

**Meeting of the UUCA Board of Trustees**  
**April 23, 2013**

**Present:** Brian Baker (recording), Lyn Conley (presiding), Cindy Hoffner, Pam Kilmer, June Lester, Karen Martin, Bill Mengel, Grier Page, Joetta Prost, Erin Stanfill,  
Staff: Rev. Marti Keller, Associate Minister (Acting Executive), Scott Howell, Executive Director, Mr. Barb Greve, Interim DRE, and Rev. Tessie Mandeville, Pastoral Care Coordinator

**Absent:** Bailey Pope, Beth Valentine

At 7:03 Lyn called the meeting to order

**Spirit & Community**

Chalice lighter: In Beth's absence Lyn read Reading # 709 from the UU hymnal

Circle of connection: What keeps you coming to UUCA? Everyone gave their response to this question.

**Board Education**

Pastoral Care at UUCA: Rev. Keller and Rev. Mandeville discussed a newly created report regarding pastoral care contacts on a monthly basis. Care is considered "formal" when staff and lay ministry are involved. We also have a few trained Youth Chaplains. A new brochure was distributed, *Resources for Pastoral Counseling*. A new Transportation Team is being formed to help congregants without transportation participate in congregational activities. Questions arose about how we are tracking the instances of pastoral care and suggestions were made for future reports.

Interim Assoc. Minister Task Force Up-date: The UUA application has been submitted. UUCA received no interested applicants in Round 1. This is not unexpected since most trained Interim Ministers are not likely to want a position as #2. There are two more rounds scheduled. If no candidates come forth we will contact the UUA again for advice.

**Need to Know – Part I**

Finance Report: Income continues to be strong which should hold us during the summer months when income normally dips. Grier presented a PowerPoint to explain the proposed budget adjustments from actual year end numbers and with the allocation of the FY12 surplus. This includes rebalancing reserve funds. The proposal includes full

payment to the UUA/MidSouth District, bringing all staff up to at least minimum compensation levels, and increasing pension payments from 2% to 3%.

On another staff note, Mr. Barb Greve reported that UUCA has received applications from two candidates for the Youth Director position. Interviews are scheduled for next week.

Playground Taskforce: A draft master plan was received from the designer this morning and shared with the Board. (Note: The Playground Task Force had not seen this plan by the time of the Board meeting.) The plan is subject to further consultation, design and pricing. Mr. Greve accepted comments. In Bailey Pope's absence, his comments via email were read to the assembly. The intent is to have pictures and a display in the social hall on May 19<sup>th</sup> when the Give Away the Plate will go to the Playground Rebuild.

### **Decisive Action**

Decisions re: FY13 Operating Budget: A motion was made & seconded to present the suggested 2013 budget adjustments for congregational approval May 19, 2013. Passed unanimously.

Fair Compensation Plan: The Board voted 9-1 to adopt the UUCA Fair Compensation Plan, Brian Baker dissenting.

### **Need to Know**

Executive Report: Rev. Keller commented specifically on the UUCA Choir's Requiem concert this Friday which will benefit Hospice Atlanta, an organization initially created by members of UUCA. Also noteworthy - 8 youth plan to attend General Assembly in Louisville and are currently fundraising. She then answered questions about the Executive Report.

### Board Committee Reports:

**PEM**: Fair Compensation Plan includes projected adjustments through 2016, using UUA's suggested standards as a guide.

**Bylaws and Policies**: Cindy noted that all the UUCA Policies have been compiled, indexed, and that a standard format is being created. These policies will be available in hard copy in a binder located in the UUCA Office as well as on a CD. Some policies are still in need of revision. A policy on Rights of Passage needs to be developed. The HR Manual will be revised by June 30, 2013. Completing this monumental task was recognized as a tremendous accomplishment and benefit to UUCA.

Cindy also distributed a report from the committee regarding the revision of the NLDC (Proposed Changes to VIII. Committees of the Congregations). In addition to a name change, the committee identified several other areas of concern. It was moved to table the discussion of this item until a later date when a full consideration of all of the issues can be explored. The motion passed 9-0-1.

**Congregational Life:** In Beth's absence there was no report.

**NLDC:** Erin noted that NLDC discussed that they would be in favor of removing "Leadership Development" from their portfolio. This will require a bylaws amendment.

**Generosity:** Lyn reported that a rummage sale will be held August 8-10. There are 5 people on the Generosity Committee and they cannot do it all. Need someone to lead the rummage sale project.

### **Announcements**

MidSouth Annual Assembly - 4/26 and 4/27. This is an excellent leadership development opportunity. DeAnn Peterson is our representative, and District VP. Volunteers are still needed for a potluck Friday evening.

Process Observer: Karen shared her observations.

Lyn shared closing words from #713 from the UU Hymnal.

Meeting adjourned at 9:30 pm