



**FIRST UNITARIAN UNIVERSALIST CHURCH**  
**Annual Membership Meeting Minutes**  
**Sunday March 1, 2015**

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1	<p><b>Opening Words</b> - Rev. Mark Belletini Opening Meeting - 12:53 PM</p> <p>Rev. Mark read from <u>Governance and Ministry</u> – Rev. Dan Hotchkiss.</p>
2	<p><b>Welcoming and Announcement of Quorum</b> – Tony Skrabak, Moderator Tony announced that a quorum was established - 136.</p>
3	<p><b>Approve Minutes Annual Meeting of 8 June 2014</b> There was no discussion of the minutes. A motion was put to congregation by Tony. 1<sup>st</sup> Debra Boyd 2<sup>nd</sup> Anita Bucknam All approved</p>
4	<p><b>Treasurer Report – Operating Budget</b> - Debra Boyd Debra stood in for Judy Kleen for this meeting while she is on vacation. The average pledge has been increasing per household. However, the collection rate is not causing a shortfall. She invited the congregation to look to expand the annual give. Staff has not been given a cost of living raise for a few years. Congratulations were given to the Auction Committees, due to their hard work it provides a positive impact on the budget.</p> <p>Questions: (Debbie Shaw) What is the short fall? We do not have a short fall. The budget runs in a cyclic fashion. The circumstances that affect the pledges stem from job losses, people moving away, etc.</p>
5	<p><b>Endowment Fund Update</b> - David Douglass There has been some changes since the endowment fund was started back in 1989. \$280K is presently in this fund. These funds have been invested into funds, until recently, being overseen by people on the financial committee. A recommendation by the financial committee was to move to investment funds ran by UUA. This would provide socially consensus and active investments. As of March 1, these funds have been moved. Endowment policy is changing. In the past, sound equipment, staff transition, library and other needs were taken from this fund. The Endowment Funds grows in two ways – investments and gifts to the fund.</p> <p>Questions (Kevin O'Neil) Who is the contact for questions regarding the Endowment Fund? Judy Kleen or Joe Votolini.</p>
6	<p><b>The State of the Church</b> -Rev. Mark Belletini Rev. Mark gave praise to the congregation for their support and effort (and acceptance of change) for the successfully completing a Capital Campaign, dealing with construction, embracing the 75<sup>th</sup> Anniversary, governance structure, arrival of GA in 2016, and facing retirement of Rev. Mark. The health and groundedness of this congregation is self-evident. His final year as senior minister is moving along smoothly; the initiating of ideas today will well exceed his time here. The grieving of the transitions has been expressed by very openly by the congregation. He will have friends from California to participate in this last sermons. He recognizes the need to respect the incoming and settled ministers as they develop their own path. There is energy in this congregation. Board is strong and exhibiting good leadership. The Interim search committee is moving forward with thoughtfulness and open mindedness. There is an exciting new future for this congregation. In the 17 years that Rev. Mark as been here he has seen the city change, becoming a very attractive venue to new people coming to this city. Many older members have passed but there are new people coming through our doors. The Beacon project is stymied at this point financially. Volunteering is down and financial commitments get stretched for those asking for our support. He thanks his staff for their support as well as the Board. It is a transition time and difficult, but this is good time – something to look forward to.</p>



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**Approve Ordaining Lane Campbell into the UU Ministry- Vote** - Carolee Noonan  
Lane is represented all those attributes required by ministers. She is seeking ordination.

Motion:

WHEREAS Lane Campbell has completed all training to become credentialed for ministerial fellowship including obtaining a Masters of Divinity degree from Starr King School for the Ministry in 2012, serving as Intern Minister at Shawnee Mission Unitarian Universalist Church, completing 5 units of Clinical Pastoral Education, and receiving Preliminary Fellowship from the Ministerial Fellowship Committee of the Unitarian Universalist Association; and

7 WHEREAS for the past year and a half, Lane Campbell has served First Unitarian Universalist Church as Director of Religious Education; and

WHEREAS Lane Campbell has requested that First Unitarian Universalist Church of Columbus, Ohio be recognized as the sponsoring congregation for her Ordination into the Unitarian Universalist ministry; therefore be it

RESOLVED THAT the First Unitarian Universalist Church of Columbus, Ohio endorses the Ordination of Lane Campbell as a Unitarian Universalist minister with a Service of Ordination to take place in the Fall of 2015.

The congregation approved unanimously

**Report from the Search Committee for Interim Minister** - Steve Abbott  
Introduced the committee, Jim Conlan, Nancy Nehring, Cath Saveson, Megan Patten

8 Interim ministers are professionals who devote their ministry to this type of ministry and are known as Accredited Neutral Ministers. Works with the Board to shape the church's future with a fresh perspective. Governance, stewardship and staff supervision are the charges of interim. The committee has the task to choose and the Board will make the offer. Rev. Keith Kron and Rev. Lynn Kerr – working with the interim committee. Given the churches growth and strength of the congregation we expect good candidates to be drawn to our congregation. We are offering slightly lower in wage due to our budget concerns. April 17 is when the application is due – work is completed. Putting together a list of questions for the candidates. Early May UUA will provide potential candidates backgrounds (up to five). May 15<sup>th</sup> is date of the offer to the primary candidate. A second round can occur with offers occurring May 29<sup>th</sup>. Interim minister will start August 1<sup>st</sup>, and work until a settled minister is called in 2017.

Questions (Rev. Mark Bellitini) Rev. Keith Kron has friends here and is working hard to provide us the best candidate. He was approached by many candidates in California expressing an interest in coming here.

Questions (Thom Pegan) – Thanked the committee for their work. Besides the committee, who else is involved in choosing the candidate? The Board has appointed this committee to present the best candidate to them.

(Kelly Blake) How can one get involved in this selection? There will be listening session held with the congregation; attend one of these meetings to express your comments/concerns.



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**Board Chair Report - John McCrystal**

Happy to be here today and making the quorum. He expressed his excitement for being part of the successful congregation. We have dreams for the future and we are embracing these changes. Lane discussed changes with the Board and we quickly listed changes that include senior minister transition, Lanes ordination, construction, Board reduction, committee restructure, robust stewardship governance change, arrival an interim minister, GA, more visitors (due to GA), and our 75<sup>th</sup> anniversary. Change is imminent. Thanked previous Board Members and to those who will serve. Thanked Gus Brusy being the youth leader and representative at the Board meetings. Thanked the congregation for being full share givers to UUA. John read thank you letter from UUA. Church Governance – The Board, Senior Staff, Strategic Planning took a survey (Dennison). There was a consensus that the Board had to pay close attention governance issues. A Governance Task Force was established comprised of John McCrystal, Christine, Susan Williams, Carlos Hoyt, and Lane. Several sessions will be held with the congregation. Please approach any one of the members with questions.

DRAFT



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**Constitutional Amendment for Size of Board – Vote - Jim Conlan, Kitty Jones**

More change, on behalf of the Board the Strategic Planning proposing this motion to reduce the board from 12 to 6. This implementation will start this year, taking a total of three years to complete and ending with a Board consisting of 6 members. The backbone of the motion looked at governance structure and Rev. Joan Besler, and Rabbi Unger, the Dan Hotchkiss book and other UU churches. Much of the information indicated a reduction in board size. Smaller congregations tend to have larger Boards. The Board will move into strategic planning. Presently we have a executive committee and this will not be necessary. Strategic Planning has spent a lot of time in research on this topic.

Motion:

**Article V – Member Elected Leadership**

**1. Board of Trustees**

- A. The government of this church, including the conduct and control of its corporate powers, business and property, shall be vested in a Board of Trustees consisting of ~~twelve~~ **six** elected members, ~~four~~ **two** of whom shall be chosen by the members of the church at each Annual Meeting to serve for three years each. Trustees shall be elected at large and not for particular positions. Trustee shall take office on the first day of July. No Trustee who has served a full three-year term shall be eligible for reelection until one year after that term of office has expired.
- B. In addition to the ~~twelve~~ **six** members specified in section 1.A. above, the youth of the church (14 to 19 years of age) shall select a youth to serve as a representative to the Board of Trustees. The youth representative shall serve a one-year term, beginning July 1 and running through June 30 of the following year.

Questions (David Maywhoor) Were there any cautionary notes in Strategic Planning's data survey? We are reducing the Board in the course of three years. The Board needs to change the governance issues that goes hand in hand with the Board reduction. We could not find Board in existence of over 10 members. The interim minister will be overseeing this transition as well.

(Linda Thompson) I have been through this before. Why can't there be consecutive service in regards to Board members after their initial 3 year service? This is part of the existing policy.

(Karen Dawson) How is the youth representative chosen? The language is vague in the policy.

The motion was unanimously approved by the congregation.



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**Report on Capital Campaign - Kitty Jones, David Richter**

We have received \$1,585K in pledges. 265 households have supported the Capital Campaign. Thanked Art Beach who promoted this campaign. Early payment on pledges will help reduce the proposed loan amount. The construction progress is running ahead of schedule. Plans were submitted to the city. David warns us that there will be interruptions during the construction time. The installation of the outer door and skylight came in \$28K under budget. With this savings, and moving some other money around, we can perhaps look at some solar panel installation to support the green and growing. This would be a start of the solar panels. We also hope to ship funds to paint Room 7 and install a new ceiling. Amy Duct will design the gardens and new butterfly garden. Plans are available for those who wish to see.

Questions (Debbie Shaw) We have two major events – Rev. Mark's retirement and the 75<sup>th</sup> Anniversary – should be concerned about that and postpone the date of some of this construction? We have considered this; if we don't move forward on the dates planned we will run into bad weather and not have bathrooms. All are aware. Starting this is a positive thing to show Rev. Mark what he has accomplished. Rev. Mark commented that the construction poses no problem for him..

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**Capital Campaign Loan Proposal – Vote - Debra Boyd**

This congregation has historically has carried long term debt. The mortgage stands at a \$635K balance. \$54K per year payoff, Less than \$500K to pay off. There have been several bids 4.75% saving \$14K per year. The congregation approved a construction loan, which bridges us to permit the construction. With the project at hand, that budget exceeds by \$85K. The banks want us to guarantee more than the \$85K, we need to promise the bank to cover the debt. The Board's intent is not to exceed the necessary amount.

Questions (Kelly Blake) What has caused \$85k shortfall? We did a great job in Capital Campaign but the project's final costs exceeds the current take compared to project incoming funds. We have cut back on the project and does not make sense to cut back further. We don't want to exceed the \$85K but the banks insist on assurance of completing the work.

(Tim Hooks) Estimates prior to going to the banks are just that, estimates. We have scaled back the project and these are true estimates.

(Patricia Boughton) We have approved a loan for the roof. We did not need that loan since insurance took care of that piece. There has been very good work by the Board to oversee these costs and concerned effort to keep prices down.

(Phyllis Byard) This is not guaranteeing indebtedness. We may use a piece of this and we are not required to spend it. The bank is looking for a guarantee.

(Mark Pinsonneault) The mortgage payments are important. Will they drop? Yes, it is our hope that this will be reduced. We need to commit, as a congregation, what we are willing to take on this responsibility. This motion is for the shortfall that we predict may occur.

Motion:

Currently, the anticipated expenses of the Green and Growing Capital Campaign are estimated to exceed our pledges by \$85,000. In order to prudently manage the congregation's resources and comply with the bank's request, the Board is seeking congregational approval to increase the long term indebtedness of the church not to exceed \$150,000 for the specified building project.

The congregation unanimously approved



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<b>13</b>	<p><b>JAM Report - Steve Palm-Houser</b> The congregation voted and JAM has been working on two priorities – Beacon Project, Poverty and Economics. When you increase your pledge, you also commit your help to social justice.</p>
<b>14</b>	<p><b>Report on Religious Education - Lane Campbell</b> The youth group has had amazing attendance – thanking Heather Pierson for her help. Highlights: Programs Justice Week Program – youth attend reproductive justice. Racial and economic justice will be presented this week. Ohio Students associate (students of color) will partner with the program. Invitations to outside youth groups. Peace Camp will be held this summer. Invited the congregation April 12 – to the Holy Celebration – Hindu celebration between the services. Look for announcements. Gratitude was extended to Religious Education partners.</p>
	<p><b>Adjourn</b> Tony presented the motion to adjourn 1<sup>st</sup> Debra Boyd 2<sup>nd</sup> Kitty Jones Adjourned at 2:18PM</p>

Respectfully Submitted – Dennis Rankin, Board Secretary