

**First Unitarian Universalist Church
Board of Trustees
Minutes
January 27, 2021**

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), Heidi Ballard, Allie Bonsteel, Greg Denby, Don Jones, and Jan Phillips (Secretary); Youth Reps: Teddy Davidson and Caroline Mocharski. Also present: Staff: Rev. Marian Stewart, Kelli McNeal, Amber Scott, and Brian Hagenmann; Treasurer: Laura Hartman; 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: One sentence only! " _____ makes me feel at peace."	All
	Consent agenda: Please see documents in Board of Trustees Shared Drive <ul style="list-style-type: none"> ● Approve December minutes ● Appoint Larry Drake to a one-year term on Nominating Committee ● Approve North UU member Christine Jones-Leavy to a three-year term on the Interfaith Association of Central Ohio ● Approve Finance Committee's recommendation for a separate Minister's Discretionary Fund checking account 	Jan

	<ul style="list-style-type: none"> • Approve Finance Committee’s recommendation that Coordinating Team distribute a total of \$3,000 to staff members as one-time bonus payments in lieu of salary increases at this time. 	
	<p>Isabel’s ordination</p> <ul style="list-style-type: none"> • Board approval or congregational vote? • Budget? <p>First UU’s guiding documents do not currently contain a process for ordaining a minister, which leaves open the question of how to approve Isabel’s ordination. Decided to approve by the Board—was approved, unanimously, and will affirm the decision with the Congregation at the February 14th Mid-Year Meeting. Announcements prior to the Mid-Year Meeting will ask anyone with objections or concerns to talk with Rev. Marian. We will then amend our guiding documents to reflect this process for any future ordinations. Isabel’s ordination will be held, virtually, on May 8th (either 1:00 or 4:00 PM). Isabel will be selecting an Ordination Team (Caroline will be a Youth Rep). The Ordination Team usually fundraises separately, but may come to the Board next month with a financial request. Ordination is a joyful and important milestone in the life of a minister and we are happy to be Isabel’s sponsoring congregation for her ordination.</p>	Lisa
	<p>Mid-year meeting (2/14/2021)</p> <ul style="list-style-type: none"> • Review agenda • Assign roles <p>Agenda was set and roles were defined...see Agenda in the Board drive. Meeting will be held via zoom. A practice run-through will be held on Saturday, February 13th, at 11:00 AM.</p>	All
	<p>Board goal update: Financial health</p> <ul style="list-style-type: none"> • Long-term goals • Staffing size/compensation • Mission-based budget <p>Finance Committee finalized long-term financial goals—refer to Board google drive for January. Staffing size/salaries to total expenses in line with other churches our size. Compensation levels are on the low side in comparison with UUA guidelines. Mission-based budget is in process.</p>	Allie, Jan
	Stretch break	
	<p>Reopening task force</p> <ul style="list-style-type: none"> • Status update • How do we report this to the congregation? <p>Task force is planning a Town Hall meeting in early March. Returning to in-person small/large group gatherings will include a Behavior Covenant, including wearing masks, etc.</p>	Lisa

	<p>Youth status reports</p> <p>For youth virtual gatherings, RE has started using a platform called gather.town, which is more interactive than zoom. Youth are liking it!</p> <p>Current projects include considering the questions: What would you like on your gravestone? How do you want to be remembered when you're gone?</p>	<p>Caroline Teddy</p>
	<p>Staff reports</p> <ul style="list-style-type: none"> ● Rev. Marian's report for the month summarized all of the Dream Team's accomplishments for the first six months of the year. Help is still needed in making phone calls to members we've not seen for a while. Having goals is much appreciated. 	<p>Marian, Brian</p>
	<p>Other committee & task force reports</p> <ul style="list-style-type: none"> ● Finance Committee <ul style="list-style-type: none"> ○ Treasurer's report <p>SYC: SYC presented its financial report at the last Finance Committee meeting. SYC is operating at 1/3 capacity (due to the pandemic). Current financial outlook for FY21 is an \$8M surplus. For FY22, SYC is planning a 10% tuition increase and a 1.5% salary increase, and anticipates a balanced budget for the year.</p> <p>PPP1 Loan Update: Will be reopening and updating forgiveness application, which will reset the 60-day timing for approval. With revised application, anticipate repaying \$742.</p> <p>Other: Current surplus is around \$4M; \$3M one-time bonus nets that to \$1M. New MDF account will start with a balance of around \$7M. You may always email Laura with any questions.</p> <ul style="list-style-type: none"> ● Strategic Plan <ul style="list-style-type: none"> ○ Survey draft for review: ○ https://surveynuts.com/surveys/take?id=215197&c=9423046253PJNR <p>Draft of the survey is ready for review...follow the link, above. Because of the pandemic and all of the changes that have been made in response to it, the survey does not focus on programs. Its focus is vision and empowerment and how we are achieving our current mission. A foundation is being laid for a replicable model for future strategic planning. The survey will be introduced at the Mid-Year Meeting with a roll-out timeline of February/March.</p> <ul style="list-style-type: none"> ● Nominating Committee <p>Nominating Committee is proceeding with its work. Larry Drake was appointed today to replace Doris Cornell.</p> <ul style="list-style-type: none"> ● Personnel with Committee <ul style="list-style-type: none"> ○ Report in January folder <p>PC is developing a new-hire checklist. Updating of job descriptions continues. Developing a timeline for annual reviews—want to value the time that goes into the review process.</p>	<p>Laura</p> <p>Don</p> <p>Allie Greg</p>

	<p>Thank yous - Email Jan with suggestions</p> <p>Christmas Eve Service participants: Cath & Willow Saveson; 4 youth horn musicians, Sebastian Muir, Karen Thimmes, Sarah Luckay; Larry Drake (Nominating Committee); and David Kerr (DK Architects).</p>	Lisa
	<p>This month's action items</p> <ul style="list-style-type: none"> <input type="checkbox"/> Schedule run-through for mid-year meeting <input type="checkbox"/> 	Lisa
	<p>Wrap up and Closing:</p> <ul style="list-style-type: none"> ● One-word checkout ● 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. 	All

**Respectfully submitted,
Jan Phillips**