

Board of Trustees Meeting Minutes June 27, 2023

Primary Location: 2650 North Druid Hills Road, 2nd Floor, Library 6:00 pm to 8:45 pm

OR

Secondary Zoom link:

<https://us02web.zoom.us/j/88223632519?pwd=RFdrR0dpR2dEd2ZLNjITakorTzVLQT09>

Meeting ID: 882 2363 2519

Passcode: 851147

Present: David Yamashita - President, Barbara Begner - President-Elect, Dave Sjoquist - Finance and Endowment, Beth Carpenter - HRC, Mary *Liebs* Honeycutt - Fundraising, Leta Woo - Secretary, Minister Call, Herschel Beazley - TBD, Janel Dennard - Stewardship, Terry Carpenter - ARAOMC, Bryce Thomason - Director

Absent: Rev. Taryn Strauss - Senior Minister

Notes taken by: Leta Woo

David called the meeting to order at 6:18PM

Liebs lead opening with reading from John O'Donohue, To Bless the Space Between Us "For Work"

Circle of Connection:

David asked everyone to share joys and concerns.

Inclusion Exercise from General Assembly - David:

Self Describing as a Presenter -

<https://disabilityvisibilityproject.com/2022/04/12/making-a-case-for-self-description-its-not-about-eye-candy/>

David explained how every presenter at General Assembly used self descriptions to encourage inclusivity

Everyone went around and used mutual invitation to describe themselves

David ask for volunteer for process observer:

Liebs described two sets of process observation questions; at end of meeting, reflect back on whether we met our goals, high point and low point, observing process of meeting and interpersonal communications

Beth volunteers to be the process observer for today (Yay!)

Feedback from board retreat

Do we really need two nights? Next year, make sure Rev. Strauss can stay both nights if we plan to stay two nights. The mountain seems a bit pricey. Last year we had funds to cover half the cost, but did not have that this year.

If we do stay two nights, make sure there are activities on Sunday morning.

Mistakes and Miracles presenters were excellent.

In the reserve account, there are funds for reimbursing board retreat for this year or could be used for next year.

Rev. Strauss' worship was excellent during the board retreat.

Schedule board retreat far in advance so everyone can plan accordingly.

For the mountain, necessary to call and call often to make sure it's planned; emails and voicemails are not as effective.

The mountain will try to get you to commit in December; David waited until the first quarter this year.

Board met in executive session to discuss Rev. Strauss' contract

Liebs moves to approve the contract as discussed

Terry seconds

All approve, no abstentions

Noted we missed agenda item about scheduling Joy Borra - 2 hour separate meeting possibility - Sunday August 6 after service 12:30pm to 2:30pm

Discuss moving next board meeting from July 25 to July 27

Joy request for UUCA to be sponsor for Interfaith Children's Movement

Leta moves to vote on that after meeting by tomorrow, June 28

Liebs seconds

All approve

Educating congregation on Article 2:

Probably around 25 people who attended educational session held at UUCA Saturday June 3, 2023

Received overall positive feedback, Jay did a nice job presenting

Since we will be voting on it next year, possibility for additional education

Many many many changes were made to Article 2 during General Assembly

Thank you messages:

Thank you to Melora Furman for Dekalb County planning and zoning - David will write

Thank you to Jennifer Thilo and Interweave for Pride Cookout - Janel will write

Thank you to Jay and Andrea for Article 2 - David will write

Approval of minutes:

David moves to approve minutes; Liebs seconds; all approve, no abstentions

Finance report - Dave Sjoquist:

- May was a good month, and so far, 2023 has been a good year.
- Revenue in May was \$32,555 above what was projected, and YTD is \$41,027 above projected revenue.
- Expenditures for May were \$1,724 above projected expenditures, but YTD expenditures are \$19,117 under projected YTD expenditures.
- Pledge payments are doing well and we appear to be recovering from the reporting issue that was discovered last month.

Fundraising goal of \$58k remains a concern. We haven't found people to lead that effort for the fall. Rentals seem ok, but some concerns over permitting. Possibility for second week of July to appeal to panel instead of having to hold hearings for the Special Land Use Permit (SLUP).

The way Realm was set up, separate pledge years, pledges and payment schedules don't talk to each other; people set up 2022 schedules but continued to apply payments indefinitely so Realm continued to put those into 2022 instead of 2023. Initially calling each person to tell them the situation, but realized that the system was the problem. Instead, change everything for people by moving money from 2022 to 2023, where it was intended, then email and tell them what we did. We have 8 left as of this morning, should be done before the end of the month. Let stewardship know, pledge campaign that stays open; let people set it and forget it. Give a certain amount with increases set per year.

Dave Sjoquist moves to adopt finance report

David Yamashita seconds

All approve, no abstentions

Stewardship - Janel:

First team meeting 2 weeks ago; lots of questions from Elizabeth and Chris, when things happen, where are things located; they invited Janel to a second meeting on July 11th, will also include Bryce. Initially, as we start, want to make sure they have everything they need to be successful. Planning to set up a google drive; they are aware of \$1.1M goal the week before Thanksgiving. Theme will be determined. Started discussion about having a tactical plan for approaching new membership. No need to meet with sub-chairs yet. There's a schedule for when we start reaching out to the other leads. Asking Bryce for a list of new people to call about pledging.

All congregation call - Barbara:

Barbara will take lead and use Lay Ministers, board members, and others. Asking Bryce for a list of people for the congregation-wide calls.

Healthy relations - Beth:

Having new members sign a covenant - what is logistically the best way to do this? Connect with belonging team, Sean and Janet are handling new members Still want to redo covenant; summer is the planning time; listening circles, what do we want to do; they don't have a plan yet, but plan to have one by the end of summer and will be presented to the board

Nominating committee - Barbara:

Met this past Sunday, energetic and positive; they want to be trained more in radical welcome; visibility, they want to be trained and later lead training themselves; open meetings for nominating committee; informational meeting; more personal for the ask; idea for larger nametags for Nominating Committee members so that they are more visible

ARAOMC Committee - Terry:

Reviewed handout of recommendations and proposal for committee name, objective, initiatives; adding initiatives for ARAOMC monitoring; will work towards finding committee members; report out at congregational meetings; next steps will be talking to people about being on the committee, they can figure out their own chair; provide that list to board; asking for help to recruit committee members; recommendation for reaching out to group leaders that were previously contacted asking them for suggestions for committee members; maybe reaching out to Christian Harden about those that joined the book club for Mistakes and Miracles; maybe reaching out to Jason Delaney for those that attended his workshop; previously there was an ARAOMC council after we passed the resolution, they were charged with similar initiatives. Actual actions seemed to be about policing, so people asked to be on the committee felt like they were the ARAOMC police. Before we had a healthy relations committee, when people experienced microaggressions or other experiences, people went to ARAOMC council, but now they can go to the Healthy Relations committee. Healthy relations want to be a part and maybe have somebody from ARAOMC committee be on healthy relations. Important distinction that grievances go to healthy relations committee and not to ARAOMC committee.

Copy of writing that Dr. Tony Stringer wrote about ARAOMC will be sent to board.

Endowment Committee - Dave Sjoquist:

Not much happening, added three new members, some good members left; updated their policy and procedures manual; there was a meeting Thursday night of finance group whether to change portfolio to have more socially responsible groups;

approached by someone about the nature of investments. Business resolution that failed at General Assembly to not invest with oil companies.

Fundraising Committee - Liebs:

Still working on putting together group; will talk to David for more information about concert; talk to Rich Hammet about decades dances that Rev. Strauss mentioned; talk to Nicole and their partner; reach out to Derek; check in with Maureen, check in with Lynn Payne on UUMoves about bringing Full Radius in; check in with Susan Pins and Alan Stevenson about hosting/leading chamber music at a house; check in with Bill Porter about contra dancing

Minister Call Committee - Leta:

Still working to put together group; Jim Kelly and Mary Crawley have signed on; plan to talk to Gretchen, Dr. Stringer, Latonya, and Andy Welch; Leta will send virtual radical welcome training to Nominating Committee

Process Observation:

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

We observed covenant, we were respectful; we did a good job not talking over, we remained on task and focused on the agenda

2. Which of our Ends were we primarily focused? 3, 4, 5, and 8
3. Which Ends do we need to focus on/need more clarity and information about?
4. How did we advance our ARAOMC Resolution? committee restarting up; opening activity we all participated in
5. What have we not addressed but need to?

high energy moment - the food was delicious; finance report!

low energy moment - none, pretty good meeting

meaningful part - excitement on stewardship and nominating committee

Janel will be process observer next meeting

Liebs will provide dinner next time

Beth will do words next time

Liebs - closing words - Benediction by Rev. Kimberly Johnson

Ends 2021 through 2026:

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.

Established 2021 through Board leadership and collaboration with our congregation in a series of visioning sessions.

I. Spirit and Community

Agenda Topic	Lead Speaker	Start Time
Dinner	Provided by Barbara	6:00
Chalice Lighting/Opening Words	Liebs	6:15
Circle of Connection: Joy and Concerns	Liebs - Start	6:20
<p>Inclusion Exercise from GA - Self Describing as a Presenter</p> <p>"If you were arranging to meet a non-blind person in a public place who you have not met before, how would you describe yourself so that they could pick you out from the crowd?"</p> <p>Suggestions for a Suitable Self-Description:</p> <ul style="list-style-type: none"> • Restrict yourself to about 4 key elements. • Keep it to 1 or 2 sentences. • Include your gender, and consider mentioning your pronouns. • Be general when supplying your age, such as using a decade, like 40's, rather than a number. • Include skin color, and consider including your ethnicity/race. 	All Board Members	6:35

<ul style="list-style-type: none"> • Briefly mention aspects of your hair, clothing, and any distinct accessories you're wearing. <p>Example: <i>"I am a brown-skinned Black man with a smooth-shaven bald head, full neat beard wearing dark shades and a black hoodie with the words. "I am my ancestors" printed on the front. My pronouns are he, him, his." (Thomas Reid).</i></p> <p>https://disabilityvisibilityproject.com/2022/04/12/making-a-case-for-self-description-its-not-about-eye-candy/</p>		
<p>Announcements/New Business</p> <p>Process Observer for the June Meeting</p> <p>Board Retreat at the Mountain - Review and Feedback</p> <ol style="list-style-type: none"> 1) Structure and Location 2) Program - Mistakes and Miracles 3) Improvements for Next time 4) Follow Ups and Actions <ol style="list-style-type: none"> a) Schedule Workshop for Joy Borra - End Mass Incarceration b) Approval for Joy Borra submission <p>Minister Contract for 2023-2025</p> <p>Old Business from the Previous Board Meeting Educating the congregation on Article II</p>	Board	7:00
<p><i>Thank You messages</i> for the month.</p>	Board	7:45

II. The Work of the Board

Approval of the Minutes	Beth
Finance Report	Dave S.

Stewardship Committee	Janel
Healthy Relations Committee	Beth Martinez
Nominating Committee	Barbara
ARAOMC Committee	Terry
Endowment Committee	Dave Sjoquist
Fundraising Committee	Liebs
Minister Call Committee	Leta
By Laws	TBD

III. Closing

Process Observation		
Next Meeting: Need to reschedule from July 25, 2023 Chalice Lighter: Dinner provider:		
Closing Words/Extinguishing the Chalice	Liebs	8:45