

**Board of Trustees Meeting Minutes**  
**9 September 2025      6:00 – 8:00 p.m.**

**Present:** Mara Sprain, Will Jernigan, Ben Fleming, Melissa Himelein, Susan Andrew, Ken Brame, Jim Gamble, Rev. Audette Fulbright-Fulson

**Guest:** John Bates representing Long Range Planning Team

<b>Start</b>	<b>Item</b>	<b>Notes</b>
6:00	Getting technology together	The meeting was called to order by Mara at 6:07 pm
6:07	Opening words	Susan read opening words by <b>N.J. Berrill</b>
6:09	Introductions	John Bates was introduced and the Board provided brief introductions.
6:10	Report from Long-Range Planning Team	John provided an overview of findings of the two-year process of assessing the needs/planning for the future of buildings on the UU AVL campus. See <a href="#">Background material</a> . FEMA application is ready for the board chair's signature. 21 Edwin needs to be razed or renovated. 23 Edwin has asbestos in the ceilings throughout. New roof needed for Sanctuary. Donald is creating a risk matrix for all apparent hazards. Est. cost of essential renovations is ~\$1.5 million; to build an 8,000 sq-ft bldg is \$3-5 million. Next steps include submitting FEMA form & engaging an architect.
6:49	Go-around (Sharing)	What take-away from Sunday's board retreat has each of us been thinking about most since then? Board members expressed gratitude for this group (us). Rev. Audette: Let's bring in a consultant to help us create detailed SMART goals and must-haves for the Long-Range Plan.
6:49	Consent agenda	Consent agenda was accepted. <ul style="list-style-type: none"> <li>● Rev. Audette, <a href="#">Sharing ministry</a></li> <li>● Rev. Claudia, <a href="#">Faith formation-Aug (July report located in Board's August folder--missed last month)</a></li> <li>● Recurring pledges <a href="#">update</a></li> </ul> Rev. Audette reminded the board to submit specific questions about ongoing fiscal and administrative process efforts ~5 days in advance of a board meeting so she can gather the answer(s).

7:01	Liaison reports	<ul style="list-style-type: none"> <li>• Care &amp; Connect (Melissa) – no news</li> <li>• Legacy team (Audette) is full of folks who are good leaders, good at tasks</li> <li>• ABD (Will) is gearing up again next week, no major changes to the process there</li> </ul>
7:07	FUNraising charge	<ul style="list-style-type: none"> <li>• Draft from <a href="#">August meeting, with comments</a></li> <li>• <a href="#">Original charge</a> Dec 2024.</li> <li>• Suggested changes were accepted by a vote of the board. Need to communicate to LDC re: two new FUN team members needed this year, and desirable qualities of those folks—good communicators, detail-oriented; not looking for a youth under 18 for one of these two positions.</li> </ul>
7:23	Board Retreat Closure	<p>Will notes the need to schedule a review of the monthly Limitations Calendar (Governance). Also need to finish designating a lead person to advance remaining board priorities and fill in dates/milestones so we can hold ourselves accountable. Susan will liaison to FunRaising. Jim will liaison (with Ken) to Long Range Planning. The leads for the remainder of board priorities will be identified in a Zoom session Sept. 30, 5:30-7 (board only, no Audette needed).</p> <p>Need to catch up Marty and Monica on board retreat outcomes. Ben volunteered to do this; Will says he'll provide some written guidance.</p> <p>Thank you notes are needed regularly (tonight we're acknowledging staff with cards heading into their staff retreat) – an important good-will move. Mara will add this task to our Duty Roster. Next month: thank John Bates and Long-Range Planning team.</p>
7:47	Collective Liberation (Rev. Audette)	<p>Goal is that all can move through the world as their authentic selves and not be subjected to harm. White supremacy is harmful to everyone, although those in proximity to white privilege may not be aware of the harm. How can we bring joy to the process of trying to understand and liberate ourselves and everyone, as the entire congregation has these conversations and we all get closer to collective liberation.</p> <p>Rev. Audette's proposal is to integrate this work into monthly board meetings, 10-15 min each. Board members indicated support for this new "unit" to replace the old round robin on this topic.</p>
7:59	Closing words	Susan read closing words

