

Board of Trustees

MEETING: December 11, 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: Sofia Betancourt (President), Chris Chepel (Co-Financial Advisor), Barbara de Leeuw, Charles Du Mond (Co-Moderator), Suzanne Fast, Sherman Logan, Elizabeth Mount, John B. Newhall, JeKaren Olaoya, Meg Riley (Co-Moderator), Adam Robersmith, Justine Sullivan, David Stewart (Co-Financial Advisor), Sam Trumbore, Amanda Weatherspoon, Bill Young (Secretary)

MEMBERS NOT PRESENT: N/A

ADDITIONAL PARTICIPANTS: Carey McDonald (Recording Secretary & Executive Vice President), Stephanie Carey Maron

OBSERVERS: 10

Meeting Minutes

EXECUTIVE SESSION

The meeting began in Executive Session at 7 pm, for personal check-in and to discuss appointments.

OPEN SESSION

The open section of the meeting started at 8:05 pm, with a reading shared by Co-Moderator Meg Riley.

Consent Agenda

The consent agenda was unanimously approved, which included minutes from August, September, October, and November meetings.

Staff Reports

President Sofia Betancourt and Executive Vice President Carey McDonald gave an update on key staff activities:

- The UUA had hosted a webinar on November 6 with partner representatives on the humanitarian crisis in Israel/Gaza titled “Why We Cannot Turn Away,” and has since published a related discussion guide and accompanying list of congregational resources for further learning.
- The President has reached out to UU climate groups to convene a cross-organization working group, who will be exploring setting collective climate action, environmental justice, and carbon reduction goals for UU communities.



- Hiring processes continue on pace for a number of senior UUA positions, including the Treasurer/Chief Financial Officer, Vice President for Programs & Ministries, Human Resources Director, and Deputy Director of Ministries and Faith Development. They anticipated making many of these decisions in January, except for the CFO role, where the UUA is working with a search firm and the process will take longer to complete. They also affirmed the plan to transition Stephanie Carey Maron into a Governance Manager role to better support the work of Board.
- After consultation with real estate advisors and a financial modeling exercise, the UUA will focus on re-leasing the two open floors at 24 Farnsworth St. in the coming year. This means the UUA will not be considering at this time any more significant changes such as selling the building. Over time, the UUA may seek to consolidate its footprint in the building since it has more space than it needs.

Board Schedule

Stephanie Carey Maron presented options for redesigning the Board’s meeting schedule. This new approach was based on conversations from the October Board Retreat, which identified the desire to make better use of meeting time for trustees and more opportunity for staff to prepare. She had reviewed ten years of Board agendas to determine when particular conversations were likely to arise throughout the year, such as the UUA Dashboard or approving the General Assembly budget. The revised schedule included fewer monthly meetings, with some dedicated times to “dive deep” into specific topics.

In discussion, the Board supported this approach and planned to vote on a new proposed schedule at its January meeting.

The meeting ended at 8:40 pm.



Respectfully submitted,

/s/ Carey McDonald

Recording Secretary