

AHA Board of Directors Meeting Minutes

Washington, DC Zoom Teleconference — March 31, 2022

1. Call to order by chair: Sunil called the meeting to order at 7:17pm
 - a. Roll call and introductions: Board Members present were Rob Boston, Candace Gorham, John Hooper, Howard Katz, Jennifer Kalmanson, Juhem Navarro-Rivera, Christine Shellska, Sunil Panikkath, Mandisa Thomas, Jason Wiles, and ex-officio board member Nadya Dutchin; present by invitation were staff members Nicole Carr, Rachel Deitch and Kristin Wintermute.
 - b. Appointment of parliamentarian (Howard) by unanimous consent.
 - c. Appointment of recording secretary (Nicole Carr) by unanimous consent.
2. Acceptance/amendment of December meeting minutes - Howard moved, Rob seconded.
3. Between meetings actions, for ratification: Sunil asked for a motion for ratification of both actions outlined below - Howard moved, Rob seconded, approved unanimously.
 - a. Nomination and Election Committee was formed for the 2022 Board elections composed of Kevin Bolling, Evan Clark, Jé Exodus Hooper, Sarah Levin, Leika Lewis-Cornwall. Approved by unanimous consent as of March 25, 2022.
 - b. On February 12, 2022 the AHA Board agreed to the election of Roy Speckhardt as a Trustee of the Humanist Foundation, with that agreement being conditioned on the resolution of the Foundation Board dated February 8, 2022 that Roy Speckhardt shall take office as President concurrent with taking office as Trustee. Moved by Jason, seconded by Howard. Approved with 10 votes in favor and 2 members not voting. Text of the motion attached (p. 4).
4. Finance and Strategy update
 - a. Finance Committee Report (John) – John provided the financial report to the Board; income appears lower for the first two months because the membership and acquisition appeals have not been reflected yet; expenses are slightly lower; current operational reserves are a little over half the size of the annual budget; John asked for new members to join the Finance Committee; John reported that the auditors have finished their work and there were no deficiencies found; the audit will be ready in April.
 - b. Humanist Foundation update (John) – John reported that he is very pleased that Roy Speckhardt will be joining the Foundation Board as President; John reported that the Digitization Project at Meadville Lombard for our archives was delayed by COVID, but will be launched in April with the first documents to be digitized from the founding of the AHA in 1941 forward to the 60s or 70s; the first phase should be done in six months and will be disseminated; John stated that he is working with Raul Martinez, who is the Treasurer of the Foundation, to develop financial best practices and an operational risk management strategy in common for the two organizations that will provide security and transparency.
5. Motion to approve increase to 403(b) match amount (Nadya) – Nadya reported that staff benefits have been improved in a way that staff feel to be more in line with industry norms; the Board is asked to vote to increase the 403(b) match from 1% to 2% this year; next year another request will be made to increase the match from 2% to 3%; Sunil requested a motion to increase the 403(b) retirement match for staff members from 1% to 2% effective in March 2022 - John moved, Abby seconded; approved unanimously.
6. Continuing measures related to the coronavirus pandemic, and update on open staff positions (Nadya)
 - a. Re-opening - The office will be re-opened on a hybrid model as of April 4th; in April staff will be coming in 2 days/week and working from home 3 days/week; in May we will move to the permanent hybrid model of 3 days/week; people will be wearing

- masks when mutually agreed; Abby suggested investigating the possibility of upgrading the air filtration system.
- b. New positions
 - i. Anna has returned from medical leave
 - ii. Stephanie Hansen, the new paralegal, is starting next Monday
 - iii. A hiring process for a Policy Coordinator is in process now
 - iv. Becca Ray started as Education Assistant in December
 - v. Hired a consultant, Jasmine Banks, to assess our communications systems with an eye to hiring a Communications Director within the next year
 - vi. Entire staff (including remote staff) had an in-person Staff Retreat in March
 7. DEI review implementation update (Nadya) – implementation of the DEI review is ongoing; Nadya noted that DEI has to include more than racial justice, although that is a huge component; staff will continue their anti-racism work.
 8. Programs, adjuncts and coalitions to act on or discuss:
 - a. CFE Board Elections: The AHA Board serves as the nominating committee for the CFE board election – members of the CFE board are nominated by the AHA board and voted on by the membership of the CFE; members of CFE have already been called on to submit nominations.
 - b. Chapters and Affiliates: approve new groups and confirm defunct groups
 - i. New Affiliate – Unitarian Universalists of Birmingham, AL – Howard moved, Abby seconded, approved unanimously.
 - ii. New Chapter - Memphis Freethought Alliance will be renamed the Muddy Waters Freethought Society (Cordova, TN) and updated from Affiliate to Chapter – Abby moved, Howard seconded, approved unanimously.
 - iii. Defunct Chapter - Humanist Society of Redding (Redding, CA) - membership decreased to under 10 due to aging and moving away – Kris moved, Howard second, approved unanimously.
 9. Resolutions Committee Update (Rob) – Rob has drafted a streamlined version of a resolution as a model; Howard is working on some changes to the draft; Rob will bring that back to the Board for discussion as a model.
 10. Chapters and Affiliates Committee Update (Howard) – update covered in the New and Defunct Chapters Report.
 11. Awards Committee update (Rob/Nicole) – Rob mentioned that he and Nicole are in contact to discuss possibilities; staff will come up with name to suggest to the committee; Kris and Abby made suggestions; John asked who nominations could be sent to and Sunil suggested sending them to Rob, Nadya and Nicole.
 12. Scheduling of next board meeting- possibility of in-person meeting – Sunil suggested an in-person meeting in July or August; there could still be a Zoom component for people who don't want to travel; after discussion, Sunil suggested leaving the decision open for a few weeks to see how the situation is going and then sending around a Doodle poll to make plans.
 13. New business
 - a. Abby suggested having a meeting specifically to talk about the DEI review report; Nadya suggested discussing how DEI work will change the culture of the board; a special virtual executive session was scheduled for Wednesday, May 4th at 7:15pm.
 14. Adjournment at 8:23pm – Howard moved, Kris second, approved unanimously.