

**First Unitarian Universalist Church  
Board of Trustees  
January 22, 2020**

**Minutes**

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 – Caroline, Eric, Seth, Lisa, Heidi, Laura, Marian, Larry, Allie, Greg, Brian.***

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> <li>● Upcoming events</li> </ul>	Heidi/Allie All All All
7:10	Meeting set-up  <b><i>The new room setup allows the board members to face each other to help with discussion. Laura and Marian are at the board tables as ex-officio members. The board is looking for more consistency in staff reports. There will be updates to the financial reporting process and</i></b>	Allie

	<p><b>reports. The board will set goals earlier than in the past.</b></p> <p><b>Jim Pinkham attended to talk about the upcoming auction. Board members were asked to set an example by donating. The auction provides an opportunity to give as well as provides a connection with the church.</b></p>	Jim Pinkham
7:10	<p>Consent agenda: Please see documents in Board of Trustees Shared Drive</p> <ul style="list-style-type: none"> <li>● Approve December Minutes</li> <li>● Approval of this statement - We, the Board of Trustees of First Unitarian Universalist Church of Columbus, endorse the Fund for Immigration Legal Assistance (FILA). We agree to be financially responsible if FILA receives a grant from the Fund for Unitarian Universalist Fund for Social Responsibility.</li> </ul> <p><b>Consent agenda was approved.</b></p>	All
7:15	<p>Follow-up on last month's action items</p> <p><b>Seth will create the Tuesday Talk next week and Allie will create the talk for the week after.</b></p>	Allie
7:17	<p>Taskforce status reports</p> <ul style="list-style-type: none"> <li>● Nominating task force</li> <li>● Safety task force</li> </ul> <p><b>Seth will continue to communicate about the Nominating Task Force.</b></p> <p><b>Safety Project – Allie will follow-up with Brian for an itemized list of what has been accomplished and what still needs to be completed.</b></p>	Allie/Seth Brian
7:20	<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>The Finance Committee is exploring options for funds for the roof replacement. The decision-making timing on this is short. There will be a special meeting to make decisions.</b></p> <p><b>The board is asking for a financial projection for 3 years in the future to assist with financial planning. Transferring funds each year is not sustainable over time.</b></p> <p><b>Brian is working on changes to the Staff Handbook.</b></p>	Laura Greg Seth

<p>7:30</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><i>Covenant groups will be starting back up. Beloved Conversations is beginning again. There is still availability to attend this important discussion series. The Stewardship Team requests that board members come to the Pacesetters Event- April 27. Board members are requested to attend the First Friday stewardship event. April 9 – there is a request for a board member to attend the choir dinner. April 5 – there will be a Middle Hour brunch for stewardship conversations. Board members are asked to attend. There has been a request for board members to sit with Patricia at the stewardship table on Sundays. The next Town Hall will be held on Feb. 2. Tye discussion will be around justice. The Emergency Manual will be completed soon.</i></b></p>	<p>Rev. Marian Rev. Eric Brian</p>
<p>7:40</p>	<p>Youth status reports</p> <p><b><i>The youth group is planning their trip to Amish country. Teddy &amp; Caroline attended the Youth Adult Committee meeting and will be planning a con for ages 14-18. The Youth Group has a new member.</i></b></p>	<p>Teddy/Caroline</p>
<p>7:45</p>	<p>Brief update on Rev. Marian's review</p> <p><b><i>Lisa is researching UUA resources on Senior Minister reviews. Next month the board will discuss timing, people to assist, process, etc.</i></b></p>	<p>Lisa</p>
<p>7:45</p>	<p>Culture task force discussion</p> <p><b><i>Heidi and Larry have been doing background research. There is a church survey from 2011 that will be reviewed. This will help us to look at our history and what lessons we learned from various past time periods. The Task Force will be looking at challenges and opportunities for the church over the past decades. The Task Force will be talking to members who have been involved long term, hold focus group discussions, look at archives, look at other churches. David Pyle made suggestions about how to engage with Sunshine during the culture process. We can reach out to her for a referral to</i></b></p>	<p>All</p>

	<p><b>other consultants and resources. This can be an opportunity to take a first step to repair the relationship with Sunshine. Larry will contact Sunshine.</b></p> <p><b>The Task Force will use an appreciative inquiry approach to determine how the past has formed the current day culture at First UU. What in our DNA influences our behavior and decision making today?</b></p>	
8:50	<p>This month's action items:</p> <p><b>Allie discussed the "Governance and Ministry" goal setting and vision of ministry process. The goals should influence the budget. Board goals should inform the vision of ministry. The board should set goals earlier in the year and gather information from the congregation and staff for those goals. Should the board retreat be in Jan or Feb so that the staff is able to incorporate those goals and for budget planning purposes? It's important to continue to discuss what kind of growth we want. It's important for people in the church to know and be known by other people. We all need to form more relationships within the church. How do we strengthen the relationships between congregants? There are more connections being made since Kelli has been here.</b></p>	Allie
8:52	<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>Think of 2-3 overarching themes that you would like to see the church focus on over the next year.</b></p>	All
	<p><b>Important upcoming events (Who is attending?):</b></p> <p>2/2-Town Hall-How can we, as a congregation, better work for justice through learning?</p> <p>3/29-Town Hall-How can we, as a congregation, better engage diversity through welcoming?</p> <p>4/19-Possible middle hour if needed.</p> <p>5/10-Possible middle hour if needed.</p> <p>5/31 or 6/7-Annual meeting</p>	