

AHA Board of Directors Meeting Minutes

Zoom Teleconference — March 13, 2021

1. Sunil called the meeting to order at 1:05pm.
 - a. Board Members Present: Rob Boston, Abby Hafer, John Hooper, Jenny Kalmanson, Howard Katz, Sunil Panikkath, Christine Shellska, Juhem Navarro-Rivera, Ellen Sutliff, Mandisa Thomas, Jason Wiles, and non-voting board member Roy Speckhardt;
 - b. Appointment of parliamentarian (Howard) –**unanimous consent**
 - c. Appointment of recording secretary (Monica Miller, of staff) **unanimous consent**
2. December meeting minutes – **Howard moved to accept the minutes as presented. Ellen seconded. Approved by consensus.**
3. Between-meetings actions: Motion to not approve Mike Werner's reappointment to the Humanist Foundation Board, moved by Howard, seconded by Juhem, 8 voting yes, and 3 not voting. Motion to approve slate of officers including President: Sunil Panikkath, Vice President: Mandisa Thomas, Treasurer: John Hooper, and Secretary: Christine Shellska, moved by Howard, seconded by Rob and approved by 10 with 2 not voting. Motion to confirm the chair positions for the Board's committees as listed in Sunil's email of 01/24/2021 moved by John Hooper, seconded by Jason, approved by 10 with 2 not voting. - **Rob moved to ratify the above between-meetings actions; Abby seconded; approved by consensus.**
4. Finance and Strategy update:
 - a. John led a discussion regarding the presented Finance Committee Report on 2020, and 2021 progress, where he highlighted that due to better than anticipated late-year contributions to income, we raised 2.38 million from AHA operations, while seeing expense of 2.22 million. Since any anticipated changes so far in 2021 are well under 5% net, the Committee agreed there is no need at this time to revise the 2021 budget. There was also a discussion on the flow of funds and assets between the AHA and the Humanist Foundation.
 - b. Humanist Foundation update: Jennifer discussed the state of the portfolio and mentioned the planned September 25 meeting at AHA headquarters. Scott Seidewitz, Vice President of Humanist Foundation explained how the Humanist Foundation is seeking to move forward with improved communication between the boards. Jennifer announced that she's not running for reelection to the AHA board and thus will be stepping aside as AHA board representative to the Humanist Foundation, and anticipates AHA Treasurer John Hooper will be her successor in that role. Sunil thanked Jennifer for her years of contributions on the Foundation Board, and added that the change will need to be voted upon at a later time.
 - c. Sunil explained that we need to add Nicole Carr and John Hooper as signatories on all accounts and remove Jennifer Bardi so that we can have continuity going forward through transitions. **Howard moved to approve the changes, Jason seconded, and it was approved by consensus with John abstaining.**
5. Executive Director Search Update: Sunil led the discussion explaining that the Search Committee now consists of six members including himself, Nicole Carr, Anthony Cruz, John Hooper, Anthony Pinn, and Sue Reamer. The job was posted and the Search Committee has received the first batch of resumes recommended from the search firm. He estimates another 6-8 weeks is needed to finalize a candidate. Once the Search Committee zeroes in on a short list, then the Board can discuss the shortlisted candidates and exercise its hiring authority. In response to a question from Juhem, Sunil explained that the search firm is both collecting incoming resumes and engaging in head hunting. Sunil noted that yesterday the Board had received a letter from five former Social Justice Alliance leaders pertaining primarily to the search process interactions between the Board/Sunil and the Alliances. Sunil acknowledged and expressed appreciation for the time and effort that went into the letter. Given the short time that has elapsed, and since some members have not had the chance to carefully review the 14-page letter, Sunil said that the letter would not be discussed at this meeting, but by email and at a separate meeting as the Board decides. There will be a prompt response based on the pending Board discussion.
6. Continuing measures related to the coronavirus pandemic, and HR update: Roy explained that much work has gone into taking our old employee guide and developing three separate pieces that address legal

requirements, how the office is run, and guidelines for the pandemic. While a few items are still in progress, the staff hopes to have the documents ready for Board approval in the coming weeks.

7. Resolutions Committee: Ellen described how the Committee, including Rob, Juhem, and Jenny, will be writing the resolutions this round, then working with staff and others to refine them. Resolutions to be created include: Public Safety, Anti-Racism, and Nonbeliever Bias. The Committee felt a resolution on immunization would be difficult to produce in a timely manner given the urgent topicality of the matter and therefore left it to staff to get out our message via public statements. Howard added the need to address Christian nationalism, and Ellen asked for a note on about its framing for the next round.
8. 2021 Conference: Nicole explained that this year's conference will be held July 24-25 and will include smaller events leading up to it. A call for speakers has gone out already. It is going to be virtual since it is less expensive and COVID continues to impact in-person events. We are leaning towards using the Whova event platform, which can be integrated with Zoom and provide more functionality including an app that boost networking opportunities. Paid registration will likely be \$15, which seeks to raise modest funding while helping assure attendance.
9. Chapters and Affiliates: Sunil asked for a motion to approve the group Secular Humanists of Rochester to become a Chapter. John moved, Howard seconded, approved by consensus. Howard moved to remove the chapter status of the Humanists of North Alabama, Kris seconded, approved unanimously.
10. DEI Board Training: Sunil explained that we are aiming to use the same consultant/firm that the staff went with in the Fall to train on countering white supremacy culture. Juhem added that such a training is a good step to take as organizational culture starts with the Board. Roy will send out a Doodle poll as needed to help with scheduling.
11. Committee on board software, security, and communication: Juhem explained how some platforms, while robust, may be difficult for all to use and said he uses Google suite. Sunil said that before we launch it we should try it out and enlist a group for a pilot for a few months. Scott offered personal testimonial to its effectiveness.
12. Next board meeting: Roy said that we normally hold the next meeting in conjunction with the conference. After some discussion the date was set to be July 31, 2021.
13. **Howard moved to adjourn, Kris seconded, approved by consensus at 2:10pm.**