

Board of Trustees

MEETING: December 11, 2017, 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: Tim Atkins, Greg Boyd, Kathy Burek, Susan Frederick-Gray (President), Barb Greve (Co-Moderator), Dick Jacke, Sarah Dan Jones, Tanner Linden, Manish Mishra-Marzetti, Patrick McLaughlin, Denise Rimes, Christina Rivera (Secretary), Lucia Santini Field (Financial Advisor), Elandria Williams (Co-Moderator).

ADDITIONAL PARTICIPANTS: Carey McDonald (Recording Secretary & COO) Tim Brennan (Treasurer), Isabelle McCurdy, Leslie Takahashi, Mary Turtle Rooker

Meeting Minutes

Co-Moderator Mr. Barb Greve called the meeting to order at 8:02 PM Eastern Time on December 11, 2017, and shared a reading in honor of the recent death of former UUA Moderator Denny Davidoff. Co-Moderator Barb welcomed observers and guests, and Board members did a quick personal check-in.

Patrick McLaughlin moved to accept the minutes from the October and November meetings, Kathy Burek second, and the minutes were unanimously approved.

Leslie Takahashi, representing the Commission on Institutional Change, offered the following update on the Commission's progress:

- They have completed 15 interviews on the Southern Regional Lead hiring process, and are going to move forward with that report in the coming months. They are seeing how preferential treatment played out in this process and view it as an example of these dynamics in the wider system.
- They put out a call for stories about the impacts of racism, but had a meager response; they hope for more responses, since these stories are critical for understanding racism in the UUA.
- Leslie and other Commission members are working closely with UUA staff to mine professional files, largely of ministers, to analyze the past experience of UU's of color, especially religious professionals of color.
- The Commission is looking forward to working together with the Board on General Assembly participation and hosting critical conversations in Kansas City.
- Recognizing the Commission's process has taken longer to get started than anticipated, they may revise their timeline by a few months.

Board members asked how they can help encourage participation through interviews and story submissions, and were encouraged to disseminate the COIC's call for stories. The value of the recent "Centering" book on the experiences of UU religious professionals of color was noted.



Isabelle McCurdy offered a report on behalf of the Moderator Nominating Committee. The Committee regretfully reported that they do not have any names to submit to the Board for the 2019 moderator election. In describing their process, they noted they had met weekly, called all previous Board members, and offered public surveys and engagement, and could not find anyone who was recommended who would be willing to run.

In offering reasons for the failed search, the Committee noted that the moderator position is demanding but unpaid, and has been expected to do a lot of travel. They suggested a structure of co-moderators, offering compensation, or changing the position to be Board chair-focused with other functions being distributed among other Board members or staff.

President Susan Frederick-Gray, the co-moderators and all Board members expressed gratitude for the Committee's work, and appreciated some committee members' willingness to continue to help vet possible moderator candidates in the future. Co-Moderator Elandria Williams noted the need to reframe the moderator role to be more manageable and said the Board would spend time on the role of moderator at January Board meeting, and committed to look at bylaw changes as well as other process changes to explore new formulations of the role. COO McDonald agreed to ask UUA legal counsel about the possibility of extending the search timeline.

Co-Moderator Williams noted bylaw and Article II working groups are underway, and surveys to Board members on possible bylaw changes have gone out. The Governance policy group voiced a need to check in, and a question was raised about whether youth observers can get feedback from youth gatherings. Youth Observer Tanner Linden and Co-Moderator Williams agreed to check with UUA Youth and Young Adult staff.

Co-Moderator Williams gave an overview of the Highlander Center, the location of the January Board meeting.

Tim Atkins moved to go into executive session, and Greg Boyd seconded, which proceeded unanimously.

Patrick McLaughlin moved to stay in executive session, Kathy Burek seconded, and the vote was unanimous. Executive session began at 9:09 pm.

Co-Moderator Greve adjourned the meeting at 10:19 pm.

Respectfully submitted,

/s/ Carey McDonald

Recording Secretary

