

MEETING MINUTES SEPTEMBER 23, 2025

7:09 Meeting opened by Krista Schneider

Opening words from Wendy Debord: “I slept and dreamt that life was joy. I awoke and saw that life was service. I acted and behold, service was joy” – Rabindranath Tagore

Attendance taken by Wes Kalbus: Present – Krista Schneider (President), Sue Childers (Vice President), Geoff Slawson (Treasurer), Wes Kalbus (Secretary, virtually), Kathy Crowther, Stasia Hanson, TK Barger (Minister), Wendy Debord.

MOTION: To approve minutes from August 2025

- Tim suggested a few minor changes for the minutes, including a change in spelling of a last name and referring to Jeffrey Maxie as the Office Administrator.
 - Motion to approve changes/corrections: Geoff moves, Stasia seconds
 - Passes Unanimously
 - Motion to approve minutes: Kathy moves, Stasia seconds
 - Passes Unanimously

New Business:

- The board took a tour of the building and grounds to better understand the church and be able to give tours ourselves!
- It was brought up in a previous meeting that we as the board do not have as great of a working understanding of the church as we would like. Also places where we could make the church more disability accessible. We encourage members to tour the church too!
- Started with board meeting room, suggested selling off the cabinet in the board room. Thatcher and his wife might need to be consulted with first. There is a second computer in question as to if we need it.
- Determine which items in closets are used for Carla’s crafting Saturdays.
- Meditation room is full of furniture that isn’t being used. Many boxes and books as well, probably good to establish what is in all of these.
 - Considering using it as a video/media space
 - Storage room is full of crafting materials, and tons of boxes containing files and other stuff.
- Sue Childers took detailed notes of the contents of each room, there are many items in storage and a lot needs to be done to figure out what to do with them.

TREASURER'S REPORT

See attached treasurer's report for full details

- Touched on employee pay periods, rummage sale of over \$2600!
- Bazaar November 8th from 9am to 3pm
- Capital Campaign at approximately \$19,000
- Geoff and Krista had a discussion about the bookkeeper, who works 5 hours a week and 2-3 hours flex time remotely.
- Stasia Hanson presented Geoff with a documented related to payment of employees and requested his thoughts on it.
- Krista called for a motion to thank Marna for organizing the rummage sale
 - Krista moved
 - Kathy seconds
 - Passes unanimously. Thank you Marna!
- Krista also recognized that Geoff has been working hard despite a lot of personal life turmoil. Geoff is a gem and we appreciate him very much.

MINISTER'S REPORT

See attached Minister's Report for full details

- Tim visited Phil Park-thomas in the hospital. Phil is doing well, in good spirits. The procedure for his broken ankle was more intense than they expected.
- Visited with Jane Burns on hospice at Hospice of NW Ohio. Tim had a wonderful visit, Jane seems in good spirits and her family and friends were there. She has decided to forego dialysis. Mike Burns has also been diagnosed with a serious illness and is moving to an assisted living center.
- Celebrated 7 new members recently!
- Minister's letter of agreement, organizing meeting in October. Committee is formed and are still in discussion.
- A few members were scammed by someone pretending to be Reverend Tim, which is very sad and unfortunate. Be very careful when giving money to anyone! Always confirm with the person via a communication method you trust.
- Marketing committee is Phil Park-Thomas and Julie Schope.
- Discussed printing cards with bylaws and unique ID number which is date of joining church + initials. The library has been basically not used, Tim thinks it could work well to print the cards.
- October 6th, multifaith council meeting about the golden rule

PRESIDENT'S REPORT

See attached President's Report for full details

- Krista also visited Phil. His family may be in need of rides to go visit him.

Old Business:

- Stasia update on personnel committee: Met today, Gini and Jeff as music director. Looking to hire someone with HR experience. Cleanup on October 25th. Trying to find replacements for people in Building and Grounds committee. Order brochure ready toward the end of the week. Preliminary information provided to congregation on 11th or 18th. Asked Tim to participate in the kickoff on the last Sunday of October. Topic is going to be a Wiccan read and the Hippocratic oath. Selling memorial bricks between late October and early December. They are 100 each, but 110 with art on it. If you buy more than one, we may be able to get the 2nd half off. November fundraiser
- Sue: We talked last time about doing a safety/security presentation. Talked with Gini about it, and she is working on it. Working on getting fire department to come; emailed 3 times and left messages with no response so far, so plan to work on other emergency drills worked on for now. Fire safety related to elderly, special needs and children.
- Celebration for Melissa Jeter is this weekend! Raised about \$400 for her so far as a gift.
- Kathy Crowther handling the mug fundraiser in
- Accessibility audit – Gini has a proposal for next meeting. Program involves someone coming in to look at the RE program and the sanctuary as far as accessibility.
- October 17th concert fundraiser!
- Membership directory update hit a little snag but is in progress.
- Bylaws currently state that board secretary is responsible for current membership #, Krista suggests moving this to the board as a whole to make it easier.
- Saturday volunteer food bank, at the same time as the walk.
 - Meeting at Michael's to figure out how to continue with volunteering at the Islamic food bank
- Table social media discussion

NEW BUSINESS:

- Renting church space to the Morale Choir on Memorial day for \$150
 - Stasia moves to rent to the choir
 - Sue seconds
 - Passes unanimously
- October committee fair – pick a Saturday in October or November for the opportunity for each committee to explain more about what they do to the congregation.
 - October 16th
- UU Thursday or Wednesday night event

Future Business:

- Geoff reaching out to fire department contact.
- Do UUFYI articles about safety and a UUFYI update about the current state of Memorial Garden.
- Set up fire drill in general.
- Stasia confirming that buildings and grounds is checking expiration dates and battery life of smoke detectors. In general, to figure what to do with all the items in storage and rooms we don't use.

Meeting Adjourned at 9:07

Minister's Report

First Unitarian Church of Toledo

August 26, 2025

Rev. Tim Barger

The new "church year" is almost here. Ingathering is 12 days from today. I'm planning for a September 7 service with a lot of out-of-the-ordinary content. We'll have a water ceremony (we supply the water, not asking people to bring their own because we welcome it), William Strickler as guest musician, a ukulele orchestra performance as the culmination of through-the-summer occasional lessons during Spiritual Forum, plus singing Melissa Jeter's hymn that's in *Sing Out Love*, the brand-new UUA hymnal. We have subscribed to *Sing Out Love* with congregation access. The title of my sermon, from the Beatles Song "Come Together," is "One Thing I Can Tell You Is You Got to Be Free." There's a tie from the song title to Ingathering, and from the line to our situation in the nation today. I hope that will be a strong start for 2025–26.

Since our July board meeting, here's some of what's been happening in my ministry. There was another elders meeting, coordinated by Terry Acocks as chair of the Commission on Shared Ministry. I appreciate that we're developing a body of people who have been congregational leaders to continue having their counsel and insight.

Another meeting I attended, with several members from the congregation, was with Randy Ellison (a former member), to speak about the possibility of installing ground-based solar panels in our "back forty." The discussions will continue among the members involved, along with attempts better to know about our use of energy. That might include making available for general access, perhaps through our website, of the use of our current roof-attached solar panels and how that figures into our electric utility bills.

Several Toledo Unitarians took part in the Toledo Pride parade this year. I was unable to be there this year, as my wife and I were out of town. I saw that Lexi Hayman-Staples, the head of the Pride weekend and a child of our congregation, got good media coverage.

I received some media coverage on another matter. The Blade included me as a source for a story about churches being more free to make political endorsements after the IRS stated they will not enforce the Johnson Amendment that prohibits the activity. I stated that we would continue to observe the Johnson Amendment, advocating for issues not people, and the Blade did well in stating that as being according to Unitarian Universalist values.

Blogger Jane Genova, a new Toledo Unitarian who I expect will sign our membership book soon, interviewed me for one of her blog posts. This was on my having the opinion that Baby Boomers should let younger people be involved in political elective leadership and stop trying to hold onto power—and pointing out that I'm a Boomer.

Plus I had a short letter in the Blade on how I don't understand why Gov. Mike DeWine sent Ohio National Guard troops to the District of Columbia for a president's grandstanding takeover of the D.C. police department. Several Toledo Unitarians seem to be becoming regular contributors to the Blade letters to the editor; while their church isn't identified, it's rewarding to see them write while sharing Unitarian Universalist values.

I'm appreciating the work being done by Jeffrey Maxie in his added position of office administrator. He has been engaged in office rearrangement and cleanup, expanding some into other areas of our building, and it looks better while getting rid of some old and obsolete things—machines, office supplies including a rubber stamp that says “faxed,” and some furniture. Jeffrey is also working to revive our Instagram presence as well as continuing to update our website.

The rummage sale is coming up, and we'll be selling some office castoffs. We all hope the sale is a successful fundraiser.

I've been in conversation with Jeffrey as music director and Gini Gottman as director of lifelong learning about their job evaluations. We have agreed, and I have word from Stasia Hanson as personnel committee chair, that we won't be using a traditional paper form for work evaluations but instead will be in conversation about what would be beneficial to them in a work review. We've talked as all three together, and will have one-on-one talks soon. We will produce something written for the personnel files.

Yesterday we held the visitation and funeral for Ford Cauffiel, I then gave words of committal at his interment in Woodlawn Cemetery, and I attended the party after at the Cauffiels' house. The activities were well-attended by the greater community along with members of our congregation.

One aspect that has arisen from special non-Sunday events, primarily memorial services and weddings, is the aspect of the host. The Cauffiels received the ceremony gratis, as members (with honoraria given to Jeffrey Maxie and me). For these activities, and it's built into the contract for nonmembers, there is a \$50 host fee. As I recall, we haven't called on a host or paid the fee when we've had one for quite a while. This is different from the kitchen fee, which is to cover the use of the kitchen. At one time, Ginny VanHoy was the primary host. Carla Logan-Mercer is our kitchen coordinator (nonpaid, in a way paying her pledge “in kind”). When it's not Sunday, we should compensate a host and the kitchen coordinator;

we don't have budgeted amounts for that when it's gratis for a member and we need to start providing for that. I plan to give \$50 from the minister's discretionary fund to Carla for the Cauffiel funeral; while I bought donut holes and coffee from Tim Hortons to ease the trouble, we ended up still needing her (and Jewel's) attention that day—but the MDF can't be the standard source for that payment.

Last night and today I've been working with response to an email scam supposedly from me, and using a realistic email that deceived some people, asking for Target gift cards. It's unfortunately that a couple of people were duped—at least \$1,100 in Target cards were purchased so far. One person bought the cards then called me, and I assured them it was a scam; the person said they would donate the \$500 in cards to the church and suggested they go to staff (which I would suggest would be for Lou Ann, Gini, and Jeffrey, along with Carla but not in place of the host fee, and Jewel as she also helped to host but no additional fee for her as that card would basically be my redirecting the one for me as employee.

I'm writing a piece for the UU-FYI about scams, and as people were duped, this has reached the level that I might preach in a Sunday service about minister-impersonation scams and tell people to be very skeptical.

Other things in progress:

- The library is still going forward but not as fast as I hoped (we're close to reopening it, though).
- We need to have a fire drill. I'm putting Gini in charge of that as we'll need special parent-and-child education. We'll be involving the Fire Department and hope we're still up to code.
- Jeffrey and I are starting to plan for the next member directory, to be done over the next few months.
- I'm developing "swag bags" for all the members, kind of a prelude to having new-member kits but start with all the existing members. They would include necessary member documents such as bylaws and directory. I'll be giving checkout cards for the library as a way of promoting that (so many of the books in the library were never checked out).
- I'll be scheduling Spiritual Forum sessions soon, with Gini assigning because she's in charge of Sundays at 9:45am, on "ask the minister" and giving a library demo. Others to come.

Respectfully submitted,

Rev. Tim

First Unitarian Church of Toledo
September 2025 President's Report
Krista Schneider

Gini and I have been working hard cleaning up some of the physical space in the RE wing. It's starting to look a lot better. This work is on-going. I believe that on both a conscious and subconscious level our physical spaces affect our moods, our ability to function, and to breathe.

Church leaders are also starting to work with folks cleaning up our lists and the Board will begin reviewing our bylaws in the next months leading up to our annual meeting.

Both Sandra Kosek-Sills and Stasia Hanson have helped to give good input on these projects already. I believe that solid governing guidelines and up-to-date, relevant information help us to make more educated decisions about our church.

In my mind, these are both normal cleaning and maintenance activities that should be ongoing in any properly functioning organization, including a church. Hopefully we catch things early when there are messes to clean up, methods of doing things to tweak, or issues to rethink. Sometimes the fixes needed are big, sometimes things just need a tweak, and sometimes things are just fine exactly the way they are. It's important to periodically monitor how things are going, how things are being done, to check-in, to revisit, to ask questions. And it's good when congregants bring issues and concerns to leadership in a constructive and respectful manner.

Obviously, folks can have different opinions about how physical space should be arranged and used. In the same vein, people can differ about how lists should be compiled and used. The most important thing is to talk through different options and to try our best to fully understand the pluses and minuses of the different ways of doing things. We all want the path that gets you nearer to our goal of building a beloved community and living our shared Unitarian Universalist values in our church and in our broader communities.

My hope for this church is that it's a place where people can come to gather safely in fellowship, a place where people are treated respectfully, and given the benefit of the doubt, but at the same time, where people can both give and receive honest feedback and constructive criticism. I'm not always good at receiving constructive criticism. I do try. Sometimes criticism is not meant to be constructive. I've been in situations in organizations where there seems to be an unspoken agenda or at least, that's the impression that's given. That kind of criticism can often be destructive to both organizations and the individual or individuals it's aimed at. And it can feel really hurtful. Sometimes when the world outside feels harsh and things are feeling overwhelming, we tend to project that chaos into places where we feel safest, or where we feel we have more control. In those instances, we often inflate the stakes of matters, or as my Grandma Lee would say, we make mountains out of muskrat huts. She was from Oklahoma...

Two Sundays ago, we witnessed five people who were not members of our church, five people who felt strongly enough about our message and our shared UU values that they walked up to the altar and publicly signed their names to that effect. And last Sunday, two more folks pledged and joined.

Many churches are experiencing membership loss across the nation. Some of it is due to changing demographics and attitudes. The economy is tough for many, and pledge dollars are scarcer. Obviously, we need to look at and understand how those trends and other things may affect our Toledo congregation. And our board and other church leaders, along with Rev. Tim are thinking about how best to do just that. But, for right now, in this moment, let's celebrate that five people joined with us, that five

people in this crazy political climate chose to stand for Equity, Generosity, Interdependence, Justice, Pluralism, and Transformation, centered around Love. Our message got through.

Now I'm off to buy some yellow caution tape to put around a column outside our church that needs to have some tuck point repair work done. When I was a kid, a brick fell off a scaffolding and onto my head. I had to get five stitches. When folks learn this about me, many of them say that it explains a lot.

Respectfully submitted,

Krista Schneider, President

First Unitarian Church of Toledo

Treasurers Report

September 23, 2025

Last month we talked about changing the number of times we pay our staff. After further examination it is better if we keep paying our employees the same. Which is twice a month based on the hours they turn in on their time sheet. This is better for all concerned.

The Rummage sale was a grand success again this year. We had sales of just over \$2600, with one item that was not sold now at facebook auction. I suspect it will be another \$100. Mary Souther, Carol Keierleber and Kathy Crowther served as cashiers. My Thanks to them. A lot of people pitched in, including pres Krista who once again drove the U Haul truck with the left overs. A bunch of left over mens cloths taken to the Cherry

Street Mission.

Next up is the Bazaar on November 8 from 9AM to 3 PM and November 9, Sunday from noon to 3 PM.

Current balance with bank as of Monday September 22nd:

General Operating	\$ 43,692.44
TEAL	\$ 1,743.13
FEMA	\$. 85.00
Capital Campaign Checking acct	\$ 10,915.66
Capital Campaign Money Market	\$108,244.08
Interest this month	\$224.18

Total in Capital Campaign

\$119,159.74

The Trust Company	August 25,	September 21	Acct 000	Operating Reserve
\$357,485.50	\$366,647.07	an increase of \$9,161.57		
Acct 003	Restricted Funds	\$ 37,505.65	\$38,457.39	an
increase of	\$951.74			

Please see the attached Budget and balance sheets.

Respectfully submitted

Geoff Slawson