

**First Unitarian Universalist Church
Board of Trustees Meeting
Minutes
March 24, 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), Greg Denby, Don Jones, Seth Kraut, Carolee Noonan, and Jan Phillips (Secretary); Youth Rep: Teddy Davidson; Also present: Staff: Rev. Marian Stewart, Kelli McNeal, Amber Scott, Isabel Call, and Brian Hagemann; Treasurer: Laura Hartman; Moderator: Karen Dawson.

Time	Topic	Responsible
	Consent agenda: Please see documents in Board of Trustees Shared Drive <ul style="list-style-type: none">● Approve February minutes● Appoint Carolee Noonan to the board for remainder of FY20-21● Approve Pandemic Behavioral Covenant	
7:00	Opening and Welcome <ul style="list-style-type: none">● Chalice lighting and opening words● Check-in: How are you?	
7:15	Centering question: <i>In the past year, how has your relationship with First UU changed? OR How have we changed as a board?</i>	All

7:30	<p>Board membership change</p> <ul style="list-style-type: none"> • Welcoming Carolee 	Lisa
7:35	<p>Reopening</p> <ul style="list-style-type: none"> • Implementation task force members--suggestions? <p>Carolee Noonan will lead this task force. Christine Davidson is willing to be on the task force, and possibly Dennis Frazier. Don Jones will help, if needed. Other ideas—do we have a newish member or a member who has transferred from another UU congregation, who might be included, even if just for a phone call? Carolee will also lead the full opening aspect of this task force.</p> <ul style="list-style-type: none"> • March 21 town hall debrief <ul style="list-style-type: none"> ○ How can we offer opportunities for connection outdoors? <p>It is clear from the Town Hall that folks are very eager to get together, in person. Other churches/congregations in the area have gathered in person, and there is a strong desire, particularly among people who have been vaccinated, to gather. A lot of ideas were discussed. Staff is planning to collaborate with other UU congregations to provide shared Sunday services on a rotating basis, as was done last Summer. This gives church staff somewhat of a break during July and August. This will also give the opportunity for all staff members to be vaccinated before a return to in-person events. Ideas for outdoor gatherings would then be initiated by the Board and by groups active within the church, such as ASH or JAM. Ideas: May Day Picnic (May 1st)—will delay any announcement or planning on this until the April meeting; Animal Blessing (August); Senior Gathering; New Member/Established Member Gathering. Will ask groups to come up with ideas for outdoor events and submit proposals to the Board in April. Will ask people to register for the events and limit numbers to assure that social distancing can be maintained. There will need to be Ground Rules and Expectations, and guidelines for bathroom access (all work that will be taken on by the Implementation Task Force). We floated the idea of two new member gatherings/building tours, one in the Spring and a second later in the Summer. Carolee will work with Brian to set up the Spring tour—looking at an early evening time, after the schools have dismissed for the day. Kelli will provide names and contact information of new members.</p> <ul style="list-style-type: none"> ○ Do we want to change the threshold for outdoor gatherings or abide by the 25/100K case limit? <p>Franklin County is currently around 165/100K cases, significantly higher than this threshold. This discussion was delayed until the April meeting—will see what the case numbers look like in a month.</p>	All
7:50	<p>Healthy relations update</p> <p>Went into Executive Session (7:58 PM): Moved by Seth, seconded by Lisa</p> <p>Exited Executive Session (8:18 PM): Moved by Jan, seconded by Seth.</p>	Lisa

8:00	Stretch break	
8:10	Youth status reports— No update	Caroline Teddy
8:15	<p>Staff reports</p> <p>Marian—The full report is in Board drive. Don Jones, John Muir, and Angie Rupert will be part of the Tech Team, getting the church ready for dual in-person and on-line services in the Fall.</p> <p>Brian—The full report is in the Board drive. Pledge income continues to trend positively; expenses are manageable. SYC and ROC are currently enrolling students for next year. SYC is about ¾ pre-pandemic capacity (may revisit this early Summer) and ROC is planning for full enrollment.</p> <p>Stewardship Campaign: Marian, Kelli, & Brian Campaign is planning for a 50% response rate. Goals for this year’s campaign include funding for: 5% for Justice (up from 2%), pastoral care going to ¾ time (there is a large backlog of care needed due to the pandemic and touching base with people from whom who haven’t heard), pay fair wages to all staff, and increase UUA dues by 10%. Goals are a stretch, but full programming is expected in the Fall. There is a lot of excitement and the campaign is clear about what is being asked and how the funds will be used. Campaign will kick off April 11th and run for a couple of weeks—looking at incentives to encourage people to respond during the first week.</p>	Marian, Brian
8:30	<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>PPP1--\$156M (including SYC)—have received full forgiveness (SBA has approved)</p> <p>PPP2--\$148M (including SYC)—We have received the funds--is a loan, in 10 months we may apply for forgiveness; as was the situation with first loan, forgiveness guidelines are not yet known. All funds that were housed at First Merchants are being moved to Huntington (we will be over the FDIC \$250M insurance level at Huntington—Finance Committee is not concerned about this). Mission-Based budget—hasn’t yet been worked on. Our Constitution allows for an Assistant Treasurer—would be helpful to have someone learning the ropes. During her tenure, Laura has worked to organize the tasks, information, and responsibilities of the Treasurer position to make it all less scary and less intimidating—she is keeping a record of the “institutional knowledge” that several individuals have held over the years.</p> <ul style="list-style-type: none"> ● Strategic Plan-126 responses so far to survey, recommend keeping 	Laura Don Seth Greg

	<p>open until 4/1 with additional reminders</p> <p>With additional notices going out, the response level is improving. During April, Don will begin to crunch some numbers for presentation at either the April or May Board meeting.</p> <ul style="list-style-type: none"> • Nominating Committee <p>Nominating Committee is having a difficult time identifying people interested in taking on church leadership roles. Understandably, there is a wait and see mindset about the pandemic. Our Constitution allows for an uncontested slate for Nominating Committee members. There may be just 3 open positions and 3 candidates. Board approved (unanimously) to go with 3, if that is the case.</p> <ul style="list-style-type: none"> • Personnel Committee <p>Personnel Committee is working on updating job descriptions. Performance Assessments have been adjusted to May. Judy Kleen is leaving PC—looking for a new person to come on. Ideally, a person with personnel experience is needed. Gretchen??? Judy will continue to serve as the Comptroller for PC.</p>	
8:45	<p>Homework assignment - learning about mission/program-based budgets</p> <p>There is a new folder in the Board Drive to gather information on Mission Based Budgets. It will be added to, occasionally. Please look over these resources prior to the April Board meeting.</p>	
8:50	<p>Thank you notes - Any suggestions?</p> <p>Seth Kraut and Carolee Noonan for joining the Board.</p>	Jan
	<p>This month's action items</p> <ul style="list-style-type: none"> <input type="checkbox"/> <input type="checkbox"/> 	
8:55	<p>Wrap up and Closing:</p> <ul style="list-style-type: none"> • 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**