

Board of Trustees

MEETING: March 11, 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, Susan Frederick-Gray (President), Mr. Barb Greve (Co-Moderator), Manish Mishra-Marzetti, Patrick McLaughlin, Lucia Santini Field (Financial Advisor), Elandria Williams (Co-Moderator)

ADDITIONAL PARTICIPANTS: Carey McDonald (Recording Secretary & Executive Vice President), Tim Brennan (Treasurer), Danielle DiBona (Chaplain), Marcus Fogliano, Leslie Takahashi, Debra Gray Boyd, Mary Heafy, Earl Daniels, Ben Gabel, Elaine McArdle, CB Beal, Lori Stone Sirtosky, Bill Young, Inanna Arthen, Christine Lunsford, Suzanne Fast, Kim Hampton, Cassie Withey-Rila, Andree Mol, Leela Sinha, Carolina

Meeting Minutes

Co-Moderator Elandria Williams opened the meeting at 8:05 pm with a chalice lighting, and welcomed all members and participants to offer a brief personal check in.

Kathy Burek moved and Lucia Santini Field seconded, and the Board unanimously approved a motion to accept of the January minutes.

Patrick McLaughlin moved, Kathy Burek seconded, and the Board unanimously approved a motion to authorize Treasurer Tim Brennan to receive and sell of a bequest property in Dedham, ME.

The Co-Moderators revised the agenda to make space to discuss the harm caused by the recent *UU World* magazine article “After L, G and B” about experiences with transgender people. Other agenda items were postponed to future meetings. Co-Moderator Mr. Barb Greve suggested that the attendees separate into caucuses of cisgender and transgender/ nonbinary. Breakout caucus groups were asked to address “what do we need from the UUA to ensure this does not happen again?” and met for 25 minutes.

The transgender and gender nonbinary group reported back the following items in response to the state question:

- Ensure trans* seats at the table
- Create accountability plans to support change
- Do a deep review of the purpose of *UU World* and its staffing
- Create and maintain resources to bring trans laity into the community
- Continued support of Transgender Religious professional Unitarian Universalists (TRUUsT)
- Fostering and resourcing opportunities for TRUUsT and laity to work together



- Support prison ministry among the Church of the Larger Fellowship's incarcerated members, many of whom are queer or nonbinary, and receive the print edition of *UU World*
- Make our cisgender friends learn

Reports from the two cisgender breakout caucus groups included:

- Remember *UU World* is part of the UUA, but there are systemic structures to protect editorial freedom, so there is a need to look systemically to prevent the same thing from happening again
- Focus on anti-racist, anti-oppressive, and multicultural competencies for *UU World* staff
- Look to work done in other areas of the UUA ensure folx who have been historically marginalized have a seat at the table
- Model accountability, the apology offered was only a beginning step, there is the opportunity to create a different way to move forward
- Welcoming Congregation recertification to be LGBTQ-welcoming should be encouraged
- Desire to have a faith where people who are hurt can speak from that hurt, and not be shut down by white or cisgender fragility
- The next print issue of *UU World* needs to address the pain caused by this article
- Continue updates to Our Whole Lives lifespan values-based sexuality education curriculum, support for TRUUsT, and enhance Beyond Categorical Thinking training for congregations considering calling a minister with an historically marginalized identity



President Susan Frederick-Gray noted that there have already been a series of meetings with *UU World* staff about this issue, and the systemic concerns this has raised. She also acknowledged UUA staff had reached out to TRUUsT about what the UUA needed to do to respond following its spring report on the experiences of transgender Unitarian Universalists, and affirmed the need to accelerate those conversations.

Members and participants offered a brief personal check-out. Co-Moderator Williams closed the meeting at 9:28 pm.

Respectfully submitted,

/s/ Carey McDonald

Recording Secretary