

**First Unitarian Universalist Church
Board of Trustees
Meeting Minutes
October 28, 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

Meeting practices

- Come prepared, having read reports and the agenda
- Submit questions in advance for inclusion on the agenda
- Items not addressed in the meeting will be handled in email (if time-sensitive) or appear at the top of next month's agenda
- If this process isn't working for you, speak up so we can make adjustments
- Attend meetings as if you had to drive home afterwards--we are empowered to make decisions with legal and financial implications, and we all need to be of sound mind as we make them.

Present: Board Members: Lisa Brandt (Chair), Allie Bonsteel, Heidi Ballard, Greg Denby, Don Jones, and Jan Phillips. Also present: Youth Board Rep: Teddy Davidson; Staff: Rev. Marian Stewart, Kelli McNeal, and Brian Hagemann; Treasurer: Laura Hartman; and Moderator: Karen Dawson.

Time	Topic	Responsible
	Opening and Welcome <ul style="list-style-type: none"> ● Chalice lighting and opening words ● Check-in: How are you? 	
	Centering question: Who listened to you when you most needed it? Who first gave you the gift of deep listening?	All
	Consent agenda: Please see documents in Board of Trustees Shared Drive <ul style="list-style-type: none"> ● Approve September Minutes ● Sign Sanctuary Collective letter to Biden on behalf of the congregation ● Approve ministerial housing allowance for Isabel Call and Marian Stewart (passed via email) 	Jan

	<p>Town Hall debrief</p> <ul style="list-style-type: none"> ● Did the format work in your breakout room? ● Do we need to make any additional changes to this before we share it with the reopening task force? ● How large should the task force be? ● Does this work as their charge? <ul style="list-style-type: none"> ○ “Develop recommendations for reopening possibilities, including levels, as appropriate (outdoor gatherings, indoor small groups, indoor services), including what benchmarks need to be met before proceeding (such as facility requirements, testing/case numbers, etc.) and what would trigger a return to a previous step.” ○ Example of possible outcome format ○ Using this as a guide, present the Board with recommended guidelines for reopening. Examples of areas to cover could include (but don’t need to be limited to) <ul style="list-style-type: none"> ■ Occupancy ■ Facility maintenance ■ Health department guidance ○ Staff input and ability/willingness to return is important to consider <p>The Town Hall format worked well—have received positive feedback. Decided to form a task force of 6 people, including Lisa as Board rep and Brian as staff rep. Other folks to possibly invite: David Carr, Robin Stuntz, Joan Matsykella, Su Ann Farnlacher, Barb Fisher, Dave Richter; Amber Scott was also mentioned to represent RE. We want a group that is diverse, with all ages represented. Also, it is important to have a group that can really listen to each other and that will be grounded in our values. Timing: will ask task force to have an initial series of recommendations by December 31st, recognizing that these recommendations could change, as the virus continues and more is known. Board recognizes that church staff needs to agree with the plan. Need to add a Covid-19 statement to the church website.</p>	Lisa
	Stretch break	
	<p>Youth status reports</p> <p>Youth recently met to brainstorm ideas for the holidays. Things are going well, but participation levels are low.</p>	Caroline Teddy
	<p>Other committee & task force reports</p> <ul style="list-style-type: none"> ● Nominating Committee <ul style="list-style-type: none"> ○ Are we comfortable asking the nominating committee to present us with recommended changes to the constitution rather than creating a separate task force to do the work? <p>Lisa reported she had a conversation with Dana Reynolds, chair of the Nominating Committee. He expressed concern that there weren’t enough volunteers to form a task force. Board is okay with the current</p>	

	<p>format, i.e. Nominating presenting a slate of two for affirmation to the Board and a slate of 6 to 8 for a vote on Nominating Committee members.</p> <ul style="list-style-type: none"> ● Finance Committee <ul style="list-style-type: none"> ○ Anything of note? (This topic will be a focus next month) <p>Allie and Jan have met and have a plan—will outline it next month. Are taking a hard look at revenues.</p> <ul style="list-style-type: none"> ● Personnel Committee <ul style="list-style-type: none"> ○ Anything of note? <p>Senior Minister review process has been completed.</p> <ul style="list-style-type: none"> ● Strategic Plan <ul style="list-style-type: none"> ○ Where are we? What's next? <p>Survey itself has been reviewed and edited. Will begin putting out the survey in November.</p>	
	<p>Staff reports</p> <ul style="list-style-type: none"> ● What other clarification do we need from Marian and Brian? ● What support do they need from us? <p>We are adding new members...many have never been in the building and have come to us virtually. New member class Sunday, November 1st, has 13 people registered. A trend—new members are college students, families with children, and people who have been hurt by the pandemic. Pledge unit contributions to the church are averaging \$326, which is less than the \$1,814 average contribution per pledge unit. We should expect this trend to continue. Expecting Winter to be difficult for many people; Board members are encouraged to show up at events to help our members and friends stay connected. Kelli and Isabel are making phone calls, reaching out to those who we haven't seen...Board member help is welcome—Don and Jan volunteered to help make calls. Year-end bonuses were very much appreciated—gave an opportunity to dream! Amanda Hays is now on staff in the Justice Coordinator position at 5 hours per week---seeking funding to grow this to 10 hours per week.</p> <p>Election Night Watch Party is planned, Tuesday, November 3rd, 8:00 to 11:00 PM. Will have different breakout rooms for varying interests.</p>	<p>Rev. Marian Brian</p>
	<p>Thank yous - Any suggestions for recipients?</p> <p>Congratulations to Brandon Moss for successfully defending his dissertation.</p>	<p>Lisa</p>
	<p>This month's action items</p> <ul style="list-style-type: none"> <input type="checkbox"/> Set November's meeting date Monday, November 23rd, 7:00 PM <input type="checkbox"/> Sign Biden petition 	<p>Lisa Lisa</p>
	<p>Wrap up and Closing:</p> <ul style="list-style-type: none"> ● How do you feel the meeting went? Did we “reflect our theology?” ● 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. 	

