

Board of Trustees

MEETING: May 13, 2018, 7:00 pm, Eastern Time

Pursuant to notice duly given, this executive session meeting of the Board of Trustees of the Unitarian Universalist Association was held via Zoom conferencing.

MEMBERS PRESENT: Tim Atkins, Greg Boyd, Kathy Burek, Susan Frederick-Gray (President), Barb Greve (Co-Moderator), Dick Jacke, Sarah Dan Jones, Tanner Linden, Denise Rimes, Christina Rivera (Secretary), Bailey Saddlemire, Lucia Santini Field (Financial Advisor), Elandria Williams (Co-Moderator).

ADDITIONAL PARTICIPANTS: Carey McDonald (Recording Secretary & COO), Leslie Takahashi, Debra Gray Boyd, Kim Hampton

Meeting Minutes

Co-Moderator Elandria Williams called the meeting to order at 7:04 pm, shared an opening reading, and invited members and observers to check-in.

Denise Rimes moved, Lucia Santini-Field seconded, and the Board approved the consent agenda, which included the selection of Pittsburgh as the site of the 2023 General Assembly.

Commission on Institutional Change

Commission Chair Leslie Takahashi shared an update with slides from the Commission's April meeting, facilitated by an outside consultant. Key items discussed at that meeting included:

- The importance of benchmarking progress in anti-racism work in the UUA; there have been a lot of resolutions, but not a lot of ways to track how much has been done or how things are changing
- Valuing of cross-cultural competence as essential theological work which is critical for the vitality the faith, not just another leadership skill set
- Continued concerned about difficult situations faced by religious professionals and leaders of color in UU congregations; noted a hope to see resources invested in early intervention so that conflicts do not end people's careers
- Identified the need for a process for grievance and reconciliation for religious professionals of color to heal and move on after conflicted situations and departures
- Naming the generations missing in Unitarian Universalism, and the expectation among younger adults that leaders show up authentically
- An intent for the Commission to take a hard look into professional credentialing, not just ministerial but credentialing overall, and that it will



likely require resources to expand who can take on leadership in the UUA; this will be done in close coordination with the Ministerial Fellowship Committee, per the charge to the MFC which the Board adopted in April.

- The importance of truth telling, transformation and covenant, which are taking on increasing focus of the work
- A wonder of whether Unitarian Universalism can we find new models of leadership and community; how can we the experience and imagination of people of color in Unitarian Universalism be captured?

Leslie noted that the Commission's workshop at GA is on the theological grounding for the work of dismantling white supremacy and how it is essential to the practice of Unitarian Universalism. She affirmed the need for both the Board and Administration to focus on clear, shared goals going forward, recognizing that changes in hiring practices have already begun which will need to be monitored over time.

Board members asked whether the Commission has the resources it needs now to do its job, and Leslie confirmed that they do have the necessary resources. Discussion also noted that a few Commission members are experiencing backlash in their congregations, similar to the wider reality faced by people of color and those who are white allies supporting anti-racism work in UU congregations.

Communication to Congregations

Co-Moderator Williams asked to shift the agenda so that Leslie Takahashi could participate in the discussion about the planned communication to congregations following the April meeting. Sarah Dan Jones, Denise Rimes and Tim Atkins described their efforts to draft a letter to congregations in the past few weeks, which they had previously shared with the Board. Board feedback helped broaden the letter and set the right tone of invitation, gratitude and diligence. Further discussion on the letter was postponed to later in the meeting.

Preparation for General Assembly

Co-Moderator Williams sent link for Board members to sign up for tasks and roles at General Assembly, noted that roles which still need to be filled include drafting Board statements on bylaw changes which are on the business agenda, and also to fill Board office hours. Board members were asked members to review and complete the document in next week.

The Board agreed to wear hats as a distinctive piece of clothing, and Co-Moderator Williams will finalize the hat plan. Christina Rivera, Sarah Dan Jones, Denise Rimes and the co-moderators agreed to work with the Commission on Institutional Change for planning the Saturday afternoon general session.

Executive Vice President Role

President Susan Frederick-Gray introduced the motion to appoint Carey McDonald, currently acting chief operating officer, to the Board-confirmed role of Executive Vice President. President Frederick-Gray noted this would not change his role, but would formalize the appointment in alignment with the bylaws which call for an EVP. She clarified that this does not address succession questions about who acts in the President's role until the Board can take action in the event of an untimely



departure and agreed that this will need to be addressed at a future meeting. Discussion about succession questions highlighted that they may be better addressed in rules or policies rather than GA-approved bylaws and noted that the Audit Committee will also be considering providing a recommendation in this area.

President Frederick-Gray moved, Lucia Santini-Field seconded, and the Board unanimously approved the appointment.

Closing

Observers briefly checked out before leaving the meeting.

Co-Moderator Williams moved, Kathy Burek seconded, and the Board unanimously agreed to go into Executive Session at 8:06 pm.

Executive session

At 8:25 pm, the Board returned to the main meeting.

The Board reported out from their Executive Session that Chelsea Hendrix was appointed as Youth Observer for 2018-19. They noted that if the proposed bylaw change to create youth trustees passes at GA this year, that will likely affect Chelsea's ability to continue the full term, since she is also a member of Co-Moderator Williams' congregation.

Reviewing letter to congregations

Continuing the review of the proposed letter to congregations, members agreed to add language suggested by the Commission on Institutional Change, to clarify that recommendations came broadly from religious professionals of color, and to remove the call to come to GA and send it as a separate communication. They agreed to review final drafts by email and to send them as soon as possible via the Board's Facebook page.

Members offered a brief personal check out, and Co-Moderator Mr. Barb Greve adjourned the meeting at 8:55 pm.



Respectfully submitted,

/s/ Carey McDonald

Recording Secretary

BOARD OF TRUSTEES SCHEDULE

- **Videoconference Meeting: June 11, 2018**
8:00 p.m. – 9:30 p.m. (Eastern)
Meeting URL: <http://zoom.us/j/642568887>
Meeting ID: 642 568 887
Join by Phone: +1 646-558-8656 (US Toll)
- **Meetings: June 2018, Kansas City, MO**
Tuesday, June 19—Wednesday, June 20: Board of Trustees Meeting
Wednesday, June 20—Sunday June 24: General Assembly
Monday, June 25: Board of Trustees Meeting
- **Meeting: October 2018, Boston, MA**
Thursday, October 11—Saturday, October 13, 2018
- **Meeting: January 2019, Boston, MA**
Friday, January 25—Saturday, January 26, 2019
- **Meeting: April 2019, Boston, MA**
Friday, April 26—Saturday, April 27, 2019
- **Meetings: June 2019, Spokane, WA**
Tuesday, June 18—Wednesday, June 19, 2019: Board of Trustees Meeting
Wednesday, June 19—Sunday June 23, 2019: General Assembly
Monday, June 24, 2019: Board of Trustees Meeting
- **Meeting: October 2019, Boston, MA**
Thursday, October 17—Saturday, October 19, 2019
- **Meeting: January 2020, Boston, MA**
Friday, January 24—Saturday, January 25, 2020
- **Meeting: April 2020, Boston, MA**
Friday, April 24—Saturday, April 25, 2020
- **Meetings: June 2020, Providence, RI**
Tuesday, June 23—Wednesday, June 24, 2020: Board of Trustees Meeting
Wednesday, June 24—Sunday June 28, 2020: General Assembly
Monday, June 29, 2020: Board of Trustees Meeting

