

Board of Trustees

MEETING: April 20-21, 2018

LOCATION: UUA Headquarters (24 Farnsworth St., Boston, MA)

MEMBERS PRESENT: Tim Atkins (financial secretary), Greg Boyd, Kathy Burek, Susan Frederick-Gray (president), Barb Greve (co-moderator, joined virtually), Dick Jacke, Sarah Dan Jones, Tanner Linden (youth observer), Patrick McLaughlin, Manish Mishra-Marzetti, Christina Rivera (secretary), Bailey Saddlemire (youth observer), Lucia Santini Field (financial advisor), Elandria Williams (co-moderator, joined virtually)

ADDITIONAL PARTICIPANTS: Carey McDonald (Recording Secretary & COO), Tim Brennan (Treasurer), Mary Katherine Morn, Brent Lewis, Danielle Di Bona (chaplain), Leslie Takahashi, Shana Lynngood, Beth McGregor, Matthew Johnson, Joanna Fontaine Crawford, and Jacqui Williams

OBSERVERS: Debra Boyd, Kimberly Hampton, Melissa Carvill-Ziemer, Leah Purcell, Elaine McArdle, Latifa Woodhouse, Ralph Brown, Claire Sexton, Marti Keller, Sue Boone, Gretchen Ohmann



Meeting Minutes

Friday, April 20

The meeting opened with a worship service led by Bailey Saddlemire and Tanner Linden at 9:00 am. Vice Moderator Denise Rimes welcomed members and observers and invited all participants to introduce themselves.

Manish Mishra-Marzetti led the Board in a review of its covenant and group agreements. Manish introduced the consent agenda, which included the minutes from the January, February and March meetings as well as the site proposal of Milwaukee for General Assembly 2021; Kathy Burek moved to adopt the consent agenda, Lucia Santini Field seconded the motion, and it was unanimously approved. Members requested that future Board meetings include “reports received” section to acknowledge items that may have been previously included in the consent agenda, but where Board action is not required.

Accomplishments Over the Past Year

The Board lifted up accomplishments over the past year, to ground the meeting in good work that has been done.

- Embracing fundraising as part of fiduciary duty, including calls around the Promise & Practice campaign and moving forward with the new Annual Program Fund formula
- Attention and awareness to discussion and process, including taking risks, being flexible, sharing leadership roles, and being transparent
- UU presence at nationally-recognized moments of social justice and witness, especially through President Susan Frederick-Gray
- Creating the Commission on Institutional Change
- A successful and joyous General Assembly 2017, despite the uncertainty in the run up to the event
- Better connection between the Board and other groups, including the General Assembly Planning Committee, Youth Caucus, and UU professional organizations, and building more relationship across the Association overall
- Filling open staff and committee positions with good process and diverse candidates
- New memorandum of understanding (MOU) with the College of Social Justice
- Connection with congregations near Knoxville at the January Board meeting was invaluable, including a powerful regional worship service
- Tenacity and dedication of Board members, even in difficult times
- Commitment to have a Board chaplain

Discussion affirmed the sense that the UUA has accomplished a lot, and that the level of tension present in April 2017 has gone down significantly as UUA leadership has been more stable, transparent, collaborative and forthright.

At 10:00 am, participants moved outside to observe 13 seconds of silence in solidarity with the National School Walkout.

President's Report

President Susan Frederick-Gray, Chief Operating Officer (COO) Carey McDonald, Taquiena Boston and Mary Katherine Morn presented the President's Report. The report began with gratitude and honored the travel and relationship-building which has been a focus of the first year of the President's term. The report summarized the strategic review of public witness, advocacy and organizing, which is expected to be completed in June. It also gave an overview of the three levels of change away from white supremacy culture which UUA staff are working on: institutional, organizational and congregational. Taquiena shared the goals, and measurable objectives and strategy for the organizational equity, inclusion and change work she is leading within the UUA staff. Mary Katherine closed the presentation with a summary of major fundraising efforts and the current transition to a new formula for the Annual Program Fund. She asked Board members to follow through on their calls to congregations urging them to participate in the Promise and Practice campaign to fund Black Lives of Unitarian Universalism.

The Presidents report included two generative questions. In response to the first, of how to measure the impact of UUA public witness work, Board members held up the importance of partnership and responding to the needs of impacted communities inside and outside Unitarian Universalism. They affirmed the intersectional approach the UUA is taking and noted the impact which faith

development can have in shifting attitudes over time. All recognized the urgency of the moment, with gratitude that the UUA and individual UUs and congregations are getting energized to resist oppressive policies and build resilient communities.

Responses to the second question, which asked about how the UUA's internal organizational changes towards equity and inclusion will affect congregational leaders, emphasized the need for the UUA to communicate with congregations about what it doing, learning and shifting. Considering ways to track the impact of these changes, members pointed to growing diversity in leadership among both the UUA and congregations, to the success over time of leaders who are people of color and from other marginalized backgrounds, and the overdue need to lower the number of daily microaggressions felt in congregations. Board members also noted the need to have clear ways for congregational leaders to ask for help and to report problematic dynamics, including through the transitional time of ministerial search.

The meeting broke for lunch at 12:03 pm, reconvened at 1:00 pm.

What Has Been Happening in Unitarian Universalism

Lucia Santini Field reported back on discussion with the Audit Committee, including ongoing concern and mitigation around data security. On behalf of the Audit Committee, she urged Board members to complete their cybersecurity training. Lucia shared that the three annual audits of the UUA, the Common Endowment and the Health Plan included clean opinions, commending the UUA's financial management. She noted the Audit Committee is reviewing its charter and is recommending an updated charge to change its name to the Audit and Risk Management Committee and will present these changes at a future Board meeting. Discussion raised questions about the Committee's work of risk management, including whether risk rubrics had been reassessed in light of the events of the past year.

Lucia shared that members of the Investment Committee were unable to join this meeting but hope to join the October Board meeting.

Lucia noted that the UUA and UU Service Committee Boards have met in the past, and would like to facilitate future collaborative conversation, including through the possibility of meeting at General Assembly with each of the Boards' appointed liaisons.

Participants raised up other things that have been happening this spring in Unitarian Universalism, which included concerns raised by religious professionals of color (to be addressed later in the meeting), an upcoming anti-racism, assessment tool for religious education programs, and more people joining learning sessions.

Due to scheduling problems, the conversation with the Commission on Institutional Change was moved until after the next agenda item.

Supporting Religious Professionals of Color

Discussion began with reports from Board members and staff who had attended the Finding Our Way Home (FOWH) annual gathering for UU religious professionals

of color. They noted this year's gathering had record-high attendance and affirmed that FOWH remains an invaluable event which sustains many religious professionals in their ministries throughout the entire year. They noted event displays the true diversity of intersecting identities and experiences among UU religious professionals of color, who shared inspiring stories of strength and bright spots in their ministries. They also reported countless stories from attendees of difficult situations in congregations, a high number of conflicted departures, and recognized that these struggles have been ongoing for decades. Attendees also raised the concern that there are inconsistent expectations from congregations about paying for their staff to go to FOWH as critical professional development.

Board members asked how best to identify congregations who have patterns of difficult treatment of religious professionals of color. They raised the ministerial search process and the time ministry as a key leverage point to assess anti-racist commitments and skills, and to suggest or possibly require specific improvements. It was noted that data available through the new online search and settlement system, as well as expectations set by the new model ministerial contract, will create better frameworks for this kind of accountability. Staff members noted their intent to publicly report on short and long term actions they are taking to address this ongoing problem.

Commission on Institutional Change

Leslie Takahashi offered a brief update from the Commission on Institutional Change (COIC), since she was only able to join for a portion of this scheduled discussion because of prior miscommunication. She encouraged the UUA not to rush into the first solutions that emerge, but to take the time to work with care and forethought, recognizing the April report from the Commission pointed to systemic challenges that have been around for generations. She affirmed that this investigation is made possible because the Board, Commission and administration are all committed to making systemic change, so there is less need to negotiate relationships.

Leslie noted that the systemic analysis of the Commission also does not take away from the specific damage done to individuals, which is just as valid, and the crises being experienced by religious professionals of color are real. She also pointed to the ways that tension in the wider world around race is having a disparate effect on our religious professionals of color, even worse now than a year ago.

The Board expressed gratitude for the Commission and its constructive and thoughtful report and expressed its commitment to take action based on the Commission's recommendations.

The meeting broke at 3:00 pm and reconvened at 3:20 pm.

Financial Updates and FY19 Budget Proposal

Financial Secretary Tim Atkins introduced the budget section and made a motion to reestablish a finance committee. Discussion reiterated the purpose of disbanding a Finance Committee three years ago, which was in transition from a larger Board where smaller working groups had been essential. Members also recognized that a

key part of the Board's fiduciary responsibility is to institutionalize deeper financial understanding among a wider range of Board members beyond the Financial Advisor, though the charge to the Finance Committee still needs to be developed. Tim Atkins agreed to withdraw the motion and instead introduce it in June, once a charge had been written.

Tim Brennan presented the FY18 third quarter fiscal update from the UUA, projecting a break-even year. He noted that income estimates had been revised downwards because of unpredictable declines in bequest income, and because staff energy directed towards major giving has been negatively impacted by the time dedicated to BLUU Campaign, but noted that these declines were partially offset by savings from open positions.

He described the new effort this year to compile a mission budget analysis of FY expenditures in the five key mission areas of the UUA, and of the specific anti-racism/ anti-oppression/ multiculturalism work within each area. The UUA expects to update this each year to track its investments in mission work over time. Tim also shared revenue trends of past few years which show that UUA revenue has been flat while costs have gone up each year. However, he noted that changes in the APF formula are expected to generate growing revenue in the coming years

In reviewing the FY 19 proposed balanced budget, Tim noted that UUA staff had used an improved process this year, which met individually with staff group leaders to clarify their equity priorities and look for savings or reinvestment possibilities. In addition to making high-priority investments in supporting leaders from impacted communities and marginalized identities, following through on the full commitments to BLUU and the COIC, and to putting resources towards staff development to support equity and inclusion, the UUA avoided staff layoffs in this budget by reducing targeted program expenses and improving certain administrative and operations efficiencies.

Questions from Board members addressed the need for more scholarships for General Assembly next year, and noting that bequest accruals beyond budget which were dedicated to innovation in the past had gone to support the Commission on Institutional Change's budget request in October 2017. The discussion was put on hold to continue with the MFC discussion as scheduled (see Bike Rack section below).

Ministerial Fellowship Committee

Co-Moderator Greve introduced the motion which was requested by the Ministerial Fellowship Committee (MFC) as part of wider conversation on dismantling white supremacy, and one that formally authorizes conversations within the MFC that are already happening

Shana Lynngood, vice chair of the MFC, joined the meeting via Zoom to address the motion. She noted that the MFC has always been seen as a gatekeeper, but instead wants to be seen as an affirming part of the ministerial formation process rather than its completion. She raised the specific question of decisions about the status ministerial candidates are delivered to them, noting that Board-approved policies require a 1-5 system that the MFC does not believe serve us as a faith or the candidates anymore. Shana said the MFC is always looking at its own biases, is very serious about continuing education, and strives to be clear about where

members' biases show up, and that those conversations have shifted as the committee has become more diverse.

Discussion from Board members reiterated that the motion is Board affirmation of the direction the committee is going which will require making major changes to the process in relationship with the Board, and that a formal motion also ensures that the work does not simply reside with one person. It was also affirmed that the Board plays a valuable role of "air traffic control" in helping committees figure out what conversations to be involved in, since there are so many parallel efforts at the moment. Members asked whether the motion was as visionary as possible, recognizing that this will also be an iterative set of conversations. They also expressed their expectation that MFC will need to integrate the recommendations from the COIC,

Members clarified that this charge adds to the committee's charge and does not replace it. They asked to ensure that classism was included in the language as lens for the MFC to use in considering its own processes.

The Board came to a consensus agreement to affirm this charge, with the changes discussed.

Bike Rack

FY 19 Budget Approval - Returning to the FY 19 budget conversation, Board members asked about funding for the Religious Education Credentialing Committee to meet more often, which staff members agreed to investigate and report back on in the fall. Tim Atkins moved to approve the budget as proposed, Lucia Santini Field seconded, and the Board unanimously approved the motion.

New proposal - Recognizing the need for more conversation about how to support religious professionals of color, Christina Rivera introduced a motion drafted by Lena Gardner with recommendations for the UUA and congregations to take action. The Board agreed to postpone discussion of the proposal until the following day.

The meeting broke for the evening at 6:05 pm. President Frederick-Gray and COO McDonald led vesper services following the meeting.

Saturday, April 21

Greg Boyd and Tim Atkins led morning worship at 9:00 am. Vice Moderator Denise Rimes opened the meeting at 9:23 am and shared that Christina Rivera was unable to join the remainder of the meeting in person due to health concerns. Participants offered a prayer for Christina's wellbeing. The agenda shifted to discuss the proposal offered during the previous night's Bike Rack discussion at 1:00 pm, and move Executive Session to 3:15 pm. Participants, including members and observers, introduced themselves.

Conflicts of Interest

As a continuation of a conversation started in October, Co-Moderator Greve noted that one of the core aspects the Board has yet to address is the multiple roles that many members hold. Members asked one another how they you address which identities take priority at any given moment. Some said it starts by naming the different roles in play, which requires having a trustful relationship between Board members to be able to fully describe this complexity.

Discussion highlighted that conflicts of interest are about power, and that boundaries are essential. They noted that sometimes you have to forgo certain conversations or say no to certain asks because it would be inappropriate to have a Board member involved. Members also recognized that the small and interwoven community of UUs means that firewalls are not always possible, so there will always be a need to lean into disclosure, recusal and communication. Members noted that some of their identities run deep, like connections to the people of color community or the Youth Caucus community, which cannot be set aside. Other Board or staff members may feel like family and also have deep social connections.

COO McDonald requested the Board extend its covenant around its relationship with staff in navigating ways members who are also religious professionals would normally interact with UUA staff in their professional roles. This dynamic exists even when Board members individually don't make requests, but requests come from organizations or congregations that Board members are aware of. While members agreed it was unrealistic to try to use a single policy to address this, they affirmed that a common understanding of how to approach this dynamic would make navigating these roles quicker and smoother.

Members considered what happens when there are dissenting opinions on the Board, and what level of autonomy members expect to give up in order to be on the Board to help the Board function as a whole. Questions raised in this section included: who gets to determine when a conflict exists? What about the appearance of conflict from outside the Board, if members don't agree? Could Board members collegially advise one another about the conflicts or potential conflicts they wrestle with?

Members expressed a desire to bring some simple, covenantal language to June Board meeting about navigating staff and Board relationships.

The meeting broke at 10:34 am and reconvened 10:45 am.

General Assembly

Greg Boyd and Kathy Burek gave an overview of moderator and Board member roles at General Assembly. Board members will be asked to sign up for specific roles at GA. While many of these roles had been held by the moderator in the past, these are now being shared among Board members to spread the work, raise the profile of all Board members and model shared leadership. Rather than asking Board members to sign up for specific roles at GA, each member committed to emailing the Co-Moderators with their preferences for the types of roles they would like to have, and the Co-Moderators would help members find the right roles.

The General Session schedule was reviewed by each block, noting that it will still change many times before it is final. It was raised that the Friday morning session needs to include the budget presentation for 5-10 min.

Final approval of bylaw text for the business agenda

Youth trustee – Tanner Linden and Bailey Saddlemire suggested changes to the drafted language, including describing eligibility as “high school aged youth who have the ability to complete their term while still in high school,” establishing a term as youth trustee as equivalent to a normal full term for purposes of reelection, and making a technical edit to clarify the Nominating Committee receives letters of eligibility. Patrick McLaughlin moved, and Manish Mishra-Marzetti seconded, approval of this language with the suggested edits. Approval was unanimous with the exception of Tim Atkins. Board members affirmed that the Nominating Committee will need to work with UUA’s Youth and Young Adult Ministries Office to nominate youth trustees.

Gender neutral pronouns – Tim Atkins moved to approve the drafted text, Denise Rimes seconded, and it was approved unanimously with Co-Moderator Greve abstaining.

Committee terms – Tim Atkins moved to approve the drafted text, Denise Rimes seconded, and it was approved unanimously.

Co-Moderator roles – Tim Atkins moved to approve the drafted text, Denise Rimes seconded, and it was approved unanimously.

Districts/regions – Tim Atkins moved to approve the drafted text, Denise Rimes seconded, and it was approved unanimously.

Members raised questions about whether the changes proposed by the Commission were drafted correctly, and postponed approval so that they could be reviewed again.

The meeting broke for lunch at 12:08 pm and reconvened at 1:13 pm.

Reviewing Bike Rack Proposal

Members agreed to caucus by race to review the proposal drafted by Lena Gardner, with a group for those who identify as people of color and a group for those who identify as white. Observers were invited to participate as well. The full group reconvened at 1:51 pm.

Representatives from the people of color caucus briefly presented suggested amendments to the proposal, and further discussion was postponed until later in the meeting.

Election Campaign Practices Committee and Presidential Search Committee Reports

Beth McGregor from the Election Campaign Practices Committee (ECPC) and the Matthew Johnson, Joanna Fontaine Crawford, Jacqui Williams from the Presidential Search Committee (PSC) joined via Zoom to discuss the recommendations both groups had made about the process for nominating and electing the UUA president.

Discussion of recommendations from ECPC noted that much of the process of administering elections feels antiquated and murky, with the ECPC, PSC, Board, Board Secretary and staff all having overlapping roles. Communication was often limited to emails between the PSC chair or ECPC chair and the moderator, without a consistent understanding of who needed to be involved in which conversations. Neutrality was an especially problematic area, without clear expectations for neutrality to ensure the UUA has a fair and impartial elections process. It was asked whether three is enough members for the ECPC, or whether it should be larger. ECPC members, including former chair and current trustee Manish Mishra Marzetti, said it depended on the scope of the charge.

All recognized that much of the process was new for this presidential election, so changes would be expected for next time. Members affirmed the need to create a repository of information and processes to avoid reinventing the wheel at every stage, and the PSC did include many of their documents in their report.

The PSC report mirrored ECPC concerns: informality, unclear authorities, roles and boundaries, and an overreliance on personal relationships. These were all a factor in responding to the unanticipated challenge of having one of the candidates dropped out, and mistakes were made in figuring out what to do next

A major recommendation from the PSC was to shorten the election cycle and make it way more accessible to candidates. They also suggested removing the petition option and instead allowing the PSC to add other candidates later in the process if needed. This would strengthen the initial nomination, since in practice this past cycle mirrored past election cycles which were petition-driven. The PSC also noted that a job description for the President did not exist before the PSC created it, with only a vague statement about the President's role found in the bylaws, but noted that a job description is essential for an effective nomination process.

The Board gratefully received the reports and said it may consider a working group to integrate these recommendations and suggest bylaw changes.

The meeting broke at 2:47 pm and reconvened at 3:02 pm.

Further Discussion of Bike Rack Proposal

All participants affirmed their deep dedication to the need to support religious professionals of color in Unitarian Universalism, and the value of considering the proposal on the table.

The people of color caucus reported questions about how other stakeholders should be included in this discussion, noted the email from Co-Moderator Elandria Williams to Board members raising concerns about the process for considering these recommendations, and described the proposed amendments.

The white-identified caucus reported gratitude for the recommendations, questions about the process for considering these recommendations and their possible implementation, and reiterated commitments to dismantling white supremacy cultures.

Discussion observed that process can be used both to perpetuate oppressive systems or to create a different reality. Clear process is important for accessibility

and transparency, while also recognizing that delays in action create costs for leaders of color in the Association.

Discussion noted that the Board does not have enough detailed information to take action on the situation at All Souls DC, especially before the upcoming mediation, and asked whether they should also consider the impacts on other past staff of the congregation. UUA staff said it is problematic for the Board to comment on specific congregations and individuals, especially with a lack of information.

Board members raised the need to take into consideration of recommendations the impact on the work of UUA staff, and staff members said the approval of immediate actions without conversations with staff and stakeholders would feel out of relationship, especially around provisions that relate to staff work and to the budget which the Board just approved. Discussion raised the concern that the Board has also expected staff to address issues that can only be addressed by congregations, and acknowledging that Board's leadership is essential there.

Members asked what the Board wants to say to congregations, recognizing that this kind of direct communication is also the subject of a bylaw amendment at GA this year. Could the Board call on congregations to consider a series of items? How can the UUA affirm congregations who are doing good work through incentives and recognition? Board members expressed a desire to raise expectations for their engagement with congregations.

Discussion explored the role of the Board in addressing emergent issues. Members described the Board's role as setting direction for where the Association is headed and empowering the staff to help get there. If Board meetings are for Board members to do work together, rather than only approve work that has already been done, there is a need to be able to receive and affirm offerings like this without expecting them to be perfect, and to find places where they align with ongoing work. Members questioned what process would be most helpful to make clear decisions and also be responsive.

To summarize the discussion, the Board affirmed the following statements:

- Board and staff acknowledge receipt of this and affirm the direction of these immediate recommendations, will carry this forward with stakeholder conversations, and will come back with decisions and reactions at June Board meeting
- Board will create communication with calls to action for congregations by the May Board meeting based on these recommendations
- Long term recommendations will be integrated into existing process (stakeholder groups, racism audit reporting, board strategic planning) as possible, digging into the five areas named in the document by the COIC, and Board will identify specific recommendations for addressing areas not covering these processes in June

The Board had a moment of silence for the passing of Rev. Dr. Till Evans, and took a break at 4:09 pm.

Tim Atkins moved, Denise Rimes seconded, and the Board unanimously approved transition into Executive Session at 4:16 pm.

Executive Session Report

- Karen LoBracco was appointed to the Ministerial Fellowship Committee
- Emily Gage was appointed to the Religious Education Credentialing Committee
- Adam Robersmith was appointed to the Appointments committee
- Alison Aguilar Lopez Gutierrez McLeod was appointed to the Commission on Social Witness
- Carol Thomas Cissel was appointed to the Commission on Appraisal
- Cecilia Hayes and Jolanda Walter were appointed to the General Assembly Planning Committee
- Pat Tomaino was appointed to the Socially Responsible Investing Committee
- Viola Abbitt was appointed to the Journey Towards Wholeness Transformation Committee
- Scott McNeill was appointed as chair of the Election Campaign Practices Committee
- Danielle Di Bona and Chuck Gaines were both recognized with the Distinguished Service Award

The full meeting reconvened at 5:03 pm.

Bike Rack

Rules of procedure - Greg Boyd summarized proposed changes to the General Assembly rules of procedure which have the goal of helping General Session business feel like it is moving from debate to discussion. Recognizing the proposed changes were still a draft, members agreed to approve the changes in principle and authorize the Co-Moderators to work with staff, legal counsel and the parliamentarian to complete the text revisions. Manish Mishra-Marzetti made this motion, Patrick McLaughlin seconded it, and approval was unanimous

CSW bylaw changes – Dick Jacke reported back that after reviewing text with the CSW chair, section 4i needed to be reinstated. Tim Atkins moved to approve the revised text with other conforming changes as necessary, Patrick McLaughlin seconded the motion, and it was unanimously approved.

GA Safety Team – Kathy Burek introduced the Safety Team as a new initiative to help address personal safety of General Assembly attendees, co-chaired by Chris Crass and India McKnight. She requested that Board members who were able take some shifts with the Safety Team, and to recruit other possible members.

Meeting dates – The May Board meeting was agreed to be moved to Sunday, May 13 at 7 pm Eastern since President Frederick-Gray is likely to be unavailable on the previously scheduled date of May 14 since she will be participating in the national Poor People’s Campaign call to action in Washington, DC. Since meeting dates for the 2018-19 and 2019-2020 years have not been established, staff committed to following up with a set of possible dates and to poll members about their availability.

May/June meeting items – Members affirmed the communication to congregations regarding religious professionals of color (May), Executive Vice President nomination (May), Finance committee charge (June), review mission budget (June), global ends monitoring report (June), UUSC/UUA collaboration (June)

AR/AO/MC Training – Members noted the past practice of holding an anti-racism, anti-oppression, multiculturalism training for new members of all UUA Boards and Committees on the Monday following General Assembly. Previous plans to shift away from a single day to a year-long, committee-individualized set of trainings did not come to pass, and the Co-Moderators are currently working on a plan for a year-long arc of training for all Board and committee members. Recognizing that it is late to begin planning for such a post-GA training this year, that not all new Board and committee members will be present, and that it is a difficult time with the post-GA Board meeting and overall exhaustion, members agreed by consensus to a virtual training happen for new committee members to happen by September 1. Denise Rimes agreed to develop a more specific proposal to bring to General Assembly.

Funding for Board member travel – Reimbursement for individual Board members to go to UU or other professional development and networking events on behalf of the UUA has been at the discretion of the moderator in the past. Building on the success of the January Board meeting, there is a real need for Board members to engage in more linkage events. Co-Moderator Greve agreed on behalf of the Co-Moderators to create a proposal for a policy about this funding and bring it to a future meeting.

The Board recognized the UUA Operations and IT staff that have made the meeting possible.

Debra Boyd from the General Assembly Planning Committee encouraged the Board to recruit and promote GA attendance this year, which current projections anticipate will be low.

Members noted the lack of process observation in this meeting, in which process was changed substantially from the agenda.

Patrick McLaughlin led the closing and check-out. The meeting adjourned at 6:04 pm.

Respectfully submitted,

/s/ Carey McDonald
Recording Secretary

BOARD OF TRUSTEES SCHEDULE

- **Videoconference Meeting: May 2018**
Sunday, May 13, 2018 – 7:00 PM Eastern
Meeting URL: <http://zoom.us/j/525980325>
Meeting ID: 525 980 325
Phone: (646) 558-8656
- **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