Unitarian Universalist Congregation of Asheville
BOARD OF TRUSTEES MEETING MINUTES
November 2, 2021 6:00-8:00*

*PROCESS OBSERVER - **Adam**, BLOG - **Mary**, READING - **Laurel**, TIME-KEEPER - **Margaret***

OUR OPEN AND WELCOMING CONGREGATION CONNECTS HEARTS, CHALLENGES MINDS, AND NURTURES SPIRITS, WHILE SERVING AND TRANSFORMING OUR COMMUNITY AND THE WORLD.

Board Meeting convened at 6:07 PM

CHALICE LIGHTING AND READING - Laurel

BUSINESS - Ryan
- Approve October Minutes Amended and approved.

- What's Happening
- Executive Limits C
- Executive Limits F
- Executive Limits H
- Finance Report
- Covenant Draft For update and review only. This agenda item will be tabled until the December meeting.

The above reports were received and reviewed by the Board. No other action taken.

RJAC Discussion of Equity Footprint 6:20-6:50
Rev. Claudia, Ed Prestemon, and Special Guest, RJAC Accountability Partner

Rev. Claudia and Ed shared a power point presentation about Racial Equity (Rev. Claudia shared the slide deck with the Board after the meeting). The presentation reinforces the idea that Racial Equity is important to talk about and act upon in our congregation so that our mission as an organization has a positive impact in the communities we serve. They referenced the Philanthropic Equity Initiative for Racial Equity as a source of relevant information about funding, advocacy, leadership and governance in organizations.

Ed shared information about the assessment tool being used within the congregation and sought the Board's feedback and questions. Responses indicate the levels of multicultural awareness (level 3) and the qualities of an antiracist congregation (level 5) by engaging in critical self-assessment. It was pointed out that while our mission statement does not explicitly include language about racial equity and racial justice, the ends statements do include wording that implies social justice that could be inclusive of racial justice, but is not explicitly stated. Here is the current wording in our ends statement: *We commit to practice and partner in the work of environmental and social justice, serving as a wellspring of hope.* The recommendation has been made that UUCA engage in and adopt the 8th Principle work, which is now underway in the wider Unitarian Universalist community.

Rev. Cathy is offering to co-facilitate a book discussion series around the book How to Be an Antiracist by Ibram X. Kendi. This would be offered to the Board in sessions outside the monthly board meetings.

Tech Coordinator Position Proposal - Cathy

The staff has identified a need for Tech Support with A/V during worship services (being live-streamed) and are working with a Board committee to envision a part-time position involving A/V and Zoom support, website webmaster responsibilities, and graphic arts support for e-news, posters, mailings, etc. The Board is supportive of this in concept, but a more detailed job description is needed, along with the anticipated pay range and budgetary plan, for the Board to approve. Clyde and Margaret will follow up with staff to fact-find and determine the next steps. Laurel will contact Jan Gartner of the UUA Office of Church Staff Finance to gather advice and sample position descriptions with compensation recommendations.

Re-Opening Conversation - Ryan, Cathy, All

It feels to Rev. Cathy, the staff and board members like the right time to begin the re-opening process, especially for the Sunday worship. The air exchange system has been upgraded and other environmental improvements have been made with safety and comfort in mind. Now decisions are being made about the number of people allowed in the sanctuary, in keeping with CDC and county guidelines. This will likely begin with 10 people, then increase to 25, then to 50, etc.

As live services develop, the general agreement is that sharing worship services must continue to be done virtually as well. Alongside of this is the need for adherence to the legal use of copyrighted materials and how these can be effectively shared in public worship. A Reopening Committee will be formed, with Michael, Mary, and Adam volunteering to work with the staff on the planning.

Gratitude and Goodbyes from Ryan

Ryan had shared his announcement with the Board and the congregation via email that he is stepping down as Board President, effective November 2, 2021. The members of the Board expressed their heartfelt appreciation to Ryan for his service, hard work, and commitment to our congregation.

(Presidential Succession) - Clyde

(A broader conversation regarding future board leadership and the number of members will take place at next month's meeting however please refer to the hyperlinked notes on what our governance document states about presidential succession and next steps.)

PROCESS OBSERVER DEBRIEF Adam

CLOSING READING AND CHALICE EXTINGUISHING Laurel

EXECUTIVE SESSION

NEXT BOARD COUNCIL MEETING- Monday, November 29, 2021
NEXT BOARD MEETING - Tuesday, December 7, 2021

Respectfully submitted, Laurel Amabile, Clerk

The Board approved these meeting minutes on December 7, 2021