

Board of Trustees

MEETING: August 14, 2023, 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: Sofía Betancourt (President), Chris Chepel (Co-Financial Advisor), Charles Du Mond (Co-Moderator), Suzanne Fast, Sherman Logan, John B. Newhall, JeKaren Olaoya, Meg Riley (Co-Moderator), Adam Robersmith, David Stewart (Co-Financial Advisor), Amanda Weatherspoon, Bill Young (Secretary)

MEMBERS NOT PRESENT: Barbara de Leeuw, Elizabeth Mount, Justine Sullivan, Sam Trumbore

ADDITIONAL PARTICIPANTS: Carey McDonald (Recording Secretary & Executive Vice President), Andrew McGeorge (Treasurer), Stephanie Carey Maron, Executive Assistant to the Executive Vice President and Board of Trustees

OBSERVERS: 17

Meeting Minutes

Co-Moderator Meg Riley opened the meeting at 7:05 pm. Participants and observers did a brief personal check in via small groups.

New Trustee Amanda Weatherspoon and President Sofía Betancourt introduced themselves as new members of the Board.

Consent Agenda

The consent agenda, which included the June meeting minutes, was unanimously approved.

Investment in a New Presidency

President Betancourt shared the proposal to invest in the first half of her Presidency, which was described in a memo sent to the Board. She noted that this possibility had been raised by outdoing President Susan Frederick-Gray at the June meeting. The proposal would use \$1.2 million of prior year surplus to add critical staff positions that would relieve a bottleneck of capacity. This included a new Vice President of Programs & Ministries position, which follows the recommendations from the *Widening the Circle of Concern* report and responds to share leadership in new ways.

Executive Vice President Carey McDonald noted that the UUA had held off on any executive role changes during the pandemic to prioritize preserving staff positions, and succeeded in preserving a very low turnover rate. However, as the needs are rising from member congregations, it has become essential to add leadership capacity to buffer transitions and crises for staff and provide support to the Board and the UUA's governance work. He expressed his full support for the proposal.



The usage of the prior year surplus for these purposes will be added to the one-time-funds tracking sheet utilized for budget planning.

The following motion was made by Suzanne Fast, seconded by David Stewart, and unanimously approved:

The UUA Board of Trustees approves the expenditure of the FY22 operating surplus of \$1.277 million to support the staffing and initiatives of new UUA President Sofia Betancourt, over the course of three or more years. This will provide for the creation of a new executive position focused on programs and ministries, as well as additional staff support, capacity, and funding for other priorities of the President. As these funds are allocated, the President will provide periodic updates to the Board.

Governance Working Group

Suzanne Fast and John Newhall introduced their new role as co-conveners of the Governance Working Group, since previous convener Kathy Burek had termed off the Board. They said that the group will be continuing to meet monthly, and will be revisiting the process for updating the governance manual. They invited Board members to join future meetings.

Statement on Fat Liberation

Co-Moderator Du Mond noted he had been in communication with the sponsors of a responsive resolution on fat liberation which was ruled out of order since it did not meet the standards for a responsive resolution. These sponsors asked the Board to pass a statement on the topic at a future meeting, and were working on a draft statement for the Board to consider.

Climate Justice

Executive VP McDonald shared that UUA staff are reaching out to the organizations who are members of the UU Climate Coalition, which is co-convened by the UUA's Climate Organizers. He said that staff will follow up so that the Board can continue its commitment to climate work which was stated at General Assembly following the failed vote on the divestment and reparations business resolution.

Article II

Co-Moderator Meg Riley reported that the Article II Study Commission (A2SC) met in July to review amendments which had passed at General Assembly, since the proposal as a whole had received preliminary approval. The A2SC was then engaged in a series of reviews for plain language, copyediting/legal, and theological analysis of new draft.

EXECUTIVE SESSION

The Board moved into Executive Session at 8 pm for the purpose of considering appointments and to discuss other sensitive matters.

The following appointments were later reported:

- Brian Lasher and Asha Mehta, current members of the Investment Committee, were appointed co-chairs for a two-year term.



- Kevin Jagoe was appointed to the Appointments Committee for a two-year term.

The meeting ended at 9:15

Respectfully submitted,

/s/ Carey McDonald

Recording Secretary

