

Board of Trustees Meeting Minutes
10 September 2024 6:00-8:00 p.m. (Zoom)

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

Guests: Matt Farris, T Kay Browning (interns for 2024-2025)

Recorder: Monica Youngman

Start	Item	Notes
6:00	Call to order	Meeting was called to order by Mara Sprain at 6:01 pm
6:03	Opening words & Chalice lighting	Opening words read by Susan Andrew
6:05	Personal go-around	Each shared their other activities at UU Avl, which they would encourage others to join, and which they would like to do more
6:15	Consent agenda	Approved with comments or questions. <ul style="list-style-type: none"> • August meeting minutes • Sharing Ministry Report (Rev. Audette) • Q'Pasa (Rev. Claudia's report)
6:20	Motion and Vote: UUA Retirement Restatement	<p>The Board clarified that this is a restatement of our current practice and that David is our designated POC.</p> <p>Will made the motion to adopt the following statement, Ben seconded, and the Board passed unanimously:</p> <p><i>Whereas the Unitarian Universalist Congregation of Asheville is committed to assisting all of its employees 18 years and older prepare for their retirement years, and;</i></p> <p><i>Whereas the Unitarian Universalist Organizations Retirement Plan (the "Plan") is the retirement plan sponsored by the Unitarian Universalist Association, therefore;</i></p> <p><i>Be It Resolved that the Unitarian Universalist Congregation of Asheville hereby adopts the 2025 Restatement of the Unitarian Universalist Organizations Retirement Plan with an implementation date of January 1, 2025 and commits to complying with all the provisions of the Plan and the elections made by Unitarian Universalist Congregation of Asheville in the 2025 Employer Participation Agreement that we submit to the UUA Retirement Plan Committee and they acknowledge receipt and approve via counter signature of same.</i></p>

<p>6:25</p>	<p>Discussion: led by Rev. Audette</p>	<p>Rev. Audette described the Ministry goals and vision for the coming church year. Through the year, she and Rev. Claudia hope to increase familiarity with the new Article II section of the UUA bylaws—our values, with Love at the Center. A summary of Executive Goals that she covered is available here.</p> <p>A highlight is that a new UU Avl website is in progress! As well as a review and update to REALM to have a curated, stewardship database.</p> <p>Rev. Audette is exploring a vendor for the Board to Start Fundraising</p> <ul style="list-style-type: none"> ● 50% of income, holiday goodies ● Order through a website ● Low overhead, no handling of money or product ● Start by mid-October ● Minimal volunteers, Board starts the Winter ● Follow up with more information by email <p>The Board discussed how we would want to use the book How We Ended Racism. There were different perspectives on how to engage with the book. The Board agreed to read a pillar before the retreat and we will discuss how we want to use the book.</p>
<p>6:55</p>	<p>Discussion: Board Retreat, Oct. 5</p>	<p>The Board discussed inviting the following groups for the Jessica Cloud (Starr King) fundraising session from 2 - 3 pm. She will need the computer monitor.</p> <ul style="list-style-type: none"> ● FAC ● Leadership Development ● Anyone who has show interest the FUNraising group <p>The Board retreat is from 9 am - 4 pm. Other topics the Board discussed for the agenda</p> <ul style="list-style-type: none"> ● Our work towards collective liberation <ul style="list-style-type: none"> ○ How to use the book “How We Ended Racism” ○ Plan to revise the Work Schedule/Calendar Governance Document in accordance with collective liberation ○ Understanding collective liberation ● Financial sustainability <ul style="list-style-type: none"> ○ Budget Realities (Mara will request a year end summary and current budget to share with the Board in the advance) ○ Pledging ○ Membership (Request past 6 month of data from Trevor, discuss how the Board can help with the choke points) ○ Fundraising ● Create a Difficult Decisions Team

		<p>Kay requested a read ahead to better understand what collective liberation is and how to recognize it. Rev. Audette will provide a document beforehand and gave an example that the way that governance documents are written is that they are for a group with a certain level of education and background.</p> <p>ACTIONS:</p> <ul style="list-style-type: none"> - All Board members will read the first pillar in the book How We Ended Racism - Mara will ask that David will reach out to St. Mary's to see if they have space to host us on October 5th, otherwise it will be in Sandburg Hall - Susan will reach out to David to get lunch catered - Mara and Monica will send out invites to the additional fundraising
7:30	Discussion: Create "DifficultDecisions" team	<p>The Board decided to put this team creation on the Board Retreat agenda. The thought is to create a team of 2-3 board members, 2-3 Congregants, and FAC. The charge will be to:</p> <ul style="list-style-type: none"> • Communicate to the congregation • Assess realistic staffing needs <p>In order to make tough decisions with regard to our future financial situation.</p>
7:45	Pillars Team Updates	<p>Care and Connect, 5:30 - 7 pm first Tuesday of the month</p> <ul style="list-style-type: none"> • Reaching out to members we haven't heard from for a while • Connecting through Service • They would like a Board member and Juli volunteered <p>Annual Giving Drive Team</p> <ul style="list-style-type: none"> • Will is actively involved and Susan is interested in joining <p>Legacy Circle</p> <ul style="list-style-type: none"> • Ben is staying connected with the team • September 29th there will be recognition during service(s) <p>Long Range Planning</p> <ul style="list-style-type: none"> • John Bates would rather rely on Rev. Audette, David, or himself to provide updates to the Board • Mara will request a report from John in October
7:50	Meeting observations	<p>Process and Collective Liberation reviews</p> <ul style="list-style-type: none"> • Discussion was good and went long • Good pausing for introductions for TKay and adding pronouns to introductions • Reminder to speak in a way that everyone can hear
7:55	Closing words & Chalice extinguish	Closing words by Rev. Audette

8:00	Adjourn	The meeting was adjourned by Mara Sprain at 7:56 pm
------	---------	---