

## **BOARD OF TRUSTEES MEETING MINUTES**

**January 5, 2021 on Zoom due to Covid-19**

**Duties:** *READING - Julie; BLOG - Louise; TIME-KEEPER - Michael; PROCESS OBSERVER - Laurel; CHALICE LIGHTER - Julie*

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

**In attendance:**

Board members: Ryan Williams, President; Clyde Hardin, VP; Laurel Amabile, Clerk; Karen Dill, Julie Stoffels, Cecil Bennett, Michael Beech, Judy Harper. Lead Minister/Executive: Rev. Mark Ward. Absent: Louise Anderson.

Guests: Linda Topp, Director of Administration. Rev. Claudia Jimenez, Minister of Faith Development. Representatives of the Interim Search Committee: Iris Hardin, Chair, Charlie Marks, Tori Schmitz.. Members of the Racial Justice Advisory Council: Eleanor Lane, Chair; Melissa Murphy, Ed Prestemon, Missy Reed, Noah Hall.

**GREETINGS AND CHECK-IN'S 6:00** The meeting was convened at 6:10 PM. Laurel offered to be Process Observer for the meeting.

**OPENING WORDS AND CHALICE LIGHTING - Julie**

**APPROVAL OF DECEMBER MINUTES** Minutes were reviewed. Julie made the motion to approve; Clyde seconded. The December 2020 meeting minutes were approved unanimously.

**OLD BUSINESS** Julie raised the matter of the updates on the Board section of the website. Laurel volunteered at an earlier meeting and has gathered new photos/descriptions, contacted Linda Topp, and will finish up this week.

**BUSINESS 6:15**

- **What's Happening - Mark**  
Positive feedback on Rev. Mark Ward's What's Happening report. There is excitement about the Adult programming offerings as well as other plans for worship and LFD programming.

**Interim Ministry Search Process Overview and Discussion with Keith Kron 6:20-7:00**

**Keith Kron's overview of the Interim Process**

Ryan introduced Rev. Keith Kron, who is the Director of the Ministerial Transitions Office for the Unitarian Universalist Association. 2020 presented challenges for a number of ministers who had been planning to transition, but, like Rev. Mark, decided to stay on. There are most likely going to be more

There has been interest expressed in UUCA and Asheville by ministers, indicating we are a congregation in a good position for interim and settled ministry.

Congregations want to know what they need to do and how to do it well. The available resources are helpful to the process of congregation preparation and in navigating the interim period.

Mid-to-late April is when applications for interim ministers must be submitted. At the end of April, Keith will begin meeting with ministers and receiving. The application process takes time and will help in the matching process. Since UUCA had begun the process, our earlier application may still be available in the UUA archives.

The Interim Search Committee will conduct the interviews and submit their “yes” lists to Keith. Keith then looks for compatible matches.

As for the application process, Keith advises that we highlight the aspects UUCA cares about (such as racial justice) and include the information we want the prospective interim ministers to know about this congregation. We have the option of including a “document packet” of UUCA guiding documents into the application.

Linda Topp raised the topic of compensation (Geo Index 1) for the Interim Minister. UUCA may currently fall under recommended compensation guidelines. Keith invited Linda to talk with him further if there are further questions about this part of the transition process.

### **Congregation preparation for the interim process:**

“Flexibility given the Times” is the general approach being taken during the transition process, including the future role of past ministers (Rev. Mark, in particular).

There is interest in having an Interim Minister with training and experience with conducting interim ministry in a virtual COVID environment. Keith advised that we include that question of experience/training in our interim search, as well as exploring our needs post-pandemic.

### **Questions for Keith Kron**

Eleanor Lane asked about antiracism and community engagement (how we are allies, etc) and how that might work with an interim minister, who may be inwardly focused in their work with the congregation. Keith said the interim minister will follow the congregation’s lead, but there is an opportunity for the congregation/Interim Ministry Search Committee to specify their interests/needs.

Rev. Claudia asked Keith for advice on the relationship and role of the second ministers during the interim period. Larger congregations receive added assistance with staff relationships and dynamics.

Regarding the work of racial justice, Keith reported that Patrice Curtis, Transformational Interim Ministries Director, of the UUA Ministries and Faith Development Staff Group is working with ministers and providing education/training as part of the interim ministry training.

If more questions arise, Keith said, “I’m an email away!” so contact him any time.

The following materials/questions were a part of our preparation:

- [reflections from last month's guided discussion](#)
- [Interim Minister Search Resources folder](#)
- [GA Workshop led by Keith Kron](#)

**Conversation with Racial Justice Advisory Council Regarding their Proposed Process Moving Forward towards Becoming an Anti-Racist Congregation**

**7:00-7:30**

Eleanor offered an introduction to the presentation, followed by other RJAC members providing information about their process proposal.

Phase 1:

Noah noted that the Council's plan is to seek input from the congregation through a wide variety of groups. (14 groups have been identified for this process.)

Missy explained how the feedback will be compiled and summarized in a report, with recommendations.

Phase 2:

Melissa explained that the Council's plan diverges some from the Board's proposal (#3) in that there would be recommendations that come from Council/Board/Ministers, with congregation input sought via information sessions, and ultimately brought to a congregation vote.

Rev. Claudia shared an overview of the UUA Congregation Assessment tool that has been adapted for our use. A consulting "Accountability Partner" will be identified and engaged to offer us feedback and help us in processing the input gleaned from the congregation. There are costs involved, and budgetary implications. There are funds budgeted for the Board that are available. Rev. Claudia plans to outline a proposed budget for expenses. Michael requested the assessment tool document be sent out to the Board. The Council agreed.

Ed affirmed the need for good communication throughout this process, with plenty of information and opportunities for the congregation to consider, offer feedback, and build support around. The kick-off for introducing this racial justice initiative and the RJAC members will occur during the Sunday, January 17, 2021 virtual worship service.

Linda Topp requested a timeline for the process be provided, to help with overall planning and calendaring. The Council agreed this is needed and will create a timeline for the process.

Rev. Claudia would like a formal answer from the Board about the “final recommendations be made in collaboration--Board, Council, Rev. Claudia as Internal Accountability Partner, and Lead Minister” instead of Board-Executive only as proposed in the Board’s earlier proposal.

The Board is generally amenable to this proposed change in the implementation of the plan, but did not take formal action by vote.

Ryan is interested in how the assessment tool can be used in a way in which we can accurately assess ourselves to get a clear and realistic picture of our racial justice awareness and effectiveness. Accountability Partners will help us to assess and interpret what we learn through the tool.

Ryan asked for the Council to think about a way the Board can be involved and support the roll-out during the January 17th worship service. Eleanor will let us know what may be appropriate or needed.

We determined there was not a need to extend the meeting another 25 minutes. Laurel offered Process Observation feedback. Happy New Year wishes abounded and the meeting was adjourned at 7:37 PM.

**CLOSING READING AND CHALICE EXTINGUISHING - Julie**

**EXECUTIVE SESSION--was not held.**

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**NEXT BC MEETING- January 26th, 2021    NEXT BOARD MEETING - Tuesday, February 2th, 2021**

**Respectfully submitted,**

**Laurel Amabile, Clerk**

Approved by the UUCA Board, February 2, 2021