UU ASHEVILLE

MINUTES OF BOARD OF TRUSTEES MEETING

14 MARCH 2023

Attendees: Clyde Hardin, Adam Griffith, Julie Stoffels, Margaret McAlister, Mary Alm, Cathy Harrington. Via Zoom: Cliff Hall. Absent: Laurel Amabile, Will Jernigan, Karen Dill.

1. **Call to Order** 6:10 p.m.
2. **Opening Words and Chalice Lighting** Cathy—Prayer for this gathering: "Let us not take ourselves too seriously . . ."
3. **Check-in**
4. **Consent Agenda** The Annual Meeting date is Sunday 4 June 2023, Music Sunday. Voting on our new minister is 30 April 2023. They will be in the pulpit 23 April 2023 and 30 April 2023. Gina Phairas has suggested the Board members meet with the candidate Tuesday 25 April. There is a spreadsheet with the executive summary. We have plenty of time to do the evaluation of Reverend Cathy. The Consent Agenda was passed by unanimous consent.
5. **UUCA Fiscal Health (updates, discussion)**
   Care Connect: Margaret reported that 56 calls have been completed. 9 did not respond. Most are doing well; some covid cases; 39 have not been attending services: people love on-line and others are "busy." Most have been staying connected. People are waiting to be involved when we have our new minister. Calls were made to people who have been on the members/friends list since 2017 and who have been observed not attending Sunday services recently.
   Annual Budget Drive: Cannot yet determine whether or not people are giving more or less or the same. Testimonials from the pulpit are being given regularly. A HUGE celebration will occur on March 26. Wendy needs 12 volunteers on that Sunday to help set up. Margaret is sending an email to Wendy listing those of us who volunteered tonight, including a cc to each Board member who are not in attendance.
   Capital Assets Team and Long-range Planning: Wink Zachritz, John Bates, Adam Griffith serve on these committees. Adam reported that they are currently working on a statement of need. They suggest addressing electrical problems first. Several contractors will be asked to give quotes. Our insurance was renewed without any problems according to John Bates.
   Legacy: The group is working under the leadership of Gene Lambirth.
6. **Kudos** The YRUU youth-led worship service on March 5th was amazing. Julie has written thank you notes to the participants and their advisors. Pastoral visitors had an impactful workshop led by Iris Hardin. There is discussion about not charging for coffee service, and volunteers are stepping up. To Wendy for her willingness to be broadly involved.
7. **2023-24 Budget Discussion** The budget is currently being created. It is probably for more than Wendy and Marta presented in December. Clyde presented a high level view so

that we can be thinking about what we will encounter and how we will be addressing issues raised. If we have to deal with a large deficit, we will need to use other funds. Or we will need to cut expenses. The 2023-24 proposed amount of total expenses is currently $931,000. The required pledge income would be $806,000. Expenses include such items as guest musicians, two services, some overall cost of goods not included in the December estimate, and the installation service for our new minister. The situation requires that people DO increase their pledge. Meet the Moment came from about 50% of the members. To close the deficit we would need 34.5%. Given our reality, we are likely to have at least $50,000 deficit, possibly much more. Funds are: Contingency ($194,000 less $34,000 for properties) , Anonymous ($34,000), and Fund for the Future ($307,000). If funds come in with no restrictions, it goes into the Fund for the Future. Main Question: How much from those funds are we willing to use before we are forced to consider alterations to staff salary/benefits or staff reduction?

8. **GA Delegate Approval** Mary Alm moved that Joanne Fox, Judy Harper, Wilma Oman, Joe Penno, and Susan Foster be approved for attending GA. Margaret seconded. The motion passed unanimously.
9. **Approve Transformation Team** Adam moved that the Board accept the JMC proposal to commission a Transformation Team to focus on accountability for the RJAC Recommendations that we accepted on August 9, 2022. Margaret seconded. Furthermore, the membership for this Transformation Team will be identified before the Board's April meeting and be commissioned at that meeting. The motion passed.
10. **Racial Justice Check** We have taken action to approve the Transformation Team as proposed by the JMC.
11. **Process Observation** Adam noted that we would benefit from a tutorial on making motions to help us be more efficient.
12. **Closing Words & Chalice Extinguishing** Cathy read "Transformational Leaders" by Meg Riley.
13. **Adjourn** 8:10 p.m.
14. **Executive Session** Concluded at 8:20 p.m.

Respectfully Submitted,

Julie Stoffels, Clerk