

**Emergency Presidential Succession Plan**  
**Submitted June 7, 2019**  
**Susan Frederick-Gray, UUA President**

In compliance with UUA Board Policy 2.10 Emergency Presidential Incapacity

“In order to protect the Association from a sudden temporary loss of the President’s ministry and leadership, the President shall submit to the Board of Trustees for their affirmation a list of the staff who comprise the order of presidential succession, consisting of no fewer than five other senior executives who are familiar with the President’s ministry and duties and the work of the Board. The order of succession shall begin with the Executive Vice President and then include other staff as designated by the President.”

The following succession plans are submitted to the Board:

The order of succession up through July 7, 2019 shall be:

1. Carey McDonald, Executive Vice-President
2. Lauren Smith, Director of Stewardship and Development
3. Jessica York, Director of Congregational Life
4. Janice Marie Johnson, co-Director of Ministries and Faith Development
5. Taquiena Boston, Special Advisor to the President for Equity, Inclusion and Change

On July 8, 2019, the above succession plan will sunset, provided that it is not already in operation. If the President and other successive leaders are incapacitated before July 7, 2019, whoever is serving as President will remain in that role until and unless and the Board takes action to appoint a President.

Beginning on July 8, 2019, the order of succession will be:

1. Carey McDonald, Executive Vice-President
2. Lauren Smith, Director of Stewardship and Development
3. Sarah Lammert, co-Director of Ministries and Faith Development
4. Jessica York, Director of Congregational Life
5. Janice Marie Johnson, co-Director of Ministries and Faith Development