



Meeting of the UUCA Board of Trustees

February 22, 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: John Merkel

Via Zoom at: <https://us02web.zoom.us/j/87455261326?pwd=alhXaVRUNlg5RHNoaEVNd25VKzFidz09>

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

From unlocking the power of covenant

Circle of Connection

What is your favorite board game?

Guess who and Candyland, Spirit Island, Ticket to Ride, Settlers of Catan, Chess, Checkers, Clue, Chinese Checkers, Mousetrap, Scrabble, Mexican Train, Puerto Rico, Dominion, Stratego, Mastermind, lots of reading, Taco Cat Goat Cheese Pizza, Trivial Pursuit, Monopoly, Chess, CodeNames, Random boardgame that we make up as we go along

Announcements and Important Dates

-Project Phoenix Townhall - 3/6/2022 @ 12:30 via zoom in lieu of Social Hour

-Hard Hat tours of the building site - March

-Congregational Retreat 03/25/2022-03/27/2022

-Congregational Meeting 05/15 (3-4 Board Meetings left)

-Congregational Home Blessing-September

-Next Chalice Lighter (Jen Bain)

Board Goals for the year:

- **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:

Sonya Tinsley-Hook, Tony Stringer, Shawna Floyd, Rev. Mikal Slack (Guest Preachers in February)

The Work of the Board

Housekeeping:

Approval of January Board Minutes: David Sjoquist moved that we accept the December Minutes, Sean Golan seconded, Motion passed unanimously

Approval of December Board Minutes: Mary Liebman moved that we accept the December Board Minutes, Sean Golan seconded, Motion passed unanimously

ARAOMC Workgroup

The ARAOMC workgroup sent out an initial request and two reminders. We picked up 4 more responses, but we are still missing some significant groups. Maureen and others will be reaching out to the leaders of those groups. There are 12 significant groups that need connecting with.

Report from Finance Trustee

Present February Financial Reports:

While we raised more than we spent in January, we did not bring in as much in January as we typically do. Historically, some people have paid 100% of their pledge in January and that did not happen at the same rate as it has in the past. We need to pay attention to revenue over the next 3-6 months to make sure that we are still in good shape. While we are expecting that we will require more of our staff and have more expenditures as we gear up to be in person and at 2650, we also hope that it brings more people to our congregation. We should maintain a sense of urgency and vigilance as we move forward.

Approval of January Board Financial Reports: Jason Delaney moved that we approve the January Financial Reports as presented by the Finance Committee. Mary Liebman seconded, Motion passed unanimously.

Approval of December 2021 financial reports: completed via e-mail. Motion passed unanimously without discussion.

Move-in Committee? Parking Coordination Committee?.

- We have budgeted for Sunday Traffic Cops
- The Neighborhood has been clear about their concerns that we will park in their neighborhood

The discussion was tabled as the means. The Board was asked to be supportive of the staff as they figure out solutions

8th Principle

- In January we agreed to create a committee of representatives of various established groups to lead a discernment process for the congregation.
- The board discussed the composition of the group and whether we are looking for that committee to be representative of the congregation or focused on organizing/educating and keeping covenant.
- Timeline to establish the committee- March Board Meeting
- Timeline to complete education of congregation- May Congregational Meeting 2023

Liebs moved that we create a committee of the board to address educating the congregation on the 8th Principle including representatives from the following groups: Ministerial Committee, Adult Religious Education, Whitney Young Society, Healthy Relations Committee, Social Justice Steering Committee and NomComm/Leadership Development. Jason Delany Seconded. Motion passed unanimously with John Duggar in absentia.

Jason Delaney will serve as Board Liaison. Jason will communicate the charge to the committee and will provide Dave Soquist's 8th principle documents as guidance/suggestions.

Executive Report

Annual Vision of Ministry (AVOM) Overview

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

Taryn asked for input on service on the weekend of the retreat and shared an update on the Arts Master Plan. In addition, Taryn shared some thoughts on a communication policy between board committees and congregants and ways that the board can be supportive of the committees.

Taryn finished by reminding the board that Bryce has been serving in the role of a project manager for Project Phoenix. That is too much work for one person and we need to make sure that we are aware of that and working to do something about it.

Stewardship Campaign Committee

No report

Capital Campaign Continued

No report

Healthy Relations Committee

As they were discussing recordkeeping and breaches of covenant, the HRC has determined that there is a gap between their role and a need in the congregation. The HRC is happy to assist with facilitating conversation with and between congregants, but does not have a process in place for adjudicating conflicts beyond facilitating conversation.

In terms of recordkeeping, HRC feels the need for a transparent process of notification and the ability for congregants to feel heard in the recordkeeping process. They identified that a separate committee would be responsible for adjudicating a grievance process with more training in conflict resolution. One idea would be a hearing panel (of your peers) that would manage breaches of covenant, but the HRC is still in preliminary stages of what that might look like and what skills would be needed in order to take the pressure off of the staff/Taryn for being judge, jury, and minister. While the HRC sees the importance and value of this work, they would like to focus on facilitating communication, rather than policing breaches of covenant.

ARAOMC Committee/Counsel

-In process of gathering survey information.

ByLaw Committee

Maureen McAndrews, Lynn Conally, June Lester

Maureen has rebooted the bylaw committee to look at the bylaw about membership.

They are working on tweaking the bylaw on membership to match up with the UUA reporting guidelines and anticipate that it will be ready for congregational vote by May. A bylaw looking at who we count for membership would take more time. Discussion brought up that we may need a bylaw committee that will look at whether the current bylaws reflect who we are as a congregation currently.

Nominating Committee

- We are making progress on filling the slate, but would take suggestions from board members if anyone has ideas.

Project Phoenix Committee

No report

Endowment Fund

No report

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

Process Observation (Questions TBD)

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.

What breaches of our Board Covenant and Health Relationships Covenant were there?

None noted.

Which of our Ends were we Primarily focused?

4- ARAOMC & 8- Healthy relations

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

How did we advance our ARAOMC Resolution?

ARAOMC Resolution, conversation about the board communication policy

What have we not addressed but need to?

Extinguishing the Chalice

Next meeting: 03/22/22 in person at the Treehouse with Allen on Zoom

Congregational Retreat 3/25/22-3/27/22 (Registration opens Friday 1/28/2022)

Next Chalice Lighter: Jen Bain

Charges to the board:

ARAOMC Workgroup to report next meeting