



To the Starr King School for the Ministry Community

From Helio Fred Garcia, Chair, Board of Trustees

Re: Ad Hoc Committee to Conduct Inquiry Into Events from the Spring

Dear Friends,

In a letter to the community a month ago, President Rosemary Bray McNatt addressed ongoing concerns about the difficult events that took place last Spring. In her letter she responded to queries about why we continue to seek to learn what happened and why. She said,

Quite simply, it's because the breach—private and confidential information released anonymously—is contrary to everything Starr King School stands for: contrary to our counter-oppressive values; our ethic of religious leadership; our model of ministerial formation; our dream of whole and holy community. We honor and expect direct address, even when it is difficult; we shun anonymity in favor of being named and known in our work and in our lives. Rather than expose supposed injustice, the breach violated community trust; rather than contribute to the wholeness of our community, the breach hurt real people—not only candidates and committees, but faculty and staff who dedicate their lives to the work that we do, students who come to us to learn and grow, alumni who treasure their Starr King training. We seek to understand how the breach happened because it's important to all of us—and for all of us—that it never happen again.

When both an informal inquiry and a formal restorative justice process proved unable to get to the facts of what happened, I announced the establishment of an ad hoc committee of the board, whose composition would include prominent UUs with no formal ties to the board or the school.

It has taken longer than expected to be able to convene that committee. But I'm happy to announce that the committee has been formed, and that two highly-respected Unitarian Universalists who previously were unaffiliated with the school have agreed to join with one of our Trustees to take on this important work. Last week the Board formally ratified the composition and charge to the committee

Ad Hoc Committee Composition

The Ad Hoc Committee consists of:

- Mr. Barb Greve
- Mr. Larry Ladd
- Rev. Emily Gage

Barb Greve is a member of the Starr King School for the Ministry Board of Trustees. He earned his Masters of Divinity at Starr King in 2007 and was awarded Master level Credentialed Religious Educator in 2011. He currently serves as the developmental director of lifespan religious education to the Mount Diablo Unitarian Universalist Church in Walnut Creek, CA. Barb has served as an interim director of religious education to congregations in Atlanta, GA; Newton, MA and Hamden, CT. Barb is the co-founder of TRUUsT (Transgender Religious professional Unitarian Universalists Together), a tri-founder of the Guild of Interim Religious Educators (GIRE) and a past president of the North Atlantic Regional Liberal Religious Educators Association Chapter.

Barb will serve as administrative chair, acting as liaison between the committee and the board and administration.

Larry Ladd is the national director of the higher education practice of Grant Thornton LLP, an accounting and consulting firm, and has served many theological schools as clients. He has also served on accrediting teams, including for the Association of Theological Schools. He has served as UUA Financial Advisor since 2013 and from 1997 to 2005. Between his terms as Financial Advisor he served as board chair of the Meadville Lombard Theological School and chair of the UUA Nominating Committee. His wife, daughter, daughter-in-law, and son-in-law are all UU ministers. Previous professional positions include Director of Budget & Financial Planning at Harvard University, CFO of the Woods Hole Oceanographic Institution, Dean of Administration at Tufts University, and Assistant to the President of Duke University.

Larry will serve as chair of the committee, convening the committee and guiding its work.

The Rev. **Emily Gage** is a life long Unitarian Universalist and has been Minister of Faith Development at Unity Temple Unitarian Universalist Congregation in Oak Park, IL since 2008. Prior to that, she was the minister at the Universalist Unitarian Church of Joliet, IL, from 1997-2008. Emily was the UUMA (Unitarian Universalist Minister's Association) Representative on the Ministerial Fellowship Committee from 2006-2011, as both panel chair and a member of the executive committee. For eight years (1999-2007), Emily served on the Central Midwest District Board, the last five as president. A 1997 graduate of Harvard Divinity School, Emily served during her time there as president of HUUMS (Harvard Unitarian Universalist Ministry for Students). She is married to Karen McMillin, and they have a son, Paul.

Charge to the Committee

The board has charged the committee to inquire into what happened and to report, both to the board and publicly, what it should learn. The formal charge is:

The ad hoc committee shall endeavor to determine the facts regarding the breach of privileged confidential information that arose at the end of the presidential search process, including:

- How the privileged confidential documents come to be in students' possession (e.g., leak, hack, innocent transmission, etc.)
- What the students who originally came into possession of the documents did with them and why.
- The identity of Strapped Student and how that person or persons came to distribute the confidential documents widely.

The committee may inquire of any individual who might have been involved, including current or former members of:

- The search committee
- Faculty
- Staff and Administration
- Student body
- Board
- Any others.

The committee shall be assisted by the school's legal counsel and investigators retained by counsel; the committee shall also have access to all paperwork in the school's and board's possession.

The committee shall determine the facts and report to the Board its findings within 60 days of convening. The Board shall then act based on the committee's findings. The committee shall also publish its findings (with appropriate protections) to the broader Starr King community

Not within scope of the committee's work would be the presidential search itself or the environment of mistrust at the school at the time (other processes have dealt with and are dealing with those topics).

The committee's work shall be considered attorney-client work product and protected by attorney-client privilege. Except within the public report the committee would issue, all materials, discussions, findings, and other information about the matters in question would be held in strictest confidence, and shared only with the board, the school president, counsel, and others directed by the board chair, counsel, and the school president.

The committee has reviewed background information and documents. It will soon be reaching out to people, seeking to have discussion with them. If you should hear from the committee, I encourage you to respond and to participate in its inquiry.

We will keep you posted on the ongoing process. Thank you for your support in this process.

Yours faithfully,

A handwritten signature in blue ink, appearing to read "Fred", with a long horizontal stroke underneath.

Helio Fred Garcia
Chair, Board of Trustees
Starr King School for the Ministry