

**Unitarian Universalist Congregation of Asheville**  
**Board of Trustees Meeting Minutes**  
**March 1, 2022**

In attendance: Clyde Hardin, President; Mary Alm; Julie Stoffels; Margaret McAlister; Adam Griffith, Board Council; Laurel Amabile, Clerk; Michael Beech; Karen Dill; Rev. Dr. Cathy Harrington, Interim Lead Minister, ex officio.

**Call to order**

**Opening Words & Chalice Lighting**—Clyde Inspiration by Richard Gilbert

**Check-in**

**Consent Agenda**—Received and unanimously approved.

- \* [President's Report](#)
- \* [February Minutes](#)
- \* [Executive Limitation Policy E \(Asset Protection\)](#)
- \* [What's Happening\\*](#)

**Budget for A/V Tech**

A job description has been created by the staff for a 20-hour/week A/V Coordinator staff position. To proceed, the Board must authorize the expenditure for the position in the annual budget.

**Motion: Mary Alm moved** that “The Board authorizes the search for an A/V Coordinator position (approximately 20-hours per week) with an annual base salary of no more than \$30,000.” **Margaret McAlister seconded. Vote: Approved.**

In the discussion of the motion, the Board and Interim Lead Minister agreed that we are explicitly committed to a search for diverse candidates for this position.

**Ministerial Search Committee (MSC) Process**

Clyde Hardin reviewed the [revised schedule of tasks](#) which outlines process timeline and expectations for Board involvement.

A communication will go to the congregation in mid-March explaining the MSC selection process and what to expect when they receive a call from us.

Margaret McAlister will create a spreadsheet with the contact assignments for each Board member, in which we can add our notes and return to her upon completion for compiling.

A training session will be offered to review the process and information materials that will be provided when making the contacts.

## **Board Goal Discussion: UUCA Governance Through Racial Justice Lens**

The Board agreed that it would examine **Governance Through Racial Justice Lens** to determine how we go about (1) finding areas where our governance falls short of our equity/liberation goals, and then (2) finding ways to correct them. This will also involve the consideration of the adoption of the proposed [8<sup>th</sup> Principle of Unitarian Universalism](#).

A Board sub-committee was established to take the lead on this, Chaired by Mary Alm and including Karen Dill. Revs. Cathy and Claudia will also be engaged in the planning process.

Related to this Goal, the members of the UUCA Board want to convey our *heartfelt love and thanks to the members of the Racial Justice Advisory Council for their excellent work!*

## **Board Goal Discussion: *What should UUCA look like after COVID?***

This was our first forward-looking “open question” discussion on this topic, primed by ideas in reading material linked in the [March President’s Report](#).

- We like the idea of using streaming worship services using music and readings from diverse sources and voices.
- There may be opportunities to explore considering “satellite congregations” in areas west of Asheville, such as West Asheville, Waynesville, and Cullowee.
- Outreach and offering support to the Ukrainian communities in the Asheville area may be helpful during the current humanitarian crisis in that country.
- Attracting and engaging younger adults in new and creative ways.
- Offering opportunities for out of town UUs and newcomers to engage via Zoom socials after worship, especially for those considering a move here.
- Establishing a Youth position on our UUCA Board.

## **Racial Justice Check-In**

We explicitly affirmed the work of our RJAC and their work, as well as our commitment to seeking diverse candidates for our staff hiring processes. We have an interest in continuing to diversify the content of our worship services and realize virtual services can provide rich and diverse voices and participation.

## **Process Observation**

## **Closing Words & Chalice Extinguished**

**Executive Session** No need for an Executive Session for this meeting.

**Meeting Adjourned.** NEXT MEETING: Tuesday, April 5, 2022 (possibly in person)

Respectfully submitted, Laurel Amabile, Clerk

**These March 1, 2022 Meeting Minutes were approved by the UUCA Board on April 5, 2022.**