

Board of Trustees

MEETING: November 10, 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: Sofia Betancourt (President), Chris Chepel (Co-Financial Advisor), Barbara de Leeuw, Gail Forsyth-Vail, Mary Heafy, Kimberly Quinn Johnson (Co-Moderator), Emily Koriath, Adam Robersmith, John Simmonds (Secretary), Oscar Sinclair, Vanessa Southern, Justine Sullivan, Sam Trumbore (Financial Secretary), Bill Young (Co-Moderator)

ADDITIONAL PARTICIPANTS: Carey McDonald (Recording Secretary & Executive Vice President), Stephanie Carey Maron (Governance Manager), Betty Clark (Executive Assistant to the Executive Vice President and the Vice President for Programs & Ministries), Danielle Di Bona (chaplain)

OBSERVERS: Barb Greve, Tyler Coles, Nancy Reid-McKee, Rita Cherubini, Stephanie Samson, Traci Davis, Elizabeth Foster, Dick Burkhart



Meeting Minutes

Co-Moderator Kimberly Quinn Johnson opened the meeting to observers at 7:06 pm ET, and Board Chaplain Danielle Di Bona shared an opening reading.

Consent Agenda

Justine Sullivan moved and Barbara de Leeuw seconded the acceptance of the consent agenda, which included the following documents, and was unanimously approved:

- Minutes from the October 17-18, 2025 UUA Board of Trustees Meeting
- Minutes from General Assembly 2025

Co-Moderators' Report

Co-Moderator Kimberly Quinn Johnson reported on her recent activities, including attending the LREDA Fall Con in Vancouver, BC, and visiting the First Unitarian Society of Burlington, VT. She mentioned ongoing work with the Appointments Committee regarding the Presidential Search Committee and noted that the Board will need to appoint two members to this committee. She shared that the Accountability Team is working on a covenant with the Board and that the Bylaws Renewal Team has begun stakeholder sessions to receive feedback about portions of Article IV (which focus on the processes of the Commission on Social Witness) and all of Article V.

Co-Moderator Bill Young described upcoming meetings with the Nominating Committee, the Commission on Appraisal, and the board of the Pacific Western Region. He shared that he recently visited the UU Church of Belfast, ME, and attended the recent UU Studies Network Convocation. He also touched on a new initiative on growing UUA lay leadership with a Meet the Moment cohort for the spring.

Co-Moderator Young announced the new board meeting dates for the longer January meeting. Those dates will be January 8-10, 2026.

Lastly, Co-Moderator Young invited John Simmonds to share information about the Distinguished Service Award, and he asked members to share the request for nominations.

Update on Work of Strategy and Planning Working Group of the Board

Co-Moderator Young and EVP Carey McDonald shared that following the October board meeting, the Strategy and Planning Working Group held its first meeting on October 30, with another scheduled after Thanksgiving, primarily to get organized and begin clarifying core questions. A central theme was determining how the Board and individual Board members can meaningfully participate in the planning process—an area without recent precedent—while empowering staff to carry out their responsibilities.

The working group discussed how Board members can bring in their own insights and perspectives from congregations, debriefed the October Board meeting, and identified key questions to bring to the full Board at the January meeting. Two major focus areas emerged: first, how to manage priority-setting over time amid leadership transitions while maintaining continuity, responsiveness, and meaningful roles for elected leaders; and second, how to deepen clarity around the UUA's mission and values, especially in relation to annual budgeting and understanding what funded work supports.

The working group explored ways to structure the Board's work, such as defining mission areas through specific aspirations or success indicators on a 3–5-year timeline, which could then guide programmatic planning and align with new staff systems for tracking and scoping work. They also discussed implementing a cyclical review of mission areas to avoid trying to examine everything at once, allow for stakeholder engagement at appropriate times, and better assess when programs should evolve or end. Finally, the conversation highlighted the Board's key role in setting expectations and norms across the faith, which helps staff operate effectively and provides clarity and stability for constituents.

General Assembly 2026 Update

EVP McDonald provided an update on preparations for General Assembly (GA) 2026, including the rollout of the theme *“Together Everywhere”* and the development of both self-organized local gatherings and UUA-designated satellite sites for this virtual-first event. Staff have been working to identify satellite sites, though none are finalized yet due to requirements around accessibility, technology capacity, transportation, and the ability to host up to 200 participants. Because the deadline for workshop proposals is approaching, the public announcement and registration may open before all satellite locations are confirmed, with additional sites potentially added later. The conversation also distinguished between official satellite sites (with strict parameters and open registration) and informal “clusters” or watch parties, which can be self-organized with far fewer requirements.

Board members then discussed whether they should attend GA in person or participate virtually, considering both representation and personal accessibility needs. While no final guidance has been issued, the key considerations include each Board member's ability to participate effectively and the purpose of the central studio site in



Louisville, which exists to improve production quality and support those speaking on camera during the programmatic portion of GA. Participants at the studio site will be watch a virtual production—not a full in-person GA experience—and Board presence at the studio would be likely, depending on roles in production. The group acknowledged that this hybrid model is new and evolving, and that decisions about attendance, satellite site development, and potential later-added cluster locations will need further conversation as plans solidify.

Near the end, both Trustees and observers had the opportunity to go into breakout groups of approximately three to four people for the purpose of personal check-ins.

Board Chaplain Di Bona shared a closing reading, and the meeting ended at 8:03 pm ET.

Respectfully submitted,

/s/ Carey McDonald

Recording Secretary

