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**First Unitarian Universalist Church
Board of Trustees Meeting
Minutes--May 26, 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.

Attendance: Board Members present: Lisa Brandt (Chair), Don Jones, Seth Kraut, Carolee Noonan, and Jan Phillips (Secretary); Absent: Greg Denby. Youth Rep: Teddy Davidson. Also present: Staff: Marian Stewart, Isabel Call, Amber Scott, Kelli McNeal, and Brian Hagemann; Laura Hartman (Treasurer) and Karen Dawson (Moderator).

Time	Topic	Responsible
	Consent agenda: Please see documents in Board of Trustees Shared Drive <ul style="list-style-type: none">● Approve April minutes● Approve Leave of Absence policy as recommended by Personnel Committee● Approve GA delegates: Lisa Brandt, Debra Boyd, Christine Davidson, <i>Teddy Davidson</i>, <i>Kelli McNeal</i>, Jessi Sadaka, Lynda Smith (4 spots remaining; can be approved by email)	
	Opening and Welcome <ul style="list-style-type: none">● Chalice lighting and opening words● Check-in: How are you?	Lisa
	Centering question: What's something that was difficult at the beginning of the church year that is easier now?	All
	Implementation task force & reopening <ul style="list-style-type: none">● How are things going? What support is needed?	Carolee

	<p>Summer guidelines are in the Board drive. Help is needed with the logistics of getting the word out—staff will help with getting the emails out.</p>	
	<p>Compensation covenant</p> <ul style="list-style-type: none"> • Summary of recommendations and guidance from the UUA • How do we want to proceed? <p>A lengthy discussion ensued. Since last Wednesday when the Board approved the 2022 church budget with the addition of a to-be-voted-on compensation covenant, Lisa has had discussions with Jan Gartner, UUA Compensation Specialist, and Sunshine Wolfe, our UUA Consultant. Questions: Who is the covenant for? Staff. Who owns the problem? The Board and the Congregation own the problem. The disparity between what we pay our staff and UUA guidelines is a historical problem—one we’ve had with varying levels of severity for over 20 years. Who needs it? Staff, the Board, and the Congregation need it. That said, the feeling is that the Congregation needs to be brought in to help solve the problem. Lisa brought up the concept of a “first mention”, meaning that groups need time to process an ask, with a minimum time of 3 weeks between the first mention and an action. We do not have 3 weeks between now and the Annual Meeting to be able to put this to a formal vote. We believe that members of the congregation are going to need time to fully process the information and be able to understand what is being asked. With the conflicts we’ve had the past few years, we are wary of asking for a vote without first providing opportunities for a deep discussion. Ideas: Recognize that we are settling for this budget, but are not happy with the compensation levels; hold listening sessions during the Summer and Fall; consider a vote on a compensation covenant at the Mid-Year Meeting. Also, ask Personnel Committee to develop a plan to bring all staff to UUA minimums over a period of time (plan to be completed by the end of October, 2021). The following language was approved for an affirmation at the Annual Meeting: “We, the members of the First Unitarian Universalist Church of Columbus, recognize that we have not, and are not, consistently paying fair/equitable compensation to our staff. We will work to become a Fair Compensation congregation by establishing a working plan to address this concern in a timely and sustainable manner, remembering that we are asking our staff to work for less than recognized wage levels.”</p>	<p>Lisa</p>
	<p>Stretch break</p>	
	<p>Youth status reports</p> <p>There will be a youth camp out this weekend at the church—was postponed from an earlier date—should be fun. Last meeting was spent goofing off...nothing is needed at this time.</p>	<p>Teddy</p>

	<p>Finalize plans for annual meeting</p> <ul style="list-style-type: none"> ● Is ranked voting appropriate for nominating committee candidates? Unanimous yes. ● Is the agenda ready? Worked on the agenda—in the Board google drive. ● Who will take each role? Roles are noted on the agenda. <p>Lisa will send out a doodle poll to pick the practice session.</p>	<p>Lisa, Karen, Don</p>
	<p>Staff reports</p> <p>Reports are in the Board drive. There are two items to add:</p> <ol style="list-style-type: none"> 1. First UU will begin doing payroll processing for UUJO, freeing up time and resources for UUJO. This will be done at no cost to First UU. 2. Voted yes to sign on as an organization to a Faith in Public Life petition that is speaking out against the anti-protest and voter suppression bills in the Ohio legislature. 3. CT has approved a new Communications Policy. It has been uploaded to the May folder for our review. 	<p>Marian, Brian</p>
	<p>Other reports</p> <ul style="list-style-type: none"> ● Finance Committee <ul style="list-style-type: none"> ○ Treasurer’s report—Finance Committee passed the 2022 budget. Question as to how new pledges are treated in the budget—answer: any pledge amounts less than 3% of total pledges—no adjustment will be made. ● Personnel Committee—Leave of Absence Policy was approved as part of the Consent Agenda. Nothing else at this time. ● Strategic planning—deferred to June meeting. 	<p>Laura Greg Don</p>
	<p>Thank you notes - Any suggestions?</p> <p>We will send a card to Debra Boyd and Mark Merchant—Mark’s father , Bill Merchant, died earlier today.</p>	<p>Jan</p>
	<p>This month’s action items</p> <ul style="list-style-type: none"> <input type="checkbox"/> Plan June gathering (in person?!?) Lisa will send out a doodle poll—the 4th Wednesday is the opening of UU General Assembly. <input type="checkbox"/> 	
	<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. 	<p>All</p>

Respectfully submitted,
Jan Phillips