



**Columbia Church of Religious Science dba Columbia Center for Spiritual Living
Board of Trustees Meeting Minutes**

Tuesday, April 15, 2025, online using Zoom – APPROVED

Attendance: Zita Johnson-Betts, Laura Service, Reggie Kapp, Harry Leffmann, Mary Anne Marsalek and Rev. Rafe A. Ellis – Non-Voting Member of the Board.

Absent: Robin Farinholt, Dale Kane, and Claudette Gadsden

The Board of the Columbia Center for Spiritual Living convened at 7:08pm, led by Board President, Zita Johnson-Betts.

- Zita opened with the April 14th reading from 365 Days of Richer Living
- Rev. Rafe offered a Spiritual Mind Treatment for the meeting.
- The Columbia CSL Vision and Mission statements were read by Harry Leffman.

Each Trustee checked in sharing what's happening in their lives and how they're doing in the moment.

Approval of the Columbia Center for Spiritual Living Board of Trustees Meeting Minutes from Tuesday, February 18, 2025, was deferred until the April meeting to give everyone time to fully read them.

Rev. Rafe shared that colimbiacsl.com email addresses are available to anyone who wants one. If having such an email would help you better access Center information, just let him know and he'll create one for you.

Zita asked if anyone was called to serve as the meeting secretary to take notes and prepare the minutes. The description of "secretary" as defined in the bylaws was shared and discussed. After a brief discussion the matter was deferred until the May BOT Meeting.

Financial Report

- Reggie Kapp, Board Treasurer, provided a review of the March 2025 financials, noting that the bookkeeper, Mark Arnold, provides the financials in a variety of reports to help us compare and better understand the financial data.
- Consensus was reached directing Rev. Rafe to pay out first quarter tithes of 5% to Centers for Spiritual Living, 2.5% to Grassroots Crisis Intervention Center and 2.5% to Center for Spiritual Living – Kenya.
- The BOT will discuss and select organizations to receive our second quarter (April, May, June) tithes in the upcoming May and June meetings.



- Reggie brought the Board's attention to the Comprehensive Fiscal Picture report as a brilliant document that provides a clear detailed picture of everything including In-Kind Giving.
- March 2025 Financial Reports were approved by consensus.

Senior Minister's Report:

- Rev. Rafe reviewed his Senior Minister's report highlighting:
 - He will be on vacation June 3rd through June 10th
 - He sent out a first quarter update with individual giving reports for the first quarter and received positive responses for the update.
 - He is working with Rev. Paige Getty and Rabbi Gordy Fuller to create and facilitate an interfaith exploration of implicit biases in faith traditions that impede true inclusion.
- Rev. Rafe was encouraged to reach out to interfaith groups in surrounding areas/counties especially Baltimore County. He agreed to do so.

New Business:

Zita initiated a discussion of establishing ad hoc and standing committees to more clearly focus on getting the business of the Center done in a more efficient manner. Following a vibrant and extensive discussion, consensus was reached that the idea of committees, teams, and/or working groups are a good next step to building engagement and productivity. The following ideas will be discussed further in upcoming meetings.

- Recommended Initial Committees
 - Bylaws – Policy & Procedure Review Committee
 - FUNdraising Committee
 - Robin Farenholt and Nancie are heading up our participation in the Peace and Wellness Festival.
 - Personnel Committee – especially needed to complete Rev. Rafe's overdue performance evaluation and begin a review of his Letter of Call which is up for renewal by March 1, 2026. His current Letter of Call terminates on February 28, 2026.
 - Building Committee
 - Fund Management/Growth Committee
 - Volunteer (Sacred Service) Appreciation Committee

The meeting adjourned with Mary Anne Marsalek giving a closing prayer at 9:02 PM.

The next meeting is scheduled for May 20, 2025, at 7pm via Zoom.