Unitarian Universalist Congregation of Asheville
Board of Trustees Meeting Minutes
April 5, 2022

Attendance: Clyde Hardin, President; Margaret McAlister; Julie Stoffels; Karen Dill; Michael Beech; Adam Griffith; Laurel Amabile, Clerk; Rev. Dr. Cathy Harrington, Interim Lead Minister; Linda Topp, Director of Administration. **Not present:** Marly Alm.

Call to order 6:03 PM

Opening Words & Chalice Lighting Laurel shared a reading by Stephen Shick.

Check-in How nice to be together and in person for this meeting!

Consent Agenda Reports received and consent agenda approved.

* President's Report
* March Minutes
* What's Happening
* Service Attendance Report
* Capital Budget Update (this is not the operating budget!)
* Linda's Blog
* Notes for Draft Budget
* Draft Budget for 2022-2023

Check-in on MSC Calling

Tell us how it's going and ask any questions you might have. Generally, Board members have had some conversations with congregants or have left messages. After multiple attempts to contact have been made and notes have been entered into the spreadsheet, the contact notes will be sent to Margaret to compile.

Renew Cathy's Contract

Motion by Margaret McAlister: *The Board of Trustees agrees to extend Rev. Cathy Harrington's contract for a second year under the same terms as the first, except for a COLA salary adjustment and an extra two weeks of vacation.* Seconded by Adam Griffith. Motion approved.

Budget discussion

We'll receive the 2022-23 budget from the Executive, approved by the Financial Advisory Committee. There will be a Budget Hearing on April 24, 2022. Since the proposed budget is not balanced with an estimated $87,583 deficit, we had a thorough discussion of the ramifications, helped by Linda Topp, Director of Administration.

Board members highlighted some positives about the proposed budget, including the importance of investing in our Religious Education staff pay increases and a new A/V Tech Coordinator position, modest increase in the contributions to the UUA Annual Program Fund. We acknowledge this is a pivotal time, after two years of pandemic challenges. Ultimately we want our revenue and expenses to reflect our priorities and the health and vitality of our congregation as we move through this interim period and the search process for the next settled Lead Minister.

The Board affirmed the work of the Linda Topp and Financial Advisory Committee in creating the proposed FY23 Budget. This will be the proposed budget that will be advanced initially through the Budget Hearing process on April 24th, adjusted as needed, and presented to the congregation as part of the Annual Meeting.

Racial Justice Check We didn't explicitly address issues of racial justice beyond the relevant aspects included in the staff's What's Happening report and the current and proposed budgets.

Process Observation Adam acknowledged this as the most enjoyable Board meeting for him yet, especially since we met in person.

Closing Words & Chalice Extinguish

Adjournment at 7:45 PM.

Executive Session This was not necessary for this meeting.

Respectfully submitted,

Laurel Amabile, Clerk

These meeting minutes were approved by the Board on May 3, 2022.