

MEMORANDUM

To: UUA Board of Trustees

From: Carey McDonald, Executive Vice President

Subject: Update on UUA, DRUUMM Collaboration

Date: January 23, 2019

This memorandum is to update the UUA Board of Trustees on planning that has taken place between UUA staff and leaders of Diverse and Revolutionary UU Multicultural Ministries (DRUUMM) since the October 2018 Board meeting. At that meeting, DRUUMM leaders approached the UUA Board with a substantial request for ongoing financial support, recognizing how much it has taken from volunteer DRUUMM leaders over decades to keep the organization going as a network of UU people of color. In October, UUA administration leaders agreed to start working with DRUUMM to secure the support that DRUUMM needs for the next phase of its ministry, a key aspect of advancing the UUA's commitment to countering white supremacy culture and create a faith community in which people of color can thrive. Together, our organizations agreed to report back at the January meeting on progress.

Immediately following the October meeting, in response DRUUMM's requests, the UUA provided a \$50,000 cash grant, temporary administrative support and access to the UUA's travel agent.

In the past two months, UUA and DRUUMM leaders met three times virtually, on November 30, January 10 and January 16. Participants from DRUUMM included Sana Saeed, Ranwa Hammamy, Ben Gabale, Theresa Soto and William Lester. Participants from the UUA included Susan Frederick-Gray, Carey McDonald, Janice Marie Johnson, Michael Crumpler and Marisol Caballero (who is also a DRUUMM leader). Conversations affirmed the shared commitment to rebuilding relationship between the UUA and DRUUMM which had been frayed since the UUA's defunding of DRUUMM in 2006, as well as the alignment of our two organizations' missions and our need to work together to support UU people of color. Since then, DRUUMM has also secured a grant from the UU Funding Program to support its administrative "Administry" work, as well as its local organizing of DRUUMM members.

Currently, the UUA and DRUUMM have agreed on the following direction moving forward:

- Work towards a Memorandum of Understanding that will specify mutual commitments (missional, financial, administrative, communications, relational and covenantal), to be signed later this spring
- Secure a fiscal sponsor for DRUUMM
- Under the MOU, the UUA will provide:
 - Administrative support from a UUA staff member for DRUUMM (1-2 days per week), at least until DRUUMM is able to secure its own staff through a fiscal sponsor, and possibly after that point as well; additional in-kind administrative

support may include accounts within the UUA budget to streamline financial processing, communication amplification of DRUUMM opportunities, and access to the UUA's travel agent

- Programmatic support for DRUUMM through the liaison role held by Michael Crumpler, LGBTQ and Intercultural Programs Manager (Rev. Crumpler will also assist DRUUMM in planning for General Assembly 2019); additional in-kind administrative support may include programmatic collaboration with other UUA staff, and consulting with DRUUMM leadership on key issues such as information technology and financial management
- Annual financial support, at a minimum of the amount provided to DRUUMM this year (\$50,000) for future fiscal years.
- DRUUMM will provide
 - A growing ministry to and with UU people of color, including through regional gatherings, identity-based caucusing opportunities and local organizing groups, as well as through other opportunities and initiatives as determined by the DRUUMM Steering Committee
 - Ongoing and regular communication with the UUA
- Together, the UUA and DRUUMM will work to:
 - Create opportunities for people of color to connect around existing UUA events, such as General Assembly or regional assemblies
 - Develop support systems for UU lay leaders of color
- UUA and DRUUMM leaders covenant to support one another, and to create norms for how we will interact that center the needs of people of color, that avoid DRUUMM leaders needing to address white fragility, and that honor our commitments with honesty, transparency, care and understanding

On behalf of the team collaborating on this agreement, we welcome an affirmation of the Board to proceed in this direction, and an affirmation of the dedication, sacrifice and leadership which many generations of DRUUMM leaders have given on behalf of their community and Unitarian Universalism as a faith movement.