

**First Unitarian Universalist Church**  
**Board of Trustees**  
**Meeting Minutes**  
**April 21, 2020**

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: Eric, Greg, Laura, Seth, Allie, Lisa, Marian, Larry, Brian, Caroline, Teddy, Sue Farnlacher, Karen Keenan.***

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> </ul>	Allie
7:15	Status of March Minutes  <b><i>March minutes are filed in the board drive for April.</i></b>	Greg
7:16	Follow-up on last month's action items <ul style="list-style-type: none"> <li><input type="checkbox"/> Need additional name for task force from Seth</li> </ul> <b><i>There may be one more name for the task force.</i></b>	

7:18	<p>Taskforce status reports</p> <ul style="list-style-type: none"> <li>● Nominating</li> <li>● Safety</li> </ul> <p><b><i>Brian will coordinate the ongoing Safety Team activities. Brian will re-boot the committee and continue and will include pandemic procedures. Brian will work with Kelli to make sure the Welcoming Team can support the Safety Plan.</i></b></p>	Allie Brian/Greg
7:30	<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>Lisa is continuing to work on Rev. Marian's review. Laura is working on the transition to the Huntington transition. The Personnel Committee met and is close to finalizing the Staff Handbook. Part time benefits are also being finalized.</i></b></p>	Laura Greg Seth
7:45	<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>Eric is working with other staff to make sure all his activities are covered when he leaves first UU. There will be a Stewardship dinner event next Wednesday on Zoom. Board members are invited. Brian will meet with the roof construction contractor. On June 2 the construction will start. Marian will feature congregants to talk about what the church means to them during the Annual Meeting. Laura will contribute as will Larry. The board will work on getting a 501(c)3 for the church. The Sunday after Labor Day is a potential reopening day for the church depending on health realities. Brian is working with SYC and Red Oak to determine whether they will reopen in the fall.</i></b></p>	Rev. Marian Rev. Eric Brian
8:00	<p>Youth status reports</p> <p><b><i>THE Youth Group has been meeting on Sundays at 1:00 by Zoom.</i></b></p>	Caroline Teddy

8:10	<p>Annual meeting - 5/31/2020</p> <p><b><i>There is a tech team for the Annual Meeting. We need soundboard upgrades, computers, cameras, lighting upgrades for the sanctuary to prepare to reopen. The upgrades would cost approximately \$27K. Services will be in person and live streaming once we are able to reopen. Judy Fields left a bequest of just over \$25K. We hope to use this bequest for the tech upgrades.</i></b></p> <p><b><i>Allie moved to use the Judy Fields bequest for the tech upgrades proposed. Larry seconded. The motion passed unanimously.</i></b></p>	Allie
8:20	<p>Budget/Next year</p> <p><b><i>The Finance Committee has proposed an austerity budget. Questions – what do we think the pledge level will be, we have the PPP funds, how much reserves should we use, how do we maintain the staff that best serves the church? The staff plan is conservative but forward looking. As the PPP funds are spent those funds that we would have used for personnel continue to be available to us. The stewardship campaign will be beginning next month. Allie’s concerns about the budget include the amount of pledges that we’ve lost due to the pandemic, the trend is that a larger percentage of the pledges are being carried by a smaller percentage of the congregation. We lost a total of 83 pledge units since 2018. We expect that future pledges will be smaller than the past pledge average. Kelli is expanding the engagement factor for new members. This year’s numbers indicate that there will be an ongoing shortage of \$30K for next year. Seth moved the that the board accept the proposed budget. Larry seconded. Passed unanimously. The meeting was adjourned at 8:46 PM.</i></b></p>	Allie
	<p>This month’s action items:</p> <ul style="list-style-type: none"> <li>□</li> </ul>	
	<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>	