

# Board of Trustees

**MEETING: September 16, 2019, 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:** Greg Boyd, Kathy Burek, Pablo de Vos-Deak (youth trustee), Suzanne Fast, Susan Frederick-Gray (President), Mr. Barb Greve (Co-Moderator), Sarah Dan Jones, Sherman Logan, Leslie MacFayden, Manish Mishra-Marzetti, Patrick McLaughlin, John Newhall, Lucia Santini Field (Financial Advisor), Tom Schade

**ADDITIONAL PARTICIPANTS:** Carey McDonald (Recording Secretary & Executive Vice President), Andrew McGeorge (Treasurer), Chris Buice (Chaplain), Leslie Takahashi, Denise Rimes, Chloe Ockey, Mary Heafy, Debra Boyd, Kim Hampton

## Meeting Minutes

Co-Moderator Mr. Barb Greve opened the meeting at 8:03, and Leslie MacFayden offered an opening reading. Members and participants did a brief personal check-in.

### Consent Agenda

The consent agenda was approved without objection. This included:

- August 12, 2019 Board meeting minutes
- August 27, 2019 Board meeting minutes

### Moderator Search Committee

Denise Rimes, Chloe Ockey and Kim Hampton gave an update from the Moderator Search Committee (MSC). They shared that the MSC has been building awareness through social media and UU channels, and has heard inquiries from a number of candidates, including candidate teams, but has not yet received an application. The MSC is developing a list of interview questions and reference questions to be ready to move quickly with its vetting process once applications are submitted.

### Commission on Institutional Change

Leslie Takahashi shared an update from the Commission on Institutional Change (COIC). The COIC has begun working on its final report which is scheduled to be published through the UUA's Publications Department in time for General Assembly 2020. At GA 2020, the COIC will do final report in General Session followed by workshop breakouts to help attendees understand how to engage with the COIC's report and recommendations on multiple levels.

The COIC will be in Boston in October for Board meeting to discuss mechanisms for monitoring and sustaining its work going forward. She noted that part of the



reason the Association is at its current stage of this work is that the UUA has let go of this work in the past.

In discussion, Board members asked what the COIC needs for support, and how to best address counternarratives that center “free speech.” Hearing rising rhetoric of disengagement around anti-racism, anti-oppression and multiculturalism, the COIC is collaborating with a number of other UU groups to disseminate tools for congregational leaders. Members noted that commitment to equity cannot be up for debate, and recalled that Unitarians and Universalists had used similar arguments to debate slavery and women’s suffrage. Participants reflected on the Conversations for Liberation project, a collaborative initiative with the UUA and a other UU professional association and identity groups to equip congregational leaders with conversation guides and resources. They described the desire to create room for learning at every level, a place for community elders, and avoiding ethic of “mastery culture” in liberation work

### **AUUMM Conference**

Sarah Dan Jones reported back from the successful Association of UU Music Ministries conference in Denver in July, which Carey McDonald, Barb Greve and Leslie Takahashi also attended. She noted that a Songleaders Convergence was held concurrently, and that the conference program focused on musicians of color. Other takeaways included the conference’s use of tablet readers instead of paper copies of music, and the ongoing challenge in engaging part-time musicians in UUA-level conversations.

### **MOCHA for the Board**

Co-Moderator Greve reported that he and Co-Moderator Elandria Williams had met with a professional coach and continued their work on the MOCHA model of delegation and empowerment. He noted that they continue to be focused on strengthening their relationship with one another and with other leaders in the UUA.

### **Article II Working Group/Study Committee**

Board members affirmed their desire to have a group selected and in operation by GA 2020 with a clear charge and timeline. They anticipate a one-year or two-year process of engagement for the study committee before it makes recommendations to the General Assembly.

### **GA Planning Meetings Report**

Debra Boyd and President Susan Frederick-Gray gave an update on GA 2020 planning, following the initial GA mapping and scheduling meetings the prior week. They described a thematic focus on the 400<sup>th</sup> remembrance of the landing of the Mayflower and the colonial roots of Unitarian Universalism, partnering with Indigenous groups in New England to determine how the GA can be a strong ally. Programming highlights included investing in more in-depth tracks of programming, a potential Sunday afternoon community education program on the theme, more social opportunities for GA attendees, a better orientation experience, and opportunities for theological deepening through discussion and reflection. They noted the GA schedule avoids starting days too early to make it easier for those traveling from the West Coast



Board members committed addressing rules, procedures and bylaw changes much earlier in the year, and making business information available further in advance to help delegates be better prepared.

### **October Board meeting**

Board members reviewed the tentative agenda for the October Board meeting in Boston, starting Wednesday night and having Thursday retreat time, with open meeting starting on Friday and finished by mid-afternoon on Saturday.

### **Executive Session**

Patrick McLaughlin moved, Lucia Santini-Field seconded, and the Board unanimously agreed to entering into Executive Session for the purpose of considering appointments and lease agreements at 9:20 pm. It was later reported that the following motions was adopted:

MOVED: that Leslie MacFayden be appointed First Vice Moderator and John Newhall be appointed Vice Moderator, effective September 16, 2019. The Board affirms the role of Vice Moderators as essential to support a co-leadership model grounded in co-moderators, and it is the Board's intent that the positions of Vice Moderators be re-evaluated once a new Moderator is chosen at General Assembly 2020.

Additionally, the Board unanimously approved the UUA entering into lease agreements with DiMella Shaffer and WeWork as tenants of the 24 Farnsworth building under the terms submitted by Treasurer Andrew McGeorge, as well as the financing for the agreements as proposed. Can clarify limits to this approval with co-mods, Financial Secretary and Financial Advisor

The meeting adjourned at 10:02 pm



Respectfully submitted,

/s/ Carey McDonald

Recording Secretary