

Board Report for April 2024

Vic Elam – President

Current members of the Board – Karen Binkley Vice President, Nancy Luthy, Secretary, Ron Rees, Darryl Ting, Robin Bozian, Shari Ballantyne

March 2023 – At that time the Board members were: Karen Binkley, President, Tom Cunningham, Vice President, Nancy Luthy, Secretary, Christina Thrasher, Beth Lepore, Vic Elam

Tom had sent the updated Bylaws (2/2/2023) and plans were discussed to have a congregation vote at the April meeting.

Tom replaced the updated procedures in the notebook in the Parlor.

Nancy and Karen reported on the Chalice Lighter Grant Committee actions and the Board voted to approve Year 1 of the budget prepared by Annie Warmke, project manager.

A motion was passed that any contracts made by the Chalice Lighter Committee be signed by the project manager and the Board President.

April 2023 – The Board approved a final draft of the “Letter of Call” and was signed.

Kat’s Sabbatical Plan was submitted, discussed and approved pending approval by congregational vote.

A motion passed to no longer require COVID sign-in sheets.

May 2023 – Tom reported that the Bylaws had been updated to reflect the motion made at the Congregational Meeting.

Delegate funding for the General Assembly was discussed, no funding is available – no line item in the budget.

Discussion of a “Congregational-style” meeting or “Committee of the Whole” in reference to allegations against Kat. A lengthy discussion ensued about the “Grievance Procedure”, “Conflict Resolution Document”, etc.

The Board approved a nomination by the finance committee to select Don Poole as the new Treasurer, vice Ted.

June 2023 – newly elected board members, Ron Rees, and Robin Bozian were welcomed.

A motion was passed to update the job description for the Treasurer.

Karen reported that a Congregational-style meeting will be held in the sanctuary at 7pm July 26 and August 23.

Nancy gave a report about the Chalice Lighter Grant Committee plans including a family picnic.

Robin will be working with the committee to establish an OWL program (Our Whole Lives).

Respecting delegates wishes, to be provided direction going into the General Assembly regarding an MOU from the UU Youth Association for divestment from the fossil fuel industry for UUA investments. A motion was passed to support the UU Youth Association.

Annie Warmke sent a request that the Board consider support for a Ukrainian family. After some discussion the Board denied this request, indicating that more planning would be required and means of support identified.

A motion was passed to endorse the designation of FUUSM as an anchor congregation for FACT Ohio a faith based environmental organization.

The Board accepted Beth Lepore's nomination to the Committee on Ministries to replace John Kidd.

July 2023 – Karen Binkley stepped down as President and the Board elected Tom Cunningham as her replacement. The Board elected Karen to fill the Vice President position vacated by Tom.

Liaison assignments were made:

Bridges – Karen	Membership – Tom
Buildings and Grounds – Vic	Nominating - Nancy
Caring – Christina	Personnel - Robin
Ministries – Karen	Social Justice - Robin
Finance – Ron	Worship/Music - Nancy
Green Sanctuary – Vic	

Ron, Robin and Tom agreed to work to improve the Building Use form, including addressing the indemnification clause.

Board conduct and action surrounding the “Discussion Sessions” was discussed.

Discussion about preparation for Kat's Sabbatical ensued.

Tom prepared a potential policy or procedure for how we might handle “Congregational Meetings” in the future. Discussion led to Tom agreeing to work on the language.

August 2023 – Chalice Lighter committee reported a successful family picnic.

The board voted to send the Policy/Procedures revision Re: Congregational Meetings to the congregation. **"Any motion to be voted on at an Annual Meeting must be submitted ahead of time and placed on the Agenda."**

Martha and Karen prepared a profile for Kat to use to collect data about Time Allocations for various Duties of the Minister.

The next "Dialogue Session" will be held August 23. It is possible a 3rd meeting will be requested by the participants, tentatively scheduled for Sept. 6.

Joe Baker resigned as Chair and member of the Buildings and Grounds Committee.

September: Tom Cunningham resigned as President and member of the Board of Trustees.

The Board approved the "Statement of Duties" for the contract of the RE Coordinator."

The Board approved a motion to seek Mediation Support for UUA immediately.

The Board adopted the policy/procedure change re: Congregational Meetings.

The Board Retreat scheduled for Sept.17th, will now be a special meeting to make further plans for mediation.

Christina Thrasher resigned as Board member.

Special Meeting held in Fellowship Hall: Met with Beth Casebolt for information about the "Hope for Us Team."

Vic agreed to be Pres. of the Board. Motion: Darryl Ting will complete Tom Cunningham's term on the Board.

October 2023 - A special meeting was held on Oct. 2nd with Beth Casebolt (UUA Resource person.)

The Board passed a motion to seek a reconciliation process to address the current concerns of the Congregation.

A motion was passed to have Ron secure a less-expensive energy provider than AEP

A motion was passed that the Board will suspend the Chalice Lighter Grant except for previously scheduled events, for 6 months to a year. Resumption of the Chalice Lighter Grant will be made by the Board with approval by the CER Chalice Lighter.

A meeting was scheduled with Hope for Us Team (UUA) Oct. 17th

November 2023 - Dawn Hewitt has assumed financial duties previously performed by Steve Meyer.

After two meetings with the Hope for Us Team, the Board acknowledged that the Team does not do mediation and the "process" is the responsibility of the Board. The Board agreed that mediation for those members who spoke at the Dialogue Sessions would be step one. The Board will then seek a "healing process" for the entire church family.

A motion was passed that Annie Warmke will no longer be the Chair of the Chalice Lighter program.

A motion was passed that the board will develop messaging for the Wayside Pulpit and the Solar Bench.

The Committee Recharge Session was cancelled.

It was determined that a Building Safety Policy is needed. A subcommittee of the Board will prepare recommendations.

It was determined that our current Building Use Policy needs to be updated.

Staff gifts were discussed.

December 2023 - There was discussion about Mediation as only one part of the larger Reconciliation process. Beth Casebolt also suggested we may be better served by a therapist and/or counselor. Darryl referenced Beth's list and his list of actions the Board could pursue while Kat is on Sabbatical.

Ron discussed the need for a "Disruptive Behavior " policy. The Board will spend more time on this. The wording is very important.

A motion was passed that the Board authorized the B&G Committee to present a recommendation for the Board to seek the necessary funding for the Wayside pulpit from the Board of Trust Governors.

A list of Community Childcare personnel will be provided to Deborah Lauer in the event she needs a substitute.

The Board voted to accept Shari Ballantyne to complete Christina Thrasher's term on the Board.

January 2024 - The Board will request the Committee on Ministries to review our Grievance Policy. We would like the CoM to propose a means for members to express concerns when not wishing to file a grievance.

A motion was passed that the Board request the Board of Trust Governors to consider paying the balance of the installation of the Wayside Pulpit, including the upgrade.

The Safety Policy is being updated. A comprehensive set of policies provided by UUA will serve as a guide. Training for Childcare attendants and an Active Shooter Drill will also be included in the planning.

The Time frame for Staff evaluations was amended to better serve the Personnel and Finance Committee recommendations for the proposed annual budget.

A motion was passed to approve George Banziger as an additional FUUSM "officiate."

February 2024 - Recommendation for a COLA for staff.

The Board will meet with Mike Moore (Mediator/Counselor) on March 17th.

The B&G Committee has several maintenance projects which need funding. Darryl reminded the Board that the Ting Trust Fund is available to help with building maintenance.

The Board approves the new fee schedule on the Building Use Form.

A motion was passed that recommendations pertaining to employment status and/or salary or wage adjustment shall be communicated by the Personnel Committee to the Finance Committee no later than January 15th.

March 2024 - The Board approves the COLA recommendation.

After a lengthy discussion, many members of the Board believed we would be better served, at this time, to pursue a fact-finding process instead of the mediation process, as previously planned. The meeting with Mike Moore will be postponed.

A motion was passed to appoint a two-person fact-finding committee to address the grievances expressed at the Dialogue Sessions. The Board approves Rebecca Phillips for early registration to General Assembly.

This Annual Board report is by no means representative of all matters addressed by the board, but merely a representative sample of some of the more pressing matters.