

Board of Trustees

MEETING: June 18, 19 and 23, 2019, Spokane, WA

MEMBERS PRESENT: Greg Boyd, Kathy Burek, Susan Frederick-Gray (President), Barb Greve (Co-Moderator), Chelsea Hendrix, Sarah Dan Jones, Tanner Linden, Manish Mishra-Marzetti, Patrick McLaughlin, Denise Rimes, Lucia Santini Field (Financial Advisor), Elandria Williams (Co-Moderator), Latifa Woodhouse

Tuesday ADDITIONAL PARTICIPANTS: *Carey McDonald (Recording Secretary & Executive Vice President), Tim Brennan (Treasurer), Leslie Takahashi, Danielle DiBona, John Newhall, Leslie MacFayden, Elias Ortega-Aponte, Natalie Fenimore, Marcus Fogliano, Tom Schade, Suzanne Fast, Andrew McGeorge, Lauren Smith, Kim Hampton, Annie Scott, Christina Rivera, Wendy Williams, Cheryl M. Walker, Debra Boyd, Jackie Shanti, Ben Gabel, Ted Fetter, Melissa Carvill-Ziemer, Sarah Lammert, Jesse King, Elaine McArdle, Brent Lewis*

Wednesday ADDITIONAL PARTICIPANTS: *Carey McDonald (Recording Secretary & Executive Vice President), Tim Brennan (Treasurer), Danielle DiBona, Chris Buice, John Newhall, Leslie MacFayden, Mary Byron, Marcus Fogliano, Tom Schade, Pablo de Vos-Deak, Sherman Logan, LaTonya Richardson, Jan Sneegas, Laura Bolletino, Kim Hampton, Andrew McGeorge, Kim Mason, Brent Lewis, Elaine McArdle, Hafida Aquai, Debra Boyd*

Meeting Minutes

TUESDAY, JUNE 18

Co-Moderator Mr. Barb Greve called the meeting to order at 8:11 am and welcomed members and participants to offer an introduction and brief personal check in. Co-Moderator Elandria Williams shared an opening reading.

Consent Agenda

- Board meeting minutes from February, April and May
- Revised General Assembly 2018 minutes
- Acceptance of Emergency Presidential Succession Plan
- Motion repurposing of the Josiah Whiting Endowment

Rule changes to the Religious Education Credentialing Committee (RECC) were removed from the consent agenda for further discussion. Kathy Burek moved, Patrick McLaughlin seconded, and the Board unanimously approved the remaining consent agenda. After clarifying that the proposed RECC rules represented updates to program policy that had already been made, the Board unanimously approved the revised rules.

President's Report

President Susan Frederick-Gray and Executive Vice President Carey McDonald presented the updated 2019 UUA Dashboard, with key data and statistics for monitoring progress on the Board's global ends. Discussion over the updated dashboard indicators covered range of topics, including noting the increase in safe congregations policies, the need to broaden the framing of safe congregations to include anti-harassment and full inclusion, questions of how to increase the number of congregations engaged in anti-racism programs from its current plateau, a desire to track Welcoming Congregations and Accessibility and Inclusion Ministry certifications and recertifications, and the possibility of doing more in-depth study at the congregational level of how individual members are affected by congregational programs.

In addition to the UUA Dashboard, the Board reviewed the UUA's changes in employment demographics in terms of race and gender over the past few years. Recognizing that the UUA's employee demographic tracking is based on outdated categories required for the Federal Equal Employment Opportunity report, the Board called on UUA staff to track employee demographics, particularly identity across the gender spectrum, more consistently and carefully. President Frederick-Gray and EVP McDonald committed to bringing an updated plan for tracking staff demographics to the October Board meeting. Discussion noted that the UUA's progress in this kind of tracking can build on work done by other organizations, and can advance the conversation within our congregations, as well as the potential to push corporations with which the UUA is engaged in shareholder advocacy.

The meeting took a break from 9:40-9:50 am.

Treasurer's Report

Treasurer Tim Brennan began with a report on the UUA's completion of its financial commitment to Black Lives of Unitarian Universalism (BLUU), and the historic nature of the campaign and a brief history of its operations since 2016. He reported that the full cost of the initial \$5.3 million commitment was actually \$5.8 million, which included annual transitional operating funds equivalent to the full commitment's endowment returns, as specified in the memorandum of understanding, as well as other fundraising and campaign costs. The Promise and the Practice Campaign to support the BLUU commitment raised \$4.3 million, and with the remainder to be covered from the UUA's unrestricted endowment. The commitment was scheduled to be completed the by putting the full commitment in a UU Common Endowment subscription account in July 2019, also as specified in the MOU.

Leslie MacFayden, as a former member of the BLUU Organizing Collective shared some words of appreciation from the current BLUU OC, including offering deep gratitude for Tim Brennan's additional personal support. Leslie affirmed that the Promise and Practice Campaign was led in community with the OC about messaging, images, and in a strong spirit of collaboration.



Treasurer Brennan asked the Board to authorize transfer of unrestricted funds of up to \$1.8 million, which included the residual \$1.2 million of the commitment plus outstanding pledges. He noted that this represents about \$50,000 less in ongoing future endowment payout for the UUA.

Following the BLUU report, Treasurer Brennan reviewed the Q4 financial forecast for FY19, which improved slightly from Q3 and showed a nearly break-even year.

The Board thanked Tim for his 52 meetings as Treasurer, and for helping the UUA use its resources to advance its justice and value-based commitments.

Commission on Institutional Change

Leslie Takahashi shared an update from the Commission on Institutional Change (COIC).

She noted that while the COIC is collecting plenty of data, they have found that many people do not feel safe to tell their truths, even within the COIC's confidential process. She asked that, while the consultants engaged to conduct the racism audit, Visions, Inc. were at GA to do more story collecting and interviews, Board members promote participation in these interviews. Capturing a broad group of stories is essential, since people do not typically have access to all the same stories within Unitarian Universalism.

Leslie reported that GA represents the end of information gathering, and that the COIC will be working on analyzing and reporting in the next six months. She said the COIC will have reduced capacity with Commission member Elias Ortega-Aponte's new role as president of Meadville Lombard Theological School.

Leslie acknowledge the cost of engaging conversations about anti-racism and culture change, and noted that it has been difficult for her own congregation including through a reduction in pledging units. She asked how can we do anti-racism work in our congregations before crisis hits. There is a need to do culture change work to support the environments that our religious leaders from marginalized communities are operating in, beyond supporting them directly. The COIC will have recommendations about how to approach this as part of their final reporting in the coming year.

General Assembly 2022 Location

The General Assembly Planning Committee (GAPC) presented their recommendation for Portland, OR as the site for GA 2022. They noted the UUA will receive a bonus by committing to three cities who are in a mutual compact, and that the Portland site will satisfy this requirement.

Discussion from Board members raised general questions about the investment required to sustain GA. Members recognized that it is resource-intensive, and that it is also the only place where people can encounter the full breadth of the faith and where the UUA's leadership can directly engage the entire Association. It is also essential for many marginalized communities to gather and organize and to reach out to new people. In 2009, the Fifth Principle taskforce asked about how the UUA governs and made recommendations based on that premise, but the question being asked today is how the UUA transforms. Members noted that GA is an exceptionally green meeting, and that its environmental sustainability practices have influenced the entire conference industry.



The possibility for engagement with virtual meetings was noted, recognizing there are also essential conversations that can only happen face to face. With a new incoming General Assembly and Conference Services Director at the UUA, members affirmed it is a good opportunity to have a big-picture conversation about what the goals of GA are and how the site selection process operates. Board members concluded by affirming the work that the GAPC does to organize a phenomenal event every year, even amid the ebb and flow of meta-conversation about GA.

EXECUTIVE SESSION

Denise Rimes moved, Patrick McLaughlin seconded, and the Board unanimously approved a move into Executive Session to consider the Treasurer appointment.

Reporting out from Executive Session, the Board unanimously approved the following appointment:

As the incoming Chief Financial Officer of the UUA, Andrew McGeorge is hereby appointed Treasurer of the Association, with the powers enumerated to that position as specified in the UUA bylaws, effective as of July 8, 2019.

Executive Session ended and the meeting broke for lunch at 12 pm.

The meeting reconvened at 1:05 pm. With new participants and observers, members and participants introduced themselves.

Ethics Summit Report

Melissa Carvill-Ziemer, Annie Scott, Christina Rivera, Wendy Williams, Cheryl M. Walker and Sarah Lammert reported back from May meeting on a shared ethics approach for UU religious professionals. The meeting included representatives from the UU Ministers Association, Liberal Religious Educators Association, Association of UU Administrators, Association of UU Music Ministries, UU Association of Membership Professionals, UU Society for Community Ministries, and the UUA. Participants described it as a very powerful meeting with a new level of truth present and vulnerability present across professional groups.

They described the goal of a common ethics board to create a single code of ethics for all UU religious professionals, with supplemental codes for specific professional groups. This could ultimately replace some of the roles that the Ministerial Fellowship Committee and Religious Education Credentialing Committee currently hold in receiving professional complaints. A common ethics board would also include a shared pathway for resolving conflicts among and between religious professionals, taking on some of current roles played by good officers.

Participants emphasized the need for full understanding of broken trust between different groups of religious leaders in the past, including the power dynamics around the role of ministers, and the need for reconciliation before building together. Board members recognized the need to help the work move forward in a manner that builds trust, given that it is an emergent and fluid conversation. They also encouraged professional groups to pay attention to people who are in multiple professional groups



The Board unanimously adopted the following affirmation, proposed by Co-Moderator Williams:

We affirm the work these professional associations are doing together in pursuing about a shared Unitarian Universalist professional shared ethic, and we wholeheartedly support the direction of their design processes. We look forward to further collaboration as this conversation moves forward.

General Assembly Review

Board members reviewed the rules and procedures in place for GA business sessions at GA this year. While much of the rules remained unchanged from last year, they included a new process for considering Actions of Immediate Witness and the addition of a consent agenda meant to move quickly through non-controversial business items. Board members decided who would facilitate the two business mini-assemblies, and they agreed to write brief support statements for each of the items on the business agenda to introduce each item during the business session. They set times for the Board's office hours during GA.

Board members reviewed the plan for the Theme Program and Conversations I & II, which were designed as part of an arc of engagement for attendees that includes role based tracks as well as opening and closing. Members agreed to serve as breakout discussion group facilitators during the Theme Conversations.

EXECUTIVE SESSION

Greg Boyd moved, Latifa seconded, and the Board unanimously agreed to move into Executive Session to consider appointments.

Reporting out from Executive Session, the Board unanimously approved the following reappointments to the Ministerial Fellowship Committee for a two-year term: Nick Allen, Don Brunquell, Michael Lyde, Jesse King, Karen LoBracco, Shawn Newton, Joetta Prost, Rebekah Savage, Madelein Sifantus and affirmed Shana Lyngood as acting chair for the 2019-20 year. Quiyamah Rahman was appointed by the UUMA for a two year term, and members reappointed by the UUMA included Jacqueline Clement, Jennifer Hamlin-Navias, Shana Lyngood and Greg Ward.

Closing

Board members offered three-word check outs. The meeting closed at 2:55 pm



WEDNESDAY, JUNE 19

Co-Moderator Elandria Williams called the meeting to order at 10:30 am and offered an opening reading. Members and participants introduced themselves.

The Board welcomed LaTonya Richardson as the UUA's new Director of General Assembly and Conference Services.

General Assembly Review

Board members reviewed their schedule for General Assembly.

Voting and Approvals

Lucia Santini-Field moved, Kathy Burek seconded, and the Board unanimously approved the following motion to complete the BLUU commitment and financial transfer:

The UUA Board of Trustees authorizes the transfer of \$4 million to a UUCEF account to be controlled by BLUU under the standard subscription agreement for congregations and related organizations. In addition, the unspent balance of the \$1 million already transferred by the UUA for the support of BLUU will be transferred to BLUU's control. In order to meet the October 2016 board commitment, the Board authorizes the withdrawal of approximately \$1.8 million from unrestricted endowment reserves, the final amount to be determined after the close of the fiscal year on June 30, 2019.

Denise Rimes moved, Latifa Woodhouse seconded, and the Board unanimously approved the motion to select Portland, OR for General Assembly 2022.

Additional discussion recognized the need for a long-term, inclusive conversation about the goals and big-picture role for General Assembly, separate from the annual September GA planning meetings. Board members also affirmed the outstanding need to populate a Article II Study Commission, as they had previously committed to do.

Closing

Co-Moderator Mr. Barb Greve closed the meeting at 11:00 am. The Board later hosted lunch for chairs of UUA committees.

Respectfully submitted,

/s/ Carey McDonald
Recording Secretary



Board of Trustees

MEETING: June 23, 2019, Spokane, WA

MEMBERS PRESENT: Greg Boyd, Kathy Burek, Pablo de Vos-Deak (youth trustee), Suzanne Fast, Susan Frederick-Gray (President), Sarah Dan Jones, Sherman Logan, Leslie MacFadyen, Manish Mishra-Marzetti, Patrick McLaughlin, John Newhall, Lucia Santini Field (Financial Advisor), Tom Schade

ADDITIONAL PARTICIPANTS: Barb Greve, Elandria Williams, Carey McDonald (Recording Secretary & Executive Vice President), Tim Brennan (Treasurer), Danielle DiBona and Chris Buice (Chaplains), Leslie Takahashi, Elias Ortega-Aponte, Marcus Fogliano

Meeting Minutes

Sarah Dan Jones opened the meeting, as previously agreed by the Board at their April meeting, at 1:40 pm. She welcomed participants to introduce themselves and share one message they are taking away from General Assembly.

Kathy moved, Manish seconded, and the Board agreed to go into Executive Session.

EXECUTIVE SESSION

Reporting out from Executive Session, the following appointments were made unanimously:

- Kathy Burek as Financial Secretary
- Patrick McLaughlin as Secretary
- Greg Boyd as Vice Moderator

The Board reported that it delayed reappointment of Barb Greve and Elandria Williams as Co-Moderators, and later issued the following statement:

In recognition of the magnitude of the office of Moderator, the pressures put on the humans holding the position, and our need to make it more sustainable, the UUA Board of Trustees, in collaboration with Elandria Williams, Mr. Barb Greve and the UUA administration, is embarking on a process to better divide and balance the work, with consideration for Co-Moderator portfolios and shared responsibility within the Board. The Board seeks to complete this work by the end of August, at which time the Board expects to reappoint Elandria and Barb as Co-Moderators until a special election for Moderator can be held at General Assembly 2020.

Sarah Dan Jones closed the meeting at 4:45 PM.

Respectfully submitted,

/s/ Carey McDonald
Recording Secretary

