

Minutes of the UUCA Board of Trustees

April 28, 2015

Attending

Board Members: June Lester (presiding), Howard Lewis, Karen Martin (recording), Bill Mengel, Laura Murvartian, Marie Palena, Amelia Shenstone, Erin Stanfill, Christian Harden, Cindy Hoffner, Grier Page

Staff: Senior Minister Anthony Makar, Interim Associate Minister Jane Thickstun, Director of Administration Karen Roy

Guests: Roberd Macon representing the UUCA Endowment Fund Board of Directors

Absent: Melissa Marion-Landais

June called the meeting to order at 7 p.m.

Spirit & Community

Chalice lighting: Erin lit the chalice with words from *A Network of Mutuality* by Dr. Martin Luther King Jr.

Introductions and Welcoming Guests: Roberd Macon was introduced and welcomed.

Announcements: June made announcements as listed in the agenda.

Circle of connection: What was the most valuable part of your Board service this year? What is one hope you have for the Board for next year (whether you are continuing or not)?

Responses included:

- Hope that our work next year can have a more strategic perspective
- Value our work on promoting ARAOMC
- Value conversations with consultants
- Value learning new things about the Congregation
- Hope for increasing UUCA involvement with metro UU Congregations, Regional and wider UU world through support for clusters, regional meetings, leadership experiences and GA.
- Hope that members enjoy their experience and feel that the time spent is worthwhile
- Value our ability to make some tactical changes using the surplus
- Value our work to pass the Taking a Public Stand Policy
- Hope to implement recommendations from the consultants' reports
- Value the work of the team on the Minister's Letter of Agreement
- Hope that we will keep the focus of our work on implementing the Long Range Plan and moving towards our Ends.

This month's *Thank You* cards were written to Ruth Gogel for her many years of work on our UUCA Art Gallery and Bailey Pope for his leadership on the Facilities Study Team.

Decisive Action 1

Approval of Minutes of February 2015 Meeting: The minutes from the March Board Meeting were approved via email.

UUCA Endowment Fund Board of Directors:

Confirmation of Nominees: Roberd Macon explained the make-up of the UUCAEF Board. Three members are ending their terms; Mary Crawley, Godfrey Oakley and Frank Chew. Mary and Godfrey have agreed to serve another term if approved. The UUCAEF Board recommends Eric Pohl to replace Frank Chew. June moved to approve these three names as nominees to the UUCAEF Board. The motion was seconded and passed unanimously.

Need to Know

Executive Report:

Year 3 Implementation Report for Long Range Plan: Rev. Makar reviewed the Executive Report sent to the Board via email. He highlighted the following:

- Comments from our former candidate for Associate Minister for Lifelong Learning and Growth were included in the Appendix of the report. The AMLLG Task Force very much appreciates her candor and will take her comments into consideration as we move forward in the process.
- Rev. Makar shared a letter that he has written to fellow UU Ministers in the Atlanta area expressing an interest in planning for an organized response to the anticipated decision on Marriage Equality coming from the Supreme Court this summer.

Christian Harden shared that after much thought and study, a draft of the Letter of Agreement will be ready to share with the Board at our next Board meeting. It was suggested that a vote on the Letter might be taken by email in order for the current Board to complete the work on this matter.

Attendance Data: Attendance data was sent to the Board via email. Attendance has been up for the last two months. Rev. Makar believes that we are capturing attendance more accurately with new procedures, including groups like the Humanist Fellowship and Modern Mind.

The Work of the Board

Board's role in promoting anti-racism, anti-oppression & multi-culturalism as a core value at UUCA: What progress have we made this year?

- Changed some Executive Limitations to promote AR/AO/MC values
- Raised awareness and consciousness
- Integral part of the process of hiring a new Associate Minister
- Introduced the terminology to the Nominating Committee
- Included on agendas and discussed at all Board meetings
- Set example for the congregation by prioritizing AR/AO/MC in our work.

Congregational Life Committee: The committee is on track with a plan to meet with various groups on a monthly basis. They are giving a one page sheet to group members prior to their meeting explaining what the Congregational Life Committee is for and asking how results of the Congregational survey might affect the work of their group. They are also seeking feedback about UUCA Ends Statements from various constituencies. The Committee will continue to work to integrate the results of the survey into the work of the Congregation.

Planning, Evaluation, and Monitoring: The PEM Committee has done a lot of work, had long meetings and lots of homework this year. They realize that requests for reports from staff are piling up and that the work needs to be prioritized. For the end of the Board year they focused on identifying any gaps in compliance, the annual evaluation of the Executive and the Long Range Planning Progress Report. Nothing found to be out of compliance is in an area that poses an immediate danger or threat to UUCA. The plan for PEM next year is to focus on areas that were not monitored this year and work to implement recommendations of the consultants. Now that more UUCA infrastructure/administrative systems have been built, it should be possible to make monitoring simpler and more routine. The Long Range Planning Progress Report will be posted to the website. The Board was reminded to complete the Board Survey online.

Bylaws and Governance: The committee completed the specific items listed on its charge for the year. We are not aware of any current impending Bylaw changes. We have completed the review of Executive Limitations for ways to promote AR/AO/MC values. We will continue to review Bylaws and Policies.

Finance Committee: Grier gave an overview of revenue and expenses. Revenue is going well in all categories. Expenses are under control. We didn't rebalance electricity and gas but we ended last month in the black. We will be looking at progress toward payment of pledges in May. Karen Roy and Melissa Marion-Landais are drafting quarterly statements. Information on proposed plans for the surplus will be sent to the Congregation in the mailing ahead of the Congregational Meeting. The information is organized by spending target area. It delineates plans for the equivalent of 4% of the budgeted income which the Executive can spend at his discretion and the remainder of the surplus which must be approved by the Congregation. The motion to be put before the Congregation will be to increase the budget income and expenses by the total amount of the surplus, which is \$149,445. A suggestion was made that we tie the spending target areas directly to our Ends Statements to clarify how this spending will further our progress toward our Ends.

Decisive Actions II

Vote on Budget revision recommendations: A motion was made by the Finance Committee that the Board take the motion to amend the budget in the amount equal to the surplus to the Congregation at the Congregational Meeting. There was no second required. The motion passed with one abstention.

Members questioned whether a vote on the Fair Compensation Plan would be taken at this meeting. It was noted that this item was not on the agenda. The UUA has recently revised their Fair Compensation Guidelines. Compensation for various employment categories has gone up between 2% and 8%. The UUCA Fair Compensation Plan is being revised again. There is a plan to increase the hours of the Children's Religious Exploration Coordinator by 5 hours per week based on a recommendation from our former candidate for Associate Minister for Lifelong Learning and Growth.

Executive Session to review Evaluation of the Executive: The Board went into Executive Session to discuss the Annual Evaluation of the Senior Minister as Executive for UUCA. The Board voted unanimously to approve the evaluation.

Closing

Observer's Insights: Howard shared observer's insights.

Extinguishing the Chalice: Erin extinguished the chalice with words from Neil Degrasse Tyson.

Next Meeting: May 26, 2015

Meeting Host: Grier Page

Chalice Lighter: Karen Martin

Process Observer: Christian Harden

Above Board [*due May 10*]: Cindy Hoffner

Upcoming Committee Meetings:

- Bylaws and Governance:
- PEM Committee:
- Finance Committee: May 18, 7 p.m.
- Congregational Life:

June adjourned the meeting at 8:29 p.m.