/Larry
	This month's action items:  <b><i>Allie moved to go into Executive Session, Seth Seconded. The board voted to come out of Executive Session.</i></b>	
	Wrap up and Closing: <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>	
	<b>Important upcoming events (Who is attending?):</b> <ul style="list-style-type: none"> <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>	