

**Meeting of the UUCA Board of Trustees  
February 26, 2013**

Present: Lyn Conley, Cindy Hoffner, Pam Kilmer, June Lester, Karen Martin, Bill Mengel, Grier Page, Bailey Pope, Joetta Prost, Erin Stanfill, Beth Valentine  
Staff: Marti Keller, Associate Minister & Acting Senior Minister, Scott Howell, Executive Director, Barb Greve, Interim DRE  
Absent: Brian Baker

At 6:33 Lyn called the meeting to order.

**Spirit & Community**

Chalice lighter: Karen lit the chalice with words from Debra Faulk.

Circle of connection: Marti reported on a recent activity. Nan Orrock invited and introduced Marti to the Georgia State Senate who were all (including the Lt. Gov.) very cordial. Coincidentally, it was Clergy Day! It was attended by a large number of clergy who heard Marti's invocation. She was "chaplain of the day," and led them in prayer with words from Eugene Pickett's "We Give Thanks" in the opening devotional. The theme was "What You Do Matters."

**Need to Know – Part I**

RE Report- Barb Greve: There hasn't been a big fluctuation in attendance with RE and that's good news, especially in light of transitions with RE staff. Karen asked if there were any concerns about registrations vs. attendance. Barb responded that we tend to register families within a short time after they begin attending services for safety concerns. Some congregations don't up-date their registration/rolls for graduations and attrition. Given that we zero out our registrations every year, having only 50% attendance is a little concerning. In general Barb feels we are "moving along quite nicely". We could have 300 children every week in RE if we did a better job maintaining the space and supporting and recruiting teacher volunteers.

Playground: Bids are monetarily similar (\$50 between them). An issue with drainage has been identified. The company they are most happy with is willing to stage it so that we can build as much as we can afford. \$5400 for a topographic survey is required before we can do anything.

Finance Report Grier reviewed the previously provided documents. Things seem to be going very well, donations are ahead of budget. We are strongly in the black for January, about \$18,000 ahead of where we are budgeted to be.

## Board Education

Fair Compensation Plan Joetta reviewed the document provided to the board prior to the meeting. Bailey expressed concerns about the budget implications. Lyn pointed out that if we are looking for UUA credentialed people, we need to be competitive with the packages offered by other congregations. Erin asked whether PEM was creating a policy, and would that be more a function of the Bylaws & Policy committee. Joetta responded that the collaborative work on the FC Plan had evolved from PEM review of Executive Limitation that requires the Executive to have a plan to reach fair compensation. Cindy inquired about the 10% pension and whether that was a reflection of the market. Marti responded that it was restoring a benefit that had been paid previously and a provision of employment when hired. Joetta asked the group if we'd like time to go over it more and respond in writing, and Lyn reminded the board that it will be on the March agenda.

HR Policies Direct Inspection Joetta moved to go into Executive Session, Erin seconded. Direct inspection regarding EL B and F was performed for the first time in this Executive's (Rev. David) tenure. Following review of the direct inspection results, the board agreed that additional inspections were warranted and will be scheduled. Bailey moved we leave Executive Session, Pam seconded, approved unanimously.

## Decisive Action

Decisions re FY13 Operating Budget: Grier gave a presentation of the ideas we have received for using the 2012 budget surplus. His informational PowerPoint included figures and information about current and future projections for the budget.

The end result of extensive discussion and recommendations to the Executive regarding use of the surplus is summarized in the chart below.

	Total	Before May
balance funds	\$4,700.00	\$0.00
app	\$0.00	\$0.00
computers	\$8,000.00	\$8,000.00
FAIR COMPENSATION <sup>1</sup>	\$5,706.00/\$7,206	\$3,000.00
pension	\$4,900.00	\$2,500.00
Denomination dues	\$13,500.00	\$13,500.00
Furniture, fixtures, & equipment [FFE]	\$10,000.00	\$7,500.00
PLAYGROUND	\$10,000.00	\$5,500.00
fund raising (decrease)	\$10,000.00	\$0.00
Professional development	\$5,000.00	\$0.00
TOTALS <sup>1</sup>	\$71,806.00/\$73,306.00	\$40,000.00

<sup>1</sup> variance in fair compensation category depends on classification comparison

## **Need to Know – Part II**

Executive Report: Marti answered questions about the Executive Report.

### Board Committee Repots

**PEM:** Joetta reported that they are working with Finance Committee in “good rhythm.”

**Bylaws and Policies:** Cindy reported that she had to go through a number of documents in order to pull out policies to present and review with the Executive. Progress has been made in organizing all policies and creating an index. There are other policies that need to be reviewed and in some cases created.

**Congregational Life:** Beth reported that meetings took place and discussion held about resubmitting committee contact information to the weekly up-date and newsletter once a month. The committee is also looking forward to conducting the meetings that Marti suggested in her executive report with social justice groups. Beth also mentioned the idea of asking a Board Question on a regular basis with congregational response directed to [conglife@uuca.org](mailto:conglife@uuca.org).

**NLDC:** Erin reported there is 1 position left to fill. There has been less focus on the leadership development discussion.

**Generosity Committee:** There is a discussion about having a rummage sale August 8 - 10<sup>th</sup> . There will be a gathering March 17<sup>th</sup> at the Oakleys of leading pledgers to thank them for their generosity and to ask them about their hopes and dreams for UUCA.

### Announcements:

General Assembly credentials have arrived. UUCA has 14 delegates.

Mid South District Annual Meeting will be held at UUCA April 26<sup>th</sup> and 27<sup>th</sup> which conflicts with the performance of the Requiem by our choirs at Immaculate Heart of Mary. a neighboring church.

Process Observer: Bailey shared his observations.

Karen shared closing words from Albert Clark.

Meeting adjourned at 9:45pm