

Unitarian Universalist Congregation of Asheville
Board of Trustees Meeting
June 14th, 2022

Call to order

Opening Words & Chalice Lighting-Inspiration for our meeting!

Introductions-Each Board member – new and old –offered a quick introduction.

Elect Officers: The following slate of officers was approved by unanimous consent by the current Board:

- Clyde Hardin-President (re-elected)
- Adam Griffith-Vice President, pro tem
- Julie Stoffels-Clerk

Consent Agenda—Board approved the following agenda items by unanimous consent.

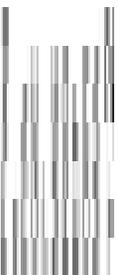
- [President's Report](#)
- [May Minutes](#)
- [What's Happening](#)

Start-up Items—

- Board members were asked to fill out the [Contact Information sheet](#) and [Monthly Duty Schedule](#).
- It was decided that regular Board meetings this year will be held on the 2nd Tuesday of the month (instead of the 1st Tuesday, as we have done for years).
- Discuss Board Orientation—Clyde Hardin offered to use the July Board meeting (7/12) for the Orientation, presenting information on Policy Governance, use of Google Drive, and interpretation of financial reports. The Board agreed this would be of value.
- The Board agreed it would like to hold a day-long Board Retreat, facilitated and likely scheduled for the fall (October). Clyde Hardin will work on a draft Board/Exec work plan and will work with Rev. Cathy Harrington on identifying a qualified facilitator.
- Sponsoring Shawn Gibson at Meadville Lombard Theological School—The Board was given a completed [UUA Congregational Sponsorship form](#). Mary Alm made the motion that the Board approve UUCA's sponsorship of Shawn Gibson and his potential as a Unitarian Universalist minister. Adam Griffith seconded. The Board approved unanimously.

Appoint UUCA General Assembly Delegates—Based upon our UUCA membership (475), our congregation is eligible to send 10 members as [UUA General Assembly](#) delegates.

The following members were nominated to serve as our GA delegates: Jennifer Gorman, Ryan Williams, Carol Buffum, Nancy Bragg, Jensen Gelfond, Shawn Gibson, Adam Griffith, Brett Johnson, Bernise Lynch, Ed Prestemon.



Mary Alm moved to approve this slate of UUCA delegates to General Assembly. Julie Stoffels seconded. The Board approved unanimously.

Looking Back, Looking Forward: Review last year, opine about what we want to do this year. [Read the President's Report](#)

- [UU 8th Principle](#)—The current plan is that this will be an activity coordinated by the Board, Executive, and Justice Ministry.
- Racial Justice Advisory Council follow-up: Mary Alm, Adam Griffith, Laurel Amabile, and Clyde Hardin will work together to identify next steps in follow up to the RJAC final report recommendations. One important recommendation is to audit our governance (Bylaws and Governance Document) using a racial justice lens. Another is an equity audit.
- Post-COVID UUCA—There is more work to be done in connecting the congregation as we move forward through this interim year and Ministerial Search process after two years of COVID restraints and changes.
- A “Second Ask” to raise the additional revenue needed to fund the established FY23 deficit budget was an idea raised at the 4/24 Budget Hearing. The Board agreed that this should be explored. This would likely take place in the late summer or early fall. Will Jernigan and Clyde Hardin volunteered to work with a few others in the congregation (to be recruited) in framing the process.

Staffing Issues: Rev. Cathy Harrington affirmed the choice of Brittany Crawford as our incoming Director of Administration. Given our commitment to fair compensation, it appears the UUA Compensation Guidelines indicate the need to increase Brittany’s compensation. After much discussion, Margaret McAlister made the motion that the Board increase Brittany Crawford’s annual salary by \$5000. Karen Dill seconded. The motion passed with 8 yes votes and 1 no vote.

Racial Justice Check—We agreed to establish a small group of the Board to address issues and items identified in the RJAC’s report and recommendations. (see above)

Process Observation—Adam offered his observations about this meeting being one of the most energetic yet, if not technically challenged with an in-person meeting with virtual attendees.

Closing Words & Chalice Extinguish: Rev. Cathy offered Inspiration for the month ahead!

Executive Session--Not needed for this meeting.

Respectfully Submitted,

Laurel Amabile, Clerk

These June 2022 meeting minutes were approved on: August 9th, 2022

