

# Board of Trustees

**MEETING: September 14, 2020, 8:00 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, 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), LaTonya Richardson, Danielle Di Bona and Chris Buice (chaplains), Debra Boyd, Stephanie Samson, Stevie Carmody, Kim Hampton

## Meeting Minutes

Co-Moderator Meg Riley opened the meeting at 8:00 with a brief reading, honoring the grief present in this time of pandemic for the losses of so many. Members and participants shared a brief personal check in.

Consideration of the Financial Advisor, Vice Moderator and Secretary Appointments were postponed to Executive Session.

### Commission on Institutional Change Resolution

The Board reviewed the draft resolution to formalize its own commitment to following of the recommendations of the Commission on Institutional Change. Members recognized this commitment was happening in parallel to staff planning for implementation and the work of other UUA committees, UU organizations and congregations to consider the report. They recognized there is a need to develop a process for checking in with these other UU entities about the progress of their work on the report.

Tom Schade moved, Suzanne Fast seconded, and the Board unanimously approved the resolution (*Exhibit 1*).

### Article II Study Commission

Kathy Burek presented her report as Financial Secretary on the status of the operations of the Article II Study commission, which included recommendations for project management staff support and a budget increase up to \$20,000 (both able to be implemented by UUA staff). The Board unanimously affirmed the Financial Secretary's recommendations.



## October Board Meeting

The Co-Moderators welcomed input on how to best plan a multi-day Zoom meeting for the Board, and asked members to share what items are the highest priority for the agenda. They noted the plan for a retreat section on intersectional disability justice.

## EXECUTIVE SESSION

The Board moved into Executive Session at 8:45 pm for the purpose of discussing financial matters related to General Assembly and appointments.

The following decisions were later reported:

- Lucia Santini-Field was reappointed and affirmed in her role as Financial Advisor until a scheduled special election at GA 2021, having been mistakenly not renominated.
- Leslie MacFadyen and John Newhall were affirmed to continue in their roles of First Vice Moderator and Vice Moderator, respectively, having been appointed in 2019.
- Bill Young was appointed as Secretary (two-year term).
- Suzanne Fast and Leslie MacFadyen were appointed to lead a Design Team to plan for the creation the accountability group recommended by the Commission on Institutional Change.
- The Board gave preliminary authorization for up to \$500,000 from UUA unrestricted assets to pay for cancellation fees and other expenses associated with the shift to a virtual General Assembly for 2021.

The meeting adjourned at 9:45 pm.



Respectfully submitted,

/s/ Carey McDonald

Recording Secretary

## EXHIBIT 1

Whereas systemic racism and white supremacy culture exist in many Unitarian Universalist institutions;

Whereas the UUA Board of Trustees appointed the Commission on Institutional Change in 2017;

Whereas the UUA Board of Trustees accepted their report (“Widening the Circle of Concern”) in June 2020;

Whereas there has been an unfortunate pattern of reports received without actions taken in the history of Unitarian Universalism, especially with regard to equity, diversity, inclusion and anti-racism; now, therefore, be it

*Resolved*, that the UUA Board of Trustees will

1. Engage with the recommendations and actions of the report;
2. In collaboration with the UUA administration and the new Accountability Group, develop an implementation plan with annual goals through 2025;
  - a. Develop appropriate policies, oversight processes and metrics to attain the goals and report on progress toward the goals
  - b. Regularly review status of activities aimed at achieving the COIC objectives
3. Work with the UUA staff to identify appropriate resources for the implementation plan;
4. Assist other UU groups named in the report (congregations, covenanting communities, youth and young adults, lay leaders, theological schools, professional associations, and organizations representing people whose identities are marginalized in Unitarian Universalism) in achieving their goals related to the report;
5. Request that all Unitarian Universalist-related organizations examine their commitment to equity, inclusion, and diversity work so that the circumstances which gave rise to this report are dismantled and the beloved community is visible in its place; and
6. Urge all Unitarian Universalist-related organizations align, as much as possible, their missions, programs, and practices with the recommendations of the Commission on Institutional Change, including articulating a faith-based approach to our anti-oppression work: acknowledging and repairing harm done to Black, Indigenous People and people of color in UU institutions in the past; developing the leadership of youth and young adults; supporting caucusing to support oppressed and marginalized groups; and strengthening the covenant between congregations and with the Association.

