

**UU Congregation - Asheville
Board of Trustees Meeting
MINUTES**

June 11, 2024 6:00pm-8:00pm

Present: Kay Aler-Maida, Ben Fleming, Melissa Himelein, Phil Hammond, Susan Andrew, Will Jernigan, Mara Sprain, Monica Youngman, Juli Aultshul, Rev. Audette Fulbright Fulson

Absent:

Guests: Margaret McAlister, Clyde Hardin, Adam Griffith, Mary Alm

Opening

Meeting called to order at 6:03 pm by Mara Sprain

Opening words read by Mara Sprain and chalice lighting.

Personal check-in.

Election of Officers:

Following discussion of the roles and how to ensure succession planning, Will Jernigan motioned to elect the following Board officers to the Board Council, seconded by Kay Aler-Maida, and passed unanimously.

- President - Mara Sprain
- Vice President - Phil Hammond
- Clerk - Monica Youngman

Consent Agenda was **approved**:

- [Financial Accounts resolution](#) authorizing name changes in bank accounts
- [May Minutes](#)
- [Q'Pasa?](#) (Rev. Claudia's report)

Questions and Discussion of Rev. Audette's presentation at the 2024 Annual Meeting:

The floor was opened for any questions for Rev. Audette -

- Reflecting on the statement in the budget that there may be difficult decisions because of a two year window, Kay advocated that we start looking at the budget sooner rather than later so we have the time to be creative, making contingencies, and looking to the future.
- Audette highlighted that there are opportunities for this year, including starting the AGD earlier, and placeholders for two additional fundraising events. The questions of making the choices and communicating to the congregation will be critical. This shouldn't be solely on a new minister and putting together a team on these communications will be important.
- Will agreed that starting the AGD early is going to be critical and highlighted that it will be important to increase our number of giving households.
- Kay suggested that the Board Council think about this and propose an approach for the Board.
- From her professional fundraising experience, Susan suggested that it's important to identify those who value the organization but aren't investing yet or underinvesting. Has this been done? This might need to be face-to-face and very personalized.

- Will said that we've been talking about this, but there hasn't been a formal plan.
- Ben reflected that there was a similar effort previously that was successful.

Board Orientation presentation and discussion:

- Mara Sprain reviewed the Google Drive and logistics of navigating Board resources.

Start Up Actions were covered:

- [Board contact info](#)
- [Monthly duty schedule](#)
- Date/time for monthly meetings: Board and Council. Board meetings will be the 2nd Tuesday of the Month from 6-8 pm ET. Council meetings will be roughly a week before.
 - Kay raised a question about the twice per month Board meetings. Mara at the next meeting there will be more discussion about the schedule and what the Board would like to do this year. Mary highlighted that at the Zoom working meetings it was a discussion, but no minutes were kept, votes were not taken, and the congregation was not invited to attend.

Board Governance presentation and discussion:

- The Board discussed policy governance and covered the UU Asheville Governance Documents, which can be found on the website under Board & Leaders.
 - ByLaws - owned by the congregation
 - Governance Document - owned by the Board, includes Executive Limitations. These Limitations are what the executives work within. Board Work Plan will be considered for a Board retreat.
 - Congregational Policies - owned by the Staff with the Board part of the communications and accountability

Standing Items

- Collective Liberation Check - This standing item was discussed as collectively thinking of how we can ensure everyone is able to fully participate. Adam suggested that this and the Process Observation rotate between Board members.
 - Melissa observed that during introductions the Board did not clarify pronouns and we could have done better.
- Process Observation - This standing item was discussed as reflecting on if the board followed the process. Mary liked the idea of rotating the role and that this role was to begin the discussion with other Board members adding to the discussion. Margaret suggested this could be combined with the Time Keeper role.
 - A couple times people spoke over each other.
 - Ensure that the OWL microphone and camera is at the center of the table for the meeting.
 - Audette recommended that after moving from a topic the Board pause and ask if anyone has anything to add.
 - Monica reflected on the challenges of people online being able to jump into the conversation and suggested an agreed upon process.
 - Will highlighted that someone other than Mara should run the technology.

Closing

Closing words read by Mara Sprain and extinguishing the chalice.
Meeting adjourned at 7:50 pm.