

# **AHA Board of Directors Meeting Minutes**

*Washington, DC Zoom Teleconference — December 2, 2021*

1. Sunil called the meeting to order at 7:04 pm.
2. Board members present: Rob Boston, Vanessa Gomez Brake, Candace Gorham, Abby Hafer, John Hooper, Howard Katz, Juhem Navarro-Rivera, Sunil Panikkath, Christine Shellska, Mandisa Thomas and non-voting Board member Nadya Dutchin. Also present by invitation: Humanist Foundation Trustee and Vice President Scott Seidewitz and AHA Staff Members Nicole Carr, Rachel Deitch, Monica Miller and Kristin Wintermute.
  - a. Appointment of parliamentarian (Howard) – approved by unanimous consent
  - b. Appointment of recording secretary (Nicole Carr) – approved by unanimous consent
  - c. Suggestions for new business to be considered – none
3. Acceptance/amendment of July meeting minutes – Howard moved to approve, Rob seconded, approved by unanimous consent.
4. Between meetings actions:
  - a. Motion to extend an offer of employment as Executive Director to Nadya Dutchin.
  - b. Candace and Vanessa were appointed to join the board to fill the two open seats until the next Board elections.Abby moved to ratify, Candace seconded, approved by unanimous consent.
5. Executive Director Search Committee: Motion of Thanks made by Abby, seconded by Vanessa, approved by unanimous consent.
6. Institutional DEI Review Update
  - a. An institutional DEI review process was initiated by the Board in early 2021. The external consultant's report will be made in early December and both Board and staff will move expeditiously to review and act on it. Aspects of the report and recommendations will be made available to AHA stakeholders as determined by the recommendations themselves.
7. Finance and Strategy Update
  - a. Finance Committee Report on 2022 Budget – John reported that because of the circumstances of the Executive Director transition, the budget is still under consideration. Board leadership will continue to work with the Executive Director, the Deputy Director, and AHA staff on aspects of the budget including: appropriate and fair salary and COLA projections; contingency planning; hiring considerations; expense reimbursement considerations; security assessment and enhancement; fundraising requirements and projections; and clear alignment with AHA Strategic Priorities and Implementation Plan. The process is expected to be completed within a couple of weeks, but definitely before the end of 2021. At that time, the refined budget proposal will be presented to the Board for discussion and approval.
  - b. Humanist Foundation update – John reported that the Humanist Foundation's Annual Meeting was held on October 9<sup>th</sup> with both John and Nicole present. Michelle Collins resigned from HF board shortly before the meeting. At the Foundation Board meeting John explained his understanding of his role as AHA Board liaison and Foundation Board member, and Nicole provided an update on AHA activities. Lyle Simpson was voted President of the Foundation Board at the same meeting. John reported points necessary for the information of the AHA Board, based on what was said at the meeting by the Foundation Board members.
  - c. Sunil recognized Scott Seidewitz to speak on behalf of the Foundation; Scott provided his view on how the relationship between the AHA Board and the Foundation Board can continue on the path that is best for the AHA and its affiliates.
  - d. At Sunil's request Nadya introduced herself and her background to the attendees.
  - e. Resolution to update signing authority to include Nadya Dutchin – Motion moved by Chris, Candace seconded, approved by unanimous consent.
8. Continuing measures related to the coronavirus pandemic, and update on open staff positions.
  - a. Nicole reported that most AHA staff are still working from home, except for a small group that ensures ongoing office and administrative functions. Currently there are searches ongoing for the open positions of Paralegal and Digital Media Coordinator.
9. Programs, adjuncts and coalitions to act on or discuss: Kristin gave a description of the process for chapters to be approved and identified as defunct.
  - a. Chapters and Affiliates: approve new and defunct groups
    - i. New Chapters

1. Univ Mary Washington Humanist Society (Annapolis, VA) - Nov 2021
  2. Northern Virginia Ethical Society (Vienna, VA) - Nov 2021
  3. Howard made a motion to accept new chapters, Rob seconded, approved by unanimous consent.
- ii. Defunct Affiliates
1. The Humanist Chaplaincy at the Univ of Cincinnati (Ohio) - Oct 2021
  2. Humanists of North Jersey (New Jersey) - Nov 2021
  3. Howard moved to remove defunct affiliates, Mandisa seconded, approved by unanimous consent.
10. Resolutions Committee Update – Rob reported that he has taken over as Committee Chair from Ellen Sutliff who left the board. There are three resolutions proposals in process. Board members researching, writing, and fact checking resolutions on their own not being a sustainable option, several other options are under consideration: turning over some more work to staff, writing shorter and streamlined resolutions, and scaling back the number of resolutions per year. Nicole noted that staff pulled back from being more involved in resolutions because of time constraints. Sunil said that streamlined content would be a good idea. Abby said that she has used some of the resolutions on sexuality in her work – they are relatively short and very useful. Juhem endorsed the idea of streamlined resolutions. Rachel shared how resolutions are used by staff and that they are important in staff work, especially regarding policy. Monica stated that, for legal reasons, the more specificity in resolutions, the better. Rob stated that the Committee will meet and decide how to move forward.
11. Next Board meeting – March 31<sup>st</sup>, 7:15pm Eastern (Happy Birthday to Abby).
12. New business – none.
13. Adjournment of General Session: Howard moved to adjourn, Candace seconded, approved by unanimous consent. Adjourned at 8:04pm.
14. There was a Q&A session for questions from the AHA members who were present.