

Board of Trustees

MEETING: April 11, 2022, 7:00 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: Kathy Burek, Barbara de Leeuw, Charles Du Mond (Co-Moderator), Suzanne Fast, Susan Frederick-Gray (President), Elizabeth Mount, John Newhall, JeKaren Olaoya, Lucia Santini Field (Financial Advisor), Meg Riley (Co-Moderator), Tom Schade, Sam Trumbore, Bill Young (Secretary)

ADDITIONAL PARTICIPANTS: Carey McDonald (Recording Secretary & Executive Vice President), Andrew McGeorge (Treasurer), Stephanie Carey Maron, Adam Robersmith, Melissa Carvill-Ziemer, Stephanie Samson, Meg Richardson, Sofia Betancourt, Dick Burkhart, Beverly Seese, Darl Vander Linden

Meeting Minutes

Co-Moderator Riley opened the meeting at 7:05 pm with a brief reading, and members and participants broke into small group for a brief personal check-in.

Consent Agenda

The consent agenda unanimously approved, with Suzanne Fast abstaining. The consent agenda included:

- March 2022 Board meeting minutes
- A correction to the 2020 charge which created the Article II Study Commission, replacing a citation from the 2010 Minneapolis General Assembly to the 2009 Salt Lake City General Assembly

FY23 Operating Budget

President Susan Frederick-Gray and Executive Vice President Carey McDonald reviewed the mission-based investments made by the proposed FY23 operating budget, which were outlined in the budget memo sent to the Board. Highlights included:

- New positions, grants, and program funds for UU the Vote 2022
- Continuing implementation of recommendations from the 2020 Widening the Circle of Concern report
- Development of the new Mosaic anti-racism platform
- Support for a memorandum of understanding with EqUUal Access which is currently in development
- Staff support for revitalizing children and family ministries



- A national staff structure to lead youth and emerging adult ministry programs
- Staff support for lay leadership development and pathways to Associational leadership

Treasurer/CFO Andrew McGeorge reviewed the overall income and expense dynamics influencing the FY23 budget. He noted that new investments were supported by a combination of solid income projections and usage of one-time funds. This income came from continuing increases in congregational giving, major donor gifts. He also noted the FY23 budget kept overall travel and event costs at 60% of pre-pandemic levels, continuing the reductions made in the FY22 budget and sustaining the new investments in staff which those reductions made possible.

The FY23 budget utilized a portion of the surplus from FY21, with a plan to spread these funds over four years. Treasurer McGeorge reported that UUA staff had done a five-year analysis for sustainability, as requested by the Values & Resources group when they reviewed the proposed budget. The analysis was specifically focused on trends in income and expense, and the usage of prior surplus funds as well as the grant which the UUA received from the federal Paycheck Protection Program in 2020. He noted the analysis showed a roughly break-even budget in five years, with some PPP funds still unused.

Kathy Burek, as Financial Secretary, offered her support for the mission-based investments included in the proposed budget, and said she believed it used principles of prudent fiscal management.

In discussion, Trustees said they were excited about the investments in lay leadership development, and in the new staff positions supporting disability justice.

Kathy Burek moved, Lucia Santini Field seconded, and the Board unanimously voted to approve the FY23 UUA operating budget.

Kathy Burek moved, Bill Young seconded, and the Board unanimously agreed to suspend the policy requiring simultaneous presentation of the capital and consolidated budgets alongside the operating budget, with the expectation that the Board would receive these in May.

Accountability Commission Charge

Board members reviewed an updated draft charge to form an accountability commission, as called for by the 2020 *Widening the Circle of Concern* report. They discussed the need for a stronger “values statement,” which would set the values that would guide the group’s work and be the standard to measure against.

Board members were asked to start thinking about recruitment for the commission’s members, anticipating the commission may be ready to be launched before General Assembly. Discussion noted the need for a clear scope of work, expected time commitment and stipend, and defined job description before active recruiting could begin.

President Frederick-Gray and EVP McDonald agreed to work with the Co-Moderators to reach out to the UU identity-based groups to invite them into conversation on the proposed system of relationship and accountability to advance the shared goals of anti-racism and full inclusion.



Co-Presidents Memorandum

Co-Moderator Charles Du Mond reviewed a draft memorandum with reflections and questions about the possibility of having co-presidents at the UUA. Trustees reiterated that while the UUA Bylaws make it possible to authorize co-presidents, they do not provide for multiple candidates to share a nomination. This means that the Presidential Search Committee would have to bring potential co-presidents to the Board for discussion, since only the Board could create a co-presidency. However, if someone sought to run by petition as a co-president, there is no process to follow. It was further noted that there is a meaningful difference between the appointment of co-presidents for a short-term role, and having co-presidents serve for a full term when only one of them had been elected.

The Board agreed that they do not endorse the expense it would require to create another presidential position with the same level of salary, benefits, and support. However, they recognized that any discussion about the possibility of co-presidents would impact future budgets which have not been decided.

Trustees postponed any decision on whether to adopt or publish the memorandum. They noted that while they cannot imagine all the different possible scenarios related to co-presidents, they do encourage any candidates thinking of running to be co-presidents to come talk to the Board.

General Assembly

Co-Moderator Riley gave a brief update on GA. She noted that the Board's first webinar on the proposed business resolutions had gone well, and that registration is on track to meet projections for on-site attendance. She said she will be meeting with the production team to review the technical specifications for the General Session multiplatform business discussions.

EXECUTIVE SESSION

The Board moved to Executive Session at 8:45 pm for the purpose of discussing appointments.

Respectfully submitted,

/s/ Carey McDonald

Recording Secretary

