

## Board of Trustees Meeting Minutes January 23, 2024

Primary Location: 2650 North Druid Hills Road, 2<sup>nd</sup> Floor, Library 6:00 pm to 8:30 pm

OR

Secondary Zoom link:

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

Meeting ID: 882 2363 2519

Passcode: 851147

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

Notes taken by: Leta Woo

David called the meeting to order at 6:15PM

Liebs light chalice/opening; from Journey to the Heart

Terry is process observer

### **Circle of Connection:**

joys/concerns

### **Executive Report from Rev. Taryn:**

Celebrate, train and develop emerging and existing soulful leadership as a core value of expressing and growing our UU faith

Southern Odyssey for UU Leadership Summit, March 14/17

Keynote address is set as well as other exciting speakers

Leta/Jason presenting on leadership

Liebs and others presenting on radical welcome

We hope this is a really big deal

We're targeting 100 attendees

Anyone at UUCA thinking of being on the board or another leadership position should attend

Hopefully an annual summit

Could think about opening up to communities outside of UU

Bryce will have more info to send out very soon

Support healthy growth while supporting current membership

Grief support group

Search and hire a second minister - committee formed and working on job description

Deepening new member experience - pathfinders, 11 workshops that cycle through; being funded out of growth initiatives for having food; includes a radical welcome workshop to get trained for that (yay!)

Still planning a spirituality and aging program

Unleash the clarifying power of Devotion through worship and art

We have completed “The Deep” worship series, art show and adult education programming

We are completing the “Rigorous Hope” worship series, art show and adult education programming in late January

We are launching “Imperfect Harmony worship” worship series, all about the power and beauty of Community, its central tenets and what it requires

Feb 4 - bring a friend to UUCA Sunday

Shay is launching a Phoenix Feature blog

Bryce - special land use permit (SLUP); tricky and will require some finesse; need a school to be interested and stay with us 6-7 months while we go through process; there might be some creative solutions; looking at all options to get zoning we need; another option is create documents with a school that we would have ownership interest but not financial interest

### **Approval of the Minutes - Leta**

Move to approve - David

All approve

UU Rockford Illinois, Rev. Matthew Johnson

High level overview about Article II process; not a member of commission, but know some of the members, involved in writing amendments, not a member of UUA board, just a person with a passion for our faith; third generation of this faith; 1950s general beliefs, 1960s gendered language, 1995 was first assembly when added 6th source, seen evolution of this document that tries to capture where we are at now; “universalists don’t stand, we move”; adapt Article II every 15 years, haven’t done anything serious since 1985, way overdue; commission charged by the board about 4 years ago to update language, include new understanding, key concepts from 8th principle about beloved and anti-racism; change to be more explicit about anti-racism; 7 principles were aspirational with accountability implied; what do we covenant to act upon; statement of sources, we draw from an infinite number if we only have 6; don’t have a list; a whole variety of drafts presented with feedback, then came out with a serious draft about a year ago; it’s a 2 year process; with votes for amendments; 10 amendments were considered, 5 were passed; most substantive amendment to add direct experience back into language; return to purposes of association, to encourage and support the creation of new uu communities; amendment to get language around caring for the earth stronger; other amendments to clarify language; some amendments we didn’t get to because run out of time; this coming general assembly in June, amendments from at least 15 congregations,  $\frac{3}{4}$  vote to pass amendments,  $\frac{2}{3}$  vote to pass the whole thing; signs are that the delegates are in favor and it’s likely to happen; amendments that passed last year that had support or neutrality of article II commission; trust of leaders by delegates; at the moment with a week and half to go; amendments need to be approved; two that will definitely be on ballot is

changing language about equity; proposed language of worthiness instead of worthy, but worthiness bothered english professors; craft amendment that talks about everybody being inherently worthy, will likely get neutrality and pass; other amendment definitely on ballot to add another value, there's 6 right now, add a value of peace, take it to 7 values; not a pacifist statement to never use but rather as a last resort; don't think it will get ¾ vote, had debates about peace before, we're not a pacifist church; it can be a tender debate, statement is not pacifist, but try to do non-violence whenever possible; the other that might be on the ballot, one adds language to equity, likely won't get on due to problems in wording; another adds version of 7 principles as preamble, likely won't get enough; third one adds reason as value, don't think it will pass, complex and means different things; once it passes, and I think it will pass; a few of those amendments will pass; online delegation is different than in-person delegation; religious educators will get to work to creating new content and songs; what it means theologically, artistically; musical creations will come over the years; in 15 years, we'll redo it again; and we never get stuck; advocate for making the change even if I don't agree with all it, got to keep growing and changing

David - having a series of workshops in March at UUCA; debate is over; overwhelming supermajority at general assembly; any advice on how we should approach and talk to people?

You're not alone in dealing with issues, most people aren't interested, I think what's happening, a lot of changes in UUA, some have been happening a while, some in 2017; movement in our faith theologically going back 20-25 years, still be liberal, but also liberation; collective liberation, none of us are free until all of us are free; now in our pulpit and being reflected in article II; resistance to those changes, liberal faith on individual liberty; focus on collective liberation and accountability, are we living out, feels coercive, people who joined in the past were fleeing that coerciveness; for those that came up in the faith, some people are very attached, and see it related to liberation and accountability; defeating article II isn't going to stop those changes, those things are happening, our future, youth, leaders, are all committed to it; don't want to throw liberalism out, but want to balance with liberation; this is the thing on the ballot and this is the thing; things are changing, things are bewildering, moving fast, what's on the ballot is this question; limit the conversation; ministerial accountability; theology; those are related, but not what's on the ballot; people's feelings are real, don't dismiss them; multiple votes; overwhelming votes, democracy is not being subverted; folks are resisting where we've all decided to go; either come along or stop fighting

Read full report that came out previously - gives whole history

Wellspring group - three session guide materials

Soul matters material; worship materials

\*Taryn will follow-up on Wellspring; we don't use Soul matters

\*Taryn will send an article to all of us to read later; published in UU world in 2000; about one of the times changing language of principles and article II being activated; two people most heavily quoted in

favor of all of the changes, inspiring language around that; interviewed separately; Rev. Picket and Rev. Frost

Dave - 3 session in March; Jason talk about what's occurred, matter of fact; session 2, talking about interdependence and covenant (Leta and Doug?), session 3 pluralism, equity and justice run by Janel and David

More materials will be coming out

ARE have already approved what we're proposing

Barbara - recognize the care that went into this; so much thought and research that was put into this; wordsmithing that was put into it

Liebs - feels big difference between article ii and 7 principles; shift from individual to community; communal decision; we are as a faith where we found individual liberty and serve as part of a community

Janel - already started using article II in the village; session a few weeks ago, said to Dave, having the group suggest how we can live these values through the lens of parenting, as individual and as a collective, people felt good about article II by the end of it; once you talk through each value and the rationale; hopefully workshop can elicit the same response

Dave - concerned about minority that is opposed; this is matter of fact, not pro con; this is the change; rethought that; this will pass overwhelmingly; we're not going to do a program that tries to tell people what to do, this is our thinking, accept this or not; can't get people to come out in favor or oppose

Beth - see how it reflects old principles, feel better about it

Janel - nobody is telling us what to do; we decide for ourselves how we want to live our values; accountability portion; we're a covenant based faith; new covenants; we have a process to address people out of covenant

Liebs - for the opposition, resistance to change overall, accountability piece surrounding anti-racism in general; if you're being racist, you're not being held accountable separately from any other injury; nothing different being hurt for their race, because of other reasons; process for holding you accountable for any of those other things; now we're just talking about how we're holding us accountable to our values

Dave - hoping participants will have meeting with Taryn

Taryn - since it's online, host general assembly here in this building; have streaming things here, community here for the delegates; people aren't just in their own homes

Board covenant discussion:

Don's email - no need to respond right away; can just acknowledge receiving; board needs to speak as one voice; you are definitely representing the board when you speak your opinion

Finance:

Traditionally finance committee does not meet in January because typically books aren't closed

Stewardship

Lots of feedback

Need to make sure to launch campaign earlier; make sure communicating clearly with congregation throughout process; better understanding of roles and responsibilities between co-chairs and staff; biggest change, co-chairs once they are elected, spend first year learning, 2nd year doing

Nominating committee - find two more people for 2025 to stay within bylaws; still a couple of holes

Anyone with leadership potential should go to SOUUL summit or pathfinder

Process call task force

The minister call committee is requesting to be renamed a "call process task force" to better align with the "Contract to Call Process" and also asking the board to give us a modified updated charge: The board appoints a special call process task force to coordinate the decision-making process for the contract to call process. The call process task force is charged with leading the membership in considering the question of a call and recommending a course of action to the congregation.

Move to charge

All approve

Finance

For the year 2023, deficit \$59,613.08

How we finance, transfer from reserves \$31k, loan from endowment \$100k; \$72k left of loans; federal grant \$143k; on hand about \$215,329.28; replace reserves, repay endowment, should have \$83386,92; budgeted \$67,193, so estimating an extra \$16,194

Motion to approve financial as presented

Seconded

All approved

Dave will draft something for weekly update

Everyone should keep an eye on budget commitments

Board has a commitment on fundraising

UUCA policy - apply for grants out of the money raised by groups, no official policy for fundraising?; fundraising requires board approval, UUCA groups give 25% of what they fundraise to UUCA?

Process observation:

What breaches of covenant and healthy relations: none

Which of ends primarily focused on: advancing goals of anti-racism, plans for summit

How did we advance ARAOMC: already covered

What did we not address but need do: ARAOMC

Dave chalice lighting

Leta will do food

Liebs closes meeting

Our Vision: Inspired by our faith community, we affirm these values:

- Wonder and awe
- Love and compassion
- Courageous engagement

Our Mission: Transforming lives through courageous action and soulful connection

Our 2023 - 2024 Board Goals:

1. Work to increase revenue sufficiently to support the operations of the congregation
2. Support the radical welcome and belonging teams to grow the congregation
3. Support Social Justice with one all congregation initiative
4. Support updating the UUCA Covenant of Healthy Relationships
5. Call the Senior Minister
6. Leadership Development
7. Start building the Connected Community
- 8.

**I. Spirit and Community**

Agenda Topic	Lead Speaker	Start Time
Dinner	Janel	6:00

Chalice Lighting/Opening Words Process Observer	Liebs Terry	6:15
Circle of Connection: Joys and Concerns	Bryce - Start	6:20
Executive Report - Soul Summit	Rev. Taryn	6:30
HRC Committee - Safe Congregation Policy <a href="#">W UUCA Safe Congregation Policy Draft 10.6.2023...</a>	Beth	7:00
Guest Speaker: Rev. Matthew Johnson, UU minister, Rockville, MD. Article II discussion	Rev Taryn to introduce	7:15
Article II Discussion	Janel	7:35
Board Covenant Discussion Example: Don's email	Rev. Taryn	7:45

## II. The Work of the Board

Approval of the Minutes	Leta	7:50
Finance	Dave	7:55
Stewardship Committee - Pledge Drive Feedback	Janel	8:00
Minister Call Committee	Leta	8:10
Nominating Committee	Barbara	8:20
ARAOMC Committee	Terry	8:25
Endowment Committee	Dave S.	8:30
By Laws	David Y.	Postponed

Calendar Events for 2024 - Placeholders Budget Pledge Drive Fundraising Events Congregational Retreat Weekly Updates "Special Update" or "Success Stories"	David Y.	If we are ahead on time.
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**III. Closing**

Process Observation		8:35
Process Observer for the January Meeting Next Meeting: Scheduled for January 23, 2023  Chalice Lighter: Dinner provider:		
Closing Words/Extinguishing the Chalice		8:45