

**First Unitarian Universalist Church  
Board of Trustees  
Minutes  
December 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

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, Don Jones, Heidi Ballard, Greg Denby, and Jan Phillips (Secretary). Also present: Staff: Rev. Marian Stewart, Kelli McNeal, and Brian Hagenmann; Treasurer: Laura Hartman.**

Time	Topic	Responsible
	Opening and Welcome <ul style="list-style-type: none"><li>● Chalice lighting and opening words</li><li>● Check-in: How are you?</li></ul>	Allie
	Centering question: What's a lesson, habit, or skill you acquired in 2020 that you want to bring with you into 2021?	All
	Consent agenda: Please see documents in Board of Trustees Shared Drive <ul style="list-style-type: none"><li>● Approve November minutes</li><li>● Change to ministerial housing allowance for 2021 for Marian Stewart</li></ul>	Jan
	January Town Hall (1/10/2021) <ul style="list-style-type: none"><li>● Any wording changes to the proposed question?<ul style="list-style-type: none"><li>○ In your dreams of the future, what is our church like in five years?</li></ul></li></ul>	All

	<p>The goal for the Town Hall is a brainstorming/information-gathering session around this essential question. Question can be restated in various ways during the breakout rooms, examples: If you think five years from now, what is our church like? What does our church look like? What is the church doing? As a part of this church, what are you doing? There will be six breakout rooms and we will use the post-it board like we used during the last virtual Town Hall. Kelli and Amber will check in during the Town Hall.</p> <ul style="list-style-type: none"> <li>In what format should we hold a youth listening session?</li> </ul> <p>As youth are unlikely to want to be part of the Town Hall, Lisa will be working out another way for our young people to make their voices heard around this question.</p>	
	<p>Reopening discussion - What are our next steps?</p> <ul style="list-style-type: none"> <li>Status update <ul style="list-style-type: none"> <li>Members: David Carr, Tara Mullins-Cosme, Robin Stuntz, Joan Matyskella, Su Farnlacher</li> <li>Scientific advisory panel members: Tom Baillieul, Alice Faryna, Bill Fiorini</li> </ul> </li> </ul> <p>The Task Force's aim is to have initial recommendations by the end of the year. Some clarification is needed: What does the Board want? Response: guidelines for small group meetings; guidelines for worship services (possibly include: making reservations, spacing for social distancing, cleaning, whole family programming/other RE variations). David has put together a scientific advisory panel as a subgroup within the Reopening Task Force. Lisa will meet this week with David to help clarify Board's asks. Question: When looking at the science, how is church different from other organizations/businesses, day care centers, etc?</p> <ul style="list-style-type: none"> <li>Report coming next week with recommendations</li> <li>Possibilities for additional congregational input</li> </ul>	<p>Lisa</p> <p>Heidi</p>
	<p>Stretch break</p>	
	<p>Youth status reports</p>	<p>Caroline Teddy</p>
	<p>Staff reports</p> <ul style="list-style-type: none"> <li>Is staff prepared for possible Zoom disruptions on Christmas Eve and in future Sunday services?</li> </ul> <p>The Christmas Eve service will be a zoom meeting, instead of a webinar (as Sunday services are). This format opens up the possibility for interruption by folks attending. Kelli will be monitoring interactions and will quickly take action by sending a chat message and moving a person(s) to a waiting room, if needed.</p> <p>Rev. Marian: We are appropriately staffed and the staff reorganization</p>	<p>Marian, Brian</p>

	<p>that has taken place this year is preparing us for the future.  <b>Brian: SYC and ROC are on break until 2021. The Fall has been successful for both—they have focused on putting the children’s interests, first.</b></p>	
	<p>Other committee &amp; task force reports</p> <ul style="list-style-type: none"> <li>● Finance Committee <ul style="list-style-type: none"> <li>○ Treasurer’s report</li> </ul> </li> </ul> <p><b>Has been a challenge to keep staff within their hours; Finance Cte. looked at the mid-year numbers: tech person is volunteering, instead of being paid; membership is over budget due to copying and mailing of Soul Matters packets; are not going to save much in utilities because SYC and ROC are spreading out in the building, and an irrigation leak (now repaired) caused more water to be used. Cookie sale not happening over Holidays...will be part of the February auction. PPP loan—forgiveness application was submitted today. If it is approved, as submitted, we will be repaying less than \$1M of the \$156M loan. New loan program (approved by Congress today): we likely won’t qualify as it has revenue reduction parameters that we don’t meet—25% range. Laura is open to feedback—does the Board want more or less in the Treasurer’s report?</b></p> <ul style="list-style-type: none"> <li>● Strategic Plan</li> </ul> <p><b>Group has been meeting and should have consensus on the survey in January. Plan to announce the survey at the February Mid-Year meeting and roll out the survey soon after that.</b></p> <ul style="list-style-type: none"> <li>● JAM update</li> </ul> <p><b>A First UU family has taken into their home two children who are unaccompanied minors. The family is opting to remain anonymous for the time-being. The goal is for the children to be reunited with their mother. The Racial Justice and Immigration JAM Focus Group is assisting the family with Target and Aldi gift cards. First UU’s Fund for Immigration Legal Assistance (FILA) is active. The fund recently helped a person pay their legal expenses for a work permit renewal, as part of their asylum application process.</b></p> <ul style="list-style-type: none"> <li>● Nominating Committee</li> </ul> <p><b>There is a vacancy on Nominating Committee—looking for a person who has served on NC in the past.</b></p> <ul style="list-style-type: none"> <li>● Personnel Committee</li> </ul> <p><b>PC is working on making the format of job descriptions consistent and adding diversity and anti-racism language. It is open enrollment time and PC is looking at HRA documents...some clean-up. Board asked PC to look at and make recommendations for removing the requirement that the Senior Minister 3-year review be made public. After PC looks at this, Jan will follow up and bring recommendations to a future Board meeting.</b></p>	<p>Laura</p> <p>Don  Jan  Allie  Greg</p>
	<p>Thank yous - Any suggestions for recipients?  <b>Judy Kleen and Joe Voltolini—work on the PPP loan forgiveness application; Angie Rupert—tech assistance; Su Farnlacher—flowers</b></p>	<p>Lisa</p>

	(especially for home delivery!), John Muir—tech assistance; Tom Ballieul, Alice Faryna, & Bill Fiorini—scientific advisory panel; and Music Sunday service: Brandon Moss, Michaela Jones, Steve Molk, Sebastian Muir, Nathan Hamm, Sharon Hammesly, Barb Fisher & the Peace Pals Choir, Beck Test, and Mike Neely (sp??).	
	<p>This month's action items</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Set board retreat date (late February) <b>Doodle poll.</b></li> <li><input type="checkbox"/> Jan-March coffee hour signup <b>Lisa will sign us up if we don't do so, ourselves.</b></li> </ul>	Lisa
	<p>Wrap up and Closing:</p> <ul style="list-style-type: none"> <li>• How do you feel the meeting went? Did we “reflect our theology?”</li> <li>• Extinguish the Chalice <ul style="list-style-type: none"> <li>○ I put my hand in your hand so that we can do together what I cannot do alone.</li> </ul> </li> </ul>	All

Respectfully submitted,  
Jan Phillips