

Board of Trustees

MEETING: November 14, 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, Chris Chepel (Co-Financial Advisor), Barbara de Leeuw, Charles Du Mond (Co-Moderator), Suzanne Fast, Sherman Logan, Elizabeth Mount, John B. Newhall, Meg Riley (Co-Moderator), Adam Robersmith, Justine Sullivan, David Stewart (Co-Financial Advisor), Sam Trumbore, Bill Young (Secretary)

ADDITIONAL PARTICIPANTS: Carey McDonald (Recording Secretary & Executive Vice President), Andrew McGeorge (Treasurer), Stephanie Carey Maron, Shige Sakurai, LaTonya Richardson, Chris Buice and Danielle DiBona (chaplains), Darrick Jackson, Sofia Betancourt, Mr. Barb Greve, Rita Cherubini, Rebecca Wheeler, Meg Richardson, Dick Burkart, Ebony Peace, Stephanie Samson, Caroline Snow, David Jackoway, Adrienne York-Minor

Meeting Minutes

The meeting started at 7:10 pm, and members and participants did a brief personal check-in in breakout groups.

Consent Agenda

The Board unanimously approved the consent agenda, with one abstention from Suzanne Fast. It included:

- October 20-22, 2022 meeting minutes

Financial Items

Health Plan Infusion

Treasurer/CFO Andrew McGeorge reviewed the proposal to infuse \$1 million of PPP funds into the UUA Health Plan reserves. He noted that the UUA has not yet needed to use the \$3 million grant received through the 2020 Federal Paycheck Protection Program to cover operating funding gaps due to declines in congregational giving. However, the Health Plan reserves were drawn on significantly during COVID, and the plan is now facing steep premium increases to cover those losses and build back the reserve. In conversation with the Employee Benefits Trust Board, he said the plan to transfer \$1 million to the reserve would reduce the potential rate increase from 11% to 7%. This would reduce the impact on congregational budgets at a time of rising inflation, and hopefully keep congregations from leaving the plan, which would shrink the insurance pool and push premiums even higher

In discussion, Trustees raised the point that in the long-term, the biggest drivers of expense are high-cost claims and growing pharmaceutical costs. The previous two



years have seen some exceptionally high-cost claims, so the proposed infusion would provide some time for those historic claims to subside. They noted the value of coaching plan participants through complicated care choices, and trying to help people navigate the health care system to avoid some of the highest possible claims.

Kathy Burek moved, Justine Sullivan seconded, and the Board unanimously approved a transfer of \$1 million from UUA to the Employee Benefits Trust, subject to satisfactory legal review.

UU the Vote

Executive Vice President Carey McDonald reviewed the request for the Board to approve an additional \$150,000 expense for UU the Vote to mobilize for the Georgia runoff. This would support bringing in canvassers to support local organizing, and additional investment in Georgia partner groups. It would be paid for through a combination of additional fundraising and unused existing restricted funds. Board members also recommended the UUA connect the leadership pathway created for UUtV through volunteering and fellowships to opportunities for leadership in the wider Association.

Barbara de Leeuw moved, Sherman Logan seconded, and Board unanimously approved the \$150,000 increase in the UUtV budget for FY23. The Board sent its appreciation to the UUtV team, especially Nicole Pressley and JaZahn Hicks.

General Assembly Budget and Registration

General Assembly and Conference Services Director LaTonya Richardson presented the proposed registration rates for General Assembly 2023 (Appendix A). While the Board had approved guidelines for registration rates at the October meeting with maximums of \$600 for in-person, \$300 for online, and \$350 for reduced registrations, further development led the GACS team in a different direction which they needed to bring back for approval.

The newly proposed rate structure stayed within the maximum rates, but offered a substantial discount to those who registered prior to March 1, especially for in-person registration, in order to make the gathering more accessible and encourage people to plan ahead. Then the rates would increase to their full price by mid-May. There was also a \$50 rebate offered for using the UUA's hotel block, and a limited number of "first timer" \$100 discounts. This combination meant that the ratio between the online and in-person registration fees would shift over the course of the year, which was different from the fixed ratio approved at the October meeting.

With the updated registration rates as the foundation for projected income, the Board also reviewed the GA 2023 budget a final time.

Justine Sullivan moved, Barbara de Leeuw seconded, and the Board unanimously approved the proposed 2023 GA budget and registration rates.

Governance Working Group

Kathy Burek briefly reviewed documents which had been drafted by the Governance Working Group on the Board/President relationship, the policy on when the Board can be closed or executive session, and the Board's role in presidential transition. She asked Board members to provide feedback before the next meeting.



EXECUTIVE SESSION

The Board moved to executive session at 8:25 for the purpose of reviewing nominations and appointments.

The meeting ended at 9:20 pm

Respectfully submitted,

/s/ Carey McDonald

Recording Secretary



EXHIBIT A

General Assembly 2023 Registration

GA Registration Rates are subject change to at any time in order to balance registration income and expenses. Register early to secure the lowest rates.

2023 GA Registration Rates	Through February 28	March 1 - May 15	After May 15
Full Virtual Registration	\$250	\$300	\$300
Business-Only Virtual (delegate platform only)	Donation \$0 - \$200	Donation \$0 - \$200	Donation \$0 - \$200
Adult (age 25+) In-Person	\$400***	\$500***	\$600
Adult In-Person One-Day (Wed/Thur, Friday, or Sat/Sun)	\$300	\$350	\$400
In-Person Reduced*	\$300	\$350	\$400
In-Person Youth (10th grade - age 18)	\$300	\$350	\$400
Children** (0 - 9th grade)	\$0 with onsite adult	\$0 with onsite adult	\$0 with onsite adult

**In-Person Reduced rates are offered to: Emerging Adults (age 18-24), UUA Aspirant & Candidate Ministers, Retired Ministers & Spouses, and Surviving Spouses of Ministers.*

***Children who haven't yet entered high school (or its equivalent) are welcome to attend GA events with their parents or guardians at no cost, but are still required to register.*

****Two opportunities are offered to those who register using the Adult (age 25+) In-Person category:*

- 1. A [\\$50 rebate](#) is available to those who register for adult in-person participation by May 15, and stay three or more nights in [GA Housing](#). All rebates to be issued on July 18, 2023.*
- 2. Join our First Timers Caucus. If this will be your first ever in-person GA, use the promo code WELCOME to reduce your adult in-person registration by \$100. One hundred spots are available. Cannot be combined with other financial support promo codes.*