

# Unitarian Universalist Congregation of Atlanta Board of Trustees Meeting Minutes

November  
19, 2009

*UUCA is a community of faith that encourages and supports our individual spiritual quests out of which we act together for social justice.*

The Board governs through set policies and will act on behalf of the congregation to further the congregation's mission and chosen Ends. Accordingly,

1. The Board is the link between the Executive and the congregation.
2. The Board produces written governing policies that, at the broadest levels, address each category of organizational decision: Ends, Executive Limitations, Board Governance, and Board-Executive Linkage
3. The Board will assure Executive performance in compliance with the Ends and Executive Limitations polices.

<b>Attendance:</b>	<i>Meetings are open and held at UUCA in room 209/210 at 7:00 pm on the 4th Thursday of each month.</i>
Board Members Present:	Laura de Castro, President; Marshall Orson, President-elect; Ellen Beattie; Kristen Indermark; Pam Kilmer; Eric Pohl; Joetta Prost; David Smith; Cyndi McFarland; Gordon Love; Penni Dudley; John Guyton
Board Members Absent:	
Staff Present:	Rev. Anthony David; Rev. Marti Keller; Terry Davis
Guests or other congregants present:	Stacy Kottman
Chalice:	John Guyton
Minutes:	David Smith
Process Observer:	Kristen Indermark

Laura de Castro called the meeting to order at 6:00 pm.

<b>Information/Actions:</b>	<i>Reports are emailed in advance and further discussed as needed at meeting.</i>
Minutes from prior meeting:	Distributed via email and approved as revised.
By-Laws Team:	The board unanimously approved the following proposed changes to the By-Laws: <u>Article V. Membership</u> <i>1. Joining. To become a member of the Congregation, an individual must: (a) be fourteen years of age or older; (b) be in agreement and sympathy with the purpose of the Congregation as stated in Article II; (c) sign the Membership Register Book established and maintained by the Congregation; and (d) make a financial contribution of record that is in a form making it attributable to the member. The Congregation is a welcoming congregation and, subject to these requirements, membership is open to all. This includes individuals identifying with historically marginalized groups (e.g., race, sexual orientation, and gender identity or expression). This also includes individuals from a variety of backgrounds and holding a variety of beliefs.</i>
Finance Report:	Stacy Kottman and John Guyton presented the finance report. October bottom line improved dramatically due to improvements at Atlanta Progressive Pre-School and increases in pledge income, while expenses were lower, cutting the projected annual deficit by more than \$50,000. The stewardship drive has exceeded \$800,000, with goal revised to \$870,000. The projected deficit for 2009 is now a surplus of \$0 to \$30,000. Any surplus will be used to restore pension payments that were suspended in September.

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2010 Budget:	Rev. David presented a proposed 2010 budget based on conservative assumptions of \$870,000 in pledges, no donations/memorial gifts, and no miscellaneous income with a grand total of \$1,204,260 income, which is \$22,750 less than the 2009 budget. Staffing and compensation budgets assume some reorganization, but an unchanged core staff team with no loss of hours and no salary increases. A reduction in the total compensation cost was brought about by reducing staff pension rate from 10% to 8% of salaries in 2010. Summer camp is moved to the Atlanta Progressive Preschool budget. 75% of UUA dues will be paid, but Mid-South district dues will be paid in full. The board agreed unanimously to present the 2010 budget as proposed to the congregation.
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The meeting adjourned at 9:02 pm.

#### Upcoming Dates on Leadership Calendar:

- Town Hall Meeting 12/9/2009
- Congregational Meeting 12/13/2009
- Miriam Carver 2/20/2010