



**UUMAN
CONGREGATIONAL MEETING**

NOVEMBER 17, 2019

Agenda



- ▶ Call to Order – Todd Callen, UUMAN Board of Trustees President
- ▶ Chalice Lighting - Rev. Dave Dunn
- ▶ Keeping the Main Thing the Main Thing – Todd Callen
- ▶ Call for a Quorum/Present Bylaws – Todd Callen
- ▶ Present Mission and Vision – Elizabeth Rohan
- ▶ Collecting of Ballots – Leslie Wolfe, UUMAN Board of Trustees Secretary
- ▶ BOARD PRIORITIES FOR THE YEAR
 - ▶ Balance of Authority – Todd Callen
 - ▶ Update on DRE Search – Bob Popp
 - ▶ Policies/Special Projects – Jim Nickens

Agenda – cont.



- ▶ Membership Update/Membership Professional – Dave Dunn and Todd Callen
- ▶ Financial Report - Colin Decker, UUMAN Board of Trustees Treasurer
 - ▶ GIVELIFY – Tanya Romaine
- ▶ Program Council Report/Volunteer Recognition - Shelley Nagrani - Program Council Chair
- ▶ Ballot Results/Approve Bylaws and Mission/Vision – Leslie Wolfe and Todd Callen
- ▶ Drawing for Prizes – Elizabeth Rohan
- ▶ Closing Remarks & Adjournment – Todd Callen

Chalice Lighting – Rev. Dave Dunn



▶ DAVE DUNN

Keeping the Main Thing the Main Thing

Each month, the Board watches a video to ground us in our work. We've watched videos about racial justice, immigration justice, a video from the Equal Justice Initiative (EJI) about the National Memorial for Peace and Justice (that we showed at November's congregational meeting. (Links to all of the videos we've watched are included in the Board Meeting Minutes on UUMAN's website.)

UNCOVERED WITH ANDY BARKIN

<https://nowthisnews.com/videos/politics/trailer-uncovered-with-ady-barkan>

Call for Quorum and Bylaws

TODD CALLEN

Mission and Vision

ELIZABETH ROHAN



The Journey to Visioning



Jan-March 2019

Dec 2018-
March 2019

Core Values

What is at
UUMAN's core?

April 2019
Congregational
Feedback
on Covenant

April 2019
Mission/Vision
What we are here to
do?
What is the UUMAN
and future world we

May – Sept 2019
Mission/Vision
statement drafting
from data
collected

October 2019
Congregational
Feedback
on Mission and
Vision
Updated drafts

November
2019

HUMAN VALUES



WONDER+AWE



CONNECTION



LOVE



COURAGE



JUSTICE

Voting Today on...



UUMAN's Mission



Nurture our Spirit



Strive for Justice



Transform the World

UUMAN's vision is to be a vital and visible community for all, bravely working toward the day when social, economic, and environmental justice is a reality.

Immediate Next Steps

- ▶ Vote to endorse (today)
- ▶ 2020
 - ▶ Strategic Planning – How will we work our mission/vision?
 - ▶ Goal Setting – What's do we do next?
 - ▶ Long Range Planning – If/then...
 - ▶ Contact Rev. Dave Dunn or Todd Callen
Board@UUMAN.org





UUMAN

Nurture our Spirit ⊕ Strive for Justice ⊕ Transform the World

Collect Ballots

LESLIE WOLFE

BOARD PRIORITIES

Balance of Authority

TODD CALLEN

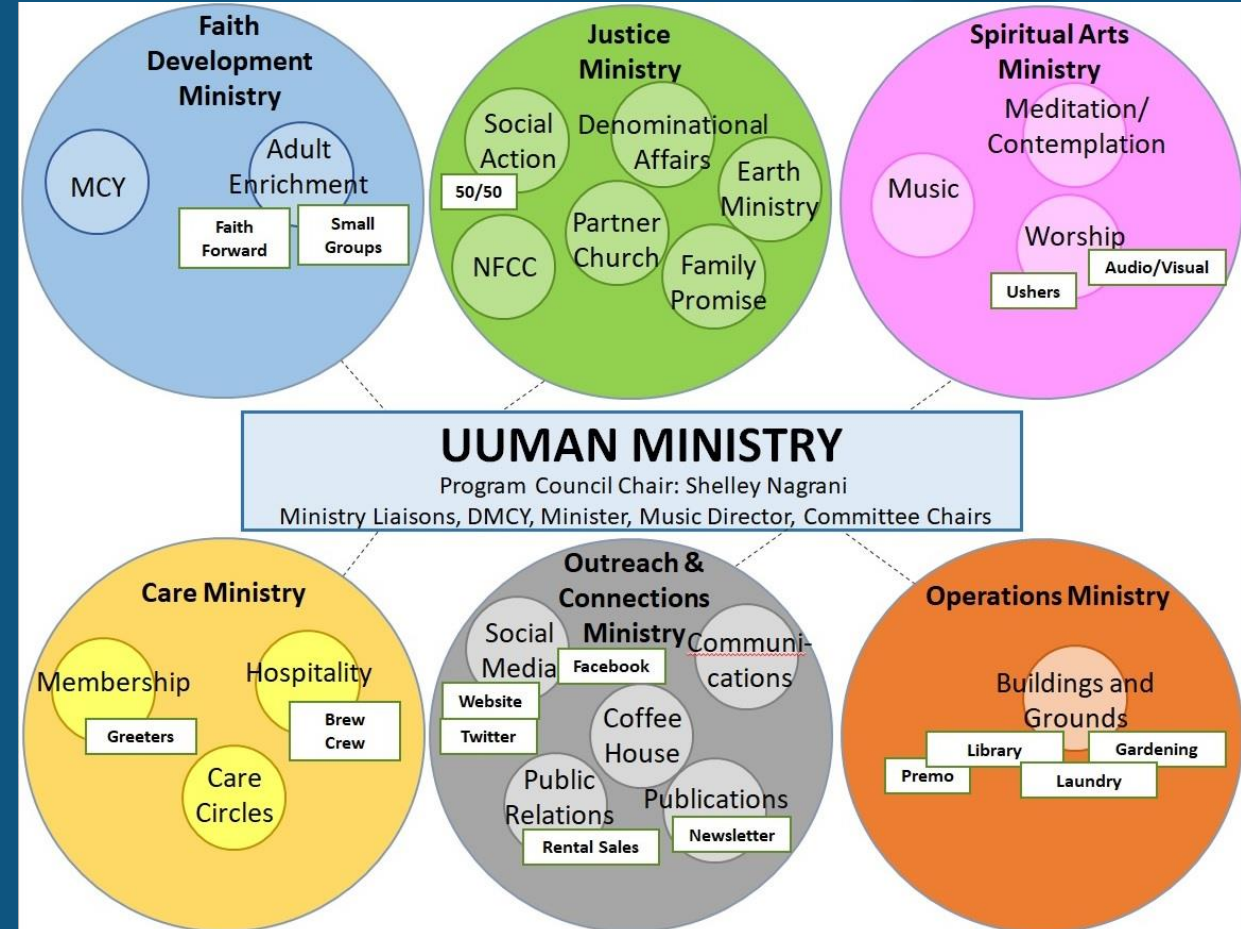
A LOT GOING ON!!!

UUMAN GOVERNANCE

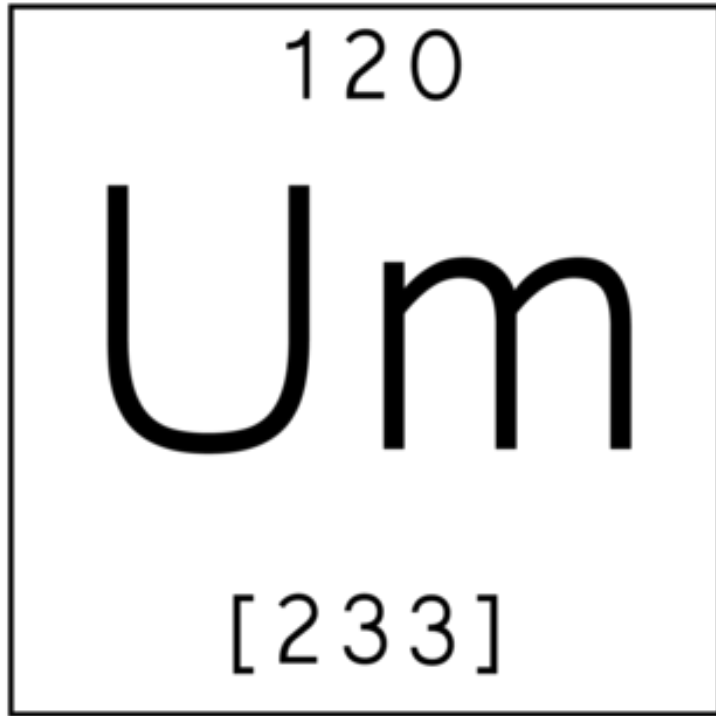
UUMAN Board

President – Todd Callen	Vice President – Bob Popp
Past President – Elizabeth Rohan	Special Projects – Jim Nickens
Secretary – Leslie Wolfe	Treasurer – Colin Decker
Minister (ex-officio)	DMCY (ex-officio)

UUMAN Standing Committees



The Element



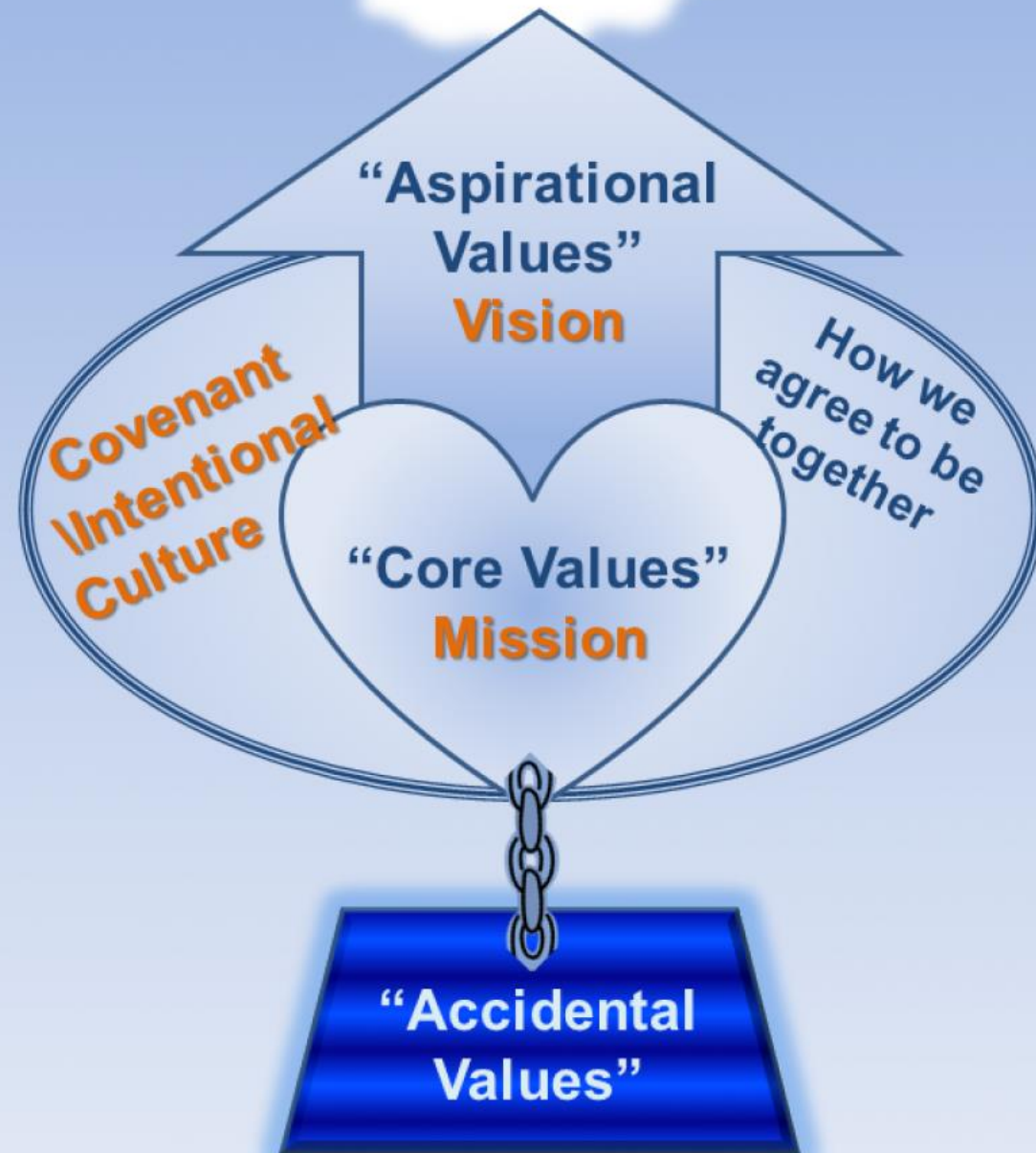
Of Confusion

Who
Does
What?

Goals

- ▶ Clearly Define Responsibilities across Board, Program Council, and Ministry
- ▶ Create easy-to-follow Visual representation of communication and authority flow
- ▶ Board to provide drafts for Board groups, then involve Program Council for PC groups

"Vow with the Universe"



BOARD PRIORITIES

Interim DRE Search

BOB POPP

Process Overview

- ▶ July 2019 – Board sets goal to hire Interim Director of Religious Education (IDRE) by early 2020
- ▶ August 2019 - Consultation with Michelle Grove, Guild of Interim Religious Educators
- ▶ September 2019 – IDRE Search Committee Formed
 - ▶ Bob Popp, chair
 - ▶ Jacqueline Gore
 - ▶ Margriet van de Steeg
 - ▶ Steven Seaver
- ▶ October 2019 – Job Description posted on UUA/LREDA/UUMAN websites

Why an Interim?

- ▶ UUA recommends in situations like ours
- ▶ Normal DRE Responsibilities
 - ▶ Planning and implementing UUMAN's children and youth religious education programs.
 - ▶ Recruiting, motivating, training, supporting and managing RE Volunteers.
 - ▶ Overseeing administrative functions of UUMAN's religious education programs.
 - ▶ Fostering a supportive, engaged, and joyful religious education environment for the UUMAN congregation.
- ▶ Interim Extra Responsibilities
 - ▶ Coming to terms with the religious program history.
 - ▶ Developing a renewed UUMAN religious education program Identity.
 - ▶ Reviewing and renewing UUA local and regional connections.
 - ▶ Committing to the future of the religious education program's vitality

Interim DRE Position

- ▶ Spring 2020 to July 2021
- ▶ $\frac{3}{4}$ time position
- ▶ Salary based on experience and UUA guidelines
- ▶ IDRE reports to the minister
- ▶ Interim not eligible for permanent position
- ▶ Status
 - ▶ 2 candidates so far
 - ▶ 1 interview held, 1 interview scheduled

BOARD PRIORITIES

Policies

JIM NICKENS

CURRENT POLICY INVENTORY

Tower	Title	Committee	Date	Notes
Board	Stewardship Policy	Stewardship		This is a description of the Stewardship chair responsibilities
Board	UUMAN Policy on Political Activity	Board	Sept. 2018	Not sure if this is in a Google Drive right now or not??
Board	Fundraising Policy	Finance	2019	
Care	Brew Crew Policy 2016	Brew Crew		
Care	Care Circle Covenant Final Draft	Care Circles		
Care	Membership Policy	Membership		
Care	Pathways to Membership	Membership		
Faith Development	Adult Programs Facilitator Policy	Adult Enrichment		
Faith Development	Policy for the Protection of Young People	MCY		
Faith Development	Policy on Class and Grade	MCY		
Faith Development	Placement Policies for OWL	MCY		
Faith Development	Parental Responsibilities	MCY		
Faith Development	MCY Council Eligibility	MCY		
Faith Development	MCY Overnight Policy	MCY		

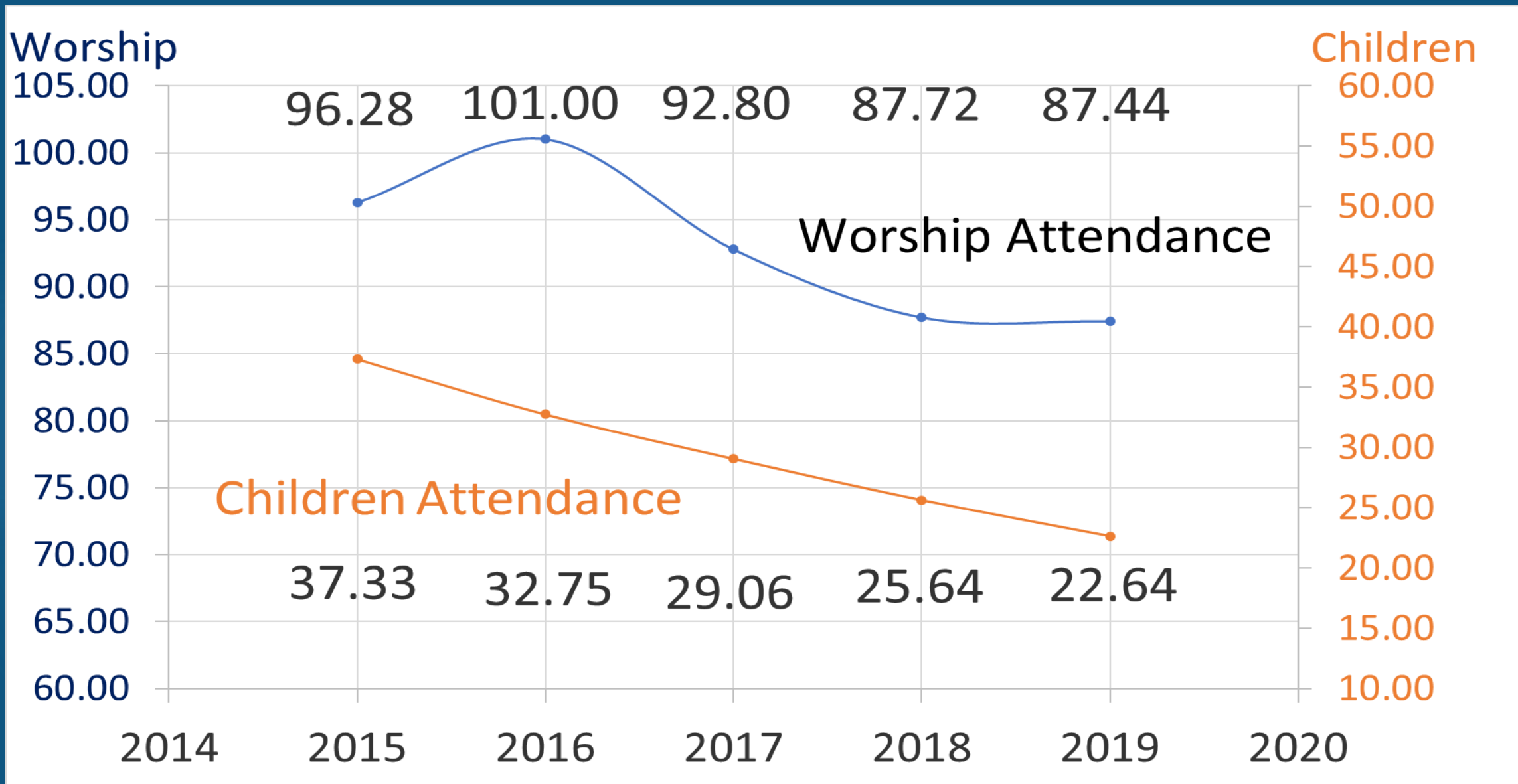
Policies to Consider:

- Bulletin Boards
- Child Care
- Children's RE
- Denominational Relations
- Gift Acceptance
- Hospitality
- Minister's Discretionary Fund
- Etc.

MEMBERSHIP

DAVE DUNN & TODD CALLEN

Membership – Attendance on Sunday



Membership – Closing the Back Door



- ▶ Our front door is open 😊
- ▶ ...unfortunately so is our back door ☹️
- ▶ Whom do we serve?
- ▶ How do we know?

Membership Professional



- ▶ Board in Unanimous Agreement for need for Membership Professional
- ▶ Board doing due diligence on budget, resourcing
- ▶ “Pays for itself”
- ▶ Program Council feedback extremely positive



UUMAN Financial Report

2019 - 2020

NOVEMBER 17TH, CONGREGATIONAL MEETING



2018 - 2019 Fiscal Year

\$296,200 BUDGET

YTD Income 2018 - 2019 as of April 30th

Budget \$296,970

VS

Actual \$297,176

YTD Expenses 2018 - 2019 as of April 30th

Budget \$296,970

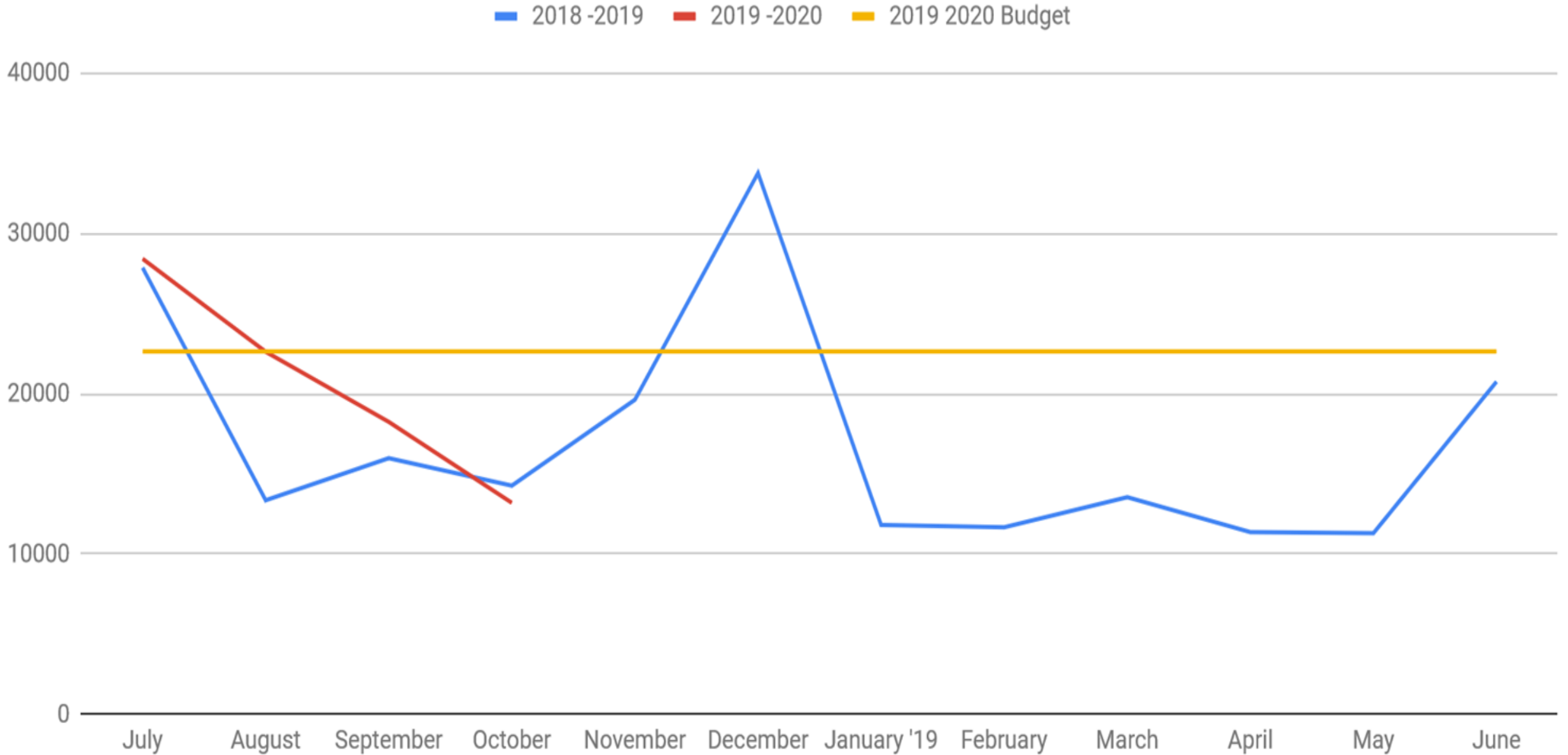
VS

Actual \$300,452

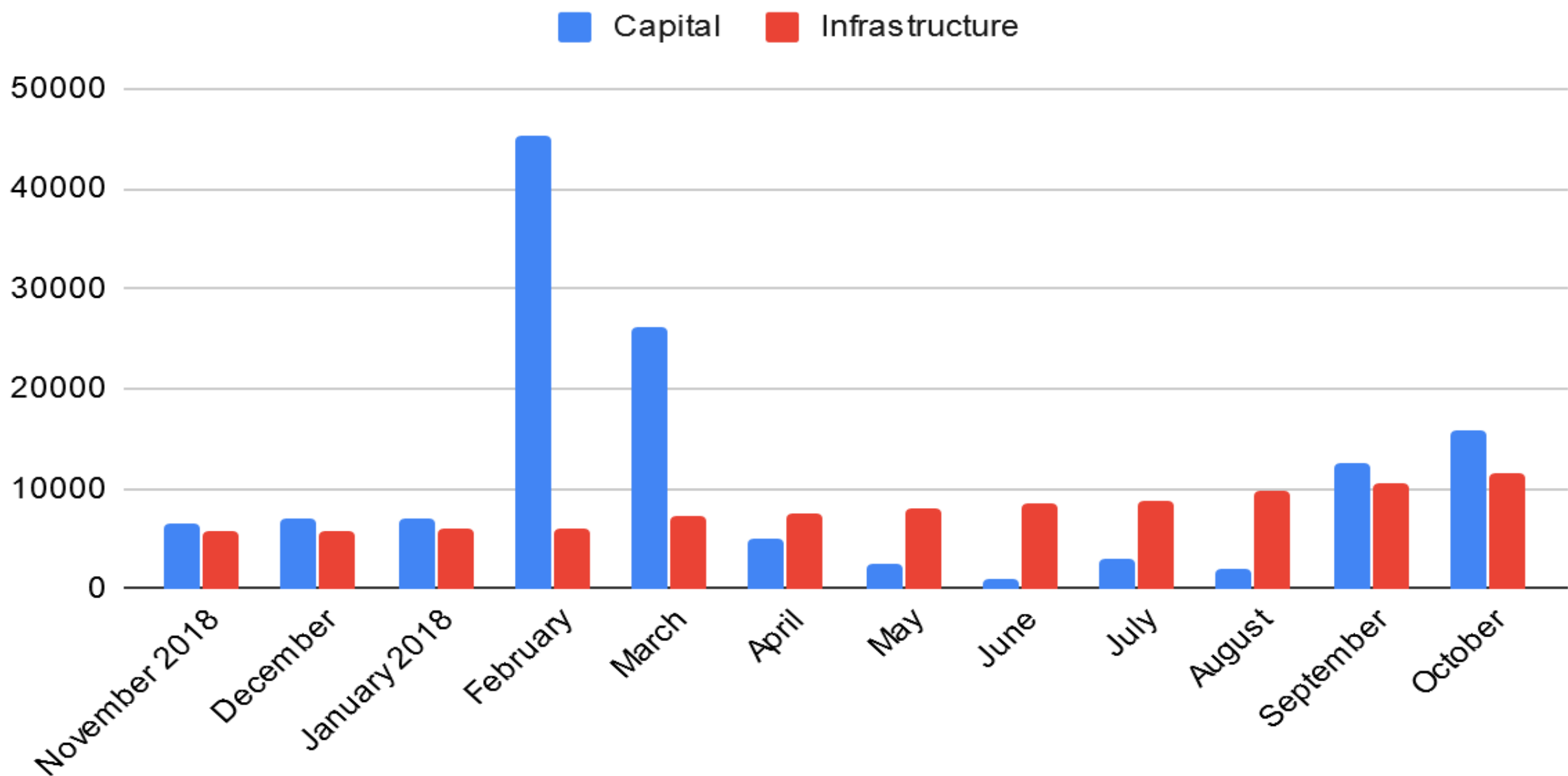
YTD Net Income 2018 -2019 as of June 30th, 2019

YTD Net \$-3,367

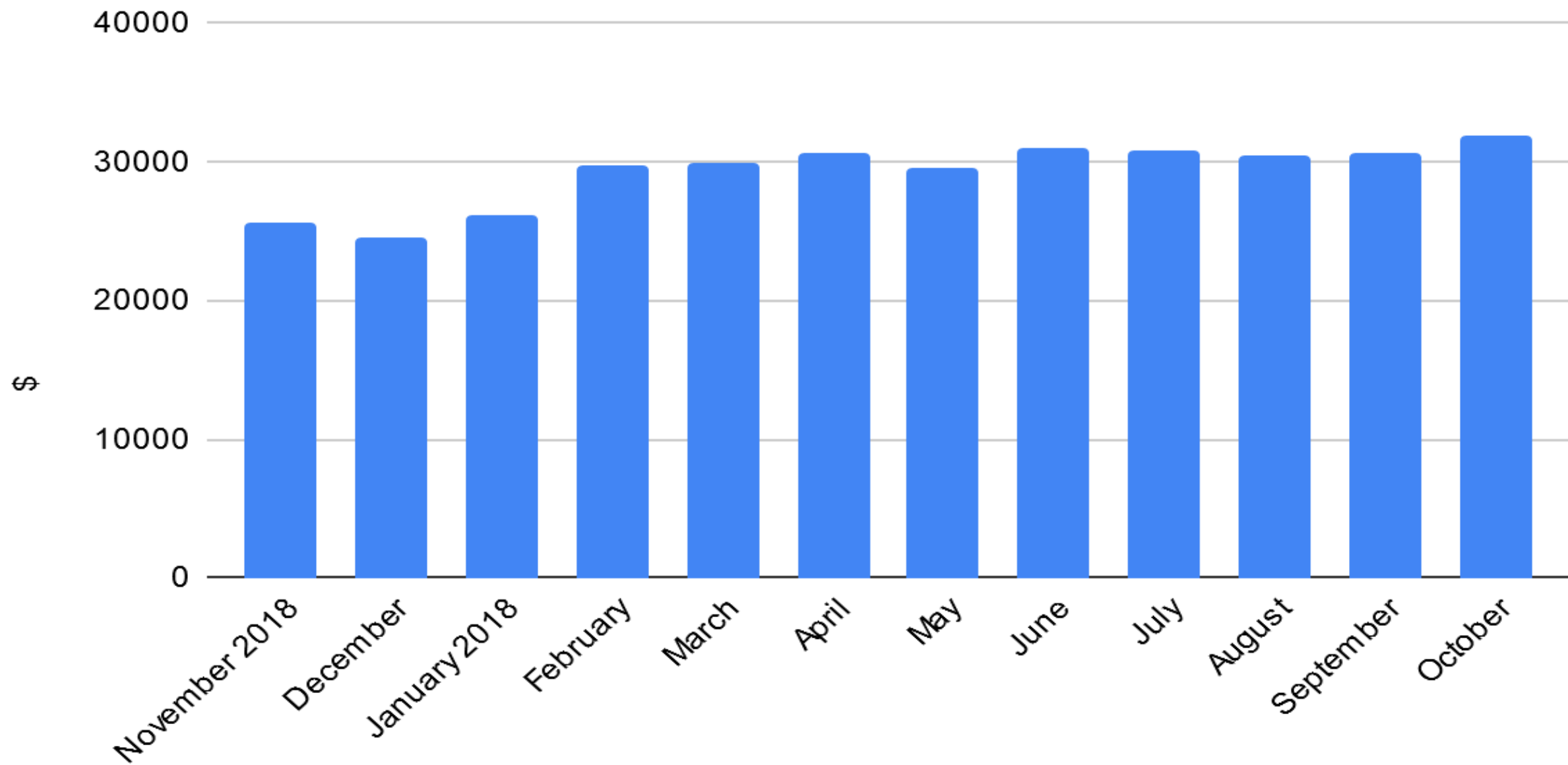
Pledges 2019 and 2020



Capital and Infrastructure



Endowment



2019 - 2020 Budget



2019 - 2020 Budget

Income

Pledges	\$229,575
Donations	\$4,000
Plate	\$7,500
Rentals	\$44,600
Fund Raising	\$20,500
Total	<u>\$347,840</u>

2019 - 2020 Draft Budget

Expenses

Membership	\$1,200	Finance	\$91,968
Operations	\$51,300	Dues	\$17,890
Social Justice	\$4,500	Young Adults	\$300
MCY	\$64,311	Earth Ministry	\$200
Worship	\$118,070	Leadership	\$400

2019 - 2020 Draft Budget

Expenses - continued

Adult RE	\$300
Hospitality	\$1000
Stewardship	\$500
Endowment	\$300
Total Expenses	<u>\$347,840</u>

Harvest Moon Auction

\$25,500

Upcoming Expenses

Replacement of two air conditioning units -
>\$10,000

Interim DRE

Membership Director



Giving Made Easy

Tanya Romin

The logo for Givelify features the word "Givelify" in a blue, sans-serif font. The letter "i" is stylized with a vertical bar that is divided into three colored segments: orange at the top, green in the middle, and blue at the bottom. The letter "y" is a light green color.

Givelify

Tap. Give. Done.

PROGRAM COUNCIL UPDATE

SHELLEY NAGRANI

Ballot Results



Prize Drawing



Fuel Points Earned Today: 87
Total May Fuel Points: 102
This Month's Points Expire 6/30/19
Details at: www.Kroger.com/Fuel

With our Low Prices, You Saved
\$6.58
Annual Card Savings \$304.11
At your request, Kroger is donating to
UNITARIAN UNIVERSALIST-METRO ATL N CONG
www.kroger.com



Amazon smile
prime
All ▾
Supporting: Unitarian Universalist Metro Atlanta North
Browsing History ▾ Today's Deals Stephen's Ama
You made a difference.
Because you placed this order at smile.amazon.com, Amazon
donated to Unitarian Universalist Metro Atlanta North Congregation, Inc.

Questions/Discussion/Closing



Questions
are
guaranteed in
life;
Answers
aren't.