

Minutes for
UU ASHEVILLE BOARD OF TRUSTEES MEETING

10 January 2023

The meeting was in person in Sandburg Hall with the following members present: Clyde Hardin, Julie Stoffels, Margaret McAlister, Mary Alm, Karen Dill, Laurel Amabile, Will Jernigan, and Interim Minister Reverend Cathy Harrington. Adam Griffith and Cliff Hall were absent. Director of Administration, Wendy Motch-Ellis joined us for this meeting.

1. Call to Order

6:02 p.m.

2. Opening Words and Chalice Lighting

Margaret read "Don't Hesitate" by Mary Oliver.

3. Check-in

6:08-6:20 p.m.

4. Consent Agenda

President's Report

December Minutes

Exec Lim H (communications)

Letter of Affiliation

Q' Pasa

Interim Minister's Notes

Rev. Cathy's last sermon is June 11. She will be here until mid-June. She is using July as vacation time to move.

Mary moved that we approve Nancy Bragg as a delegate to General Assembly. Margaret seconded. Motion passed.

The Ministerial Search Committee's (MSC) designated candidate for Minister will be coming to meet with members, friends, staff on April 23 through April 30, 2023. The Board of Trustees will interact with the candidate in whatever ways the MSC requests. Wendy is coordinating some of the meetings of committees/groups.

Letter of Affiliation for Christine Rich: Mary suggested that “Rev. Cathy Harrington” be replaced with “Lead Minister.” The Addendum was not part of the document, so we removed it from the Consent Agenda. We will vote on the Letter of Affiliation at a later date.

The Consent Agenda was passed, as adjusted, by unanimous consent.

5. **UUCA Fiscal Health** (continued discussion from December 2022 Meeting)

Clyde has begun the work requested at the December meeting.

We have four committees, two new and two previously existing. We followed the suggestions from Wendy and Marta.

Care Connect Committee: Tory Schmitz, Chair; Margaret McAlister, Board Liaison; and Venny Zachritz, Staff Liaison. The committee will add additional members shortly.

Annual Budget Drive: Will Jernigan, chair; Clyde Hardin, Board Liaison; Wendy Motch-Ellis, Staff Liaison; Rev. Cathy Harrington, Ministerial Liaison.

Long-range Planning Committee: John Bates, chair and Wendy Motch-Ellis, Staff Liaison. This committee is an extension of the Capital Assets Task Team including Adam Griffith, Board liaison; Wink Zachritz, member of the Financial Advisory Committee; and Larry Holt, longtime member.

Legacy Circle Committee: Gene Lambirth, Chair and Wendy Motch-Ellis, Staff Liaison. Mary Alm volunteered to be the Board Liaison.

A letter went out that invited people to come to an initial planning meeting; but no common time was possible for potential attendees.

Wendy announced that tomorrow’s eNews will list committee opportunities and a survey for members/friends to volunteer. The options include Administrative Special Projects; Building Sextons; Care Connect; Capital Long-Term Planning Team; Community Outreach and Events; Facilities Maintenance and Repair Team; Fundraising Grant Writing; Multimedia Design Team; and an overarching Council for intentional dialogue for collaboration across the committees. This will help groups to know what the needs are. Wendy and Clyde called members to request that they be involved.

A Communications and Technical Specialist position is being announced. This is more a communications specialist, housed with administrative staff. The person will help to craft ads, etc. The position is a 20 hour/week job with benefits.

Will suggested that we continue to think about the what-if questions that were posed by Wendy and Marta last month. We need to do the best we can with the drive and

recognize that we may have to dip into the contingency funds, not the preferable solution. We do have some cushion in special gifts given this year.

Wendy also suggested that laying out time lines is important to complete before the new minister comes aboard. That includes what should happen now and in the fall. An 18-month plan would lay the groundwork for a successful new ministry. It includes growing the membership and making sure that we can accomplish what we must and also have capacity for the future. What are we committed to? This time line should give confidence to members and friends as well as to the new minister.

It was suggested that the Board and Co-chairs of the four committees, described above, meet before the end of January 2023 to create Visioning Strategies for the work of the committees, and time lines, as appropriate, for completing whatever is deemed important before the arrival of our new minister. Wendy suggested that the group be called the Fiscal Sustainability Council (FSC).

The timeline for the annual budget drive is already in place. The Kick-off Sunday is February 26, 2023. Celebration Sunday is March 26, 2023.

Saturday February 17, 2023, the high-level givers and volunteers event is being held at St. Mary's Episcopal Church on Charlotte Street as the soft-launch for the campaign.

The Visioning Strategies that the Board and co-chairs of the four committees create will need to be communicated to members/friends and staff who will be meeting with the candidate. In the meantime, the Board will need to communicate the Visioning Strategies to the MSC who may wish to share them in their on-line interviews with candidates.

A one-page description is needed to share with the congregation information about the four committees we have put in place and the purpose of each. Laurel and Will will work with Wendy to create a clear document.

The Fiscal Sustainability Council (FSC) will meet to set the stage for each committee to report what they are discussing within their committee and the work they plan to do. The meeting will allow connection of each committee to the idea of fiscal sustainability. The FSC should meet for three to four hours to look at the necessary work process moving forward, and putting time lines in place where appropriate. There is a total of 16 people who currently comprise this group.

Julie shared her opinion that all Board members should be included in a meeting of the FSC. She also suggested that we emphasize the visioning process—what we see as important to the future health of UU Asheville—over strategic planning, a long and comprehensive process that should occur with the new minister in place.

Wendy will send out a request to Board members for meeting time preferences. She will then send out a Doodle to ascertain when the FSC can meet.

6. Update on Capital Assets

Will reported that things are moving ahead with inspections.

7. Kudos

Wendy has been fantastic with motivating us and helping us to put together the four committees.

Thanks to all for stepping up to volunteer.

Flexibility.

Kudos for the Board from Wendy who referenced *Dead Poets Society* and its message, seize the day. The Board heard the call and has the spirit to do this work.

Rev. Cathy for being on the front line with candidates asking for her input, and for being in town at Christmas time.

8. Racial Justice Check

Added note: We have not forgotten the racial justice work. Although we did not have time to address Rev. Claudia's questions tonight, we are cognizant of their importance. Mary Alm volunteered to meet with Rev. Claudia to address the questions she posed to the Board in Q' Pasa.

9. Process Observation

Laurel shared the following: We do not pay attention to our timeline, and tonight we easily broke off into discussions that took away from the time frame and sometimes the topic. Agenda management was a challenge. We should use the time allotted to better manage our time and discussion. There also was not a good balance of voices being heard during the meeting.

10. Closing Words and Chalice Extinguishing

11. Adjourn

8:26 p.m.

Respectfully Submitted,

Julie Stoffels, Clerk