

Subject: My gratitude and an important announcement
Date: Wednesday, April 5, 2017 at 3:58:53 PM Eastern Daylight Time
From: Harlan Limpert
To: # All UUA Staff w/out Beacon
CC: Helene Atwan
Attachments: Harlan signature for signature line.jpg, UUA logo for signature line.png

Dear Colleagues,

First, I want to thank you for your good work on behalf of the Association we all love. Even in turbulent times, you show up for us and represent us with skill and grace.

I especially want to acknowledge my staff colleagues of color. I cannot imagine — I'm sure you agree — how difficult these last weeks have been for you. Thank you for the steadfastness in your work. I am grateful that Taquiena Boston continues to convene UUA staff of color so that they may have a space to speak together. There will be a space for white-identified staff soon too, and I am grateful to the Rev. Annie Gonzalez Milliken and Nora Rasman for leading this effort.

I want you to know that I offered my resignation to Jim Key, Moderator and Chief Governance Officer of our Board of Trustees. Jim has accepted my resignation, effective Thursday, April 20, with grateful appreciation for my contributions to our faith. I anticipate an interim Chief Operating Officer will be named next week. Serving in various roles on UUA staff these past fifteen years has been a privilege beyond anything I could have imagined when I was a long-haired student at Starr King School for the Ministry in the late '70s. I have been blessed beyond words.

I know there is a lot happening quickly. And I know many wish they knew more, that there was more certainty about the future. I want you to know that staff group leaders, the members of the Leadership Council, want to be available to all of our staff as you are navigating your own experiences. As new information becomes available, we will share what we know. And we want to be sure you all have the support you need through this time of transition. Please contact your supervisor for support and remember our [Employee Assistance Plan](#). The Revs. Sarah Gibb-Millspaugh, Alicia Forde, and Laura Randall have agreed to serve as chaplains for our staff. Please feel free to be in touch with them as well.

One specific update I can share is that the UUA Board of Trustees met on Monday evening to discuss a charge for the interim president, when named. You recall our bylaws state the board of trustees is responsible for appointing an interim president until the next scheduled election, in this case June 24. The board is actively working to do that. There were over 100 people on the public Zoom board call listening in on the conversation.

For the foreseeable future, I'd like to offer staff a weekly opportunity to gather for the sharing of information and an opportunity to talk together about the transitions in staff and the work being done to address the challenges raised in our UUA. Members of our leadership team will be available on Thursday at 2:00 in the chapel and on Zoom. Please join us in person or online. Zoom information will be sent soon.

It was touching to hear, in chapel this week, so many of you offer heartfelt blessings and gratitude and prayers for one another. Your commitment to our faith, your care for each other, and your vision for what can yet be achieved are what gives me hope.

In faith,

