

## UNITARIAN UNIVERSALIST CONGREGATION OF ASHEVILLE

### BOARD OF TRUSTEES MINUTES – Dec. 10, 2019

**PRESENT:** Louise Anderson, Michael Beech, Cecil Bennett, Vice-President, Clyde Hardin, Judy Harper, Clerk, James “Buck” Schall, Ryan Williams, President, and Mariah Wright; Rev. Mark Ward, ex-officio; and Vennie Zachritz, Connections Coordinator, Guest

Cecil did the opening reading and chalice lighting.

Michael, the Safety Committee Chair, reported that the committee has met once and will meet next on December 13<sup>th</sup>. The committee looked at an old police department safety survey and discussed their recommendation of locking doors after a service begins. The committee has quickly realized that there is a lot of ground to be covered in reinstating our Safety Team, that this will take some time, that it will be complicated, and that it will necessitate training for congregation members who would volunteer to deal with safety issues such as fire emergencies or an active shooter event.

Vennie reported that the last membership meeting was well attended and was very successful in getting prospective new members on board. The next membership class will be on March 7<sup>th</sup>. Board members will continue to take turns representing the board at these classes.

Ryan has been in touch with our affiliated ministers, Tiffany Sapp and Jeff Jones. He emailed the covenant document to Tiffany for her signature. Jeff is going forward with the formulation of a covenant statement.

Board members were reminded to use the board’s e-mail address to communicate with Ryan – [board@uuashville.org](mailto:board@uuashville.org)

Ryan will do the blog this week, about the three board priority issues

**What’s Happening:** Mark highlighted some things from his monthly report, including the highly successful auction this year, which raised 5K more than the previous year. Our new web site will be ready soon. The Wednesday Thing attendance number has leveled off at around 30-35 people, but participation in

intergenerational activities has been less than hoped for. Rev. Claudia met with RE staff regarding parent recruitment. Our Social Justice program for the moment is concentrated on “UU the Vote.”

Executive Limitation D is concerned with the responsibilities of the executive for overseeing financial planning and budgeting. Mark pointed out that next year’s budget (beginning in July 2020) will start out with a deficit due to an expected shortfall in revenues this year, although we are currently in good shape with regard to expenses vs. income.

The housing allowance for Revs. Mark and Claudia (a tax-free part of their compensation) remains the same. The board approved the allowance a few months ago for the 2019-2020 church year, but the IRS also requires us to officially approve the allowance for the calendar year, as opposed to the church year (which runs from July to July). A motion to approve was made, seconded and passed unanimously.

The November board minutes were moved and approved.

Ryan discussed at length the three priorities he feels we should be concentrating on for the remainder of this church year to guide our board work and to help us communicate what we are doing to the congregation. 1) **CHOOSING THE RIGHT GUIDE**, dealing with the upcoming interim minister to be hired next spring, which will most likely be our largest task, although there will be much more activity required of us as we count down to May. 2) **WIDENING OUR WELCOME**, as we seek to implement the insights gained from the board’s participation in the Intercultural Development Inventory assessment this fall, including the day-long seminar in November. 3) **BUILDING BOARD VISIBILITY**, which will be particularly needed during the time of transition from our long-time minister to a two-year interim ministry, and then to a permanent minister, where the board should function as an important point of stability and needs the trust of the congregation, in light of the especially important decisions to be made in the next two and a half years by the board and the congregation. Measures discussed were board info tabling in Sandburg Hall once a month after services, ID buttons for board members to wear in Sandburg Hall, an occasional half sheet insert in the Sunday bulletin for pertinent board news and seeking congregational feedback, and monthly board presentations at the Wednesday Thing.

Ryan then turned to the Open Question which we will be discussing for the next few months as a way of centering our work: How can transformation be a part of our transition process?

Board members were in accord with these priorities. Ryan would like for the board agenda each month to include discussion of one or more of our priorities, as we formulate tasks related to our priorities, assign tasks to individual board members or groups of board members, and assess progress/effectiveness.

Ryan screened a 15-minute video, *Interim Opportunity*, for the board, featuring interim ministers and church leaders discussing the importance of a healthy transition process and the possible problems to be encountered and overcome. The UUAA recommends a full two-year interim process to allow a congregation plenty of time for dealing with feelings around the loss of a minister, as well as ample time to allow the interim minister to guide a congregation into assessing what they desire in a new minister and making a good choice when calling a new permanent minister. The board spent a considerable time discussing the video.

The board will rely on recommendations from the Leadership Development Committee, as well as formulating a list of possible candidates on our own, although it was agreed that we will not approach anyone at this time. We feel it likely that a good number for a Search Committee would be three to five people, in addition to the board president. We are free to constitute a search committee as we see fit as our by-laws do not address the topic.

Ryan went over the timeline for the process of finding an interim minister, from appointing a search committee in January to the final step of hiring an interim minister this spring

Michael did the closing reading and extinguishing of the chalice.

## **EXECUTIVE SESSION**

Minutes submitted by Judy Harper, Clerk

JANUARY VOLUNTEERS: Dishes, Louise; Dinner, Buck; Reading, Ryan; Blog, Nora

NEXT BOARD COUNCIL: TBD

NEXT BOARD MEETING: January 7, 2020

