

## **Congregational Meeting December 19, 2021**

**Board Present on the Zoom Webinar:** Sean Golan, Maureen McAndrews, Jason Delaney, Jen Bain, John Duggar, David Sjoquist, John Merkel, Mary Liebman, Allen Lee

**Panelists present on Zoom Webinar:** David Hanna, Anna Apostolou, Bryce Thomason, June Lester, DeAnn Peterson, Cheryl Delaney, Ines Hoster, Shay Stewart, Rev. Taryn Strauss, Jerry Hajdusiewicz, Laura Yamashita, Carl Pelizza, John Guyton, George Macon, Janel Dennard,

**Call to Order and Chalice Lighting:** Sean Golan, President-Board of Trustees, and Maureen McAndrews, President-Elect

### **Covenant of Healthy Relations:**

John Merkel and the Healthy Relations Committee (Ines Hoster, Cheryl Delaney, John Merkel) read the covenant.

### **Procedural Appointments**

Co-Parliamentarians: June Lester and George Macon  
Secretary: Mary Liebman  
Timekeeper: Jen Bain

### **Meeting Protocols**

- All are welcome, but only those who (a) have been members at least 60 days or youth who joined after the last bridging ceremony, and (b) have an attributable contribution of record in the last 2 months may participate in discussions and vote.
- Participants must request to speak in the chat room, Q&A, or raised hand functions.
- Write your name and Pro, Con, or Procedural in the chat.
  - The chair will recognize speakers preferentially from the Procedural list and alternately from the Pro and Con sides.
  - A host will enable the recognized speaker's audio.
  - Comments are limited to 2 minutes.
- No participant will be recognized to speak on an issue a second time until others wishing to speak have spoken a first time.
- Procedural mic time is outside the 30-minute limit.
- Once recognized, a member may move to amend a motion on the floor. The motion to amend must be seconded, discussed, and passed (or not) by a majority, before returning to the main motion.
- Consistent with our UU principles, members should be given every opportunity to present their views, as long as comments are relevant to the motion on the floor.
- Stopping debate before 30 minutes can only be accomplished by the President's recognition of a motion at the Procedural mc to "call the question," which requires a second and a  $\frac{2}{3}$  vote.
- Co-Parliamentarians have been appointed by the President to answer questions about the procedure.
- Voting: Digital voting in Zoom Poll.
- Multiple members in a household: one may vote via the poll, the second may vote using another smartphone/device or by entering your full name and the + symbol for Aye or the - symbol for Nay in the chat.

- Multiple members in a household, but each is participating from a separate device, each member should select “one”.
- Non-members: We are glad you are here observing, but you may not vote and cannot be counted toward quorum. You should select “zero” for this question.

### **Determination of Quorum**

568 current voting members

10% = 57, 20% = 114

Poll of attendees: 137 attendees responded-

- (127) voting members
- 10 non-voting guests
- A quorum was reached.

### **Approval of May 16, 2021 Minutes**

Mary Liebman moved that we approve the minutes of the May 16, 2021, congregational meeting.

No second needed

Discussion/vote - no discussion, 95% approved (121), abstentions (6). Motion passed.

### **STEWARDSHIP CAMPAIGN UPDATE- David Hannah and Janel Dennard**

- Thank you to David, Janel, Barbara Begner and George Macon
- We have exceeded our goal of \$750,000
- Pledges to date: 322
- This is a strong stewardship campaign, but it still doesn't fund all of the work that we want to do as a congregation
- Stewardship continues to trend upward (+5.37% over 2020) (+4.83% over 2021)
- Thank you to the campaign volunteers for the stewardship campaign

### **FINANCIAL REPORT (December 2021) - JASON DELANEY**

- Jason reminded us of recent UUCA history and thanked the Finance Committee and UUCA Staff

2021 update:

- Our budget expected us to lose ~\$126K for the year and \$115 by the end of November. We are in fact at ~\$118K, so we are off by a small amount which indicates that we budgeted well.
- We have 3 options to cover the overage
  1. Continued generosity between now and the end of the year
  2. Project Phoenix transfer which was approved in last year's budget (we will not need to use this)
  3. The forgiven PPP loan can cover this overage. This will enable us to cover the shortfall without using the project phoenix transfer.
- Generosity is at an all-time high between the Stewardship program and the Capital Campaign. In fact, people have been fulfilling their Capital Campaign pledges ahead of schedule.
- UU Minecraft Camp sales have also contributed \$150 to Project Phoenix.

2022 Budget

- Our 2022 Budget was organized in 2 parts: January-May and June-December.
  - January-May involves virtual church and The Treehouse
  - June-December has us launching 2650 North Druid Hills which brings more expenses, but also more potential income through rentals and the like

- Jason reviewed the budgeting process
- Changes in budgeted revenue
  - We have surpassed our pledged income goal of \$750K
  - With rental income and other donations, we are budgeting a total income of \$824K
- Changes in budgeted expenses
  - Personnel expenses are budgeted at \$762,744
  - Departmental expenses are budgeted at \$291,128
  - With other expenses of %15.519, we have budgeted our total expenses to be \$1,069,391
  - Jason noted that these expenses do not include hiring an Associate Minister, a position that a congregation of our size needs.
- 2022 Summary
  - As in the past, we will need to approve a transfer of \$242K from Project Phoenix in order to cover our budgetary shortfall
  - This budget is conservative and hopefully we will not need to use that transfer.
- Jason reported that UUCA is in the best financial position that he has seen since joining the finance committee in 2016. Many thanks to our Minister, Staff, and generous congregation.
- Questions from congregants (including the chat)
  - Is it fair to say that adding an associate minister will increase the budget by 10%?
    - That is a reasonable estimate
  - How do we have a carryover of \$150K if we had a loss of \$128K?
    - Thanks to the PPP loan/grant
  - It seems to me that UUCA is adding quite a few people to the administration. How is that affecting our budget?
    - We have been primarily replacing folks who have left in reimagined roles
  - How will we finance an Associate Minister?
    - It is still in the works, it is not in the budget for this year and we will update the congregation if and when we find a way to fund the position
- Motion by Jason Delaney to approve the 2022 budget as made available to the congregation in advance through the Weekly Update and on the UUCA website.
- Motion by Jason Delaney to amend the 2022 budget summary as described in the financial report presented today in Congregational Meeting.
- Second by Maureen McAndrews

Discussion/vote on the amendment - No discussion, 97% approved, 3% abstention. Motion passed.

Discussion/vote on the budget - No discussion, 98% approved 2% abstention. Motion passed.

### **MINISTER'S REPORT - Annual Vision of the Ministry Report 2021-2022 - Taryn Strauss**

Thank you to staff, ministerial intern, and community ministers

- Community ministry update- CMs serve UU ministry in a variety of ways.
  - Rev. Megan Lloyd Joiner is a Chaplain at CHOA so she can also serve in the lay ministry program
  - Rev. Duncan Teague is serving on the research staff of the Rollins school of public health in the Interfaith Health Program

- Thanks to Don, Chelsea, and Willie
- Thanks to LB, Elisabeth, and Catherine for RE work
- Thanks to the AV team
- In the past year, we have brought our staff up to the UUA recommendations for salaries. Health insurance costs have gone up 10% in the past year. We have increased to retirement at 8%.
- A big piece of the budget for next year is the transition to our new home at 2650 North Druid Hills
- These are all parts of the reason why we were not able to include the associate minister
- Don is going on Sabbatical from Mid-March to Mid-September. He will be in attendance on our first Sunday in the new building.
- His sabbatical team is working with him to identify a sabbatical music director

#### Current opening plan in the new building

- The homecoming event will hopefully take place in early June with UUCA members (~2 weeks after we get the keys) We will still be working out kinks and unpacking, but we will be able to gather.
- In mid-September, we will have an in-gathering campus blessing. We will invite ministers, musicians, and others from the community to bless our community.

#### Internet Phishing Scams

- Education is how we will protect ourselves
- If you receive an email asking you for money for an emergency, particularly gift cards, please contact the church first to determine if the request is real. Rev. Taryn will not ask for support or funds in that manner.

#### COVID Update

- After discussion with the COVID task force, UUCA will be closed to the public starting tomorrow. Staff will work from home and services will be live-streamed.
- The caseloads and numbers nationally and in our area are too high for us to continue to gather.
- We have plans for reaching out to those in our community who might be alone or in need this Christmas through the lay ministers.
- The covid task force will be reconvened and will be responsible for determining when we will be able to return to in-person worship or events.
- When we can meet in person again, we have the chance to practice the spiritual practice of respecting boundaries with safety protocols and personal preferences.

#### Organization chart

- We have a gap in our organizational chart, an Associate Minister.
- Rev. Taryn reviewed a possible portfolio of an Associate Minister. She is informally speaking to UU ministers and ministerial interns, but we do not have the funds to support that in the short term and what we really need is financial support for this position in the long term.

#### Announcements

- Save the date for Congregational Retreat- March 25-27
- We are looking for congregants who can help us identify a school for our new location on a search committee. We want to be intentional about identifying a school that fits with our vision
- Thanks to the staff for the support in transitioning to the new database

#### **REALM Introduction- Shay Stewart**

- We have used to use ACSTechnologies as a directory and for giving and Slack for organization and communication among volunteers
- REALM is going to take the place of both ACSTechnologies and Slack

- You can register for classes and events, there is file storage, messaging, and giving.
- REALM training dates will be in January. Group leaders will be trained first. General training for users to follow.

**PROJECT PHOENIX REPORT - DeAnn Peterson, Chair**

Schedule status

- The stormwater detention structure is underground and connected to the county storm system
- The elevator substructure is excavated, shored, and walls installed
- The ceiling and walls in the sanctuary are 85% framed
- HVAC, Plumbing, Fire Safety, and Electrical are 90% roughed in
- Roof insulation (spray foam) is installed
- The old building is gone in the space that will become the Memorial Garden

In Process

- Water main being installed
- Wall insulation in the admin building is being installed
- Block walls are being installed where required
- Gypsum sheetrock is installed in many places
- The Memorial Garden Area is being cleared

Grants

- Georgia Interfaith Power and light: \$2500
- Southface Grant 1 (\$60,000 matching) helped pay for:
  - High-efficiency HVAC system (VRF)
  - LED lighting
- Southface Grant 2 (\$60,000 matching) helped pay for:
  - Roof insulation-spray foam
  - Wall Insulation - sheet insulation and batt insulation
  - Bottle filling water fountains
- We will apply for a third Southface Grant in March 2022
- Thanks to Bert Pearce and Julie Simon for making sure that our grants have gone through

Change Orders so far

CHANGE ORDERS (to date)		\$100,000 CONTINGENCY
CO 1	Asbestos	26,700.00
CO 2	Use Quarry Tile in Kitchen	(4,931.00)
CO 3	Windows meet Energy Star	no cost
CO 4	Sanctuary and Social Hall Theater Light	18,693.00
CO 5	Sanctuary and Social Hall Theater Light	(3,133.00)
CO 6	Floor outlets in Meeting Rooms	4,591.00
CO 7	Windows in Sanctuary to Energy Star	19,271.00
CO 8	New Doors in Sanctuary	8,435.00
CO 9	Relocate duct work	2,679.00
CO 10	County change manhole requirements	5,457.00
CO 11	Relocate Exhaust duct	3,378.00
CO 12	Architect changes (ASI4)	
CO 13	Moravian Star winch	
CO 14	Relocate Conduit	3,277.00
CO 15	Circular Window Framing	
		<b>84,417.00</b>

Overall Status

- Using the payments to Choate as a general guide we are about 33% complete
- Payout/Project total \$2,390,568/\$6,947,344 x100 = 33%

- On track for a June 1, 2022 completion
- Many thanks to everyone who has contributed to this project. We are rolling along.

### **ENDOWMENT FUND REPORT - John Guyton**

- The Endowment Fund provides a tax-exempt vehicle for donors to provide long-term support and stability to UUCA.
- Endowment Fund Assets are used exclusively for religious, charitable, and educational purposes in support of UUCA.

2019 - EF donated >\$36,000 for restoration of Steinway grand piano

2020 - EF donated \$200,000 to the Capital Campaign

2022 - EF is providing a long term loan to UUCA to help finance construction costs at 2650 North Druid Hills

As of Dec 7, the total assets of the Endowment Fund: \$1,200,186. The EF has grown by 53% since 2016. Our investment performance is monitored by the Endowment Fund Board.

#### How can you support the EF?

- Join the Birthdays Club in honor of a birthday, donating a dollar for each birth year.
- Become part of the Legacy Society by making a charitable bequest to the EF in your will/estate planning document.

Additional information can be found on the Endowment Fund webpage:

[www.uuca.org/endowment-fund](http://www.uuca.org/endowment-fund) OR, send an email to: [endowmentfund@uuca.org](mailto:endowmentfund@uuca.org)

#### Endowment Fund Board Members:

John Guyton, President  
 Judy Shaklee, Vice President  
 Mary Crawley, Secretary  
 Mark Honeycutt, Treasurer  
 DeAnn Peterson  
 Kay Golan  
 Mary Anne Gaunt  
 Cindy Hoffner  
 Sally Meyer  
 David Sjoquist-UUCA Board liaison

### **PRESIDENT'S REPORT - Sean Golan**

- The board has spent much of our work on the Values, Mission, and Ends statements
- We have worked on renewing our commitment to ARAOMC work and engaging with the ARAOMC resolution and commitment
  - A Sub-group of the board is working to address our ARAOMC work
  - If you are a group leader, please be expecting a survey in the new year investigating our ARAOMC work
- Thank you to our staff for all of their work in support of our congregation
- Thank you to our Project Phoenix Volunteers
- Thank you to our Capital Campaign and Stewardship Campaign Volunteers
- Thank you to our Endowment Fund Volunteer Board
- Thank you to the congregation

- Thank you to the Board of Trustees
- The board is in the process of determining the best way to bring the 8th principle to the congregation and educate and engage with the congregation for the coming year.

**PROCESS OBSERVATION - Allen Lee**

We observed our covenant and remained on task. We addressed ARAOMC concerns multiple times.

High point- Financial Report and Realm rollout

Low point- The news of closing our campus due to COVID.

Most meaningful moment- Rev. Taryn's report on the Annual Vision of Ministry.

**Closing Words - Maureen McAndrews**

Rev. Krista Taves- The work we share