

# **UUA Interim Presidency Transition Plan**

## **April 2017**

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 anti-racist, 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.**
  - 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.**