**Unitarian Universalist Congregation of Asheville**

**Board of Trustees Meeting Minutes**

**Tuesday 9 August 2022**

Present: Clyde Hardin, Adam Griffith, Julie Stoffels, Mary Alm, Brittany Crawford, Karen Dill, Cathy Harrington, Cliff Hall, Will Jernigan, Margaret McAlister

Laurel Amabile joined the meeting at 7 p.m.

1. **Call to Order**

6:05 p.m.

Cliff on phone from vacation, Julie at Michigan cottage via Zoom

2. **Opening Words and Chalice Lighting**

Karen Dill quoted from Mark Ward's Memorial Service—Mary Oliver's "The Summer Day"

3. **Check-in**

6:10 p.m.

Themes that emerged: Sadness, setbacks, travel, family, life balance, slow summer, visitors, reunion, celebrating loss of life, connectedness, escaping "connection" to reconnect

Order of sharing: Mary Alm, Adam Griffith, Brittany Crawford, Will Jernigan, Julie Stoffels, Cliff Hall, Margaret McAlister, Karen Dill, Cathy Harrington, Clyde Hardin

4. **Consent Agenda**

6:30 p.m.

Discussion:

Will requested information about a possible second ask for pledge donations. Clyde said that a plan is in process among Cathy, Brittany, and Claudia. Cathy shared that a committee is going to be formed to address that work ahead.

Brittany said that a reengagement focus is being put in place that addresses giving of time and talent as well financial contributions. Brittany has conceptualized an opportunity fair for the fall to reenergize committees.

Adam asked about Religious Education numbers. Will said that those numbers will be known by August 17th. Some children are not wanting to come to RE, so being intentional about reengaging can be a powerful tool as we reemerge from our cocoons.

Cathy shared that a chair and/or co-chairs are not yet decided by the Search Committee.

The Board members approved the following agenda items by unanimous consent:

The President's Report

June 2022 Minutes

Minutes of Annual Meeting

What's Happening

5. **Executive Limitations**

6:45 p.m.

Clyde introduced this discussion emphasizing that we are reviewing it apart from the Consent Agenda. He proposed that we might use a color-coding system to differentiate Governance document text vs. responses/citations from other resources.

Mary mentioned the high cost of audits and suggested mini-audits could be effective during this time of limited funding.

Will said that it was helpful to Board process to have read through this.

6. **Discussion of Board Response to RJAC Recommendations**

6:55 p.m.

Mary, Laurel, Karen, and Adam comprised the committee to present these recommendations:

Racial Justice Advisory Council Summary Report and Recommendations

During initial discussion, the following ideas emerged:

An in-depth approach to these recommendations needs to begin with engaging the congregation.

Initially, Board members should understand it.

Cost should be considered (We budgeted $6,000.) in these tight budget times. We could ask other congregations about how the audit of governance documents worked and what issues arose.

Perhaps we need to assess how to go about it. Training is budgeted at $4,000.

It might be prudent to involve the congregation before we begin an audit.

Perhaps we need to talk with other congregations, who have been through the process, about how to go about it.

Perhaps it is too overburdensome to jump in with the total audit. Do we accept, and propose to do, all of the recommendations?

We might propose ways to realize the recommendations and make them real. Work could be parceled out to various groups within the congregation with an equity lens.

The inception of this is racial justice plus making this congregation-wide. We need to guide the congregational members to become involved in the effort to emphasize racial justice. It may begin with an intellectual vs. hands-on initiative.

The “Widening the Circle” report, which was the result of the equity audit at the UUA level, could be used as a model.

Audits reveal deficits, to help us to look at what we must. Claudia has initiated this. Reflection groups in liberation and anti-racism have worked to make this a clearly-stated intention. The whole congregation cannot do all of this.

We might create accountability via upgrading each month so that the congregation hears how we, as an anti-racist congregation, are becoming more focused on the process.

Spending money plus hiring someone with expertise in equity audits are two concerns. We must consider this carefully. Consequently, we need input from congregations who have engaged in audits.

Our goal is to adopt the eighth principle by the next annual meeting. There is an Eighth Principle Committee. They can ascertain what congregations have adopted the eighth principle.

There is a committee to guide the congregation through this process. Both Claudia and Mary work with them. They are the "action group."

There is a fund to prioritize reparations. Clark Olsen and Mark Ward created the fund for racial justice efforts. That fund exists but is not part of the operating budget. It is a restricted fund.

Clyde agreed to look into the reparations fund.

Action:

Margaret moved that the Board of Trustees accept all the recommendations from the Racial Justice Advisory Committee (RJAC) as submitted in their Summary Report and offer guidance/direction for their realization. Adam seconded. The motion passed.

Mary moved that the Board of Trustees sub-group (Mary, Laurel, Karen, and Adam) consider guidelines for realizing the RJAC's recommendations as such guidelines are developed and that the Board of Trustees approve them as applicable. Will seconded. The motion passed.

Mary moved that we approve the guidance/direction for RJAC recommendations 1, 5, 8, 9, and 10. Margaret seconded. The motion passed.

7. **Pre-retreat discussion of Board Goals for the Year**

7:52

Cathy sent an action request for facilitator availability as did Clyde.

Discussion ensued:

We agreed that we want a one-day retreat to occur sometime in September or October.

The facilitator should be someone familiar with UU.

The intention of the retreat is to accomplish an ice-breaker, perhaps Meyers-Briggs followed by a discussion about how the Board interacts as a result, followed by a sequential development of goals for the year. That process would then filter down to specific goals, plans, and champions from the Board for each.

It was agreed to choose a date and then work toward selecting a facilitator.

Will volunteered to send out a Doodle.

8. **Process Observer**

Adam: Will has been doing process during the entire meeting.

Following is a review of process comments made by Will throughout the meeting:

Agenda Item 5: It was helpful to read through these documents.

Agenda item 6: The recommendations language is a question.

Agenda item 6: There is a gap between the high-level expectations of the recommendations and the action to do the work.

Agenda item 7: Responding to the intention of the retreat: in that way we become more cohesive and develop goals we can accomplish.

9. **Closing Words**

From Karen: Sarah York quote

10. **Adjournment**

8:18 p.m.

Respectfully Submitted,

Julie Stoffels, Clerk