

# Board of Trustees

**MEETING: May 18, 2020, 8:00 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:** Genevieve Baldwin (youth trustee), Greg Boyd, Kathy Burek, Pablo deVos-Deak (youth trustee), Suzanne Fast, Susan Frederick-Gray (President), Mr. Barb Greve (Co-Moderator), Sarah Dan Jones, Leslie MacFadyen, Manish Mishra-Marzetti, Patrick McLaughlin, John Newhall, Lucia Santini Field (Financial Advisor), Tom Schade, Elandria Williams (Co-Moderator)

**ADDITIONAL PARTICIPANTS:** Carey McDonald (Recording Secretary & Executive Vice President), Andrew McGeorge (Treasurer), Charles Du Mond, Bill Young, Ben Gabel, Viola Abbitt, Mary Heafy, Leslie Takahashi, Marcus Fogliano, Natalie Fenimore, Debra Boyd

## Meeting Minutes

Vice Moderator John Newhall started the meeting at 8:10 pm, and members and participants shared a brief personal check in.

### Consent Agenda

The consent agenda was withdrawn after Board members asked for additional times to review the motion to extend existing lines of credit from Eastern Bank, to allow Board members additional time to review the terms.

### Upcoming Board Meetings

Kathy Burek and Elandria Williams asked Board members to send their edits to the Board orientation manual, as requested via email. Board members were reminded of the upcoming deadlines for submitting recorded materials for General Assembly.

Board members were asked to hold time for additional Board meetings on June 1, 8, and 15.

### Commission on Institutional Change

Board members engaged with members on the Commission on Institutional Change on their final report and recommendations. The Board

COIC members raised key priorities for the Board as focusing on

- Setting up an ongoing intersectional accountability body,
- Identifying goals and implementation plans by General Assembly 2021,
- Direct support for Black, Indigenous and People of Color
- Support for identity-based groups representing marginalized communities as a form of reparations



- Creating a rapid response team for engaging conflict in congregations, especially conflicts involving religious professionals of color

Discussion around the structure of group to continue the work of the COIC and help carry out its recommendations, noted a member of the Board should be on the commission as a direct link so that the Board is invested in the group's work and vice versa. UU identity groups would be strengthened through their participation in the group. The group would have an audit function to monitor progress towards the recommendations of the COIC, and to ensure that goals get updated as needed. While COIC members noted that their recommended model is not the only approach, they also noted that their recommendation balanced a number of different aspects of accountability in a single structure.

It was also noted that implementation of the COIC's recommendations will involve other UUA and external UU groups. The Audit and Risk Committee oversees enterprise risk management, and failing to make progress on the recommendations constitutes a severe risk for the organization. Externally, the report noted the need for collaboration and mutual commitment across UU related organizations. Why are identity groups included if they're not uniformly strong? This would help strengthen them, and is also true with individuals; it will also be reviewed every two years

#### **EXECUTIVE SESSION**

The Board moved into Executive Session at 9:30 pm to discuss appointments to the Article II Study Commission.

The meeting ended at 10:00 pm.



Respectfully submitted,

/s/ Carey McDonald

Recording Secretary