

Board of Trustees

MEETING: MAY 12, 2025, 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: Chris Chepel (Co-Financial Advisor), Barbara de Leeuw, Charles Du Mond (Co-Moderator), Suzanne Fast, Sherman Logan, John B. Newhall, Meg Riley (Co-Moderator), Adam Robersmith, John Simmonds (Secretary), David Stewart (Co-Financial Advisor), Justine Sullivan, Sam Trumbore (Financial Secretary), Amanda Weatherspoon, Bill Young

ADDITIONAL PARTICIPANTS: Carey McDonald (Recording Secretary & Executive Vice President), Dave Valentine (Vice President for Finance and Investment), Stephanie Carey Maron (Governance Manager), Betty Clark (Executive Assistant to the Executive Vice President and Vice President of Programs and Ministry), Danielle Di Bona (chaplain), Kimberly Quinn Johnson, Natasha Walker (moderator candidates)

OBSERVERS: Amy Kent, Megan Foley, Rachel Myslivy, Alison Aguilar Lopez Gutierrez McLeod, Stephanie Samson, Linda Hart, Megan Foley, David Jackoway, Stevie Carmody, Dick Burkhart



Meeting Minutes

OPEN SESSION

Co-Moderator Du Mond opened the meeting to observers at 7:05 pm ET, and Board Chaplain Danielle Di Bona shared an opening reading.

Consent Agenda

The consent agenda was unanimously approved, and included the following items:

- Minutes from the April 11-12, 2025 board meeting
- Minutes from the online voting which took place during February 2025
- Congregational Life Report on Congregational Closures

Change to Ministerial Fellowship Committee (MFC) Rule 7.6

The Board discussed a proposed rule change to include Canadian representation on the Ministerial Fellowship Committee (MFC). The proposal ensures at least two members of the MFC are vetted by the Canadian Unitarian Council (CUC). These CUC-vetted members may be accounted for within the existing group of 14 MFC members, or additional members may be added to fulfill this requirement.. Questions were raised about the specific criteria for Canadian representation. The Board also considered potential implications for other geographic or group representations in the future.

The Board approved the rule change and took a moment to acknowledge Vyda Ng's retirement as executive director of the CUC, with the President Betancourt noting that Vyda will attend GA and encouraging trustees to express gratitude for her service.

Justine Sullivan moved, Sam Trumbore seconded, and the Board unanimously approved the following motion:

To accept the change to the Ministerial Fellowship Committee's Rule 7.6 to add two members nominated by the Canadian Unitarian Council.

Finance Update

The Board reviewed the remaining FY26 budgets not approved in April, including the capital and consolidated budgets, the Beacon Press budget, and the General Assembly budget. VP Valentine highlighted the 5-year capital budget plan, particularly the flood control project for the UUA building. EVP McDonald shared Beacon Press's conservative budget estimates and recent success with a bestselling book. They also noted that the UUA is consulting with real estate experts about long-term planning for the utilization of the headquarters building in Boston.

David Stewart moved, Sam Trumbore seconded, and the Board unanimously approved the UUA capital and consolidated budgets.

Suzanne Fast moved, Adam Robersmith seconded, and the Board unanimously approved the Beacon Press budget.



General Assembly (GA) 2025

The Board reviewed the Final Business Agenda and Rules of Procedure for GA 2025.

Suzanne Fast moved, Barbara de Leeuw seconded, and the Board unanimously approved the Final Business Agenda for General Assembly 2025 (Attached).

John Newhall moved, John Simmonds seconded, and the Board unanimously approved the Rules of Procedure for General Assembly 2025.

Governance Working Group's Draft of a New Conflict of Interest Policy

The Governance Working Group presented a draft of a new conflict of interest policy, which separates guidelines for board volunteers and officers from those for staff and employees. The Working Group sought feedback on the draft, which aimed to clarify language and streamline processes.

EVP McDonald suggested adding:

- consultation with the Audit Committee chair for certain issues (including but not limited to a conflict with the Moderator),
- creating a standard statement for navigating potential conflicts,
- expanding/clarifying the definition of "conflict of interest,"
- creating a general statement of how to go about navigating a conflict of interest while still being able to serve in one's role, and
- standard language for a covenant about how to disclose.

John Simmonds also recommended clarifying the definition of “close relationships” in the policy.

EXECUTIVE SESSION

The Board began its meeting in Executive Session at 7:50 pm ET for the purpose of approving appointments and other sensitive business.

The following appointments were approved:

- Retirement Plan Committee (2-year term)
 - Matt Aspin
 - Steve Jones

The following re-appointments were approved:

- Appointments Committee (2-year term)
 - Kevin Jagoe – second term
 - Kimberley Debus – third term
 - Verdis Robinson – second term
 - Amanda Thomas – fourth term
 - Christe Lunsford – second term (1 yr term) *
- Audit and Risk Committee (2-year term)
 - Judy Kleen – fourth term
 - Azim Mazagonwalla – third term
 - Christopher Harris – third term
- Election Campaign Practices Committee (2-year term)
 - Sarah Lenzi – second term
- Investment Committee (3-year term)
 - Pamela Sparr – second term
- Ministerial Fellowship Committee (2-year term)
 - Alison Aguilar Lopez Gutierrez McLeod – second term
 - Elizabeth Norton – second term
 - Shirley Lange – third term
 - Cynthia Malley – second term (1 yr term) *
 - DC Fortune – second term
 - Paul Langston-Daly – third term
 - Ken Reeves – second term
 - Michael Tino – third term
 - Nathalie Edmond – third term
 - Takiyah Amin – second term
- Religious Education Credentialing Committee (2-year term)
 - Emily Gage – fourth term
 - Jill Sampson – second term
 - Mia Morse – fourth term
 - Bob Renjilian – fourth term
 - Claudia Jimenez – second term
- Retirement Plan Committee (2-year term)



- Edward Proulx – second term
- Brian Helmer – fourth term
- UUA Employee Health Plan Trust (2-year term)
 - Michelle David – third term
 - Todd Hess – second term
 - Robert Essink – second term
 - Jeanne Kelley – second term

** Reappointments were not made last year for these individuals. They will be appointed for 1 year term this year so the Appointments Committee can get them back on schedule for the following year.*

The Board approved the updates on executive compensation for the UUA's salaried officers.

Board Chaplain Di Bona shared a blessing/benediction, and the meeting ended at 9:10 pm ET.



Respectfully submitted,

/s/ Carey McDonald

Recording Secretary



Final Business Agenda

General Session I

Wednesday, June 18, 2025

- Call to Order
- Welcome
- Meet the Moment Introduction
- Business Review and Voting Process Video
- Presenting the Rules of Procedure
- Introductions
 - Youth & Young Adult Leadership
 - GA Care Teams
 - Systemic Justice Team
 - Chaplain Team
 - Covenant Team
 - Accessibility & Inclusion Team
 - App Moderation Team
- Closing Words
- Announcements & Recess

General Session II

Thursday, June 19, 2025

- Call to Order
- Opening Words and Chalice Lighting
- Update on the Results of Yesterday's Ballot and Preliminary Credential Report
- Update from the GA Care Teams
- Reflection
- Consent Agenda
- Beacon Press Report
- Update from the Bylaws Renewal Team
- Break
- Discussion and Vote on Congregational Study/Action Issues
- Commission on Social Witness Admits Actions of Immediate Witness
- Closing Words and Extinguishing of Chalice
- Announcements & Recess
- Moderator Forum

General Session III

Friday, June 20, 2025

- Call to Order
- Opening Words and Chalice Lighting
- Update on the Results of Yesterday's Ballot
- Update from the GA Care Teams
- Reflection
- Volunteer Leadership Recruitment
- Introducing the Virtual Hymnal
- Celebration of 25 Years of Our Whole Lives
- Celebrating the Liberal Religious Educators Association's 75th Birthday
- Unitarian Universalist Service Committee Report



Final Business Agenda

- Unitarian Universalist Women's Federation Report
- Music
- Co-Moderators' Report
- Appreciating the Co-Moderatorship of Meg Riley and Charles Du Mond
- Break
- President and Officers' Report
- Discussion of Business Resolution Regarding the General Assembly Planning Committee
- Report from the Climate Justice Team
- Process Observation
- Closing Words and Extinguishing of Chalice
- Announcements & Recess

General Session IV

Saturday, June 21, 2025

- Call to Order
- Opening Words and Chalice Lighting
- Update on the Results of Yesterday's Ballot and Announcement of Election Results
- Update from the GA Care Teams
- Reflection
- Discussion of Bylaws Clean-up (if removed from the consent agenda)
- Discussion of Actions of Immediate Witness
- Break
- Final Discussion of Business Resolution Regarding the General Assembly Planning Committee (as amended)
- Music
- Responsive Resolutions
- Process Observation
- Closing Words and Extinguishing of Chalice
- Announcements & Recess

General Session V & Closing

Sunday, June 22, 2025

- Call to Order
- Opening Words and Chalice Lighting
- Update on the Results from Yesterday's Ballot and Final Credentials Report
- Final Report from the GA Care Teams
- Meet the Moment Synthesis
- Angus H. MacLean Award for Excellence in Religious Education
- President's Award for Volunteer Service
- Celebrating the 200th Anniversary of the American Unitarian Association
- Award for Distinguished Service to the Cause of Unitarian Universalism
- Invitation to General Assembly 2026
- Recognition of All Who Made General Assembly Possible and Final Words from Co-Moderators Meg Riley and Charles Du Mond
- Installation of Newly-Elected Volunteer Leaders
- Installation of New Moderator(s)
- Closing Words, Extinguishing of Chalice, and Adjournment



UUA GENERAL ASSEMBLY
BALTIMORE • JUNE 18 - 22, 2025

Final Business Agenda

- Music & Celebration!