Unitarian Universalist Congregation of Asheville
Board of Trustees Meeting Minutes
February 1, 2022 6:00pm-8:00pm via Zoom (Link)
Duties: *READING–Michael; BLOG–Laurel; TIME-KEEPER–Julie; PROCESS OBSERVER–Adam*

Call to order 6:03 PM

Opening Words & Chalice Lighting Michael shared inspiration for our meeting.

Check-in

Visit from Transition Team

Rev. Cathy shared a slide presentation on behalf of the Transition Team illustrating the cycle of Settled Ministry with graphics and key points of the various phases of the cycle.

We will look for ways to connect with the congregation and seek feedback that will help with the search process for the settled minister. There are key criteria that the UUA shares that also provide helpful information for the search.

The Transition Team will lead the Sunday service on March 6, 2022, which will include the planned Commissioning Ritual. The Team will share regular reports with the Board on their activities and progress.

Consent Agenda

* **President's Report**
* **January Minutes**
* **Executive Limitation Policy H**
* **Worship Service Attendance**
* **What's Happening** Report by Rev. Cathy Harrington and Staff Team

Planning for Settled Minister Search

As a part of the search process, we begin by passing resolution, as follows:

Motion: *that UUCA will generally follow the guidelines for settled ministerial search as specified in the current UUA Settlement Handbook. We may, however, adapt the recommendations therein to our specific needs and desires.*

Margaret made the motion as read. Michael seconded.

Discussion followed, touching on the need to conduct outreach to congregants, to connect with people, invite their comments and feedback related to the UUCA community and our ministerial transition.

Mary would like us to consider the UUA guidelines while exercising our freedom to adapt or depart from the guidelines based on our congregation's needs, insights and interests. **The Motion was approved.**

We reviewed a chart of tasks and timeline for the Ministerial Search Process, with designated individuals, groups (Transition Team, Leadership Development Committee, and Board). Clyde will send out the chart to the Board after the meeting.

UUCA Director of Administration Position

We shared our thoughts about Linda Topp's departure as the Director of Administration, the communications that are being shared with the congregation, and opinions about hiring parameters and priorities for the next Administrator.

Discussion on Board goals for 2021-2022

At our January 2022 meeting, we 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**

Rev. Cathy reminded us that we must look for ways to engage the congregation in a post-COVID context, understanding a "hybrid model" of worship and congregational life will be the ways things are for a while. The Staff needs the Board's support as decisions are being made to reopen and regather, including numbers of people together in sanctuary-based worship. This increased engagement will involve visioning among members of the Staff, Board and Congregation around UUCA as a 7-day a week church rather than a Sunday-focused church and its future.

We agreed that our Religious Education program and the youth and their families are a core strength of the UUCA community. We must address the needs and concerns of families, our elders and newcomers. There is much to attend to as we move forward and the Board joining with Staff on the journey will be essential.

2) **Reflecting upon and Building an Antiracist Governance Structure**

Clyde suggested that we take the extra time to read the RJAC report that Rev. Claudia Jimenez and the RJAC have shared. We will plan an additional opportunity for the Board to meet with the RJAC and discuss the recommendations in greater depth. Clyde will draft a Doodle meeting poll to help us identify a time when we can meet for this more in-depth Racial Justice conversation in the next two weeks. (**update**: meeting set for 2/6/2022.)

3) **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). Refer to the Transition Team and Ministerial Search discussion earlier in the meeting.

Racial Justice Check

Mary pointed out that our search processes for Director of Administration and Ministerial Search should address interests around diversity. Clyde pointed out that we agreed to set aside a separate time for the RJAC report and recommendations in more depth, as a reflection of our commitment to this work.

Process Observation by Adam

Closing Words & Chalice Extinguish by Michael

Executive Session Not necessary for this meeting.

Respectfully submitted, Laurel Amabile, Clerk

February 2022 Meeting Minutes approved by the Board on: March 1, 2022