

Board of Trustees Meeting Minutes
12 Nov 2024 6:00-8:00 p.m. [Zoom link](#)

Duties: Readings: **Rev. A**; Time-keeper: **Juli**
Blog: **Mara**; Proc. leader: _____ Coll. Lib. leader: _____

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 6:02 pm
6:03	Opening words & Chalice lighting	Opening words by Rev. Audette as inspiration for our meeting
6:08	Go-around	The Board went around and provided a post-Helene check-in
6:40	Consent agenda	<ul style="list-style-type: none">• September 2024 meeting minutes• Sharing ministry (Rev. Audette's report)• Q'Pasa (Rev. Claudia's report)

6:42	State of UU Asheville	<p>Rev. Audette</p> <ul style="list-style-type: none">● Making sure congregants were safe was the first priority● Decision to have one service through the end of the year was made for Faith Formation scheduling. Right now we're still planning to do this through the rest of 2024, but if the next two Sundays show that it is not working we'll revisit this.● This month is when UU Avl teams are trying to get back into it. It is still difficult because people are not always available, particularly with the holidays. This means decisions that require groups can't be made. The auction has been changed to the Grateful Gathering potluck and activities night. Save the date for the Auction on January 25, 2025.● Focus on pastoral care that ensures people have a safe place to come, build the love, and scale up what the focus will be on.● Reproductive justice and LGBTQ+ will still be the focus for justice work. We've heard that resource centers and volunteer groups are discriminating. We've received disaster funding and we can't spend it on anything but direct disaster recovery. However, we can use it for our community partners, such as Tranzmission.● Rev. Claudia will be on sabbatical from April through June 2025. It is explicitly not allowed to use Interns to fill Rev. Claudia's role.● We have preliminary financial numbers, but numbers always lag and the FAC hadn't met before the Board meeting. So the numbers aren't useful. There is vague evidence that income is down. We don't know why and whether that will catch up. Hopefully by the end of December we'll have a better sense of it.● Aja will continue working remotely at 30 hrs/wk thru Dec., going to 20 hrs/wk in January. They can do many of the tasks required without being physically present. The plan is to hire a part time (~10 hrs/wk) to be in person, with light admin work, starting next week. Next Board meeting Rev. Audette will let the Board know how this will impact the budget, aiming for coming under budget.● Every staff member is being given 3 days of time off for self care. The schedule is being worked so that not everyone is gone at the same time.● Rev. Audette highlighted that her ministry over the past decade has been around resilience and thriving through challenges. <p>Questions:</p>
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		<ul style="list-style-type: none">• What can disaster funding be used for? Disaster funding can be used for building repairs and direct aid to people. Currently no known building impacts, although there may be damage to a gutter on the main building. UU Disaster Fund is that if we come to the end of what we can distribute to return excess to the fund. NC UUs for Justice also sent funds that are generally marked for disaster funding. We have not confirmed which partners we will support because congregation justice groups have not been up and running yet. The biggest known gap in the community is direct support for the LGBT+ community.• What about the congregants? When we have found out about it we have given direct aid with no strings attached.• It is an option to create a space for supplies for those in need or to help them procure items from organizations/groups that may discriminate.• Phil mentioned that FEMA has been very helpful.• What about providing sanctuary? Currently the congregation has set the priorities, but the congregation hasn't gathered to have these discussions. It's going to be hard because we will see so many fires and we can't put out all the fires.• Ben highlighted that rescheduling a Board retreat would be good.
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<p>7:00</p>	<p>Extra Financial support</p>	<p>Fundraising</p> <ul style="list-style-type: none"> ● Readers Theater, Sunday Dec. 15th, 6 pm. It's a set of holiday shows. Recommended donation. ● December 4th is Vespers Holiday Party and tree trimming. ● Unfortunately our youth trips are external from the budget and it makes the youth fundraise for themselves. <p>Discuss year-end possibilities</p> <ul style="list-style-type: none"> ● End of year giving tree, going up Dec 4th. Examples/ideas: For \$100 you fund a week of children's activities, all inclusive. Sheet music for the choir. Musician for a Sunday. Color coded. Allow for a "share" of larger items. From \$5 up to \$5000. Operating budget. Ideas: <ul style="list-style-type: none"> ○ Clean water ○ RE ○ Inspiration of one service ○ Maintaining the memorial garden/grounds ● Sub-group <ul style="list-style-type: none"> ○ Juli will chair the subgroup. Ben, Susan, Monica will join. ○ Staff will come up with ideas. Trying to get inspiring items - people oriented and descriptive of things of value. ● Communications During Services <ul style="list-style-type: none"> ○ Dec. 1 - Rev. Claudia ○ Dec. 8 - Who's Down in Whoville, Rev. Audette ○ Dec. 15 - Pageant? May not do it this week ○ Dec. 22 - ● Logistics <ul style="list-style-type: none"> ○ The subgroup will think through how to have people logistically donate the money. ● Message: Because the Auction is delayed and we know we have to be creative about fundraising. Looking for creative ways for fundraising. The FAC will be deciding if they are locked into one year to come to a balanced budget, as was the plan. Will would like to be at the FAC meeting.
<p>7:20</p>	<p>Difficult Decisions Team</p>	<p>Rev. Audette reviewed that we need a team to help communicate the potential difficult staffing decisions the congregation needs to make based on the financial situation. This would be a Board/Exec advisory task force. The charge is to get a team of thoughtful people who have good, strong relationships to communicate to the congregation about budget and staffing to maintain our ministries focus during challenging budgetary times. Ensuring that the congregation is not surprised. Aim for 5 members. Time limited task force, maybe 2 years.</p> <ul style="list-style-type: none"> ● Provide opportunities for people to process ● The Board brainstormed potential members ● January/February Timeframe to say who we are and what we are doing. ● Kay will write a few sentences with a new temporary name.

7:50	Meeting observations	Process and Collective Liberation reviews <ul style="list-style-type: none">• Did better on including remote attendees• The discussion of the sensitivity of the fundraising demonstrated that we care about the people across the spectrum• We considered diversity and representation on the Difficult Decisions Team
7:55	Closing words & Chalice extinguish	Rev. Audette gave closing words
8:00	Adjourn	The meeting was adjourned by Mara Sprain at 8:00 pm