



Meeting of the UUCA Board of Trustees

March 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: Jen Bain

In-Person at: 1190 West Druid Hills Drive, N.E., Atlanta, GA, 30329

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	5 min	6:00 PM- 6:05 PM	Jen Bain
Circle of Connection -What is 1 hope/activity/thing you are looking forward to about the new campus and why? Responses: memorial garden, outdoor learning, the spirituality of the new sanctuary, hanging out with parents on the playground, standing on the platform making announcements,visibility for growth,rental income, filling the sanctuary with all of us and the choir, seeing the 2nd floor full of kids, pitching my friends to come visit, the grounding of the experience and a physical place for us, having land beyond the building. The potential for a labyrinth with tea lights..A sanctuary with architecture that frees us. To have a bustling building. Children’s laughter and the quiet places.	10 min	6:05 PM- 6:15 PM	Board
Announcements and Important Dates -Congregational Retreat 03/25/2022-03/27/2022 -Congregational Meeting 05/15/2022? (1 Board Meeting left) Three town halls leading up to 5/15 -Congregational Home Blessing-September -Next Chalice Lighter?John Duggar 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. 	5 min	6:15 PM - 6:20 PM	Sean



<ul style="list-style-type: none"> ● Establish sustainable Board Practices for Policy Governance. ● Online & In-person Meetings ● 8th Principle <p>Thank You Messages for the Month: Leta woo, Joyce Lanterman, and Kay Johnson for retreat and Laura Yamashita for the nominating cmte work on leadership</p>			
The Work of the Board			
<p>Housekeeping:</p> <p>Approval of January Board Minutes:</p> <p>Unanimous approval. Liebs first, Sean seconded.</p>	5 min	6:20 PM - 6:25 PM	Board
<p>ARAOMC Workgroup</p> <p>-Update on ARAOMC survey</p> <ul style="list-style-type: none"> ● This is a preliminary report. ● 27 unique responses, PACT and Climate Action had 2 people respond. ● We can't expect every group to do everything, so we divided the groups into buckets. ● The longer the bar the more groups are working on that Ends statement.. ● The shortest bar is grounding ourselves in creative and innovative worship. ● These are all based on what the person who filled out the survey was thinking. ● More than 10 groups said they were working on all the Ends except for the creative and innovative worship. ● First ARAOMC goals are lofty statements- ● No one checked shared denominational vocabulary in our work, but there doesn't seem to be denominational vocabulary on ARAOMC. ● The actionable ARAOMC statements had fewer groups saying they were doing these things. ● We are doing more work than we think. As a board we thought we aren't doing any of this. Now we know we're not at zero. ● We have no standards or baseline to compare to. ● See this as our baseline and revisit to look for improvement in the number of responses and specific next steps. ● As a board we decide how to move forward. This also lends us to having representatives from the different 	15 min	6:25 PM - 6:40 PM	Maureen, Alan, Dave, Liebs



<p>groups that meet together to find ways to improve ARAOMC.</p> <ul style="list-style-type: none"> ● John D: I was impressed by the choir’s work, the ARE team as well. There are concentrations in some areas so those things are doing well. Let’s follow up on the zeroes, ones, or twos. ● Michael Dangerfield’s response was especially thoughtful. ● Rev. Strauss: Would this be a ministry team or a board committee? ● 71% response rate is pretty good. <p>-Timeline?</p> <p>-Next steps?</p> <ul style="list-style-type: none"> ● Maybe we can highlight some of this at the congregational meeting. ● The places where we don’t think Ends and ARAOMC exists are the places that need attention. ● Info might be useful to the staff ● What are the concrete metrics we can work from? ● The ARAOMC statements are themselves squishy. ● Dave we have three options: 1) turn it over to Rev. Strauss, 2) the group of 4 comes up with next steps, or 3) leave it blank for right now. ● Dave- When should we publish the report? ● John D- ARAOMC is too long. You’ve pulled out the ones that really matter so that’s good. So how about working off the results from this. ● John D- Whose job is it to work from these findings? What are we doing well and what are we not doing well? We could give the ARAOMC to all these groups and tell them to do it. ● Rev. Strauss: It’s true that no one group can accomplish everything but the survey speaks to congregational alignment of values. That collective vision is represented by these groups. I’ll meet with the four board ad hoc folks to strategize. ● John M- Education could be important. HRC could do training. ● We are already doing the Ends statements which is great. ● Release the report to the people who responded. ● We can take the comments that said what the groups are doing this year and go back to them next year and ask if they did those. 			
<p>Report from Finance Trustee</p> <p>Present March Financial Reports:</p>	<p>20 min</p>	<p>6:40 PM - 7:00 PM</p>	<p>Jason Delaney</p>



<ul style="list-style-type: none"> • This year is really weird. • Under budget in spending by 3K • Revenue is about 6k over budget • We expect to lose 225K - we have been careful and not needed this money, we're shy about overextending ourselves. • Since we're struggling with PP, can't we take back the 225K and use it towards that? Bryce: No, it's in a separate account. There was 244K that was for PP and we are using it. • In December the congregation approved using our pledges and the 244K. • The money that we didn't need in the past has already moved to PP. • Jason- People are giving like crazy to UUCA and PP. • Jen-We need to be wary of how the new space could make us appear wealthy but the building is not the same money as operations. • We expected to be 19k in the black right now, and we're at \$28,943. • Could the move to Realm possibly be an issue for some people? • There are 87 people who stopped giving. We need to contact them. Cross-check those people against pledges and where they are. <p>Approval of February Board Financial Reports: Jason moved to accept the reports and Maureen seconded. Unanimously passed</p>			
<p><u>8th Principle</u> -8th Principle Awareness Committee -Awareness process with congregation -Information Sessions-TBD by the committee -Information on UUCA Website-TBD -Timeline: Before the May 2023 Congregational Meeting -Structure and format TBD by the committee</p> <p>Several folks committed. More people will be locked in this time next month. Laura wants to participate in serving on this committee. Move to approve Laura Yamashita as the chair. It's a six person committee now.</p>	10	7:00 PM - 7:10 PM	Board



Executive Report

Annual Vision of Ministry (AVOM) Overview

45 min

7:10 PM -

Rev. Taryn
Strauss

7:55 PM

Staff reports

- April sermon theme is the State of Work
- Having the minister and soloist missing this past Sunday went great.
- This coming Sunday-guests of Cedar Lane in Bethesda.
- End of May- greatest challenge is planning for this transition to go well logistically but also the anxiety of the congregation to transition deliberately into this new era.
- Clarify our values and take them forward.
- Rev. Strauss: May 30, June 5, and June 12 take those Sundays off and let the staff do visioning so when folks come on June 19th there is a curated experience. Staff will not be involved in these events. Let TBD lead a picnic. June 5th Cedar Lane again and June 12th social justice group does a day of service.
- Really let the staff prepare well. Gives the A/V staff three Sundays to really get acclimated to the new space..
- 65 adults, 5 children are signed up for the retreat.
- We may discontinue the weekly meditations because Rev. Strauss and Shay are considering a podcast. .
- Associate Minister- Taryn went to the senior ministers conference in Arizona. UU Dallas congregation just did amazing work raising money for their cap campaign. Rev. Strauss asked if they had 50K for our Associate Minister in 2022. That would cover half a year and we would have to find the money for the rest of the year and the position going forward.
- We really need a whole other level of rental income compared to Cliff Valley, and yet we do not have the funding to hire a facility manager.
- We need another 30k a month to cover our budget, facility manager, and associate minister.
- 40% over our current income.
- Can we get a volunteer facility manager?
- Could we consider someone who works on commission?
- We cut both the facility manager and the receptionist from our budget..
- Bryce's time as construction manager could be repurposed.

-Annual Budget

-Project Phoenix updates:



<p>-Recent Change Orders and Timeline Update</p> <ul style="list-style-type: none"> • We are going to ask PP to come to next month's board meeting. We will be close to wrap-up by then. • Push back by DeKalb county is the issue right now. DeKalb is getting a lot more strict with fire codes. DeKalb has never tested the product we have so they're requiring Choate to coat all the foam. • We pushed as hard as we could without getting DeKalb angry at us and possibly delaying the final permits we needed from the county. • Our pro forma is completely up to date now. • Bridge loan now will top out at \$921,000 • Amortization beginning in October covered by pledges • Sept 2024 is when we pay off the bridge loan • 45k in interest will probably come in at 36k • Endowment Fund paid down to 616K in 2025 • 12/1/2025 we owe 500k to the endowment fund • We are going to have about a 200k mortgage even after the third Southface grant. • How are we messaging that we'll have a mortgage? Everyone knows prices have gone up. • We went in with a 100k contingency on a 7m project. • <p>-Homecoming Event Planning?</p>			
<p>Stewardship Campaign Committee -Board Liaison to the stewardship committee?</p>	0 min	0:00 PM - 0:00 PM	-
<p>Capital Campaign Continued?</p>	0 min	-	-
<p>Healthy Relations Committee -HRC Update -Confidential record keeping? - Board function? -Covenant Committee? (standing Board committee? New By-law? Hears each side of a conflict and report/recommend action to Board) -How do other congregations address covenantal issues and what do policies look like?</p>	0 min	0:00 PM - 0:00 PM	John Merkel
<p>ARAOMC Committee/Counsel -Survey Complete- Board discerns how to interpret results and next steps.</p>	0 min	0:00 PM - 0:00 PM	Board



<p>ByLaw Committee</p> <p>The bylaw committee consists of Lyn Conley and June Lester and Paul Lowery.</p> <ul style="list-style-type: none"> • Membership bylaw article 4: The bylaw doesn't need to be revised at this time. It seems the concern was who should be reported to the UUA as a member. Some of the people were listed as members even if they just made a purchase of something, say a Moravian ticket. The criteria listed in #1 would solve this. • Confusion about a contribution vs a purchase. People who were added as members by purchase should be removed from member rolls. • We realize a major membership cleanup is needed. <p>New by-law Changes</p> <p>-Membership requirements out of line with other UU congregations?</p> <p>-Add Economic hardship service contribution in lieu of \$ exception for membership?</p> <p>-Add sign covenant to membership condition?</p> <p>-Add types of membership (active, emeritus, former)?</p> <p>-Update for digital membership?</p> <p>Running List of possible By-law changes:</p> <p>-Bind UUCA our Delegates on votes?</p>	<p>5min</p>	<p>7:55 PM - 8:00 PM</p>	<p>Sean Golan</p>
<p>Nominating Committee</p> <p>-Months counting down</p> <ul style="list-style-type: none"> • Full board slate ready to go David Yamashita, Leta Woo and Barbara Begner • We have Nom Comm all set- Laura Rose and Jane Mezoff are joining the Nom Comm • We are struggling with stewardship. We made 24 asks. Another 10 on the list. 	<p>10 min</p>	<p>8:00 PM - 8:10 PM</p>	<p>Liebs</p>
<p>Project Phoenix Committee</p> <p>-Liaise with Project Phoenix?</p>	<p>0 min</p>	<p>0:00 PM - 0:00 PM</p>	<p>Sean Golan</p>
<p>Endowment Fund</p>	<p>0 min</p>	<p>0:00 PM - 0:00 PM</p>	<p>Dave</p>
<p>Topics to come:</p>			



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<ul style="list-style-type: none"> -Realm database switch- Board support, Information Board wants? -Board Policies-Structure of Review <ul style="list-style-type: none"> -Add ARAOMC to institutional structure? -ARAOMC Engagement, Audit? -8th Principle-Awareness Committee progress? -Stewardship -Covenant accountability? -Board Policy on Serious Breach of Covenant review? -Sabbatical policy? 			
Closing			
<p>Process Observation Questions</p> <p>What breaches of our Board Covenant and Health Relationships Covenant were there? -None-</p> <p>Which of our Ends were we primarily focused on tonight? ARAOMC, and healthy relations.</p> <p>Which Ends do we need to focus on/need more clarity and information about?</p> <p>The struggle we are having with the nom comm</p> <p>Also #2 grounding us in the values...</p> <p>How did we advance our ARAOMC Resolution?</p> <p>We now have a benchmark</p> <p>What have we not addressed but need to?</p> <p>How to thank the PP folks?</p> <p>Since we said yes to selling Cliff Valley, what has been the wear and tear on our community?</p> <p>Burned out past presidents.</p> <p>Healing</p> <p>Serious breach of covenant</p>	10 min	8:10 PM - 8:20 PM	Board
<p>Extinguishing the Chalice</p>	5 min	8:20 PM - 8:25 PM	Jen Bain
<p>Next meeting: 04/26/2022</p> <p>John Duggar: Chalice Lighter and food</p> <p>Congregational Town Halls prior to May Meeting:</p> <p>Sun. 05/01/2022 - 12:30-1:30pm</p> <p>Sun. 05/08/2022 - 12:30-1:30pm</p> <p>Thurs. 05/12/2022 - 7:00-8:00 pm</p>	5 min	8:25 PM - 8:30 PM	Sean Golan



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Congregational Meeting on: Sunday 05/15/2022			
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Next Chalice Lighter: ??			
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