

## Board of Trustees Meeting Minutes 13 August 2024 6:00-8:00 p.m. (Zoom)

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

**Guests:**

**Recorder:** Monica Youngman

Start	Item	Notes
6:00	Call to order	Meeting was called to order by Mara Sprain at 6:02 pm
6:03	Opening words & Chalice lighting	Opening words read by Kay Aler-Maida
6:05	Personal go-around	Each shared their favorite activity of the summer
6:15	Consent agenda	Approved with questions clarifying the background on getting the interns and the requirements for being a welcoming congregation. <ul style="list-style-type: none"> <li>• <a href="#">July meeting minutes</a></li> <li>• <a href="#">Sharing ministry</a> (Rev. Audette's report)</li> </ul>
6:20	Discussion: Policy governance	Review of Board role in policy governance. Review <a href="#">Governance Document</a> . See also good description by Clyde from <a href="#">2021-2022 annual report</a>

### Discussion: Policy governance

- The Board's role is to look at the big picture and be forward looking. "The purpose of the BoT is to ensure the long-term well-being and mission of the Congregation."
- Hotchkiss model is what we usually use in ministry.
- Board does not task the staff. Board will speak with one voice.
- Clear when you talk to staff members if you're speaking as a Board member (and not directing them) or as a congregant
- Rev. Audette is flagging things in the bylaws that need to be adjusted
- Mara was thinking of adding a bylaws and governance document to the Google Drive where people could put comments and thoughts as people think of it.
- Board members may participate and volunteer in other activities, but make it clear you're not participating as a Board member. Be clear if you're planning or expected to bring information back to the Board.
- Saying I am or am not doing this also raises visibility
- The Board does not need to be the place to bring complaints about execution.
- The Board should discuss long range planning and financial stability.

6:45	Discussion: Deficit reduction or other fundraising or other ideas	Brainstorming on ideas to pass along to Executive or initiate.
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Discussion: Deficit reduction or other fundraising or other ideas to pass along to the executive or initiate

- The Auction takes up the fall. It is the biggest fundraiser and we don't want to compete with it. Placeholder for 2 spots in the January - June timeframe. Need the development of groups. The Board could help figure out what these should be that speaks to who we are as a congregation as well as tap into the community for fundraising. Current ideas:
  - Book/bake/other sale
  - Variation on the "Greek festival" to invite others
  - Arts festival
  - Speciality coffee
- Need a volunteer fundraising team to strategize about fundraisers in addition to the Auction. This team would be initiated by the Board and report to the Board (?) with a staff representative and a Board liaison. The team could spin up small groups for specific fundraising ideas.
  - Should the LDC play a role in finding people so that we don't tap the same people? This is the process we have in place. They will require a job description.
  - Should we jump into two? Normally, yes. Unfortunately we are out of time. Also it would be good to focus on the community outside of the congregation. It also gives us a chance to be visible in the community.
  - Fundraising committee job description:
    - Join the pilot of the UU Asheville fundraising team! The Board is looking for enthusiastic team members to lead the planning and managing new fundraising activities to support UU Asheville. This role requires creative and strategic thinkers with strong communication skills, a background in fundraising a bonus but not required. The team will lead the decisions on fundraising initiatives, solicit volunteers, and manage the execution. The goal is to conduct at least 2 fundraisers that reach into the community to raise money and increase the visibility of the congregation. The UU Asheville Interns will be supporting the team. After the first year, the Board and the team will evaluate and decide the future course of action. We're looking for at least four people and the more the merrier! Please reach out to Nancy Bragg of the Leadership Development Committee (LDC) if you're interested.
    - Goal is to have at least 4 team members.
    - Juli will have a discussion with Nancy Bragg of the LDC to let them know what we are interested in.
- There is also a grants team that is investigating grants. David has been pursuing grants that don't require 501(c)(3). Rev. Audette can bring more information for a future meeting to get the details.
- Renting the facility is appealing, how much is going on now? We're about at capacity of what we can manage. It is quite expensive to put the piano in the mix because of the maintenance costs. Always looking for ways to maximize rentals. One of the challenges is that there is no paid facility help. There must be paid staff from the congregation on site to manage the building. There are a few people trained as site managers. There is a

fee for receptions and events.

7:15	Discussion: Facilitating connections among member and friends	Brainstorming on ideas to pass along to Executive or initiate.
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Discussion: Facilitating connections among member and friends

- Care and Connect Team and Trevor are both doing their roles
- It might be better mid-year to review and evaluate after new ideas for this year are implemented.
- Trevor coordinates all Sunday morning welcoming activities, including ushers, welcome table, and coffee committee. Coordinates church-wide hospitality events. Gets in touch with interested people/parties, gets them in Realm, coordination with people to become members. Monthly information sessions for visitors. Coordinates Soul Matters groups. Help folks get involved and connected. He has a personal interest and congregational interest in developing people in the young adult category (college - no kids <50ish, whoever self identifies). Only a 15 hour per week job.
- Once per month, Friday Fun Night! Third Friday of the month at 6 pm there is an open invite social event. Location will rotate with the first one Friday August 16th at Highland Brewing.
- The Board commits to greet new people every Sunday that we are there and check in at the Welcome Table as possible.
- Encourage members to grab their name tags. This is one of the most welcoming things that a congregation can do. It helps visitors, new members, pronouns, and all of us who forget someone's name! You can also add your pronouns with a button to your name tag.
- Care and Connect Team - Melissa will reach out to connect with the team.
- Marketing and Outreach does not have a budget line, so free locations are being used to advertise events. The sanctuary is rather full on Sundays. Church growth comes from when people invite their friends.
- Concert series is not being planned due to the burden on staff.

7:45	Meeting observations	<p>Process and Collective Liberation reviews</p> <ul style="list-style-type: none"> <li>● Ben reflect that there was a good working through technology issues, check on pronouns, and use of hand raising</li> <li>● Rev. Audette made the recommendation that the Chair randomizes the names, publish them at the beginning of the meeting</li> <li>● Will recognized the pivot on the fundraising discussion and appreciated the ability to pivot.</li> </ul>
7:55	Closing words & Chalice extinguish	Closing words by Kay Aler-Maida

8:00	Adjourn	The meeting was adjourned by Mara Sprain at 7:48 pm