

Board of Trustees

MEETING: June 29, 2020, 2:00 pm, Eastern Time

Pursuant to notice duly given, this meeting of the Board of Trustees of the Unitarian Universalist Association was held via Zoom conferencing.

MEMBERS PRESENT: Genevieve Baldwin (youth trustee), Greg Boyd, Kathy Burek, Barbara de Leeuw, Charles Du Mond (Co-Moderator), Suzanne Fast, Susan Frederick-Gray (President), Sherman Logan, Leslie MacFadyen, Patrick McLaughlin, John Newhall, Lucia Santini Field (Financial Advisor), Meg Riley (Co-Moderator), Tom Schade, Rebecca Throop (youth trustee), Bill Young

ADDITIONAL PARTICIPANTS: Carey McDonald (Recording Secretary & Executive Vice President), Andrew McGeorge (Treasurer), Stephanie Carey Maron, Chris Buice and Danielle Di Bona (Chaplains), Elandria Williams, Mr. Barb Greve, Viola Abbit, Carrie Stewart, Ben Gabel, Ted Fetter, Elaine McArdle, Laura Conkle, Larry Ladd, Joy-Ellen Lipski, LaTonya Richardson

Meeting Minutes

Co-Moderators Meg Riley and Charles Du Mond opened the meeting at 2:05 pm

Board members shared their appreciation for outgoing Co-Moderators Mr. Barb Greve and Elandria Williams. Barb and Elandria shared brief reflections on their time as Co-Moderators working with the Board, encouraging members to “keep the fire and the joy,” and gratitude for Meg and Charles for their leadership.

General Assembly Debriefing

Members and participants offered their reflections and take-aways for General Assembly (Appendix 1).

Upcoming Board Conversations

Orientations for incoming Board members were scheduled.

The Co-Moderators asked all officers to continue in their roles this summer, and hope at a future meeting talk about all members’ strengths, gifts, talents, passions. They noted the Board also has liaisons to the Ministerial Fellowship Committee and the GA Planning Committee, though there may be other liaison roles needed.

Topics for conversation in the near future included implementation of the Commission on Institutional Change report, preparation for the COIC-recommended accountability group youth and young adult issues raised at GA 2020, planning for GA2021, discussions with the Association of UU Music Ministries, collaboration with the Article II Commission, bylaw changes to UUA elections, appointments to the Presidential Search Committee, and the need for a meta conversation about what the communities of stakeholders are within the UUA.



Follow-up on 6/19 resolution – Board unanimously affirmed the resolution as drafted

Closing

Chris Buice offered closing words and the meeting ended at 3:40 pm.

Respectfully submitted,

/s/ Carey McDonald

Recording Secretary



BOARD OF TRUSTEES SCHEDULE

- **Meetings: July 2020, Zoom Meeting**
Monday, July 13, 2020; 8:00pm Eastern
- **Meetings: August 2020, Zoom Meeting**
Monday, August 10, 2020; 8:00pm Eastern
- **Meetings: September 2020, Zoom Meeting**
Monday, September 14, 2020; 8:00pm Eastern
- **Meeting: October 2020, Zoom Meeting**
Wednesday, October 14 – Saturday, October 17, 2020
- **Meetings: November 2020, Zoom Meeting**
Monday, November 9, 2020; 8:00pm Eastern
- **Meetings: December 2020, Zoom Meeting**
Monday, December 14, 2020; 8:00pm Eastern
- **Meeting: January 2021, Zoom Meeting**
Friday, January 22 – Saturday, January 23, 2021
- **Meetings: February 2021, Zoom Meeting**
Monday, February 8, 2021; 8:00pm Eastern
- **Meetings: March 2021, Zoom Meeting**
Monday, March 8, 2021; 8:00pm Eastern
- **Meeting: April 2021, Zoom Meeting**
Friday, April 22 – Saturday, April 23, 2021
- **Meetings: May 2021, Zoom Meeting**
Monday, May 10, 2021; 8:00pm Eastern
- **Meetings: June 2021, Milwaukee, WI**
Tuesday, June 22 – Wednesday, June 23, 2021: Board of Trustees Meeting
Wednesday, June 23 – Sunday June 27, 2021: General Assembly
Monday, June 27, 2021: Board of Trustees Meeting



Appendix 1 – General Assembly 2020 Debrief

- Our ability to work interpersonally sometimes saves us from the most difficult messes
- Ranked among the best GAs, pulled it all off as a team
- Things that might have flared up were contained, with systems (e.g. Chaplains and Right Relationship Team) and organizing
- Still exhausted, even though it was a different physical experience
- Makes us think about the possibilities for future virtual GAs
- Need to work on the systemic pressures that made musicians and youth and young adult leaders pull away
- Excited to continue with COIC work
- We've learned we can do things in a different way that is so much more accessible
- This was a referendum on the work of the UUA to dismantle white supremacy, and it was a resounding affirmation that gave many of us hope, especially given how many people participated
- The outside world is taking notice that the UUA has endorsed #defundthepolice
- Great to have Board Slack channel operating, want to continue that
- Helping us rethink what inclusion means
- General Sessions were great with the chat rooms to help people participate
- UU the Vote met their 100,000-voter contact goal
- The material on demand is really important, allows people who are working all thru GA to get access to the content
- Virtual business sessions helped us get to a greater unity of purpose
- How can we help people push their imaginations even further for what GA could be, and invite people to share their ideas across our congregations?
- Strong fundraising for the collections, probably \$185,000
- Great youth connections, the chat and Slack channels really worked
- So many first-time attendees, and people came away with real excitement about the COIC and the UUA
- GACS staff, GAPC, UUA staff did so much work
- The theme really held together and led the attendee experience



Appendix 2 – Resolution on the Use of FY20 Operating Funds

The COVID-19 pandemic has had major financial impacts for the UUA. As these impacts are fully felt in the next two fiscal years, the UUA expects declines in income from congregational giving, endowment returns, and other sources. However, in the immediate term there is a onetime opportunity to invest in the UUA's long-term priorities of implementing recommendations from the Commission on Institutional Change and rethinking the planning of General Assembly. With the reduction of travel and events this spring due to COVID-19, especially the shift to a virtual GA 2020, the UUA expects expenses to come in under operating budget this fiscal year. The FY20 ending balance per the Q4 forecast is roughly \$1 million, though there remains substantial uncertainty about the final figure. The Board approves the usage of these one-time resources in the following manners:

- Affirm the set aside of up to \$250,000 to support flexibility in planning future General Assemblies and rebuild the GA reserve
- Restrict the remainder of the FY20 ending balance net GA losses to support implementation of the recommendations of the Commission on Institutional Change
 - This restriction will be a minimum of \$600,000, regardless of the actual ending balance
 - The funds will be used for implementing COIC recommendations above and beyond those expenditures included in the approved FY21 and FY22 operating budgets
 - \$100,000 of restricted funds would be immediately distributed in grants to identity-based organizations

The UUA will report the full ending balance at a future Board meeting. The pandemic's toll has been heavy, especially on those least able to bear its wrath for reasons of health, access to healthcare and financial resources thus it seems appropriate that this financial benefit be reserved to significantly and immediately provide implementation support for the recommendations of the COIC.

