



**FIRST UNITARIAN UNIVERSALIST CHURCH**  
**Columbus**  
**Board of Trustees**  
**Special Board Meeting May 13, 2015**

<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>			
Tony Skrabak	Jim Conlan		

<b>1</b>	<p>Opening and Welcome Centering (Board Reading – Rev. Mark Belletini)</p> <ul style="list-style-type: none"> <li>Check-in with Staff and Board members</li> </ul> <p>Start Time – 7:00 PM</p>
<b>2</b>	<p>Consent Agenda:</p> <p>Approval of April Board Meeting Minutes of April 22, 2015</p> <p>Approved by all. Thanked Debra for her efforts made on writing the minutes in my absence.</p>
<b>3</b>	<p>Annual Meeting Planning (Tony/John) (see attachment)</p> <p>Discussion centered on what needs to go on the PowerPoint agenda for the upcoming Annual Meeting. Please contact Tony for any changes. LDC is happy that the vote is early. Encourage people to stay in case of recount for those running for LDC is necessary. After tonight, there will be budget to be included on the PowerPoint. There should be an “ask” with pledge forms with time allotted at the podium. There will be a blast sent from Marian to let the congregation know there is no second service this Sunday. It was decided that the ask come from Rev. Mark Belletini – there is a need to step up on pledges to help meet budget. There is a reorder of the agenda to accomplish this ask. Tony will reissue the revised agenda. Board members are requested to bring some snack (finger food). James Brown will handle the babysitter.</p>



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4	<p>Interim Search Update and Conversation (Jim Conlan)</p> <p>Yesterday the ranking of candidates was completed. Tomorrow we will hear if we get number 1 choice. Friday at noon the select will be done. What about announcements of the candidate. The candidate will have to undergo a background check. The Board has to approve. Keith Kron is communicating with Jim on these issues. The treasurer and board chair or designee should be available for the offer on Friday. We can call all candidates as we see fit if there is not an acceptance from the first choice.</p> <p><del>Carlos—What information on salary do the candidates have? \$92.5K was too low. They know the new maximum offer as voted by the Board.</del></p> <p>A second round will start on Monday if no candidates accept from the first. There are a total of three rounds.</p> <p>The search committee has really worked hard on this issue. Special thanks to Eric and his input to this effort.</p> <p>A contract needs to be signed prior to letting the congregation know the candidate.</p> <p>Jim will check with Keith on background checks.</p> <p>John and Judy will be there with Jim on Friday at 11:45 AM in the conference room.</p> <p>Motion: Proxy authority from the Board to Judy and John to make offer as long as the expense does not exceed the Board salary offer.</p> <p>1<sup>st</sup> – Carlos Hoyt 2<sup>nd</sup> - Debra Boyd All approved.</p>
5	<p>2016 Budget Discussion and Decision (Full Board) (see Attachment)</p> <p>Thanks to Judy and the finance committee for their efforts to hammer out the draft copy.</p> <p><del>Key points Concerns</del> include the following:</p> <p>Expense:</p> <ul style="list-style-type: none"><li>• Increase of the Interim Minister Packet from \$92,500 to \$100,950</li><li>• Projected increase in facility expenses for snow removal increase</li><li>• Staff salary increases</li><li>• Reduction in mortgage</li><li>• Reducing full payment of UUA dues</li></ul> <p>Income:</p> <ul style="list-style-type: none"><li>• Project conservative increase, big donors have moved away</li><li>• Increased the allowance for uncollectable</li><li>• Added a rummage sale</li></ul> <p><del>Debra—Money income needs to come through pledging. We have not been clear to the congregation (articulate) in the needs of the church. Mark making the appeal. Insight from the interim minister. Reduce Holiday Appeal.</del></p>



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	<p><del>Carlos — Pushes for a Denominational cutback — we need to honor our staff.</del></p> <p><del>Nancy Nehring — Commented that all of Interim Minister candidates were astonished to hear that we had had (1) a 5% allowance for uncollected pledges and (2) well over 100 pledge units, out of 600, w/ no annual commitment. While a small % for unforeseen circumstances makes sense, supporting unpledged/unpaid members (any who have not declared financial hardship) does not. This also affects the numbers sent to UUA that determines our fair share amount. It is good to be a welcoming community when 20% have fulfilled their obligation, without hardship, we need to address this issue.</del></p> <p><del>General discussion centered about Fair Share and the effect it has on potential settled minister candidates. We are part of the full church community. Are we going in GA not being a full fair share provider? If we were willing to hold staff for Fair Share, it should work in reverse and go to the congregation.</del></p> <p><del>Conversation — Staff reviews and wage compensation. Salary increase has not been determined how to distribute the allocation. The increase will be put into a pool for determination at a later date.</del></p> <p><del>Need to grow membership. We are not making ourselves attractive to outsiders. We need to hold the people that come in.</del></p> <p>Motion John McCrystal – accept the proposed changes to budget (below) 2<sup>nd</sup> Nina Lewis</p> <p>8 Yea 2 Nay No abstention</p> <p>Motion passed to accept 2016 budget with the indicated changes:</p> <ul style="list-style-type: none"><li>• Increase pledge revenue \$14,000</li><li>• Increase salary pool increase \$2,500</li><li>• Decrease Holiday Appeal \$10,000</li><li>• Decrease Fair Share \$13,000.</li></ul>
6	<p>Wrap-up</p> <p>Next events:</p> <ul style="list-style-type: none"><li>• 5/15 Interim Search Recommendation</li><li>• 5/17 (11:30) Annual Congregational Meeting</li><li>• 5/27 (7:00) Board Meeting</li></ul> <p>Adjourn 9:41 PM</p>