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

Agenda Was and the depth of the change of t	(Pre-meeting holding slide) Agenda preview (silent slide)	
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Welcome! Recibios liberals Out of clinicals March of miles	Welcoming and Chalice Lighting Karen Dawson, Moderator	11:25 (5 min)
Sign in I There for their garanteest Figure and American Figure and American American and American American and American American and American The medical suproval and all amendment	Sign in - Invitation/instructions so we have quorum Karen Dawson, Moderator	
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Reports Summing (name have by with State (name have by with Stat	Nominating Committee Report Dana Reynolds 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, & 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.	11:30 (3 min)
Reports Interest Primario (Labouts Labouts - Interest - Int	Board of Trustees Report Chair - Lisa Brandt Introduction of Board members: Vice Chair Don Jones, Secretary Jan Phillips, Greg Denby, Heidi Ballard, Seth Kraut, and Treasurer Laura Hartman. 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.	11:33 (8 min)

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 1st—March 15th. 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

Questions? Out Moderate Data Joses	Questions	
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	There were no questions for Lisa.	
	Don to monitor chat and relay questions/comments	
Do we have a Quorum? More lawn. Assesser **Two to braing restand **Grant Common.** **	Announcement of Quorum Karen Dawson, Moderator Yes, we have a quorum: 117 attending; 83 needed for a quorum.	11:41 (2 min)
Minutes Apparent frame Annual Marring June 2,222	Approval of Minutes June 7th, 2020 Annual Meeting Karen Dawson, Moderator Minutes were approved, with 2 abstentions.	
Reports Transaction Management of the Control o	Treasurer's Report Laura Hartman For 2020-2021 an austerity budget was approved, including reduced pledge, auction, and facility rental income; building maintenance; and choir budget (one year). In addition, forward-looking staffing adjustments were made: one minister position from full- to half-time; Congregation Life Coordinator (with title change to Director) to full-time; part-time tech support for streaming; 1.6% COLAs for staff paid less than annualized \$40M year; and no ASL interpreter. First six month overall actuals vs. budgeted: Revenues—actual \$380M, budgeted \$356M; Expenses—actual \$408M, budgeted \$395M; Transfers—actual \$32M, budget \$8M; Net actual \$5M, budgeted (\$32M). Looking forward: Thank you for your pledge support. The roof and HVAC project was completed under budget and the remainder will be used for gutter repairs. PPP Loan 1: Are applying for forgiveness. PPP Loan 2: Are applying for a second PPP loan—unsure at this point if we qualify.	11:43 (10 min)
Questions? Our Moderate Data Area Type your foll same and prof- quarters the Gallery My effects would not be the Area My effects would not be the Area	Questions Laura to ask if there are any questions	
Providence ages of the engineering of the engineeri	There were no questions for Laura.	
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Reports And State Parel II And State Parel II Allow State II And	Senior Minister Report Rev. Marian Stewart	11:53 (5 min)

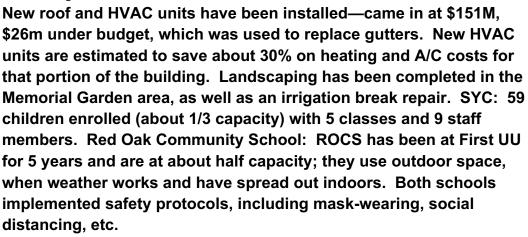
may have more slides	Our Dream Team staff is working hard to keep connections going with high quality services, relational pastoral care, connections with congregational life, exciting time with children, incredible music, and keeping the building in good shape. Staff has completed a mid-year review 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 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.	
Reports - we will we will be a fine of the control of the cont	Pastoral Care Report Isabel Call 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).	11:58 (5 min)
Reports have written the work the control of the co	Religious Exploration Report Amber Scott 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 inperson meetings can occur.	12:03 (5 min)
Reports Interest Marker Interest Marker Andread Marker Advanced One One of Company and One Andread Marker Advanced One Andr	Congregational Life Report Kelli McNeal	12:08 (5 min)

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



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

The fact. Vote! - Indicate	Voting Karen Dawson, Moderator • Congregational vote of affirmation - Isabel's ordination The ordination of Isabel Call was approved unanimously. • Vote on Statement of Conscience - UUA GA First UU's support for a vote at UUA GA was approved unanimously.	12:18 (7 min)
Winder Comment of the	Reopening Task Force Update David Carr 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. Key recommendations Worship: Green Covid risk level RE classes for children and youth: Green Covid risk level Small groups and gatherings: Green or yellow Covid risk levels Outside groups and gatherings: Green, yellow, or orange Covid risk levels	12:25 (15 min)
Questions? Out theirers in- how In year old down ord own In year ol	Questions David to ask if there are any questions Question for David/Brian Hagemann: How many portable outdoor heaters do we have? Zero. Don to monitor chat and relay questions/comments	
Update Annu Name - Annu Na	Auction Update Mary Lou McDonald Auction's 2 nd of 3 weeks finished last night—has raised \$15M of its \$20M, thus far. Finale will be February 21 st 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.	12:40 (3 min)
Save the Dates - Named, Never 31 informacy - showder, should be found for the state - showd computed the despite or most	Save the Date Karen Dawson, Moderator Town Hall March 21	12:43 (2 min)

	 Ordination of Isabel Call on May 8 Annual Meeting June 6 	
Extinguish Chalice Industrial Colorine had report to the hadron of Adjourn Adjourn	Extinguish the Chalice Caroline Mocharski	12:45
Thank you! Manual of the state	Adjourn Karen Dawson, Moderator	

Respectfully submitted, Jan Phillips