



3. Approval of the Minutes from the May 2021 Board Meeting (Richard Coffman):

**BE IT RESOLVED:**

c. Ann-Marie Knoblauch moved.

Andy noted the final numbers for the 2021 Chicago meeting as of November 21: 1047 registrants (combined for virtual and face-to-face); 85 people have signed up for the Boston meeting as of today.

The two (forgivable) PPE loans has been very helpful for ASOR.

Andy also noted that the management firm hired about ten months ago is providing review of our financials, although the contract had to be renegotiated because they could not deliver all they had promised. Britta and Andy are doing the day-to-day work. Andy thanked Britta for her help in preparing the documents for the meeting.

Sharon congratulated and thanked Andy, Arlene, Marta and Jared for their remarkable work with the Annual Meeting. The Program Committee and the session chairs have also worked very hard.

Paul asked about ASOR's financial strategy. Emily noted that the goal is to see more in the endowments for operations in case things dip, also noting that new endowments like the building fund and the BIPOC endowment are growing quickly.

9. Finance Committee Discussion and Action Items (Andy Vaughn and Emily Miller Bonney)

a. Vote to receive the FY 2021 Audit (Exhibit A)

Emily noted that the audit report was favorable and acknowledged the work being done. Will be putting the audit out for bid in 2022. Richard has transmitted template to Emily and Andy.

Joe Seger moved.

**BE IT RESOLVED** that the ASOR Board of Trustees receives the Fiscal Year 2021 Audited Financial Statements that have been reviewed and discussed by the Finance Committee and EC. (Note: this is not a vote to approve, but a vote to receive the completed audit. This vote signifies that the Board has reviewed and discussed the audit.)  
**Unanimously approved.**

b. Vote on recommendation to Board to emend December 2020 decision with regard to Board-Designated Building Fund (Susan Ackerman).

The Building Fund has approximately \$327,000.

Susan noted the original motion was to not take a draw until the fund reached \$500,000. At that time it had \$250,000, and it is growing robustly. The current budget on the building is about \$14,000 and it's coming out of operating. To take a draw from the Building Fund will free up \$14,000 in operating for other things.

Andy noted that we have a policy on all spending accounts. If the fund drops below the amount contributed, the draw is cut in half.

This comes as a recommendation from the Finance Committee and the Executive Committee.

**Chuck Jones moved.**

**BE IT RESOLVED** that the ASOR Board of Trustees emend its prior resolution adopted in December 2020 to strike the parenthetical in the following text: "BE IT RESOLVED

that the ASOR Board of Trustees adopts the motion and amends “Appendix II— Spending Policies” of the ASOR Investment and Spending Policy to add a new account: “Board-Designated Building Fund” with a 5% distribution rate ~~(after the Fund reaches a market value of \$500,000).~~”

**Unanimously approved.**

### **Discussion and Voting Items**

#### 10. The Strategic Plan (Sharon Herbert)

Sharon noted that plan has been in the works for a long time. All the standing committees have contributed and discussed at the CCC. Continues work of previous plan (2016-2020).

Many trustees not present have weighed in.

One issue that has come up is the vocabulary to describe the area in which we work. “Western Asia” “and the greater (or wider) Mediterranean Basin” is one suggestion.

Susan noted such a change would involve a change to ASOR’s mission statement.

Erin noted that the DEI committee could take the lead in this discussion.

Jane Evans moved.

**BE IT RESOLVED** that the Board adopts the Strategic Plan as presented by the President

**Unanimously approved.**

**Break (9:40-10:00)**

#### 11.

**BE IT RESOLVED** that the Board accepts the recommendation of the President and the Executive Committee and amends the bylaws to create a standing DEI Committee.  
**Unanimously approved.**

12. Election of Erin Darby to the chair of the DEI Committee (Sharon Herbert)

Sharon commended Erin for the outstanding job as chair of the DEI task force. Erin is willing to serve as the inaugural chair of the committee for a three-year term.

Sharon announced that a call for DEI Committee members will go out in next issue of *News@ASOR*. The goal is to have the committee up and running by January 2022.

**Chuck Jones moved.**

**BE IT RESOLVED** that the Board accepts the recommendation of the Executive Committee and the CCC to elect Erin Darby as inaugural chair of the DEI Committee for a 3-year term (January 1, 2022 – December 31, 2024).

**Unanimously approved.**

**Discussion and Information Items (10:20-10:50)**

Sharon reminded the Board that the president can form an ad-hoc committee without a

16. Future Annual Meetings (Andy Vaughn)

Andy referred trustees to his Executive Director's Report for final attendance numbers. A big issue for discussion is the future of the virtual component of the Annual Meeting and what that looks like: should we continue it and if so, when should it be held?

Virtual component: Should we continue it? When should it be? It most likely is beyond staff capacity to handle a truly hybrid meeting, and the cost of streaming a truly hybrid meeting is very large—i.e., tens of thousands of dollars. However, current staff does have capacity to do both an in-person and virtual components.

Discussion continued with some of the pros and cons of the virtual component.

Susan noted that the PC has committed to virtual component for 2022.

**Reports (10:50-11:30)**

17. Development Committee Report (Lynn Dodd)

Lynn referred trustees to her submitted written report. She summarized her written report by thanking members of the committee who met monthly.

How can the Development Committee support ASOR and the Board? We currently have twelve named endowments, allowing ASOR to carry out its mission. Lynn mentioned the extraordinary DEI work made possible by the DEI endowment. She invited the rest of the Board to give and stressed the importance of legacy gifts. The Annual Fund has a goal of \$125K for the Annual Fund for this fiscal year.

18. Chairs Coordinating Council (Chuck Jones)

Chuck received more committee reports this year than last and they are posted on the website. The CCC has been meeting monthly throughout the academic year. He noted that the Program Committee had an enormous workload this year, especially negotiating last-minute changes to the Annual Meeting program as attendees shifted from in-person to virtual. It might be a good idea to increase the PC's membership to help with this burden. COP also worked very hard this year on the *BASOR*

20. AIAR (Matthew Adams)

The Albright Fellowship program is back. The first fellows arrived in August 2021. In early January AIAR hosted a group from the University of Wyoming, and they are expecting a full return to normal in 2022.

During the COVID shutdown there has been work on several facilities upgrades, including the loggia surrounding courtyard, outdoor lighting for evening events, hostel renovations, increase staff, new furniture, sewer and water supply replacement, remodel of library, new laundry room





Andy invited discussion on a completely virtual meeting at one end of the spectrum and buying carbon offsets at the other. These are the two extremes. The committee is trying to figure out where between the two ASOR falls.

Erin's Group (same group as Lynn):

Encourage members to make individual choices: shorter vacation/self-imposed restrictions.

Length of in-person meeting shortened?

Move standing sessions to virtual, and prioritize member-organized sessions and workshops in person.

Meeting in smaller hotels/cities? Hard to vet impact of different activities.

Plane travel vs. use of electricity. Our work costs a lot in climate impact. Travel overseas vs. keeping AC off. Need a better handle.

Susan's Group:

To what degree are

- Service projects in the field.
- Ways to help with irrigation or things like that?
- Help those directly impacted by climate changes.

Sharon announced that Spring meeting will be in Alexandria on Sunday, May 8th. The Executive Committee will meet on Saturday May 7th.

Meeting adjourned at 12:35.

Respectfully submitted,  
Ann-Marie Knoblauch