

Board		Present	Absent
Chair	John McCrystal	X	
Past Chair	Kitty Durham-Jones		X
Vice-Chair	Carlos Hoyt	X	
Treasurer	Judy Kleen		X
Secretary	Dennis Rankin	X	
	Debra Boyd	X	
	James Brown		X
	David Douglass	X	
	Fujio Hayashi	X	
	Nina Lewis		X
	Marge Lynd	X	
	Nancy Nehring		X
	Joe Pierce	X	
Youth Representative	Gus Roussi		X
Staff			
Sr. Minister	Rev. Mark Belletini	X	
Assoc. Minister	Rev. Eric Meter		X
DRE	Lane Campbell	X	
Administrator	Brian Hagemann	X	
Guests			
Jim Conlan		Dan Rothert	

1	<p>Opening and Welcome</p> <ul style="list-style-type: none"> • Chalice Lighting • Centering (Board Reading – David Douglass) • Check-in with staff and Board members • Introduction of guests <p>7:02 PM Start Meeting</p>
2	<p>Consent Agenda:</p> <ul style="list-style-type: none"> • There was one correction that John McCrystal brought up, regarding the date of GA meeting. This date was changed in the minutes. John then moved to approve the minutes and all agreed. The Secretary will redistribute the correct minutes to all the Board members.

3	<p>Motion: Updated Signatory (adding accounts)</p> <p>There is a need for a motion to update the banking signatories: With Judy's absence, John proposed:</p> <p>Motion: Be it resolved that John T. McCrystal, Chair, Carlos Hoyt, Vice-Chair, Judith E. Kleen, Treasurer and Frank A Phillips, III, Assistant Treasurer have signature authority for all current and future financial accounts of the church. These include but are not limited to accounts with Cooper State Bank, Kemba Financial Credit Union, Vanguard, TIAA-CREF, Charles Schwab, Franklin Templeton Investments, Unitarian Universalist Common Endowment Fund and the safe deposit box, currently with PNC Bank.</p> <p>1st John McCrystal 2nd Carlos Hoyt Approved: All</p>
4	<p>Interim Search Committee Update (Jim Conlan)</p> <p>Jim relayed to the Board that a couple of meetings have been held with the committee. One was with Rev. Joan Van Becelaere. Jim has talked to the transition office and filled out the forms for login. The transition office will keep us abreast of any changes. He is working on the form to be submitted for the search – which will provide links to past services. He stated that we want a strong leader who can help us in Governance and the transition we are attempting. Next meeting for the committee is set for December 3, 2014, to discuss finance. We are way ahead of the game. It was commented that we will have an overwhelming list of candidates. May 15th at noon the time date a time to contact interested parties for seeking our offer. There may be a possibility to contact a candidate prior to the deadline. April is the deadline for our information to be submitted.</p> <p>Fujio – What kind of person are you looking for? Governance, Committee structure focus. David – Who makes the final decision? The Committee makes a recommendation with one suggestion to the Board. John – We provide information to the group and we rely on their work. There is a potential that we will have a special meeting of the Board for this decision. This date will be decided on in the future. May 17th is the annual meeting.</p>

5	<p>Governance Update (Carlos Hoyt) (see report)</p> <p>Met with Rev. Joan Van Becelaere , she suggest a one page summary. There have been four meetings with the Governance Task Force; they went through the Hotchkiss book “Governance and Ministry”. We have better chance to get a good settled minister if we are working on our governance structure. Layout at the mid-year meeting, lay out to the congregation the plan for restructuring. Use the trial idea to execute the plan in 2016 with the interim minister.</p> <p>Carlos made some comments regarding the core principles regards to ministry and governance. Ministry are the doers in the church. Governance is the people dealing with policy making, minutes and oversight, the role of the Board. At the head of Ministry, is the senior minister and runs down through the staff.</p> <p>Comments:</p> <p>David – It has been a volunteer run ‘operation’. We need more structure and accountability for our actions.</p> <p>Debra- Transparency’ is what we need to keep in mind as we move along with changes to Governance. Transparency is how the church functions.</p> <p>David – Empowers the staff with the knowledge of how to accomplish issues.</p> <p>Jim – How do we have congregational buy-in? Some of these changes are different from what we are doing presently – the policies need to be changed. Our congregation wants to see us work well and efficiently.</p> <p>John – Asked the Board to be ready with reading the Hotchkiss book. Susan Williams is gathering information from the Pittsburgh UU church who has used the John Carver model; their congregation had made recent changes to their governance. How do we get the word out – the congregational meetings are less contentious. Tim Hooks had the Board read the Hotchkiss book. We expand the message to various groups and the Board hears the feedback.</p> <p>Brian – Task force is just now ready to look into structure.</p>
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6	<p>Staff Report Highlights: *please read reports prior to meeting*</p> <ul style="list-style-type: none"> • Rev. Mark Belletini (See Report) <p>Sandy Aska will retire from the alter set-up (we owe her much thanks for her long service to this care). Congregational ministry is a little more like it was in the 60's – Being involved in the community takes more and more time. Some of the aged congregation are having health issues.</p> <ul style="list-style-type: none"> • Rev, Eric Meter (see report) • Lane Campbell (see report) <p>Any questions please let Lane know. Attendance in RE seems to be consistent with what we have been seeing. Went to a conference and came back charged withhhd with new ideas.</p> <ul style="list-style-type: none"> • Brian Hagemann <p>Keep tract of costs. Construction – Lincoln Structure – listed their bids on electrical, plumbing and HVAC. These have been decided and companies have been decided. We are well within the 5% of the budget. – Project costs are not escalating. The doors should be installed by Thanksgiving.</p>
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7	<p>Safety Task Force (Lane Campbell, Fujio Hayashi, and Dan Rothert) (see Safety Plan) Task force went back to review previous work by other congregations in other faiths. They also reviewed other UU churches in Ohio because the state laws are the same. Cleveland Westshore and Pittsburg are examples. Before the policy was brought to the Board, insurance company and legal had a look at it. They then moved to the areas of concern for this church.</p> <p>Comments: John wants the Safety Policy as part of the consent agenda at the next Board meeting.</p> <p>Lane proposed three questions to the Board and we broke off in smaller groups and discussed:</p> <p>Why is safety important at first UU?</p> <ul style="list-style-type: none"> • To be viewed as a safe place, a sanctuary both internally and by the public. • We care about ourselves and others. • We are vulnerable and safety is key for those who are within it. • Large congregations could equate to larger issues; the number of children requires overview; Our children are encouraged to push boundaries – this needs a safe environment. <p>How does our church mission support safety?</p> <ul style="list-style-type: none"> • You can't be hospitable if you are not safe. • Having a place to speak freely, it is good to have a safe place to do so. • Emotional, spiritual and physical safety. Safety helps people connect. <p>What role could the Board play in regards to safety?</p> <ul style="list-style-type: none"> • This is a policy, and enforcement of policies is the responsibility of the Board. <p>Action items: Involves Board, Staff, Ministerial, Ushers. Keeping this a living document is important,</p>
8	<p>Wrap-up</p> <ul style="list-style-type: none"> • Thank you cards • Next events: <ul style="list-style-type: none"> • 12/10 December Executive Council • 12/17 December Board Meeting • Adjourn – thank you