



**FIRST UNITARIAN UNIVERSALIST CHURCH**  
**Columbus**  
**Board of Trustees**  
**Monthly Board Meeting December 17, 2014**

<b>Board</b>		<b>Present</b>	<b>Absent</b>
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	
<b>Staff</b>			
Sr. Minister	Rev. Mark Belletini	X	
Assoc. Minister	Rev. Eric Meter	X	
DRE	Lane Campbell	X	
Administrator	Brian Hagemann	X	
<b>Guests</b>			
Dave Richter	Tim Hooks		



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1	<p>Opening and Welcome</p> <ul style="list-style-type: none"><li>• Chalice Lighting</li><li>• Centering (Board Reading - Kitty Durham Jones)</li><li>• Check-in with staff and Board members</li></ul> <p>Rev. Mark Belletini issued his retirement letter, effective June 30, 2015 and taking a vacation July 1-31, 2015 that has been accrued.</p>
2	<p>Consent Agenda:</p> <ul style="list-style-type: none"><li>• Approval of November 19 Board Meeting Minutes (See Report) Approved by all.</li><li>• Approval of First UU Safety Policy - dated 11/14/14 (See Attachment) Approved by all.</li></ul>
3	<p>Lane Campbell's Ordination (see attachment - Ordination and Installation: A Brief Introduction) Lane Campbell has requested to be ordained as a Unitarian Universalist minister by First UU. This is a separate process from First UU calling Lane to serve as our Minister of Religious Education. She has already been granted preliminary fellowship by the Ministerial Fellowship Committee of the Unitarian Universalist Association. She is now able to be a UU minister. Vote to the congregation will be made at the February Mid-Year meeting will start this process. There would be some money spent for guests and food for the celebration. Questions - Rev. Eric - The search team needs to be made aware of this in their search for an interim minister. This is a big issue for the congregation. John McCrystal - we are not looking for a vote at this time, we just want to get the word so we can discuss and have this on the consent agenda for the next Board meeting. We will have to be aware that there is a need to have the congregation notification. It was suggested to have a vote by email.</p>
4	<p>Mid-Year Congregational Meeting - Review motions up for vote (John) What are the motions:</p> <ol style="list-style-type: none"><li>1. Strategic Planning - Reduction of the Board</li><li>2. Ordination of Lane</li><li>3. Information regarding the endowment is owed to the congregation</li></ol>
5	<p>Governance Update (Carlos) The task force has been working on the committees and teams of the church. Information from Marian and Strategic Planning has been used. Get them into appropriate groupings with reporting to one of the staff personnel. They are also looking at policy changes. The feedback from staff has been positive. Future discussion for Board will center on missions of the various committees/groups. A presentation will be made at the January 21, 2014. John reminds us to "Read the book".</p>
6	<p>Staff Report Highlights: [please read reports prior to meeting]</p> <ul style="list-style-type: none"><li>• Rev. Mark Belletini (see report) Working with other ministers around the state to draft a letter addressing equality. Marking the end of Earl's life with an accountability in the newsletter.</li><li>• Rev. Eric Meter (see report) He has shared information on responsibilities of a Director of Membership. This is something we need to keep in view, when the budget can meet the need.</li><li>• Lane Campbell (see report)</li><li>• Brian Hagemann (see report)</li></ul> <p>General Assembly - On the second Friday of the year there will be a meeting. Friday Hilton 4-5:30 January 9, 2015 - any professional or lay person is invited. There were questions about delegate cards. No decision has been made.</p> <p>Gus - reported on the youth</p>



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<b>7</b>	<p>Budget and Finance (Judy)</p> <ul style="list-style-type: none"><li>• Five Motions:<ul style="list-style-type: none"><li>o Motion: 'Disbursements from the Endowment Fund' policy update (see attachment dated 11/18/14) <b>Motion:</b> At the October Board Meeting the Board suspended the old Endowment Spending Policy and now, with unanimous approval of the Finance Committee at the November 18<sup>th</sup> meeting, the Board accepts the revised Endowment Spending Policy.  Discussion: Judy wanted to make sure that we follow our constitution. The new policy reflects conversation with the Finance committee with Board input. Endowment funds have been used in 2001 and a full accounting how it has been spent. There is no clear record of who contributed. Approved by all.</li><li>o Motion: Move Liquid Endowment Assets to UUA Common Endowment Fund <b>Motion:</b> Be it resolved that the First Unitarian Universalist Church of Columbus will authorize the Treasurer to liquidate endowment funds currently invested with Vanguard and with TIAA-CREF and move them to the UUA Common Endowment Fund for investment and management. This is effective as of January 1, 2015 and has the unanimous support of the Finance Committee.  Discussion: Judy explained that UUA Common Endowment Fund for better oversight of the funds and therefore, perhaps better return. There is more information on the UUA website that people can look at it. This is not separate from UUA so there is a minor risk. Approved by all</li><li>o Motion: 'Spousal/Dependent Medical' Personnel policy update <b>Motion:</b> In order to keep our benefits in line with UUA Fair Compensation guidelines, the medical insurance employer participation rate will change, effective 1/1/15, from 80% of the UUA high deductible plan costs for all eligible employees to 80% for the employee and 50% for spousal/ dependent coverage. The Personnel Handbook will be updated to reflect this change. The operating budget will also be updated to reflect a salary increase for Brian Hagemann to cover the additional cost of insurance due to this change in policy. The new annual salary for Brian will be \$51,196 or an increase of \$214.34 per month. The medical insurance premium budget for the church will be reduced to offset the salary increase.  Discussion: This issue came out of designing the interim minister offer. In preparing, we were out of sync. This is a motion to make it consistent with UA policy. This changes the personnel and budget. Marge - If insurance increases how will that be handled? Hopefully this will done with salary increase. Approved by all</li><li>o Motion: New charge to Strategic Planning Committee with focus on stewardship <b>Motion:</b> The new charge for the Strategic Planning Committee is as follows:<ul style="list-style-type: none"><li>• Investigate best practices for church financial stewardship and prepare a report for the Board.</li><li>• The goal is to have stewardship ideas to implement for the 2015-2016 church year.</li><li>• Present report to Board at June's Board meeting (6/24/2015)</li></ul>No Discussion Approved by All</li><li>o <b>Motion:</b> Create Loan Task Force to focus on loan alternatives</li></ul></li></ul>
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8	<p>Interim Search - May logistics review</p> <p>May 15 is when we can reach out to a potential candidate. We don't want to lose time and there may be a need to have a Board vote on the day of giving offers. We will bring this up in January and we may come to a conclusion on how to handle this. The Board has to approve the candidate. There is a quick response needed by the Board during the open period in choosing a candidate; we may have a real time need.</p>
9	<p>Wrap-up</p> <ul style="list-style-type: none"><li>• Thank you cards</li><li>• Next events:<ul style="list-style-type: none"><li>o 12/21 Holiday Choir (Board reception table)</li><li>o 1/14 January Executive Committee</li><li>o 1/21 Governance Task Force Update and Conversation (remember required reading)</li><li>o 1/28 January Board Meeting</li></ul></li></ul> <p>Adjourn 8:57 PM</p>