Unitarian Universalist Congregation of Asheville

Board of Trustees Meeting Minutes

Tuesday 13 September 2022

On Sunday, September 11, 2022, a Quick Response Email Vote was completed by the Board of Trustees members who all voted yes on the following motion: UU Asheville has agreed to be a signatory to the "Western North Carolina People's Declaration of Peace 2022" document. It stated, in part, " . . . we the People of Peace in Western North Carolina, hereby designate Wednesday, September 21, 2022, as our Thirteenth Annual International Day of Peace in Western North Carolina, and urge residents to daily take actions, such as contacting your elected leaders regarding legislation, that make progress in ending racism and building peace at home and around the world."

Present: Clyde Hardin, Julie Stoffels, Karen Dill, Rev. Cathy Harrigan, Will Jernigan, Margaret McAlister, Adam Griffith

Cliff Hall attended on Zoom; and Mary Alm and Laurel Amabile were absent.

1. **Call to Order**

   6:16

2. **Opening Words and Chalice Lighting**
   Clyde used quote from New England minister "More Than We Deserve"
3. **Check-in**
   6:20-6:24
4. **Consent Agenda**
   August Minutes
   President's Report
   What's Happening
   All ok. Passed.
   We support and are grateful for the work of the 8th Principle Action Team: Nancy Bragg, Jenson Gelfond, Jeff Jones, Mary Alm, Carol Buffon, and Convener, Rev. Claudia.
5. **Negotiations Team**

Joanne Fox and two Board Members selected: Clyde Hardin, as Board President, serves as one. Margaret McAlister volunteered to serve as the other.

6. **Update Reports**

Opportunity Fair and Second Ask: Will

Beginning this Sunday, September 18, 2022, we will focus on Reengagement.
Second Ask is necessary to make up $120,000. Will, Rev. Cathy, and Clyde have been meeting and planning. Second Ask will begin October 2 and end November 6. Strategic recruiting of membership to give testimonials is ongoing. General ideas for eliciting response are perking but not ready to be shared, including time for focus on giving at the Mountain in mid-October. Reengagement will be part of the focus. There is an inward and outward approach to the process, within the community and in the church, to volunteer in a sustainable way. Without the ask, it will be difficult to maintain two ministers. Sermons will also include reference to both the Second Ask and Reengagement. Tish will be communications conduit. The team is working on getting the words right and the time should be shorter than the normal fund-raising length of time.
Input from the Board: leadership reception? Not enough time. Want to have some people giving before October 2nd so that information can be shared. How might we leverage time at the Mountain? We want to be intentional, not just asking for money but also time and talent. Second Ask skit is planned for the Mountain. Build creative ways in which we can use the reengagement to encourage volunteerism, donations, and giving of capable help through talent. Find a way to clarify that the Second Ask can assist with Reengagement.

Administrator Search: Rev. Cathy

We have two viable candidates at this point. There are costs associated with sites to post the position. Interviews may occur this week. The group working on this: Clyde, Rev. Cathy, Margaret. Margaret and Cathy will set up the Indeed account for obtaining more applicants.

Board Retreat: Clyde

The retreat on September 24, 2022 will be facilitated by Southern Region personnel, Nancy Morgan and Tyler Coles. They will be presenting via Zoom from 9:30 a.m. to noon. Facilitators have asked for the church and Board covenants which Clyde will send to them. We may want to also introduce discussion about reengagement. Plan to meet at 9 a.m. For lunch we will get take-out from Mamacita's Taco Temple.

7. **Executive Report on Ends and Action Plan for Addressing**
   Engagement is focus. Small group development is continuing to develop. [look on report from Claudia and Cathy in What's Happening document.] Cathy is going to flesh out the documents with staff members and then share them with us. Cathy suggests that the Board needs to look at our ends again. She sees a need to pay attention to justice vs. racial justice emphasis. She suggested there is a good deal of inner work we need to do around these ideas. Cathy also mentioned the need to pay attention to our own healing after the Pandemic.

8. **Discussion of Board Response to RJAC Recommendations**
   (Continued from August)
   Adam and Karen: There are 13 recommendations that remain. The Racial Justice audit and programs are allowed $6,000 for the Equity Audit and $4,000 for Equity Education from the justice fund (not reparations fund). Mary Alm is working with Rev. Claudia to hire someone to do the audit. However, we have not yet been able to find a congregation that has completed the audit. Without a modeled example, we want to be cautious about moving ahead. We need to explore and seek ways to determine how to move forward. Current Board members working on this endeavor are Adam, Karen, Mary, and Laurel.
9. **"Pre-retreat" Discussion of Board Goals for the Year 2022-23**
   We discussed the possibility of selecting a youth to serve on the Board, perhaps as a liaison. The youth perspective would be meaningful. Stewardship, 8th Principle, and Ministerial Search are important goals on which to focus and were mentioned by the retreat facilitators. Reengagement is also an emphasis. A suggestion was made to do Theology on Tap: meeting at a bar/pub to encourage younger members in the

congregation to have a connection to one another. Spirituality, social interaction, and service can be a three-pronged emphasis. Lunch after church would be a good effort to support engagement. At retreat, think about engagement by visitors with people designated to welcome them and suggest specific involvement. Brochure with information for people new to the area might be a popular tool.

10. Racial Justice Check

We mentioned racial justice in several contexts.

11. Process Observation

We kept to time quite well.

12. Closing Words and Chalice Extinguish

Clyde read “Summer’s End.”

13. Adjourn

8:06

Respectfully Submitted,

Julie Stoffels, Clerk