

Unitarian Universalist Congregation of Asheville
1 Edwin Place, Asheville, NC 28801

BOARD OF TRUSTEES MEETING MINUTES

August 3, 2021 6:00-8:00 PM
Sandburg Hall / Zoom Link

Duties: *READING - Mary ; TIME-KEEPER - Margaret ; DINNER - Ryan ; DISHES - Karen*

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

GATHER FOR DINNER, CHALICE LIGHTING, READING, ROSEBUDS AND THORNS

The sharing of dinner and the rosebud and thorns took additional time and we were 15 minutes behind schedule starting the key points of the agenda. In order to accommodate, we agreed upfront to push back all items on the agenda by 15 minutes. Claude has agreed to do the Board Blog for the August 12, 2021 deadline. Adam agreed to serve as process observer. Thus, he will be attending Board Council meeting and helping support agenda and meeting planning using his observation notes.

CHARACTER TRAITS, LEADERSHIP STYLES, AND COMMUNICATION COVENANTS

Laurel Amabile will facilitate the following activities:

Drawing on the Myers Briggs and DISC overview as well as results of the 16 Personalities self-assessment (completed prior to our Board meeting), we will engage in conversation around our own individual personality, leadership, and communication styles and how they relate to one another in our work as a Board.

After a general introduction to the topic, we had a popcorn conversation about how we resonated individually. Overall, we were able to find connections in what the various tools had to say about our personality and leadership styles.

Following the discussion, Laurel connected the discussion of outcomes to the ways in which we come together around the Board table. Some need to step back. Others step forward. Some process quickly. Some prefer to have more time. She then asked Board members to reflect on a positive “team” experience in which individuals clicked as well as an experience in which collaboration did not come easily, if at all.

Laurel requested 5 additional minutes to discuss covenantal language. Using outcomes, discussion from the meeting, current notes on covenant, we were asked to share words and ideas about what matters to us in developing a Board culture together.

Words shared: collaboration, consensus based decision, welcome, discussion, accountability, assume good intention while also being intentional, balance between “getting work done” and bringing out unrushed spiritual selves.

- We will review previous Norms/Covenant language. (Addendum
- We will use this information to create a set of Norms and Covenant to be used for our 202

Approve July Minutes

- What’s Happening
- Revised Operating Budget
- B: Right Relations
 - Healthy Congregations Policy
 - Personnel Policies and Practices (*This will not be included within our discussion for August but Ryan asks that we begin reviewing it so that we can all have read and reflected on it by the time of our September meeting*)

The meeting minutes from July were approved by consent. The What’s Happening report, revised operating budget, Right Relations and Healthy Congregation policy were pre-read and no questions or concerns were raised. Due to the length of the Personnel Policy, it was agreed that we will all read over and review the Personnel manual linked to this agenda.

Subsequent to this August 3, 2021 meeting was another item of business requiring Board action. The Board approved the following resolution on August 19, 2021 by electronic vote (addendum 2):

Resolved, that the Board of Trustees of the Unitarian Universalist Congregation of Asheville (1 Edwin Place, Asheville, NC 28801) instructs First Bank, holder of our checking account and money market fund, to make the following changes to the permitted signatories for our checking account:

Remove Mark Ward and Kay Aler-Maida and add Cathy Harrington and Marta Reese

WELCOME REV. CATHY HARRINGTON

- **Personal Introduction**
- **Overview of Process**
- **Conversation**

Rev. Cathy introduced herself and then discussed some expectations/needs. A transition team will be created of approximately 5 people (none of which are Board members). She spoke of getting to know the congregation and building trust before identifying which needs should be prioritized and focused on. She then asked the Board questions of “*What do you love about this place?*” and “*What do you want to worry about?*”

- *How do we continue/support the work of Racial Justice/Anti-Racism?*
- *Increased youth inclusion and integration?*
- *How to build stronger community relationships?*
- *How to be more visible in the community and the work to affect change, to support change, etc?*
- *Let's not fall back inward on ourselves as we seek to reconnect after covid but that we can also find a way to reach out and connect with the community around us?*
- *How to activate, inspire, fuel the spark to continue momentum towards our goals?*
- *How to self-reflect, identify areas for growth, celebrate our successes?*
- *How do we all take more ownership and inspire more involvement?*
- *Membership concerns....Who will stay and who will go?*
- *How do we move forward post (during?) covid?*

She also requested Board members to offer names for her to speak with regarding the conversation.

RETREAT UPDATE

PROCESS OBSERVER DEBRIEF

CLOSING READING AND CHALICE EXTINGUISHING

EXECUTIVE SESSION (not conducted)

NEXT BC MEETING- September 1, 2021

NEXT BOARD MEETING - September 7, 2021

The Board approved these minutes on September 7, 2021.