

**Unitarian Universalist Congregation of Asheville**  
**BOARD OF TRUSTEES MEETING MINUTES**  
**October 5, 2021 6:00-8:00\***

PROCESS OBSERVER - *Adam*, TIME-KEEPER - *Mary*

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

**In attendance:** Ryan Williams, President; Mary Alm; Karen Dill; Laurel Amabile, Clerk; Julie Stoffels; Michael Beech; Adam Griffith. Rev. Cathy Harrington, Interim Lead Minister, ex officio. Guest: Rev. Claudia Jimenez, Minister of Faith Development. Absent: Clyde Hardin, VP.

**CHALICE LIGHTING AND READ** Shared by Karen Dill.

## **BUSINESS**

There was a brief discussion about the need expressed by some members to receive Board agenda and reports at least 5-7 days in advance of the Board meeting. We agreed that this will be the practice from this point forward, realizing that updates may be necessary just prior to or during the meeting.

- **September Minutes** The Board accepted and approved the September 7, 2021 meeting minutes, which also included the September 24th interim electronic resolution vote and Board Retreat notes.

- **What's Happening** Rev. Cathy offered some highlights about the various aspects of her What's Happening report, which included messaging from other members of the staff. After some questions and affirmative commentary, all agreed that it would be preferable for the report to go out to the Board about a week in advance.

- **Revised Operating Budget** This report is the End of Year Financial Report for the July 1, 2020 to June 30, 2021 fiscal year. Overall FY2021 finances were stable, with pledges and contributions staying strong despite the building closure and other programmatic changes due to the effects of COVID and safety protocols.

**COVENANT DISCUSSION** The Board received the September 15, 2021 **Norms/Covenant draft** document, but further editing work was not yet completed by Ryan, Laurel and Mary. It was determined that **Mary and Laurel will continue the editing work and share a revised draft of a covenant** with the Board between now and the November Board meeting. Input from the members of the Board is still welcomed.

## **RJAC UPDATE w/ Rev. Claudia Jimenez**

Rev. Claudia shared the conceptual framework that she and the Racial Justice Advisory Committee (RJAC) use for what is called Libertory Consciousness, a tool for social change, as developed by author and consultant, Barbara J. Love. The categories for the Libertory Consciousness framework are Awareness, Analysis, Accountability and Action. Working in conjunction with our consultant, the RJAC considers this "Long Haul Work" and is envisioning the opportunities for UUCA to engage the work of racial justice and ultimately transform our culture. This process will "meet people where they are" in awareness of racial justice while educating the congregation and encouraging individual as well as community involvement. A couple of ways people can get involved is through our partnership with the Beloved Project, participation in surveys and programs to learn more about our "equity footprint." Rev. Claudia and the RJAC hope to have the analysis completed and a report that can be shared by the end of December 2021. **Karen Dill will serve as the Board Liaison to the RJAC.**

**TRANSITION TEAM TALK** A list of congregants recommended by the Board and others has been generated and must now be distilled to 4-5 people who can agree to serve in this capacity for the rest of the Interim period. Adam and Julie agreed to work with Rev. Cathy to vet the list and identify the candidates who are willing to serve on the Transition Team. This selection process will be done with an awareness that a Ministerial Search Committee will be formed in the coming months, and there may be names on this list well suited for that important task. No Board vote will be required for the Transition Team to be established, though Rev. Cathy and team will keep us updated.

### **GOAL SETTING DISCUSSION**

- **Hodgkiss discusses the concept of Goals and an Open Question** It was suggested that the Hodgkiss video be viewed in advance.
  
- **Goal Setting Proposals and Action Steps**
  - **Focus on Reopening/ Regathering of the Congregation**--this is viewed as urgent by the staff and board after 1 ½ years of COVID impacting individuals and families. Rebuilding connectivity and community within UUCA is vital.
  - **Complete the UUCA Safety Manual**--it was agreed that the Board would like to see the Safety Manual completed and will offer Michael Beech and committee feedback and editing suggestions. Training for defibrillator users is still being considered.
  - **Schedule a Start-up Workshop for Rev. Cathy for this interim period**, which will help inform and guide the way for a successful search process for the settled Lead Minister. Rev. Cathy will research the options via the UUA and report back on her findings and recommendations.
  - **Examine our Governance Practices** to incorporate racial justice into our system in tandem with our congregation-wide racial justice antiracism focus.

**PROCESS OBSERVER DEBRIEF** Adam offered his comments. Overall, a good meeting.

**CLOSING READING AND CHALICE EXTINGUISHING** Karen shared a closing reading.

### **EXECUTIVE SESSION**

---

**NEXT BC MEETING- Tuesday, October 28, 2021 NEXT BOARD MEETING - Tuesday, November 4, 2021**

**Minutes approved by the Board on November 2, 2021**