Unitarian Universalist Congregation of Asheville

Board of Trustees Meeting Minutes
January 4, 2022 6:00pm-8:00pm via Zoom (Link)
Duties: *READING-**Adam**; BLOG-**Clyde**; TIME-KEEPER-**Karen**; PROCESS OBSERVER-**Adam***

Call to order 6:03 PM

Opening Words & Chalice Lighting—Adam shared a reading Brothers of the Sea

Check-in—lots of updates

Racial Justice Advisory Council Check-in

Rev. Claudia expressed the RJAC's gratitude for the Board's engagement with Karen Dill as Board Liaison to the Council. Rev. Claudia shared with us updates about the RJAC's work, including three terms not included in the glossary: People of the Global Majority and equity. She also explained why we have shifted to talking about liberation, not just anti-racism. The work of equity and antiracism is done at the individual, personal level as we unite by calling one another into the journey of liberation. While language and learning are important the ultimate goal is structural change that will lead to liberation for all. Once the draft report is ready, Listening Circles and workshops will be offered to glean feedback from congregants and to explore effective ways to work for liberation The RJAC will be incorporating congregant recommendations in their report. Once the final report has been completed by late March/early April the Board will meet with RJAC for discussion and celebration before they disband.

Rev. Claudia will send the slides for this presentation to the Board after this meeting.

As part of the process, feedback will be needed from congregation and board in response to the following questions, among others:

What does the Board think about the timeline?

Will the Board have the opportunity to offer the RJAC feedback before the council disbands?

What are these conversations doing to motivate the congregation to adopt the work of racial justice and advance the cultural changes necessary to bring justice about?

Consent Agenda Reports were received, reviewed, and accepted by the board.

* **What's Happening** Updates from Rev. Cathy and other members of the staff.
* **President's Report** As referred to in Clyde's report, the A/V Tech position conversation is still open. Follow up will be led by Rev. Cathy, Clyde and Margaret.
* **December Minutes** Approved by the Board January 4, 2022
* **Mini Review Exec. Summary** (ref. Limitation H)

* **Mini Review Worksheet** (ref. Limitation H)

Covenant discussion

There will be no formal discussion or action taken during this meeting because the work of the Covenant subcommittee (Mary and Laurel, Rev. Cathy) has not yet occurred. We will address this agenda item during our February meeting or once the follow up work has happened.

Board Composition

Referring to Clyde's President's Report about how to handle the structure of the Board now that he has moved into the President position. This currently leaves the Vice President position unfilled. Adam has volunteered to move into this unfilled role on a temporary basis and will serve on the Board Council. Julie moved that Adam be designated as Vice President. Margaret seconded. The Board approved with a big Hurray!

Discussion on Board goals for 2021-2022

Open discussion about what the Board wants to do for the rest of the church year. No immediate action required; but the objective is to get reach a consensus and a plan for the year. From our discussion earlier in the year, we reviewed the goals proposed at that time to prioritize and distill the list. We offered top two choices and which identified **two goals** (1 and 3) and **one priority** that must be completed (#5) with more fine-tuning to be done between now and the February meeting.

1) **Reopening and Regathering the Congregation**
   This work has been underway with the staff in leading increased participation and visibility of the congregation. This includes Board visibility.

2) **The completion of the UUCA Safety Manual** – redirect to staff
   Clyde expressed appreciation to Michael for all his hard work on this manual. There has been growing awareness that this work is under our governance is not the charge of the Board but rather the Executive. It was determined that the responsibility for finalizing and implementing a UUCA Safety Manual will shift to the Executive staff with assistance from cognizant Board members.

3) **Reflecting upon and Building an Antiracist Governance Structure**
   This will require more definition and work to identify the tasks and process.

4) **Ministerial Start-up Process** –

5) **Board Engagement in the Transition Process** – This is required of the Board. (see Rev. Cathy Harrington's January 2022 What's Happening report and Clyde Hardin's President's Report).

6) **Establish a Youth Board Position** – This may fall in the context of #3 governance structure

Margaret suggested that there be a youth member serving on the Board. Mary clarified that the UUCA bylaws do not specify an age level; the specification is that Board trustees be members of UUCA and declare one's financial support for the congregation. The Leadership Development Committee (LDC) plays a role in recruitment of Board members, and this may require a bylaw change. Margaret volunteered to research the issue and bring back information to the Board at a future meeting.

Racial Justice Check

Feedback included our intentional learning and exploration by having Rev. Claudia and RJAC provide updates and relevant racial justice information. Also by identifying the goal of examining our governance structure with a racial justice lens.

Process Observation

Adam offered observations about our taking steps to address racial and social justice in our governance structure. He suggests that we resolve the issues related to our ability to share guest presentations via the Zoom meeting platform.

Closing Words & Chalice Extinguish Adam

Meeting notes by Laurel Amabile, Clerk

Minutes approved by the Board on: February 1, 2022