

UUA Board of Trustees
April 6, 2017

MINUTES
BOARD OF TRUSTEES
UNITARIAN UNIVERSALIST ASSOCIATION

April 6, 2017

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held via video conference call on Thursday, April 6, 2017.

MEMBERS

PRESENT: Tim Atkins, Greg Boyd, Kathy Burek, Rob Eller-Isaacs, Dick Jacke, Jim Key, Patrick McLaughlin, Denise Rimes, Christina Rivera, Lucia Santini-Field, Elandria Williams.

MEMBERS

ABSENT: Sarah Dan Jones, Andrea Briscoe (Youth Observer)

ALSO

PRESENT: Tim Brennan, Sarah Lammert, Harlan Limpert, Bailey Saddlemire (Youth Observer), and observers.

Jim Key, Moderator, called the meeting to order at 8:05 PM EST on Thursday, April 6, 2017.

Report of the Secretary

UUA Interim Presidency Transition Plan. Eller-Isaacs moved and Rivera seconded that the board adopt the Interim Presidency Transition Plan presented at the April 3 meeting as follows:

Introduction: The resignation of UUA President Peter Morales requires the Board of Trustees to make an appointment to fill the office of the President. This appointment shall last until June 24, 2017 when a new President is elected by the General Assembly. This plan is intended to recognize the profound opportunity before us, to recognize the time constraints involved and to provide a Charge establishing clear priorities for the Board and the Administration.

The Charge:

1. Ensure and direct pastoral and professional support to the UUA staff members of color and the Leadership Council as well as professionals of color serving in the larger association. Provide interim supervision for UUA Leadership Council.

2. Call upon Unitarian Universalism to redeem its history by planning for and taking the steps toward living into an antiracist, multicultural future. This will include but is not limited to:
 - a. Center the conversation with professionals of color in the interest of ensuring non-racist recruitment and employment.

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- b. Create and submit for Board approval, a process by which to analyze structural racism and white supremacy within the UUA. That process will include an external audit of the operation of white privilege and the structure of power within Unitarian Universalism as well as the power structure and power-mapping within Unitarian Universalism.
3. Be in communication with congregations and donors to help restore both confidence and vision.
4. Chair a Board appointed Commission whose purpose is to design and begin to implement the process in 2b, specifically:
 - a. Determine the necessary measures to make concrete progress toward expanding the number of professional people of color, including but not limited to ministers and other religious professionals employed within Unitarian Universalism. This includes particular and measurable emphasis on senior staff positions including the Executive and First Management level of the UUA.
 - b. Analyze past practices, structures and patterns that foster racism, oppression and white supremacy.
 - c. Provide the incoming president with a framework and guidelines that help to guarantee that anti-racist efforts will be central to the work of her administration. Quarterly progress reports will be required.
5. Ensure an adequate transition plan is in place for the incoming president.

Motion carried.

Governance Working Group

It was moved by Atkins and seconded by McLaughlin that a policy enabling motion be approved as follows:

Whereas, according to policy 3.0, “The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (UUA) (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.”

Whereas, according to policy 4.2.2, the UUA board “will direct the President through written policies that prescribe the Shared Vision (ENDS) to be achieved, and describe organizational situations and actions to be avoided, allowing the President to use any reasonable interpretation of these policies.”

Whereas, according to policy 2.1.1, the President shall not “Fail to promote the full participation of persons in all UUA [Unitarian Universalist Association] activities, UUA employment, purchasing, and contracting, and in the full range of human endeavor without regard to race, color, sex, disability, affectional or sexual orientation, gender identity, age, or

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national origin and without requiring adherence to any particular interpretation of religion or to any particular religious belief or creed.”

Whereas, according to policy 2.3, “With respect to the treatment of paid and volunteer staff, the President may not cause or allow conditions that are inequitable, undignified, disrespectful, disorganized, unclear, or discriminatory.”

Whereas the UUA board’s linkage work with its Sources of Authority and Accountability has clearly indicated that they feel the UUA President’s current interpretation of 2.1 and of “inequitable” and “discriminatory” in policy 2.3 has been unreasonable and that the board now has an obligation to step in to ensure the UUA avoids unacceptable actions and situations around policies 2.1.1 and 2.3.

Resolved, that the UUA board:

1. Charges the UUA Administration with creating new interpretations of policy 2.1.1 and policy 2.3 and finds the current interpretations of these policies “unreasonable” (using the language of Policy Governance.)
2. Charges the President to develop a reasonable interpretation of policy 2.1.1 and of 2.3, with metrics and indicators that demonstrate that the UUA is dismantling structural racism and the broader culture of white supremacy within the UUA and making concrete progress toward expanding the number of professional people of color, including but not limited to ministers and other religious professionals employed within Unitarian Universalism. This includes particular and measurable emphasis on senior staff positions including the Executive and First Management level of the UUA.
3. Receives quarterly monitoring reports on policy 2.1.1 and 2.3 going forward.

Motion carried with one abstention.

Presidential Hiring Process

It was moved by Rimes and seconded by Burek that that a motion to empower the executive committee be approved as follows:

Moved that the Board of Trustees empowers the Board Executive Committee* to select a group of trustees to begin the hiring process to fill the role of the Office of the President of the Unitarian Universalist Association. Final recommendation(s) will be presented to the full Board prior to public announcement of any hiring commitments.

*The Executive Committee is comprised of the Moderator, Vice-Moderator, Secretary, Financial Advisor, and Financial Secretary.

Rationale

Given the urgent need for pastoral and administrative leadership, the vacancy in the Office of the President requires immediate and swift attention. The UUA bylaws (Article VII, Section 7.5) state the following:

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930 The Executive Committee shall conduct the current and
931 ordinary business of the Association between meetings of the Board
932 of Trustees. If between meetings of the Board of Trustees, matters
933 arise which (1) in the opinion of the Executive Committee are not
934 current and ordinary business but in the best interests of the
935 Association must nevertheless be acted upon, or (2) the Executive
936 Committee has been authorized by the Board to be acted upon,
937 then the Executive Committee may act thereon for the Board of
938 Trustees, but only if four or more members vote the action.

Motion carried.

Authorize an outside, independent investigation

It was moved by Boyd and seconded by McLaughlin that an investigation be approved as follows:

In accordance with the demands of Unitarian Universalist congregations, religious professionals, elected leaders, Black Lives of Unitarian Universalism (BLUU) and Diverse and Revolutionary Unitarian Universalist Multicultural Ministries (DRUUMM),

Be it moved, that the Board instigate, fund and continue to fund for as long as necessary, an outside, independent investigation into

- a) re-establishing structures of accountability to address racism, and to center the leadership of UU Communities of Color as part of the future of our faith;
- b) the extent and depth of the impact of White Supremacy in our Association, congregations, camps and conference centers, volunteer leadership opportunities and volunteer leadership development, and professional organizations, including specific hiring scenarios in our Association, congregations, camps and conference centers, and professional organizations in line with the 1981 Business Resolution, "Racism Imperative;"
- c) the hiring process of regional leads and staff teams that are filled entirely by White people.

Be it further moved, that the investigation into the above mentioned hiring processes commence as soon as possible;

That the investigation include interviews with candidates for the positions, if possible, as well as staff members or volunteers involved in the process. The final report would be presented to the Board and the Board will release as much of the report as is possible while protecting the privacy of the individuals involved;

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That the purpose of this investigation is to learn what could have been done differently or better and inform changes to policies or practices that are likely to be made in light of the recent controversy.

Be it also moved that the Board

- a) only accept reasonable interpretations of the ends of the Association that include a plan to increase Religious Professionals of Color in executive and first level management positions by at least 20% by 2019;
- b) limit the administration of the Association not to consider filling positions unless qualified Applicants of Color are part of the applicant pool; Racism Audit Motion 4/6/2017 2
- c) commit and plan to evolve Finding Our Way Home into a Religious Professionals of Color collective who can advocate, demand and be considered for all levels of hiring;
- d) commit and plan for the ongoing support of gatherings for People of Color including leadership and spirituality development for Youth and Young Adults of Color;
- e) commit and plan to provide spaces for People of Color to gather at district, regional, and national events and meetings which include compensated facilitation and dedicated financial resources to support meaningful participation;
- f) commit and plan for anti-racism programming and mentorship for White people that includes an analysis of personal, institutional, systemic, and cultural racism and oppressions with access for youth, young adults, covenanting communities, and congregations;
- g) commit and plan for a truth and reconciliation process that examines our history of practices and decisions that have harmed the livelihoods and wellbeing of People of Color and anti-racist White allies in our Association including hiring processes;
- h) create and maintain resources for the year-round self-identification of People of Color so that there is access and engagement with identity-specific programming for those who participate;
- i) create and analyze a map of the power relationships within our Association to determine who has access to decision making opportunities and who is denied access;
- j) include any appropriate developments of the ongoing investigation in the report on the responses to Black Lives Matter in 2017, 2018, and 2019.

Motion carried. Four abstentions.

Review of April Board Meeting – Rimes

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Arranging agenda to make room for deeper discussions. Key asks for ideas about agenda to be emailed to him and Rimes.

Leadership Council Report – Rev. Sarah Lammert
Reads a letter from the Leadership Council to the UU community.

Moderator Key closed with a reading and adjourned the meeting at 9:35 PM EST.

Respectfully submitted,

/s/ Harlan Limpert
Clerk

BOARD OF TRUSTEES SCHEDULE

- **Meeting: April, 2017, Boston, MA**
Friday, April 21 - Saturday, April 22, 2017
- **Videoconference Meeting: May 2017**
Thursday, May 25, 2017; 8:00 PM Eastern
Meeting URL: <https://zoom.us/j/869197433>
Meeting ID: 869 197 433
Phone: (408) 638-0968 or (646) 558-8656
- **Meetings: June 2017, New Orleans, LA**
Tuesday, June 20—Wednesday, June 21: Board of Trustees Meeting
Wednesday, June 21—Sunday June 25: General Assembly
Monday, June 26: Board of Trustees Meeting
- **Meeting: October 2017, Boston, MA**
Thursday, October 19 - Saturday, October 21, 2017
- **Meeting: January, 2018, Boston, MA**
Friday, January 19 - Saturday, January 20, 2018
- **Meeting: April, 2018, Boston, MA**
Friday, April 20 - Saturday, April 21, 2018

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- **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