



**ASOR Board of Trustees November Meeting
November 23, 2025, 8:30am-12:30pm
The Hilton Boston Park Plaza, Georgian Room**

Present: Lisa Ackerman, Solange Ashby, Andrea Berlin, Emily Miller Bonney, Alex Brooks, Eric Cline, Sarah Kielt Costello, Helen Dixon, Lynn Swartz Dodd, Jane DeRose Evans, Jamie Fraser, Sheldon Fox, Kate Grossman, Emily Hammer, Michael Hasel, Sharon Herbert, Chuck Jones, Donald Martin, Carol Meyers, Eric Meyers, Robert Mullins, Kiersten Neumann, Ann Sahlman, Nancy Serwint, Sarah Scott, Rick St. Hilaire, Jason Ur, Andy Vaughn.

Guest: Marta Ostovich

Absent: Theodore Burgh, W. Mark Lanier, Alex MacAllister, Andrew Moelis, Joe Seger

Preliminary Matters (8:30-8:45)

1. Call to Order (Sheldon Fox)
2. Approval of Agenda (Sheldon) Values proposal moved up to 10:00
3. Approval of the Minutes from the Spring 2025 Board Meeting and between session EC meetings (Sheldon). Clarification/Highlight of special EC meeting minutes.
 - Carol moved, Andrea second. Unanimous approval.
 - Sheldon noted the use of AI for note taking.

Elections (8:45-9:00)

Officers (Sharon Herbert)

Kate Grossman thanked Bob for running search for officers.

- Jane DeRose Evans (President, first term)
Elected unanimously
BE IT RESOLVED that the ASOR Board of Trustees accepts the recommendation of the Executive Committee, and on the recommendation of the Officers' Nominations Committee, elects Jane DeRose Evans as president of ASOR for an initial three-year term (January 1, 2026-December 31, 2028).
- Sheldon Fox (Board Chair, second term)
Elected unanimously
BE IT RESOLVED that the ASOR Board of Trustees accepts the recommendation of the Executive Committee, and on the recommendation of the Officers' Nominations Committee, elects Sheldon Fox as board chair of ASOR for an additional three-year term (January 1, 2026-December 31, 2028).

- Kevin McGeough (Vice President, first term)
Andrea offered words of endorsement.
Elected unanimously
BE IT RESOLVED that the ASOR Board of Trustees accepts the recommendation of the Executive Committee, and on the recommendation of the Officers' Nominations Committee, elects Kevin McGeough as vice president of ASOR for an initial three-year term (January 1, 2026-December 31, 2028).

Trustees

- **Member Elected** (Kate Grossman) Kate requested the Board offer more nominations in future.
 - Ido Koch
 - Yorke Rowan
- **Institutional** (Kate Grossman) General request made for folks to check in about their institutional representatives' status
 - Kathryn Grossman
 - Michael Hasel
- **Board elected Trustees** (Sharon Herbert)
 - Lisa Ackerman
 - Alex Brooks
Motion by EC. Eric seconded. Unanimous approval
 - Alex MacAllister
 - Andrew Moelis
Sheldon noted Andrew confirmed his intention.
Motion by EC. Helen seconded. Unanimous approval

BE IT RESOLVED that the ASOR Board of Trustees elects Alex MacAllister and Andrew Moelis to the Board of Trustees for an additional three-year term as a Board-Elected Trustees (January 1, 2026-December 31, 2028) pending confirmation that they will serve.

Financial Matters

1. **Treasurer and Finance Committee reports** (Emily Miller Bonney and Andy Vaughn 9:00-9:30)

Emily thanked members of the Finance Committee for all their hard work, especially that the capital campaign goal to raise \$5 million was completed, with the current total now at \$6.2 million, \$3.7 of that in cash and pledges, the remainder in legacy gifts. Further discussion raised points about the favorable market contributing to our income and the reliance on overhead from grants for some staff salaries.

Review of the budget covered a variety of topics, including the benefits to ASOR of FOA trips and consideration that the free webinars could attract potential donors. Various trustees remarked on how to improve income by increasing members. Andy and Emily provided clarification regarding the use of grants to cover salaries and benefits as well as use of reserves to cover unexpected expenses (as recently, in publications item #27).

Sheldon emphasized the 11% return on investments reported in the Clearview document. Discussion ensued regarding the need to increase our operating fund, possibly by sharing more

about the good work ASOR is doing.

Andy presented the audit. Points of emphasis included an increase in net assets (p 3). Currently, ASOR is confronting the reduction in the number of grants available and the elimination of funding for others. ASOR will likely have to continue to rely on prior year funds to make up for that loss, at least in the short term. Andy remarked that our total net assets went up partly due to the 2025 ASOR campaign and generous donations, partly due to stock market gains. Andy encouraged the Board members to review the full range of income and expenses and all the ways in which ASOR operates to ensure that they identify any conflict of interests.

Emily presented the cost of book production and distribution and ISD's new role; ISD's management of publications is a benefit because the cost of shipping will be borne by ISD, but ASOR will still receive some royalties.

Approval of the audit came as a motion from the Finance Committee. Seconded by Chuck. Unanimously accepted.

BE IT RESOLVED that the ASOR Board of Trustees accepts the recommendation of the Executive Committee, and on the recommendation of the Finance Committee, accepts the audited financial report.

Sheldon remarked on Finance: thanked Committee members for their work and emphasized that despite being a tough year our flexibility was a benefit. Next year we should aim to bring expenses and income closer together, and work to raise more funds for the Annual Fund. Andy complimented the work of Finance Committee

2. Development and 2025 campaign (Lynn Dodd and Andy Vaughn 9:30-9:45)

Lynn remarked there is much good news. She complimented the Committee's hard work throughout the year. 458 of our 2000 members have already given toward the Campaign; that \$350k more in legacy gifts was donated at the Annual Meeting. Lynn invited Board members to contribute before end of the calendar year. Legacy Circle membership is up from 35 to 47; Lynn noted the benefits of legacy gifts to ASOR and brought to the attention of the Board the procedures to become a Legacy Member. She also commended Andy's travel and relationship-building for (potential) donors, and especially thanked Sheldon and Kiersten and the entire Gala Celebration Committee for their hard work on the Gala Celebration, which was a huge success. Sheldon thanked Lynn for her leadership over the last 6 years and noted to the Board his continual availability regarding consultation services for legacy donation.

Committee Reports, News from Overseas Research Centers (9:45-10:00)

1. CCC Activities (Chuck Jones) Emphasized the importance of the CCC, key to the organization
2. Chair Nominations
 - Debra Foran, co-chair of Program Committee
Motion from the CCC. Emily seconded. Approved unanimously

BE IT RESOLVED that the ASOR Board of Trustees accepts the recommendation of the Executive Committee and appoints Debra Foran to an initial 3-year term as the co-chair of ASOR's Program Committee (January 1, 2026-December 31, 2028).

- Laura Mazow, chair of Membership & Outreach
Motion by CCC, Carol seconded. Approved unanimously.

BE IT RESOLVED that the ASOR Board of Trustees accepts the recommendation of the Executive Committee and appoints Laura Mazow to an initial 3-year term as the chair of ASOR's Membership & Outreach Committee (January 1, 2026-December 31, 2028).

- Susan Ackerman, co-chair, Honors & Awards (one-year term) Susan will serve out the remainder of term as the current chair stepped away from the committee; she asked that the committee have the mandate to rethink the schedule of award deliberations.

Motion by CCC. Jane seconded. Approved unanimously.

BE IT RESOLVED that the ASOR Board of Trustees accepts the recommendation of the Executive Committee and appoints Susan Ackerman to a one-year term as the co-chair of ASOR's Honors and Awards Committee (January 1, 2026-December 31, 2026).

- Rocco Palermo, co-chair, Honors & Awards Committee (first term) Board was encouraged to review his CV; his extensive work with Jason Ur in the field was noted, as well as his willingness to work with Susan.

Jason advocated for paired chairing of all ASOR committees in order to help onboard new chairs. Chuck agreed.

Motion by CCC. Helen seconded. Approved unanimously.

BE IT RESOLVED that the ASOR Board of Trustees accepts the recommendation of the Executive Committee and appoints Rocco Palermo to an initial 3-year term as the co-chair of ASOR's Honors and Awards Committee (January 1, 2026-December 31, 2028).

Chair Reappointments

- Kate Larson, co-chair of Growth, Innovation, and Visibility Committee
- Motion by CCC. Kiersten seconded. Approved unanimously.

BE IT RESOLVED that the ASOR Board of Trustees accepts the recommendation of the Executive Committee and appoints Kate Larson to an additional 3-year term as the co-chair of ASOR's Committee on Growth, Innovation, and Visibility (January 1, 2026-December 31, 2028).

- Kiersten Neumann, co-chair of Program Committee
- Motion by CCC. Sarah seconded. Approved unanimously, with recusal by Kiersten.

BE IT RESOLVED that the ASOR Board of Trustees accepts the recommendation of the Executive Committee and appoints Kiersten Neumann to an additional 3-year term as the co-chair of ASOR's Program Committee (January 1, 2026-December 31, 2028).

Chuck shared the importance and value of the CCC it has transformed the functioning of the volunteer committees.

Sheldon thanked Chuck, Bob Mullins, and Sarah Kielt Costello for their service. He noted there will be vacancies on the Trustee Nomination Committee, and asked the Board members to consider serving.

3. News from AIAR (Jamie Fraser). This was a challenging year, with the hostel running at low capacity, though bookings were improving. Geographical and political fault lines made the work difficult and trying to keep the community together has been most challenging, on a daily basis. The loss of NEH and State Department funding and fellowships contributed to the hardship. Staff losses through retirements have also been a challenge. Jamie issued an invitation to join in the June 27, 2026 100th anniversary celebration at the Albright and thanked ASOR for its partnership.
4. News from CAARI (Nancy Serwint spoke for Director Lindy Crewe). Nancy reported that CAARI's Director accepted an extension of their contract. The building is undergoing cosmetic and structural repairs, with funding coming through the State Department. Due to the renewal of State Department funds, other fellowships have been renewed, but programs have been less than robust because of circumstances in Nicosia. There are some changes in staff at the center. The summer archaeological workshop was a success, library use remained high and CAARI looks forward to hosting the ASOR trip this summer. Lindy thanked ASOR for its support.

BREAK (10:00-10:15)

There was a discussion of alternate dates for the Spring Board Meeting as the dates of May 2-3, 2026 conflict with the SAA meeting. Sheldon decided to retain the May 2-3 date.

Discussion topics

Values Proposal (Helen Dixon and Sarah Kielt Costello 10:20-11:10)

Sarah provided context regarding this proposal, including members pulling their papers from AM and general discontent felt by some members on various points. They wanted to propose something that was not reactionary, but positive and emphasize what we have in common. They also requested that ASOR update the October 7th statement which is found on ASOR's website. Helen emphasized their conversations came from a place of love for ASOR, and that the values are embedded in ASOR, but she would like to share more broadly how important they are to the members of ASOR.

Sharon reported that the EC had a robust discussion of the values proposal suggested by Helen and Sarah. The EC agreed that they would like to see a values statement in some form but questioned whether it should be part of the Strategic Plan. Perhaps it would be better in the mission statement. They also had reservations about the use of the term 'accountability' and the role of ASOR as an adjudicatory body. After discussion, there was a general consensus that ASOR should have a values statement separate from the Strategic Plan but formed by the Taskforce responsible for the strategic plan, with additional members appointed by Jane. Sheldon thanked Helen and Sarah for bringing this issue to the attention of the Board.

Further discussion was held regarding the October 7th statement and some members' continued dissatisfaction with ASOR's silence about the ongoing tragedy of the Israel/Hamas/Gaza war. There was reiteration of the impossibility of any one body speaking for all members of ASOR on such divisive issues, but also the recognition of the need to speak and listen to all our members., the metrics of the discontent, and the impact via social media of making another statement. The Oct 7th statement has caused some ASOR affiliates difficulty, and caused some members to feel unheard. Andy reviewed the membership cancelation numbers and noted things that are being done in support of attendees and affiliates (e.g. scholarship funds for archaeology students in Gaza,

staff support for projects in Syria, Lebanon, Tunisia, and Libya). It was agreed that those things are not widely known among ASOR membership.

Strategic Plan (Jane DeRose Evans 11:10-11:30)

Jane reviewed the formation of the Committee; She presented the rationale for the structure that is very different from previous strategic plans, but it aligns with contemporary strategic plans from other learned societies. ASOR committees are now reviewing it and providing feedback. Jane hopes the Board will review and vote on the final iteration in May. Discussion ensued about the timeline and the desire to have a new strategic plan in place for the new Presidency. Board members asked about feedback from membership and how that will be incorporated into the draft. In general, there was support from Board members for the removal of specifics about staff and committee actions from the draft of the Strategic Plan and there was preliminary discussion about the language of the mission statement.

ASOR Policies—ongoing issues (Sharon Herbert and Jane DeRose Evans 11:30-12:00 see Jane's white paper)

A. **Introduction (Sharon Herbert)** – the common thread is how we work in contested territories.

B. **Matters arising from the Committee on Publications (COP)**

Sharon reviewed the events leading up to the change in editorship resulting from the desk rejection of an article on salvage excavation in East Jerusalem. The EC met 3 times and there were further small group meetings with the editors. In the end there was no compromise with three of the four editors, who offered their resignations. The fourth editor stayed, Jason Ur was nominated by COP to fill the vacancy in the editorship of BASOR; the appointment was approved by the EC. This is an event that suggests we need to have a broader discussion about what we mean by 'contested territories,' and clarify our policies.

A number of things are now before us. Under our new President (Jane) we will create a task force to look at the contested territories issue beginning with ASOR's Code of Professional Conduct. There was further discussion and encouragement to take a process-based look at this, to consider the multitude of circumstances where ASOR members work. It is also important to look at the past handling of such matters and the ambiguous nature of salvage permits.

C. **Matters arising from the Committee on Archaeological Research and Policy (CAP)**

Jane reported that the EC discussed a proposed revision of CAP's guidelines which had been discussed in the CCC; the proposal concerned the status of fieldwork connected to one institution located in occupied territories. The EC recommended tabling CAP's request, as the language in the proposal was too specific to function as an ASOR guideline. In the discussion which followed, trustee Emily Hammer (a member of CAP) explained that there are time-sensitive issues that need to be reviewed by the committee which warrant clearer, more immediate guidelines than those currently provided in ASOR's Code of Professional Conduct. The Board acknowledged the need for clear, consistent guidelines on contested territories across all of the committees at ASOR but also recognized that such guidelines cannot be developed by single committees or for one institution at a time. Since the CCC and EC decided to table CAP's request, the Board decided to table the request as well, asking Jane to work with urgency to help CAP form guidelines that are consistent with ASOR Policy on Professional Conduct and previous guidelines given to the Program Committee.

D. Matters arising from PC (Annual meeting)

There was discussion of the status of the Civil Administration of Judea and Samaria as an affiliation. Board members decided that they needed more time to deliberate.

Sheldon noted this is Sharon's last meeting as President.

Andy recognized the various crises that have arisen during Sharon's presidency: COVID, October 7th events. ASOR has grown, tripled its endowment, and continued to advance. He credited Sharon for being able to make hard decisions, write hard emails, while laughing, smiling, and caring for ASOR members. Sheldon recognized Sharon as a strong president. Sharon thanked everyone, Andy, staff.

SPRING MEETING DATES (May 2-3).

Meeting adjourned at 12:30