









Roles during meeting:

- Presentation - Karen, Lisa, Rev. Marian
- Monitor chat for questions/comments - Greg, Don
- Monitor participant list for quorum - Caroline, Heidi, Jan

**FIRST UNITARIAN UNIVERSALIST CHURCH**

**Minutes – Mid-Year Congregational Meeting Sunday February 14, 2021**

	<p><b>(Pre-meeting holding slide)</b>          Agenda preview          (silent slide)</p>	
	<p>Sign In - Include landing slide showing how to help with quorum count          (silent slide)</p>	<p><b>11:15</b>          (10 min)</p>
	<p><b>Welcoming and Chalice Lighting</b>          Karen Dawson, Moderator</p>	<p><b>11:25</b>          (5 min)</p>
	<p><b>Sign in - Invitation/instructions so we have quorum</b>          Karen Dawson, Moderator</p>	
	<p><b>Agenda</b>          Karen Dawson, Moderator</p>	
	<p><b>Questions - instructions</b>          Karen Dawson, Moderator</p>	
	<p><b>Nominating Committee Report</b>          Dana Reynolds  <b>Nominating Committee is charged with the important task of identifying members for church leadership. NC members are: Dana Reynolds, Chris Collins, Larry Drake, Kristin Figg, Shirley Lange, &amp; Kel McConnaughey. Please contact one of these members if you know of anyone you think would be interested in and/or have an interest yourself, in helping to lead our church.</b></p>	<p><b>11:30</b>          (3 min)</p>
	<p><b>Board of Trustees Report</b>          Chair - Lisa Brandt          Introduction of Board members: Vice Chair Don Jones, Secretary Jan Phillips, Greg Denby, Heidi Ballard, Seth Kraut, and Treasurer Laura Hartman.  <b>Allie Bonsteel, for personal reasons, resigned from the Board in January and Seth Kraut has agreed to serve for the remainder of the year. We have been transitioning over the past years to a new governance model and the transition is nearly complete. Board is planning a retreat for late February to establish ministry goals and open questions for next fiscal year before the budgeting process begins.</b></p>	<p><b>11:33</b>          (8 min)</p>

**In August 2020, the Board established four ministry goals for this year:**

**\*Maintain and increase engagement with existing and potential members by broadening touchpoints through virtual engagement and diverse programming;**

**\*Nurture a culture of welcoming through a broad examination of our welcoming practices and how our spaces (virtually/physical) are configured;**

**\*Enhance programming for high school age youth with a focus on increasing participation and providing opportunities for mentorship;**

**\*Increase visibility and engagement with the greater Columbus community (and beyond).**

**Board sets these goals and staff's role is take ownership for them and focus their work accordingly.**

**In addition, the Board set these three goals for itself:**

**\*Continue to monitor the church's financial condition and make adjustments, as needed. Financial stability includes: a pledge base that is diverse enough to withstand downturns; having reserves; and being able to respond to the unexpected. The Board asked Finance Committee for three actions: 1. Set financial goals for the church; 2. Delve deeply into salary levels, in comparison with UUA guidelines and look at First UU's overall personnel costs relative to churches our size; and 3. Develop a mission-based budget that ties to the three aspects of our Mission Statement—welcoming, working for justice, and engaging diversity. The first two of these have been completed and the third is in process.**

**\*Deeply engage on reopening and continue to dialogue with the congregation during the Covid-19 pandemic. A Town Hall was held in October and a task force was convened to work on reopening recommendations. Notes from the presentation by David Carr, chair of this task force, follow below.**

**\*Develop a Strategic Plan. This is a multi-year goal and the strategic planning process is one that can be replicated in future years. The first step in the Strategic Plan is a survey members and friends will be receiving, open March 1<sup>st</sup>—March 15<sup>th</sup>. The survey addresses our reasons for attending First UU and where we would like to see growth and change. Community is encouraged to participate in the survey so that the Strategic Plan is the best that it can be for First UU.**




**Other big moments from this past year include:**

**\*Finalized the personnel handbook, which now includes specific language about anti-racism as a core competency**

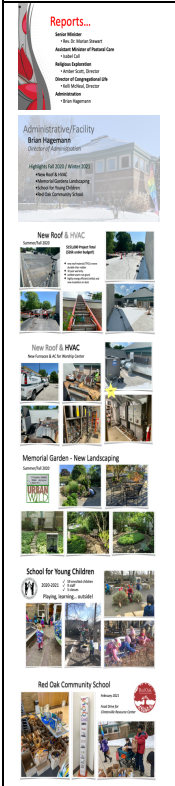
**\*Hired Isabel Call as a half-time pastoral care minister**

**\*Hired Amanda Hays as Justice Coordinator, currently a ¼ time position**



<p>may have more slides</p>	<p><b>Our Dream Team staff is working hard to keep connections going with high quality services, relational pastoral care, connections with congregational life, exciting time with children, incredible music, and keeping the building in good shape.</b></p> <p><b>Staff has completed a mid-year review of actions they have taken to accomplish the 2020-2021 Board-set Ministerial Goals (Lisa outlined these goals in her presentation). Some highlights from that review were noted. Actions for the Engagement goal include: website visitors' form; website updates; regular communications with congregation; mailings; Pathways to Membership classes; Soul Matters packets; RE opportunities for families; Faith Forward Adult RE; anti-racism programming; informal small group opportunities; strengthening pastoral care capacity; pastoral vigils and public witness; outdoor altar; picnics; diversity in music/readings, etc. .</b></p> <p><b>Actions for the Visibility and Community Engagement goal include: bringing on Amanda Hays as Justice Coordinator for 10 hours/week through mid-June to help with this effort. Actions for the Culture of Welcoming goal include: looking at Sunday morning and grounds accessibility and a revamping of the Welcoming Team. Staff added an additional goal, Support for the Strategic Plan and Reopening Task Forces—both are in process.</b></p>	
	<p><b>Pastoral Care Report</b> Isabel Call</p> <p><b>Pastoral care includes caring for and engaging with the First UU community. The Caring and Pastoral Teams meet monthly and provide direct support. These two aspects of Isabel's work intersect: Caring Team (memorial services and caring cards) and Pastoral Team Council (both short- and long-term pastoral care and UU Cares).</b></p>	<p><b>11:58</b> (5 min)</p>
	<p><b>Religious Exploration Report</b> Amber Scott</p> <p><b>Youth groups during the pandemic have been small, but mighty. There are currently 6 RE volunteers (usually 53 with 135 young people). Coming of Age and Our Whole Lives are on hold until in-person meetings can occur.</b></p>	<p><b>12:03</b> (5 min)</p>
	<p><b>Congregational Life Report</b> Kelli McNeal</p>	<p><b>12:08</b> (5 min)</p>

The pandemic has had an impact on member engagement. Many members are participating in virtual services and activities, however, many are awaiting reopening and are not participating in virtual activities. Soul Matters packets are being mailed out and two discussion groups have been formed around the activities in the packets. Home Alone Together meets weekly. Kelli and volunteers are reaching out to all members with phone calls. Path to Membership classes are being held on-line with 16 participants and 9 new members to date; 8 more people are registered for 2 new classes next week. Faith Forward classes are being held—are midway through the first class. FF has 3 plus years of classes available.



**Administrative Report**  
 Brian Hagemann  
 New roof and HVAC units have been installed—came in at \$151M, \$26m under budget, which was used to replace gutters. New HVAC units are estimated to save about 30% on heating and A/C costs for that portion of the building. Landscaping has been completed in the Memorial Garden area, as well as an irrigation break repair. SYC: 59 children enrolled (about 1/3 capacity) with 5 classes and 9 staff members. Red Oak Community School: ROCS has been at First UU for 5 years and are at about half capacity; they use outdoor space, when weather works and have spread out indoors. Both schools implemented safety protocols, including mask-wearing, social distancing, etc.

12:13  
 (5 min)



**Questions**











Rev. Marian to ask if there are any questions for the staff

**Question for Rev. Marian: What is the status of the Justice Coordinator position? Funds have been secured for 10 hours per week at a rate of \$25 per hour (paid as a contract worker) through early/mid-June.**

**Question for Brian: Does ROCS have a civics class? ROCS has integrated curriculum and incorporates civics with other learning activities.**

**Question for Rev. Marian: Will First UU be exploring holidays, including Easter/Passover and their violent origins? This will be a topic during Middle Hour once we are able to be together, again.**

Don to monitor chat and relay questions/comments

 <p>Vote!  <ul style="list-style-type: none"> <li>• Call to Action</li> <li>• UUA questions</li> <li>• UUA questions</li> <li>• UUA questions</li> <li>• UUA questions</li> </ul> </p>	<p><b>Voting</b>  Karen Dawson, Moderator</p> <ul style="list-style-type: none"> <li>• Congregational vote of affirmation - Isabel's ordination</li> </ul> <p><b>The ordination of Isabel Call was approved unanimously.</b></p> <ul style="list-style-type: none"> <li>• Vote on Statement of Conscience - UUA GA</li> </ul> <p><b>First UU's support for a vote at UUA GA was approved unanimously.</b></p>	<p><b>12:18</b>  (7 min)</p>
 <p>Update...  Reopening Task Force David Carr</p>  <p>First UU Church Reopening Task Force Recommendations</p>  <p>New cases of infection</p>  <p>Additional Metrics</p>  <p>Activities at First UU Church</p>  <p>Activities at First UU</p>	<p><b>Reopening Task Force Update</b>  David Carr</p> <p><b>Reopening Task Force, with assistance of its Scientific Advisory Panel subgroup, has made its recommendations, which incorporate the CDC's color-coding system and includes additional metrics.</b></p> <p><b>Key recommendations--</b></p> <p><b>Worship: Green Covid risk level</b></p> <p><b>RE classes for children and youth: Green Covid risk level</b></p> <p><b>Small groups and gatherings: Green or yellow Covid risk levels</b></p> <p><b>Outside groups and gatherings: Green, yellow, or orange Covid risk levels</b></p>	<p><b>12:25</b>  (15 min)</p>
 <p>Questions?  David Carr</p>	<p><b>Questions</b></p> <p>David to ask if there are any questions</p> <p><b>Question for David/Brian Hagemann: How many portable outdoor heaters do we have? Zero.</b></p> <p>Don to monitor chat and relay questions/comments</p>	
 <p>Update...  Auction Team</p>	<p><b>Auction Update</b>  Mary Lou McDonald</p> <p><b>Auction's 2<sup>nd</sup> of 3 weeks finished last night—has raised \$15M of its \$20M, thus far. Finale will be February 21<sup>st</sup> over zoom with 5 special auction items. Kudos to the auction team volunteers for all of their hard work in putting together the on-line auction.</b></p>	<p><b>12:40</b>  (3 min)</p>
 <p>Save the Dates...  Karen Dawson, Moderator</p>	<p><b>Save the Date</b>  Karen Dawson, Moderator</p> <ul style="list-style-type: none"> <li>• Town Hall March 21</li> </ul>	<p><b>12:43</b>  (2 min)</p>

