



Meeting of the UUCA Board of Trustees

January 25, 2022 6:00 p.m. – 8:30 p.m

Mission "UUCA: Transforming lives through courageous action and soulful

connection."

Meeting Host: N/A
Chalice Lighter: Jason Delaney

Board President: Sean Golan

Board President-Elect: Maureen McAndrews

Financial Trustee: Jason Delaney

Secretary: Mary Liebman

Board Members: Jen Bain, John Duggar, Allen Lee, John Merkel, David Sjoquist.

Agenda

Spirit & Community
Chalice Lighting
Circle of Connection Board members shared their struggles in the new year
Announcements and Important Dates -Congregational Meeting 05/22 or 5/29 of 2022 (3-4 Board Meetings left) Let's think about what is most important for us -Next Chalice Lighter: John Merkel in February, Jen Bain in March Board Goals for the year: <ul style="list-style-type: none">● Support Timely Construction of New Building● Engage in exploring and fully living our Values, Vision, Mission and Ends.● Establish sustainable Board Practices for Policy Governance.● Online & In-person Meetings● 8th Principle Thank You Messages for the Month: Gary, Travis, Taryn
The Work of the Board
Housekeeping: Approval of December Board Minutes: Minutes will be approved via email before the end of the week.
ARAOMC Workgroup The ARAOMC Survey went out to the groups that we have contact information for on Sunday. We have 6 responses so far. We need to do some work on how to analyze the data. Reminders will go out before the due date on 2/21.

We are still working on finding a few other contacts and will share the survey when it is found.

8th Principle

The board continued discussion about how to engage the congregation in work surrounding the 8th principle. While other congregations have voted on whether or not to support the 8th principle, the board discussed that our congregation needs significant education on the arguments for and against the 8th principle before we would be in a place to call a vote. We will not include a vote in the May Congregational Meeting. This will be an informational and educational discernment process.

We need to be intentional and careful as we have these conversations that we are not allowing harm to members of our community. As we move forward with our plans to educate the congregation on the 8th principle, we need to make sure that whoever is leading this work can faithfully present the arguments for and against.

The plan moving forward- Be ready to review Dave's 8th principle proposal and have a plan that is actionable to set a timeline and committee makeup at our next board meeting.

Discussion of the 8th principle also brought up congregant emails to the board asking that we address the Article 2 Commission.

The board discussed the commission and Widening the Circle of Concern. The Committee on Ministry has previously discussed using an art installation to educate the congregation on Widening the Circle of Concern and to talk about culture change. MinComm believes that using an art installation would allow us to reflect on our current state and possible holes in our experiences without feeling the need to come to a consensus or decision.

Report from Finance Trustee

Finance committee meeting schedule might change to better fit with the seasonality of finances. We were hoping to have a bunch of money come in December but didn't. We did hit 97.6% of our pledged income while people are also giving to Project Phoenix. Because of PPP, we did not have to use Project Phoenix funds for operating expenses in 2021. This coming year will also be unique with the pandemic and the move to the new building.

Present December Financial Reports: To be voted on via email

Approval of November Board Financial Reports: To be voted on via email

Liaising Session:

UUCA Endowment Fund

John Guyton and Kay Golan joined the Board to share an overview of the EF, the differences between the EF Board and the UUCA Board, and a financial overview of the EF.

The Board discussed the language of the Board Policies regarding the gift acceptance policy with the representatives of the EF Board

David Sjoquist moved that the Gift Acceptance Policy and Procedures document dated March 11, 2014, be amended by replacing the existing subsections entitled “Policy” and “Basic Procedures” with the text below. Jason Delaney seconded. Motion passed unanimously.

UUCA POLICY AND PROCEDURES: Donations and Gifts

INTENT: *Our policy ensures that UUCA is a good steward of donation and gift income given to the congregation.*

BACKGROUND: *The following implements the language in the Loan Agreement for UUCA Endowment Fund loan to UUCA executed in June 2021. The loan agreement states that:*

“While this Loan is outstanding, UUCA will transfer any undesignated bequest or memorial contributions to the EF for deposit instead of to the Growth Initiatives Fund or for any other UUCA purpose. Such deposits will not reduce the loan outstanding.

Any bequests or memorial contributions paid to UUCA that are designated by memo line entry or accompanying correspondence to repay this loan will be applied to the loan outstanding and, once fully repaid, transferred to the EF as a donation.”

This policy alters the Gift Policies and Procedures passed by the UUCA Board of Trustees on March 11, 2014. This change is made in recognition of the generous gift of \$200,000 in September 2020 and a Loan of \$650,000 from the UUCA Endowment Fund to the UUCA Capital Campaign to facilitate the renovation and move to the property located at 2650 N. Druid Hills Road, NE; Atlanta, GA.

It is envisioned that this policy will remain in effect until the loan is paid off.

TYPES OF DONATIONS AND PLEDGES:

The following types of donations are unaffected by the policy change:

- **Annual pledge donations**
- **Non-pledged donations** made during Sunday Services or designated for UUCA operations
- **UUCA endowment fund-** Donations or gifts designated to the UUCA endowment fund
- **UUCA carbon offset fund** – donations designated to this fund
- **Give away the plate** - Sunday Services donations are designated for and given to approved non-profit organizations doing good work in our world.
- **Donations or purchases for special events**
- **Donations to designated fundraisers.**
- **Ministers benevolence fund**

POLICY AND PROCEDURE

Policies and procedures for receiving and handling annual pledge payments, capital campaign pledge payments, Sunday morning non-pledge donations, and designated donations to the Endowment Fund and the carbon offset fund are found at uuca.org/policies-and-procedures/



This policy specifically changes policies for the following types of gifts:

- ***Gifts or donations in memory of a deceased person*** (member or nonmember)
- ***Gifts or donations in honor of someone or a special event*** (birthday, graduation, anniversary, etc.)
- ***Undesignated bequests, estate, and will donations.***

POLICY AND PROCEDURE

All donations or gifts to UUCA in memory of a deceased person (member or nonmember); in honor of someone or a special event (birthday, graduation, anniversary, etc.); or bequests, estate and will donations that are undesignated shall be designated and transferred immediately to the UUCA Endowment Fund to foster long term growth of the congregation and its values and mission.

Other gifts of cash or stock (not described in the preceding paragraph) that are undesignated will be used in the operating budget or as designated by the UUCA board.

Additional Considerations:

- *Gifts, contrary to Unitarian Universalist Principles and UUCA's Mission and Ends, shall not be accepted.*
- *Non-monetary, material objects may be accepted by the congregation (at the discretion of the Executive Team) under the following conditions:*
 - *they do not involve taking responsibility for any mortgage note, repayment of loan, or other debt.*
 - *they are easily transferable to cash*
- *Restricted gifts—ones which the individual giver dedicates to a particular project of their choosing—may be accepted by the congregation (at the discretion of the Executive Team) under the following conditions:*
 - *the gift is of a non-trivial amount of more than \$5000*
 - *The giver agrees that if the particular project of their choosing is not realized within a specific timeframe as defined by the giver, the gift reverts to the UUCA Endowment Fund.*

I further move that Bryce Thomason be authorized to make non-substantive changes to the adopted Gift Acceptance Policy and Procedures document. Jason Delaney seconded. Motion passed unanimously.

Jason Delaney seconded. Motion passes unanimously.

In recognition of the Endowment Fund's generosity, the ministry will support the endowment fund with calls to potential Legacy Society members and celebration of the Legacy Society in worship service.

Annual Vision of Ministry (AVOM) Overview

-Annual Budget

-Project Phoenix updates?

-Homecoming Event Planning?

The Executive Report was shared with the Board via email. Taryn and Bryce reviewed the content and answered questions from the Board.

Possibly open back up for limited in-person worship in Mid to late February

Taryn requested that the Board attend the 2/6 social hour zoom in support of Don's sabbatical

We have a little bit of a lag in engagement in all areas. People seem tired and burned out.

Stewardship Campaign Committee

No report at this meeting.

Capital Campaign Committee

No report at this meeting.

Healthy Relations Committee

No report at this meeting.

ARAOMC Committee/Counsel

-In process of gathering survey information. See the ARAOMC section above.

ByLaw Committee

New by-law Changes

Running List of possible By-law changes:

-Membership requirements out of line with other UU congregations?

-Add Economic hardship service contribution in lieu of \$ exception for membership?

-Add sign covenant to membership condition?

-Add types of membership (active, emeritus, former)?

We are looking for more people to join the bylaw committee to help make some suggestions. We need to look at membership requirements and ARAOMC.

Should delegates to GA be bound to vote a certain way?

Possible members: June Lester, Lyn Conely, David Yamashita, George Macon

Having a time limit might help get people engaged.

Nominating Committee

- NomComm is watching the clock and starting to reach out to possible candidates.



- At the same time, they are working on building a leadership development program and visioning for the NomComm
- If any board members have suggestions of possible candidates, please let Liebs or Laura Yamashita know.

Project Phoenix Committee

Construction is progressing
No report at this meeting.

Endowment Fund

See Liaising session above

Topics to come:

- Realm database switch- Board support, Information Board wants?
- Board Policies-Structure of Review-Add ARAOMC to institutional structure?
- ARAOMC Engagement, Audit, Council Renewal?
- 8th Principle
- Gift Policy Review & Updates
- Stewardship
- Covenant accountability?
- Sabbatical policy?

Closing

UUCA is a vibrant, innovative hub of engagement for Atlanta and beyond, where together we:

1. Articulate our Unitarian Universalist faith tradition and identity, teach it to our children, share it with others, and live it courageously in the world.
2. Ground ourselves in creative, innovative worship and spiritual practice to nourish and heal our souls.
3. Advance justice, wholeness, and equity for people, our Earth, and all life on it.
4. Advance the goals of our Anti-Racism, Anti-Oppression, Multiculturalism resolution.
5. Create connected community that ministers to one another's physical, spiritual, and relational needs.
6. Grow leaders rooted in and committed to our Unitarian Universalist values.
7. Cultivate and embrace an increasingly diverse community of faith that will transform and enrich our congregation.
8. Connect with resilience across differences, honoring our Covenant of Healthy Relationships in all the work we do.

Process Observation (Questions TBD)

What breaches of our Board Covenant and Health Relationships Covenant were there? Perhaps some cross chatter during the EF section

On which of our Ends were we Primarily focused? 4- ARAOMC, 2- nourishing our souls, 6- grow leadership

Many thanks to David Sjoquist for his work on the 8th Principle AND the Endowment Fund

Which Ends do we need to focus on/need more clarity and information about?

How did we advance our ARAOMC Resolution?

What have we not addressed but need to?

- What does a budget look like with the PPP loans?
- Congregant letters expressed fearfulness of saying things publicly

Charge to the Board

- Join Realm
- Votes for approval on Minutes and Financial reports
- Review 8th Principle documents and hopefully, we can come up with an actionable plan on the committee and their charge

Extinguishing the Chalice

From the hymnal

Next meeting: 02/22/2022

Next Chalice Lighter: John Merkel in February, Jen Bain in March