



Ref No:
493182

Board Meeting
Agenda Summary
Thursday, January 23, 2014
9:00 AM

UUA Headquarters
25 Beacon Street
Boston, MA 02108

Item No.	Item	Time Req.	Start Time	Ref No.
1	Check in without observers	90	9:00 AM	494086
2	Break	15	10:30 AM	494087
3	Opening Worship with Observers	30	10:45 AM	493191
4	Sharing the Border Experience	15	11:15 AM	493192
5	Finalize agenda; approve consent agenda; overview of time with San Diego congregations; read promises/covenant	15	11:30 AM	493554
6	Moderator's Report	30	11:45 AM	493555
7	Lunch	60	12:15 PM	493557
8	Secretary's Report	15	1:15 PM	493558
9	Committee Review Working Group	15	1:30 PM	493559
10	Finance Committee Meeting	60	1:45 PM	493561
11	Break	15	2:45 PM	493562
12	Finance Committee continued	60	3:00 PM	493563
13	Policy Review Working Group	60	4:00 PM	493566
14	Process Observation	15	5:00 PM	493567
15	Break	45	5:15 PM	493568
16	Dinner in Old Town	120	6:00 PM	493569
17	Vespers	30	8:00 PM	493570

Presenter : Jim Key

Start Time : 9:00 AM

Item No : 1

Proposed By : Stephanie Carey Maron

Time Req : 90

Proposed : 1/15/2014

Item Type : Information Items

Policy No.	Description	Ref No
3	<p>The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.</p> <p>The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.</p> <p>Our Sources of Authority and Accountability are defined as:</p> <ol style="list-style-type: none">1. Our member congregations2. Current and future generations of Unitarian Universalists3. The heritage, traditions, and ideals of Unitarian Universalism4. The vision of Beloved Community5. The Spirit of life, love, and the holy	403072

Description : Check in without observers

Details :

Attachments :

No Attachments

Presenter : Jim Key

Start Time : 10:30 AM

Item No : 2

Proposed By : Stephanie Carey Maron

Time Req : 15

Proposed : 1/15/2014

Item Type : Break/M meal Items

Policy No.	Description	Ref No
3	<p>The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.</p> <p>The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.</p> <p>Our Sources of Authority and Accountability are defined as:</p> <ol style="list-style-type: none">1. Our member congregations2. Current and future generations of Unitarian Universalists3. The heritage, traditions, and ideals of Unitarian Universalism4. The vision of Beloved Community5. The Spirit of life, love, and the holy	403072

Description : Break

Details :

Attachments :

No Attachments

Presenter : Terasa Cooley	Start Time : 10:45 AM	Item No : 3
Proposed By : Stephanie Carey Maron	Time Req : 30	
Proposed : 1/3/2014	Item Type : Worship Items	

Policy No.	Description	Ref No
3	<p>The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.</p> <p>The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.</p> <p>Our Sources of Authority and Accountability are defined as:</p> <ol style="list-style-type: none"> 1. Our member congregations 2. Current and future generations of Unitarian Universalists 3. The heritage, traditions, and ideals of Unitarian Universalism 4. The vision of Beloved Community 5. The Spirit of life, love, and the holy 	403072

Description : Opening Worship with Observers

Details :

Attachments :

No Attachments

Presenter : Jim Key	Start Time : 11:15 AM	Item No : 4
Proposed By : Stephanie Carey Maron	Time Req : 15	
Proposed : 1/3/2014	Item Type : Information Items	

Policy No.	Description	Ref No
3.4	<p>Speaking with one voice is an important value of the board. To achieve this, the board will formally delegate official authority to speak on behalf of the organization in the public arena. Committee chairs, working group conveners and officers are authorized to communicate with members of the press concerning areas of Board discussion, deliberation and action within the scope of their authority following meetings of their respective groups.</p>	403837

Description : Sharing the Border Experience

Details :

Attachments :

No Attachments

Presenter : Jim Key

Start Time : 11:30 AM

Item No : 5

Proposed By : Stephanie Carey Maron

Time Req : 15

Proposed : 1/10/2014

Item Type : Information Items

Policy No.	Description	Ref No
3.1	<p>The Board will govern with an emphasis on</p> <ul style="list-style-type: none">a. outward vision rather than an internal preoccupation,b. encouragement of diversity in viewpoints,c. strategic leadership more than administrative detail,d. clear distinction of Board and President roles,e. collective rather than individual decisions,f. future rather than past or present,g. pro-activity rather than reactivity, andh. an open rather than a closed process. <p>On any issue, the Board must insure that all divergent views are considered in making decisions, yet must resolve into a single organizational position.</p> <p>Accordingly:</p>	403081
3.5	<p>The Board will follow an annual agenda which</p> <ul style="list-style-type: none">(a) advances and/or reevaluates the relevance of its Shared Vision (ENDS) and(b) continually improves Board performance through Board education and enriched input and deliberation.	403882

Description : Finalize agenda; approve consent agenda; overview of time with San Diego congregations; read promises/covenant

Details :

Attachments :

Title	Created	Filename
RECC - Tandy Scheffler cover Letter 12-2013	Jan 12, 2014	RECC Tandy Scheffler Cover Letter 12-2013.pdf
RECC Rules - Draft Revisions Showing All Edits - 12-2-2013	Jan 12, 2014	RECC Rules - Draft Revisions as of 12-2-2013 - Showing All Additions and Deletions.pdf
RECC Rules - Draft Revisions Final Copy with Renumbered Sections - 12-2-2013	Jan 12, 2014	RECC Rules - Draft Revisions as of 12-2-2013 - Fresh Copy with Sections Renumbered.pdf
General Assembly Official Minutes - 2013	Jan 20, 2014	General Assembly Official Minutes - 2013.pdf
UUA Board Minutes 10-17-2013 to 10-21-2013	Jan 20, 2014	UUA Board Minutes 10-17-2013 to 10-21-2013.pdf
UUA Board Minutes - 12-19-2013	Jan 23, 2014	UUA Board of Trustees Minutes - 12-19-2013 - Updated 1-23-2014.pdf
Full Consent Agenda - January 2014	Jan 23, 2014	Full Consent Agenda.pdf

Resent-From: jckey@hargray.com
From: "Tandy W. Scheffler" <schefta@earlham.edu>
Subject: RECC Rules revisions documents for the Board's consideration
Date: December 9, 2013 9:14:35 PM EST
To: moderator@uua.org
Cc: Jan Gartner <jgartner@uua.org>

Dear Jim,

The Religious Education Credentialing Committee (RECC) of the UUA Board of Trustees is seeking approval from the Board for revisions to the RECC Rules document. This Rules document was last revised and approved by the Board on April 16-17, 2005.

The main reason for revising the RECC Rules document is to bring it up to date with current practice. For example, the document made reference to an online settlement database for credentialed religious educators when in fact no database is available, and therefore this reference is being removed. The second reason for revising the RECC Rules document is to update the terminology and make it consistent. For example, UUA staff positions have different job titles than they did in 2005, and therefore the revised document uses the current job titles.

Every proposed change in the Rules document, and the reason why, is made clear in an accompanying document that shows additions and deletions. Another accompanying document shows the new proposed version of the rules, fresh and with the sections renumbered where needed.

None of the proposed changes in the Rules document will require a change in the UUA Bylaws.

Please feel free to contact me to discuss any of the contents of these documents. I would appreciate your letting me know when you expect the Board to take up this issue and when and how I can expect to be

informed of the outcome of the Board's consideration of the proposed revisions.

Thanks, Jim, and I hope you are well.

In faithful partnership,
Tandy

Tandy Scheffler, Religious Education Credentialing Committee Chair

RULES OF THE RELIGIOUS EDUCATION CREDENTIALING COMMITTEE

Adopted by the UUA Board of Trustees on [insert date]

1. THE RULES

These Rules are promulgated, and all rules previously promulgated will be hereby rescinded and revoked, by authority of ARTICLE VII, Section 7.13 and ARTICLE XII of the Bylaws of the Unitarian Universalist Association as approved as modifications by the Unitarian Universalist Board of Trustees on June 26, 2003. A copy of said ARTICLE VI, Section 7.13 and ARTICLE XII, is printed in this booklet. In these Rules, the word "society" refers to a church or fellowship.

2. COMMITTEE'S JURISDICTION

The Religious Education Credentialing Committee shall have jurisdiction over Religious Education Credentialing with the Unitarian Universalist Association and over the approved list of religious educators with credentialing status published in the Directory of Unitarian Universalists Directory and elsewhere with authority to make any changes as hereinafter provided. Religious education credentialing status is granted for Credentialed Religious Educator - Associate Level, Credentialed Religious Educator, and Credentialed Religious Educator – Masters Level. These Rules shall apply to all religious educators who have achieved a religious education credentialing status, or who are Applicants to or Participants-Candidates in the Religious Education Credentialing Program.

3. EXECUTIVE SECRETARY

The Director of Ministries Ministry and Professional Leadership Faith Development staff group shall be the Executive Secretary of the Religious Education Credentialing Committee, but shall not be a voting member of the Committee. S/he shall have charge of the correspondence and the custody of the Committee's records and files, which shall be kept confidential as provided in said Bylaws. Upon request and by prior arrangement, information about a religious educator with religious education credentialing status from the files of the Committee shall be shared with that religious educator except for any psychological evaluations and information transmitted in confidence or otherwise deemed confidential by the RECC. The Executive Secretary shall keep a complete and accurate list of religious educators who have achieved religious education credentialing status, and such other books and documents as may be necessary or convenient to maintain complete and adequate records.

4. EXECUTIVE COMMITTEE

There shall be an Executive Committee consisting of the RECC Chair, RECC members appointed by the Chair, and, as non-voting members, the RECC Executive Secretary, and the Director of the Ministry and Professional Leadership Staff Group or the Professional Development Associate for Religious Education and Music Leaders Religious Education

Comment [RA1]: This is a draft revision of recc_rules as of September 6, 2013.

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Comment [RA2]: UUA Bylaws do not contain an ARTICLE VI, Section 7.13. However, the Bylaws do have an ARTICLE VII with this section number and relevant to the RECC.

Comment [RA3]: This date will need to be updated to the date of approval by the UUA Board of Trustees.

Comment [RA4]: The text states that the relevant parts of the Bylaws are printed "in this booklet," but the rules are distributed in a PDF that does not contain any parts of the Bylaws.

Comment [RA5]: A web site search for the exact wording "Unitarian Universalist Directory" does not result in a link to the directory. The directory is called "Directory of Unitarian Universalists."

Comment [RA6]: "Masters Level" is now called "Master Level." This change has been made in the UUA Bylaws in Article XII, Section 12.4. The change is made here and throughout the document.

Comment [RA7]: Throughout the document, position titles are being updated to the current titles.

Comment [RA8]: The added words parallel those in the Ministerial Fellowship Committee Rules.

Comment [RA9]: Using the old staff titles, the reference to "the RECC Executive Secretary, and the Director of the Ministry and Professional Leadership Staff Group" was a reference to the same person. The redundant reference is being deleted.

Credentialing Director. The Executive Committee shall consult before each full RECC meeting to review the RECC agenda, and make recommendations to the RECC concerning business items. The Executive Committee may develop recommendations and reach decisions through face-to-face gatherings, conference calls, and exchange of electronic mail.

Comment [RA10]: The Executive Committee currently does much of its work through email.

5. MEETINGS

The Committee shall meet at such times and places as it shall determine. Special meetings may be called by the Chair or by the Executive Secretary. Five voting members shall constitute a quorum. Meetings may occur in face-to-face gatherings and through conference calls.

Comment [RA11]: The committee currently meets in the spring in person, and in the fall through a conference call.

6. LEVELS OF RELIGIOUS EDUCATION CREDENTIALING

For the purposes of the Rules, the term “Religious Educator” applies to those persons whose work is to promote religious education that expresses Unitarian Universalist values and principles and whose self and contextual understanding are as a professional religious leader.

Religious Educators who have achieved a religious education credentialing status shall be differentiated by the type of professional and academic training and experience they bring to the profession.

Credentialed Religious Educator – Associate Level status may be given to those in a career of at least two years in religious education in a paid position of at least ¼ time (or equivalent) in a congregation which is a member of the Unitarian Universalist Association or such a position related to the Unitarian Universalist Association or Affiliate organization with a demonstrable basic knowledge of life span religious education, and at least 75 hours of training in religious education.

Comment [RA12]: Although the conversation generated by Rev. Peter Morales’ “Congregations and Beyond” paper may eventually result in changes to the credentialing of religious educators, the full RECC has not yet discussed what these changes might be.

Credentialed Religious Educator status may be given to those in a career of at least two years in religious education in a paid position of at least ½ time (or equivalent) in a congregation which is a member of the Unitarian Universalist Association or such a position related to the Unitarian Universalist Association or Affiliate organization with a demonstrable working knowledge of life span religious education, and at least seven structured learning experiences beyond 75 hours of training in religious education, and with at least a Bachelor’s degree or equivalent. A Bachelor’s degree is not required for those pursuing credentialing on the Tenure Track.

Comment [RA13]: In the re-visioned program plan adopted May 2009, a Bachelor’s degree is not required for the Tenure Track. Entrance to the Tenure Track remains open until May 1, 2014, and completion could extend several years beyond that.

Credentialed Religious Educator – Masters Level status may be given to those in a career of at least three-five years in religious education in a paid position of at least ½ time (or equivalent) in a congregation which is a member of the Unitarian Universalist Association or such a position related to the Unitarian Universalist Association or Affiliate organization, with a demonstrable comprehensive knowledge of life-span religious education, and with at least a Master’s degree or a Bachelor’s degree or equivalent (depending upon the credentialing path chosen), and graduate-level academic credit in specific subject areas pertinent to Unitarian Universalist religious education leadership.

Comment [RA14]: In the re-visioned program plan adopted May 2009, the Master Level requires five years of half-time or equivalent work.

Comment [RA15]: In the re-visioned program plan adopted May 2009, the degree required is either a Master’s degree or a Bachelor’s degree or equivalent, depending upon the credentialing path chosen.

7. APPLICATION PROCEDURE

Application for religious education credentialing status shall be submitted to the Committee in writing in such form as the Committee shall determine. Before an application is filed, the ~~Participant person applying~~ shall be furnished a copy of, ~~or with a website link to,~~ the Rules ~~and Policies~~ of the Religious Education Credentialing Committee, and as part of his/her application, s/he shall agree in writing to be bound by said Rules ~~and Policies~~ and amendments thereof. ~~Upon the recommendation of the Office of Religious Education Credentialing, persons deemed to be unsuitable for religious education credentialing status will be, by vote of the Committee, ineligible to participate in the Religious Education Credentialing Program.~~

INTERVIEW

~~No Participant shall achieve Credentialed Religious Educator or Credentialed Religious Educator—Masters Level status unless s/he has been interviewed at least once by the Religious Education Credentialing Committee or has been transitioned into Credentialed Religious Educator—Masters Level religious education credentialing status from Credentialed Religious Educator status in the UUA Religious Education Leadership Landscape Options program. No Participant shall be considered for status in more than one Religious Education Credentialing program level at the same interview. Following the interview the Participant will be informed by the Committee of its decision on whether to grant a religious education credentialing status. At the Committee's discretion, it may require that a Participant satisfy contingencies, with or without a repeat visit to the Committee, before a credentialing status is granted. Participants shall be required to satisfy all contingencies within three years of the Committee's decision. Failure to do so will result in nullifying the original decision.~~

REPEAT INTERVIEWS

~~Applications to appear before the Committee from Participants who have previously failed to achieve a religious education credentialing status from the Committee shall be reviewed by the Committee. In cases where the Committee does not favor the Participant's return appearance, that potential appearance shall not be scheduled until and unless the RECC agrees to it, which it is not obliged to do.~~

8. GENERAL QUALIFICATIONS

Based on the particular requirements of the RE Credentialing level sought, ~~all~~ ~~Participants Candidates~~ seeking a religious education credentialing status must have completed the program application process and program requirements as determined by the RECC. In addition ~~an applicant candidate~~ is expected to have a strong motivation and good potential for our professional religious education leadership; ~~and must have a balanced and healthy personality, a capacity for self-understanding,~~ a concern for others, intellectual ability, and religious education leadership skills. ~~The Committee will further require that the Participant-Candidate meet the competency requirements as laid out in the credentialing program plan~~ ~~be well informed on the history and development of Unitarianism and Universalism, familiar with the Bylaws of the Unitarian Universalist Association, and fully committed to the purpose and objectives of the Association and to Unitarian Universalist religious education.~~ In examining every ~~Participant's Candidate's~~

Comment [RA16]: Details about when and how a person's Candidate status is removed are provided in the Religious Education Committee Policies document.

Comment [RA17]: The requirements for interviews and repeat interviews are provided in the Religious Education Credentialing Committee Policies document, and are also provided in detail in the Religious Education Credentialing Program Plan. These requirements may change at times when the program is revised. The text regarding interviews is therefore being removed from this document.

Comment [RA18]: The words "participant" and "applicant" are being replaced with the word "candidate" where appropriate for consistency and clarity. "Applicant" will refer only to persons who have applied to the program but who have not yet been accepted into it according to the program Policies.

Comment [RA19]: The RECC does not receive professional psychological reports on candidates and does not evaluate whether a candidate has "a balanced and healthy personality." The RECC does sometimes discuss whether a candidate has "a capacity for self-understanding," but this is not formal and is not done for all candidates.

Comment [RA20]: The requirement that candidates be well informed on UU history and the bylaws of the UUA is not being applied to Associate Level candidates, for whom UU History and UU Polity are not core competencies. Instead of listing required specific competencies here, a reference is being made to the program plan. ~ The rest of the original sentence calls for the committee to measure the level of commitment to purposes and objectives that are not defined. This presents problems, and is therefore deleted.

qualifications, the Committee may consider any evidence which it deems relevant to assessing them ~~and may reject any application.~~

Comment [RA21]: The rejection of an applicant, who has not yet been accepted into the program, is covered in the Religious Education Credentialing Committee Policies document.

MENTORSHIPS

Every ~~Participant-Candidate~~ seeking a religious education credentialing status is required to have completed at least one mentor relationship with a mentor assigned by the Liberal Religious Educators Association. This requirement may be waived by the Committee at its discretion or by the Professional Development Associate for Religious Education and Music Leaders ~~Religious Education Credentialing Director.~~

TERMINATION OF PARTICIPATION IN THE RELIGIOUS EDUCATION CREDENTIALING PROGRAM

The Executive Secretary may, whenever s/he believes it necessary, present to the Committee the situation of any ~~Participant-Candidate~~ where indication exists that his/her continued participation in seeking a religious education credentialing status is not justified. ~~The Committee shall itself study each situation thoroughly or appoint a subcommittee, which may include some persons who are not members of the Committee, to make such a study and report to the Committee. The Committee shall determine what action shall be taken by the Office of Religious Education Credentialing.~~

Comment [RA22]: Information on when and how a person's Candidate status can be revoked are provided in the Religious Education Credentialing Committee Policies document.

Participation in the Religious Education Credentialing program is a privilege and not a right, and the Committee's refusal to grant permission to participate in the Religious Education Credentialing program, or decision to remove from the Religious Education Credentialing program before religious education credentialing status is granted, shall not be subject to appeal.

~~9. RELIGIOUS EDUCATOR ENTRY INTO ONLINE SETTLEMENT PROCESS~~

~~A religious educator who has achieved a religious education credentialing status will be entitled to seek settlement through full participation in the Online DRE Settlement System of the Unitarian Universalist Association. A religious educator who is participating in the Religious Education Credentialing program is entitled to have partial access to the Online DRE Settlement System.~~

Comment [RA23]: In the original document, Rule 9 was titled "Religious Educator Entry into Online Settlement Process." The rule limited the settlement system to only DREs who were credentialed or in the process of being credentialed. The online DRE Settlement System has not been operational for some years. If a settlement system were to be developed in the future, current thought is to make it available to all DREs and not limit it to those who are credentialed or in the credentialing program. In this document, this section on the online DRE Settlement System is being deleted, and rules will be renumbered as needed.

10. LIST OF RELIGIOUS EDUCATORS AND USE OF LIST

The Committee shall maintain lists of religious educators who have achieved a religious education credentialing status. The Committee shall determine all matters of form and content pertaining to the lists of religious educators who have achieved a religious education credentialing status and determine when and in what manner said lists or any portion of them shall be published.

~~11. INACTIVE STATUS~~

~~Religious Educators who have achieved a religious education credentialing status but who have had no recent experience as a professional religious educator may be recommended by the Religious Education Credentialing Director to be placed in Inactive status by the RECC.~~

12. RETURN TO ACTIVE STATUS

Religious Educators in Inactive status who wish to participate in the settlement process through the Online DRE Settlement System for positions in societies or other institutions, must make application to the Office of Religious Education Credentialing for consultation in developing a program designed to give the applicant experience in necessary skills in professional religious education. The Committee must be satisfied that such a program has been entered into by said religious educator before s/he will be allowed access to the Online DRE Settlement System.

Comment [RA24]: In the original document, Rule 11 is titled "Inactive Status" and Rule 12 is titled "Return to Active Status." In practice, neither the program staff nor the RECC keep track of credentialed religious educators by whether or not they are active, and there is no compelling reason to do so.

13. REVOCATION OF ACCESS TO SETTLEMENT SYSTEM

The Executive Secretary may, whenever s/he believes it necessary, present to the Committee the situation of any religious educator who has achieved a religious education credentialing status whose overall record seems to indicate that his/her continued participation in the settlement process through the Online DRE Settlement System for positions in societies or other institutions is not justified. The Committee shall itself study each situation thoroughly or appoint a subcommittee, which may include some persons who are not members of the Committee, to make such a study and report to the Committee. The Committee shall determine what action shall be taken by the Office of Religious Education Credentialing.

Comment [RA25]: In the original document, Rule 13 was titled "Revocation of Access to Settlement System." The online DRE Settlement System has not been operational for some years. If a settlement system were to be developed in the future, current thought is to make it available to all DREs regardless of credentialing. In this document, this section on the online DRE Settlement System is being deleted, and rules will be renumbered as needed.

14. CRITERIA FOR TERMINATION OF RELIGIOUS EDUCATION CREDENTIALING STATUS

The religious education credentialing status of a religious educator in the Unitarian Universalist Association may be terminated upon occurrence of any of these circumstances:

Comment [RA26]: The UUA is a membership organization of congregations and congregation-like groups, not of individuals. The reference to a person being in the UUA is inaccurate.

—— (A) When the Committee is unable to locate the address of a religious educator for two consecutive years, the Committee shall make a record in summary form of its efforts to locate such person. Reinstatement of religious education credentialing status may be made by the Committee upon location of a current address within a reasonable period of time.

Comment [RA27]: The Religious Education Credentialing Program does not in practice keep track of the current address or employment status of people who have become credentialed, nor is there a program need to do so. Therefore, reasons for termination related to these circumstances are being removed from the document. In the final revision of this document and of the Policies document, all references to "Rule 14. (C)" will be changed to "Rule 14."

—— (B) When a religious educator is no longer a paid religious education professional (or equivalent) for five or more successive years for reasons other than retirement, illness or disability, the religious education credentialing status may be terminated, unless this requirement is waived by the Committee at its discretion. Reinstatement may be made by the Committee at its discretion.

—— (C) When when a religious educator's performance and/or behavior in a society or in any other professional position is found by the Committee to be conduct unbecoming a professional religious educator or for other specified cause.

15. PROCEDURES FOR TERMINATION OF RELIGIOUS EDUCATION CREDENTIALING STATUS

The Committee shall institute proceedings to determine whether a religious educator's religious education credentialing status shall be terminated upon the receipt of

information from any identified source which indicates the probability that one or more of the criteria for termination exists.

A. Rights of the Religious Educator. The religious education credentialing status of a religious educator may be terminated by the Religious Education Credentialing Committee for unbecoming conduct or other specified cause after notice and opportunity for a hearing before the Committee at which the religious educator shall have the right to be represented by counsel, to introduce evidence, to have any relevant and material evidence in the possession of the Association produced, and to cross-examine and rebut adverse evidence.

B. Rights of the Committee. The Committee shall also have the right to be represented by counsel, to introduce evidence, to have any relevant and material evidence in the possession of the religious educator produced, and to cross-examine and rebut adverse evidence.

C. Expenses. All expenses involved in the travel, appearance, and representation of the religious educator charged and of the witnesses called in the religious educator's defense shall be borne by that religious educator.

D. Notice of Charges and Hearing. ~~Except with respect to Rule 14 (A) and (B), upon~~ Upon a finding of probable cause the Committee shall notify the religious educator in writing of the charges which have been brought, the date and place when a hearing shall be held, the religious educator's rights and the procedures which will be followed. Such notification shall be sent by certified mail and shall be postmarked not less than one month prior to the scheduled date of the hearing.

E. Response. Within ~~thirty (30)~~ ~~fourteen (14)~~ days of the notice, the religious educator must advise the Committee whether or not s/he intends to appear at the hearing, whether or not s/he intends to be represented by an attorney and his/her identity, and the religious educator's response to the charges.

Comment [RA28]: Fourteen days might not be enough time to respond if someone is out of town for a two-week vacation or for other reasons. The period of time is being extended.

F. Exchange of Documents. Prior to the hearing, the religious educator and the Committee shall arrange for the mutual exchange of documents and a list of anticipated witnesses.

G. Criminal Proceedings. In the event that criminal charges are pending against the religious educator, the Executive Committee may suspend all or part of the Committee's investigation until the conclusion of the criminal adjudication. A court transcript/record may be used in lieu of or in addition to an investigative committee report.

H. Hearing Procedures.

1. Hearing Panel. The hearing may be conducted by the Committee itself, with or without the assistance of counsel, or the Committee may appoint a Board of Inquiry to consist of three members, who need not be members of the Committee - for example, a member, an attorney-at-law, and one other person. When appointed, one of

the three shall be designated as Chair by the Religious Education Credentialing Committee.

2. **Confidentiality.** At the beginning of the hearing, rules of confidentiality will be established and emphasized, and they will be reiterated at the end. All individuals - including Committee members, the person being heard and the support person and/or counsel - must respect all rules of confidentiality.

3. **Record.** The Board of Inquiry may determine if it wants a stenographic record at its own cost. If either party wants a stenographic record, it should notify the other three days before the hearings so that it can decide whether to (a) have its own stenographic record made, or (b) negotiate with the other party to share such. Each party shall pay the cost of the transcript. If either or both parties obtain a stenographic record, a copy shall also be obtained and paid for by the Religious Education Credentialing Committee.

4. **Procedures.** The proceedings shall be conducted in such manner as the Committee or its Board of Inquiry shall determine within the limitations set forth above. The Committee or its Board of Inquiry shall have the authority to make any rulings on the conduct of the proceedings, including any rulings deemed necessary or appropriate to ensure that the hearings are conducted in an expeditious manner with due regard for the age and circumstances of the witnesses.

5. **Recommendations of Board of Inquiry.** If the proceedings are conducted by a Board of Inquiry appointed by the Committee, any findings of the Board of Inquiry together with the stenographic records and such reports as the Board of Inquiry may file shall be submitted to the Committee with its recommendations for decision. The Chair of the Board of Inquiry shall be responsible for submitting this material and it shall be sent to the Committee not later than one calendar month from the date of the last day of the hearing.

6. **Access to Information.** All material sent to the Committee by the Board of Inquiry shall be open to inspection by the religious educator charged and/or a second person of the charged religious educator's choice.

7. **Determination.** The Committee, either at the conclusion of its own hearing, or upon receipt of the finding, etc., from a Board of Inquiry, shall determine whether or not the religious educator's religious education credentialing status shall be terminated and shall enter in the record of the case the reasons for its decision and an order disposing of the case. Should the religious educator's religious education credentialing status not be terminated, the Committee may impose conditions and/or restrictions as it deems appropriate. Such decision shall be made at the next ~~scheduled~~ meeting of the Religious Education Credentialing Committee. Written notice of the decision containing the reasons thereof shall be sent by the Committee's Executive Secretary to the religious educator charged within seven days of the date of the decision.

8. Additional Proceedings. The Committee, at any time prior to the renderings of its decision, or prior to a final decision by the Board of Review in the event of appeal by the religious educator charged, shall have the power to reopen the proceedings to consider newly discovered evidence. In that event, the religious educator shall be notified in writing that the proceedings to terminate religious education credentialing status have been reopened.

16. APPEALS

In all cases involving termination of religious education credentialing status, ~~except those arising under Rule 14 (A) and (B),~~ the religious educator charged shall have the right of appeal and the following procedures shall be followed:

Any religious educator who has achieved a religious education credentialing status whose status has been terminated may appeal to the Board of Review within thirty (30) calendar days. A religious educator who appeals as aforesaid agrees by so doing to abide by the Bylaws of the Association pertaining to the Board of Review, and agrees that the final disposition of his/her appeal by said Board shall be binding upon him/her and that neither s/he nor his/her legal representatives shall have any further recourse whatsoever in any proceeding within the Unitarian Universalist Association.

When an appeal is timely filed, the religious educator's religious education credentialing status shall be that of "suspension of religious education credentialing status" until his/her case is finally disposed of, and during such suspension the religious educator's name shall not appear on lists of those who have achieved a religious education credentialing status, ~~and the religious educator shall not be allowed access to the search process through the Online DRE Settlement system for positions in societies or other institutions.~~ However, financial rights existing at the time of suspension shall not be affected during the period of suspension.

Comment [RA29]: See the comment for deleted Section 9.

Such an appeal shall be filed with the Secretary of the Board of Review within thirty (30) calendar days of notification of the decision of the Religious Education Credentialing Committee and in such form as said Board by its rules shall prescribe. If such an appeal is not filed in accordance with rules of the Board of Review, the religious educator whose Religious Education Credentialing Program credential has been terminated agrees that the decision of the Religious Education Credentialing Committee shall be final and binding upon him/her and that neither s/he nor his/her legal representative shall have any further recourse whatsoever in any proceeding within the Unitarian Universalist Association.

If action by the Committee is affirmed, modified, or reversed upon appeal, the Committee shall take such action and make such entries on its records as required by any decision or order entered in the appeal proceedings.

17. RE-ADMISSION

The Committee shall have authority to re-admit a religious educator to a religious education credentialing status. An application on such form as the Committee shall determine shall be filed, said application to include in any event a brief statement of the reasons for termination of religious education credentialing status, and the reasons for re-

admission which the applicant believes should be considered. The decision on an application for re-admission shall not be subject to appeal.

18. CONVICTION DISCLOSURE

Religious educators with religious education credentialing status shall inform the Religious Education Credentialing Committee of all criminal convictions that occur or have occurred except for minor traffic violations and those convictions which by law they need not disclose.

Applicants to the Religious Education Credentialing Program of the Unitarian Universalist Association shall inform the Religious Education Credentialing Committee of all criminal convictions except for minor traffic violations and those convictions which by law they need not disclose. Such disclosure is required for achieving religious education credentialing religious education credentialing status.

19. COOPERATING WITH THE COMMITTEE

It is expected that all Applicants to and ~~Participants~~ Candidates in the Religious Education Credentialing Program and all religious educators with religious education credentialing status will cooperate with the Committee at all times. This includes responses to requests for information, provision of requested documentation, and attendance at meetings with the Committee. Non-compliance may be deemed conduct unbecoming a professional religious educator.

Rules adopted by the UUA Board of Trustees on April 16 17, 2005

Comment [RA30]: The date adopted by the UUA Board of Trustees is being moved to the front of the document, just under the title.

RULES OF THE RELIGIOUS EDUCATION CREDENTIALING COMMITTEE

Adopted by the UUA Board of Trustees on [insert date]

1. THE RULES

These Rules are promulgated, and all rules previously promulgated will be hereby rescinded and revoked, by authority of ARTICLE VII, Section 7.13 and ARTICLE XII of the Bylaws of the Unitarian Universalist Association as approved by the Unitarian Universalist Board of Trustees on June 26, 2003. In these Rules, the word "society" refers to a church or fellowship.

2. COMMITTEE'S JURISDICTION

The Religious Education Credentialing Committee shall have jurisdiction over Religious Education Credentialing with the Unitarian Universalist Association and over the approved list of religious educators with credentialing status published in the Directory of Unitarian Universalists and elsewhere with authority to make any changes as hereinafter provided. Religious education credentialing status is granted for Credentialed Religious Educator - Associate Level, Credentialed Religious Educator, and Credentialed Religious Educator – Master Level. These Rules shall apply to all religious educators who have achieved a religious education credentialing status, or who are Applicants to or Candidates in the Religious Education Credentialing Program.

3. EXECUTIVE SECRETARY

The Director of Ministries and Faith Development staff group shall be the Executive Secretary of the Religious Education Credentialing Committee, but shall not be a voting member of the Committee. S/he shall have charge of the correspondence and the custody of the Committee's records and files, which shall be kept confidential as provided in said Bylaws. Upon request and by prior arrangement, information about a religious educator with religious education credentialing status from the files of the Committee shall be shared with that religious educator except for any psychological evaluations and information transmitted in confidence or otherwise deemed confidential by the RECC. The Executive Secretary shall keep a complete and accurate list of religious educators who have achieved religious education credentialing status, and such other books and documents as may be necessary or convenient to maintain complete and adequate records.

4. EXECUTIVE COMMITTEE

There shall be an Executive Committee consisting of the RECC Chair, RECC members appointed by the Chair, and, as non-voting members, the RECC Executive Secretary, and the Professional Development Associate for Religious Education and Music Leaders. The Executive Committee shall consult before each full RECC meeting to review the RECC agenda, and make recommendations to the RECC concerning business items. The

Executive Committee may develop recommendations and reach decisions through face-to-face gatherings, conference calls, and exchange of electronic mail.

5. MEETINGS

The Committee shall meet at such times and places as it shall determine. Special meetings may be called by the Chair or by the Executive Secretary. Five voting members shall constitute a quorum. Meetings may occur in face-to-face gatherings and through conference calls.

6. LEVELS OF RELIGIOUS EDUCATION CREDENTIALING

For the purposes of the Rules, the term “Religious Educator” applies to those persons whose work is to promote religious education that expresses Unitarian Universalist values and principles and whose self and contextual understanding are as a professional religious leader.

Religious Educators who have achieved a religious education credentialing status shall be differentiated by the type of professional and academic training and experience they bring to the profession.

Credentialed Religious Educator – Associate Level status may be given to those in a career of at least two years in religious education in a paid position of at least ¼ time (or equivalent) in a congregation which is a member of the Unitarian Universalist Association or such a position related to the Unitarian Universalist Association or Affiliate organization with a demonstrable basic knowledge of life span religious education, and at least 75 hours of training in religious education.

Credentialed Religious Educator status may be given to those in a career of at least two years in religious education in a paid position of at least ½ time (or equivalent) in a congregation which is a member of the Unitarian Universalist Association or such a position related to the Unitarian Universalist Association or Affiliate organization with a demonstrable working knowledge of life span religious education, and at least seven structured learning experiences beyond 75 hours of training in religious education, and with at least a Bachelor’s degree or equivalent. A Bachelor's degree is not required for those pursuing credentialing on the Tenure Track.

Credentialed Religious Educator – Master Level status may be given to those in a career of at least five years in religious education in a paid position of at least ½ time (or equivalent) in a congregation which is a member of the Unitarian Universalist Association or such a position related to the Unitarian Universalist Association or Affiliate organization, with a demonstrable comprehensive knowledge of lifespan religious education, and with at least a Master’s degree or a Bachelor's degree or equivalent (depending upon the credentialing path chosen), and graduate-level academic credit in specific subject areas pertinent to Unitarian Universalist religious education leadership.

7. APPLICATION PROCEDURE

Application for religious education credentialing status shall be submitted to the Committee in writing in such form as the Committee shall determine. Before an application is filed, the person applying shall be furnished a copy of, or with a website link to, the Rules and Policies of the Religious Education Credentialing Committee, and as part of his/her application, s/he shall agree in writing to be bound by said Rules and Policies and amendments thereof.

8. GENERAL QUALIFICATIONS

Based on the particular requirements of the RE Credentialing level sought, all Candidates seeking a religious education credentialing status must have completed the program application process and program requirements as determined by the RECC. In addition a candidate is expected to have a strong motivation and good potential for our professional religious education leadership; and must have a concern for others, intellectual ability, and religious education leadership skills. The Committee will further require that the Candidate meet the competency requirements as laid out in the credentialing program plan. In examining every Candidate's qualifications, the Committee may consider any evidence which it deems relevant to assessing them.

MENTORSHIPS

Every Candidate seeking a religious education credentialing status is required to have completed at least one mentor relationship with a mentor assigned by the Liberal Religious Educators Association. This requirement may be waived by the Committee at its discretion or by the Professional Development Associate for Religious Education and Music Leaders.

TERMINATION OF PARTICIPATION IN THE RELIGIOUS EDUCATION CREDENTIALING PROGRAM

The Executive Secretary may, whenever s/he believes it necessary, present to the Committee the situation of any Candidate where indication exists that his/her continued participation in seeking a religious education credentialing status is not justified.

Participation in the Religious Education Credentialing program is a privilege and not a right, and the Committee's refusal to grant permission to participate in the Religious Education Credentialing program, or decision to remove from the Religious Education Credentialing program before religious education credentialing status is granted, shall not be subject to appeal.

9. LIST OF RELIGIOUS EDUCATORS AND USE OF LIST

The Committee shall maintain lists of religious educators who have achieved a religious education credentialing status. The Committee shall determine all matters of form and content pertaining to the lists of religious educators who have achieved a religious education credentialing status and determine when and in what manner said lists or any portion of them shall be published.

10. CRITERIA FOR TERMINATION OF RELIGIOUS EDUCATION CREDENTIALING STATUS

The religious education credentialing status of a religious educator may be terminated when a religious educator's performance and/or behavior in a society or in any other professional position is found by the Committee to be conduct unbecoming a professional religious educator or for other specified cause.

11. PROCEDURES FOR TERMINATION OF RELIGIOUS EDUCATION CREDENTIALING STATUS

The Committee shall institute proceedings to determine whether a religious educator's religious education credentialing status shall be terminated upon the receipt of information from any identified source which indicates the probability that one or more of the criteria for termination exists.

A. Rights of the Religious Educator. The religious education credentialing status of a religious educator may be terminated by the Religious Education Credentialing Committee for unbecoming conduct or other specified cause after notice and opportunity for a hearing before the Committee at which the religious educator shall have the right to be represented by counsel, to introduce evidence, to have any relevant and material evidence in the possession of the Association produced, and to cross-examine and rebut adverse evidence.

B. Rights of the Committee. The Committee shall also have the right to be represented by counsel, to introduce evidence, to have any relevant and material evidence in the possession of the religious educator produced, and to cross-examine and rebut adverse evidence.

C. Expenses. All expenses involved in the travel, appearance, and representation of the religious educator charged and of the witnesses called in the religious educator's defense shall be borne by that religious educator.

D. Notice of Charges and Hearing. Upon a finding of probable cause the Committee shall notify the religious educator in writing of the charges which have been brought, the date and place when a hearing shall be held, the religious educator's rights and the procedures which will be followed. Such notification shall be sent by certified mail and shall be postmarked not less than one month prior to the scheduled date of the hearing.

E. Response. Within thirty (30) days of the notice, the religious educator must advise the Committee whether or not s/he intends to appear at the hearing, whether or not s/he intends to be represented by an attorney and his/her identity, and the religious educator's response to the charges.

F. Exchange of Documents. Prior to the hearing, the religious educator and the Committee shall arrange for the mutual exchange of documents and a list of anticipated witnesses.

G. Criminal Proceedings. In the event that criminal charges are pending against the religious educator, the Executive Committee may suspend all or part of the Committee's investigation until the conclusion of the criminal adjudication. A court transcript/record may be used in lieu of or in addition to an investigative committee report.

H. Hearing Procedures.

1. Hearing Panel. The hearing may be conducted by the Committee itself, with or without the assistance of counsel, or the Committee may appoint a Board of Inquiry to consist of three members, who need not be members of the Committee - for example, a member, an attorney-at-law, and one other person. When appointed, one of the three shall be designated as Chair by the Religious Education Credentialing Committee.

2. Confidentiality. At the beginning of the hearing, rules of confidentiality will be established and emphasized, and they will be reiterated at the end. All individuals - including Committee members, the person being heard and the support person and/or counsel - must respect all rules of confidentiality.

3. Record. The Board of Inquiry may determine if it wants a stenographic record at its own cost. If either party wants a stenographic record, it should notify the other three days before the hearings so that it can decide whether to (a) have its own stenographic record made, or (b) negotiate with the other party to share such. Each party shall pay the cost of the transcript. If either or both parties obtain a stenographic record, a copy shall also be obtained and paid for by the Religious Education Credentialing Committee.

4. Procedures. The proceedings shall be conducted in such manner as the Committee or its Board of Inquiry shall determine within the limitations set forth above. The Committee or its Board of Inquiry shall have the authority to make any rulings on the conduct of the proceedings, including any rulings deemed necessary or appropriate to ensure that the hearings are conducted in an expeditious manner with due regard for the age and circumstances of the witnesses.

5. Recommendations of Board of Inquiry. If the proceedings are conducted by a Board of Inquiry appointed by the Committee, any findings of the Board of Inquiry together with the stenographic records and such reports as the Board of Inquiry may file shall be submitted to the Committee with its recommendations for decision. The Chair of the Board of Inquiry shall be responsible for submitting this material and it shall be sent to the Committee not later than one calendar month from the date of the last day of the hearing.

6. Access to Information. All material sent to the Committee by the Board of Inquiry shall be open to inspection by the religious educator charged and/or a second person of the charged religious educator's choice.

7. Determination. The Committee, either at the conclusion of its own hearing, or upon receipt of the finding, etc., from a Board of Inquiry, shall determine

whether or not the religious educator's religious education credentialing status shall be terminated and shall enter in the record of the case the reasons for its decision and an order disposing of the case. Should the religious educator's religious education credentialing status not be terminated, the Committee may impose conditions and/or restrictions as it deems appropriate. Such decision shall be made at the next meeting of the Religious Education Credentialing Committee. Written notice of the decision containing the reasons thereof shall be sent by the Committee's Executive Secretary to the religious educator charged within seven days of the date of the decision.

8. Additional Proceedings. The Committee, at any time prior to the renderings of its decision, or prior to a final decision by the Board of Review in the event of appeal by the religious educator charged, shall have the power to reopen the proceedings to consider newly discovered evidence. In that event, the religious educator shall be notified in writing that the proceedings to terminate religious education credentialing status have been reopened.

12. APPEALS

In all cases involving termination of religious education credentialing status, the religious educator charged shall have the right of appeal and the following procedures shall be followed:

Any religious educator who has achieved a religious education credentialing status whose status has been terminated may appeal to the Board of Review within thirty (30) calendar days. A religious educator who appeals as aforesaid agrees by so doing to abide by the Bylaws of the Association pertaining to the Board of Review, and agrees that the final disposition of his/her appeal by said Board shall be binding upon him/her and that neither s/he nor his/her legal representatives shall have any further recourse whatsoever in any proceeding within the Unitarian Universalist Association.

When an appeal is timely filed, the religious educator's religious education credentialing status shall be that of "suspension of religious education credentialing status" until his/her case is finally disposed of, and during such suspension the religious educator's name shall not appear on lists of those who have achieved a religious education credentialing status. However, financial rights existing at the time of suspension shall not be affected during the period of suspension.

Such an appeal shall be filed with the Secretary of the Board of Review within thirty (30) calendar days of notification of the decision of the Religious Education Credentialing Committee and in such form as said Board by its rules shall prescribe. If such an appeal is not filed in accordance with rules of the Board of Review, the religious educator whose Religious Education Credentialing Program credential has been terminated agrees that the decision of the Religious Education Credentialing Committee shall be final and binding upon him/her and that neither s/he nor his/her legal representative shall have any further recourse whatsoever in any proceeding within the Unitarian Universalist Association.

If action by the Committee is affirmed, modified, or reversed upon appeal, the Committee shall take such action and make such entries on its records as required by any decision or order entered in the appeal proceedings.

13. RE-ADMISSION

The Committee shall have authority to re-admit a religious educator to a religious education credentialing status. An application on such form as the Committee shall determine shall be filed, said application to include in any event a brief statement of the reasons for termination of religious education credentialing status, and the reasons for re-admission which the applicant believes should be considered. The decision on an application for re-admission shall not be subject to appeal.

14. CONVICTION DISCLOSURE

Religious educators with religious education credentialing status shall inform the Religious Education Credentialing Committee of all criminal convictions that occur or have occurred except for minor traffic violations and those convictions which by law they need not disclose.

Applicants to the Religious Education Credentialing Program of the Unitarian Universalist Association shall inform the Religious Education Credentialing Committee of all criminal convictions except for minor traffic violations and those convictions which by law they need not disclose. Such disclosure is required for achieving religious education credentialing religious education credentialing status.

15. COOPERATING WITH THE COMMITTEE

It is expected that all Applicants to and Candidates in the Religious Education Credentialing Program and all religious educators with religious education credentialing status will cooperate with the Committee at all times. This includes responses to requests for information, provision of requested documentation, and attendance at meetings with the Committee. Non-compliance may be deemed conduct unbecoming a professional religious educator.

MINUTES

FIFTY-SECOND GENERAL ASSEMBLY OF THE UNITARIAN UNIVERSALIST ASSOCIATION HELD IN LOUISVILLE, KENTUCKY

The General Assembly was convened on Wednesday, June 19, 2013, at 9:00 p.m. by Moderator Gini Courter at the Kentucky International Convention Center in Louisville, Kentucky.

The Assembly adopted, by a vote of two-thirds or more, Rules of Procedure for the conduct of the meeting.

One new congregation was recognized as having entered into membership in the Unitarian Universalist Association during the past year: Unitarian Universalist Congregation of Cookeville, Tennessee.

The Assembly received written, and in some cases oral, reports from the President, the Moderator, the UUA staff, the Treasurer, the Financial Advisor, the Secretary, the Board of Trustees, the General Assembly Planning Committee, the Commission on Appraisal, the Commission on Social Witness, the Nominating Committee, the Unitarian Universalist Service Committee, and the Unitarian Universalist Women's Federation.

On the basis of an initial report by the Secretary of the Association, a quorum was declared present from the time the meeting was called to order.

Members of the Distinguished Service Award Committee presented the 2013 Award for Distinguished Service to the Cause of Unitarian Universalism to the Rev. Melvin A. Hoover.

Action on Bylaw and Rule Amendments

A proposed change by Bylaw Section C-3.1 that would have changed the language of "autonomous" to "free" and "freely" to "mutually" was withdrawn after consultation with legal counsel.

FIRST-YEAR VOTE ON RECOGNIZING REGIONS AS ONE POSSIBLE UNIT OF GEOGRAPHIC RESPONSIBILITY AND ACKNOWLEDGING THE MIDAMERICA REGION

The Assembly voted to give first-year approval to amendments to C-bylaws that recognize regions and acknowledge the MidAmerica Region. The effect of the vote is to place these bylaw amendment proposals on the final agenda of the 2014 General Assembly for final adoption which will require a two-thirds vote. The proposed text is as follows:

Section C-3.6. Termination of Membership.

A member congregation, upon written notification to the Association, may withdraw from the Association at any time. The Board of Trustees may terminate the membership of any congregation that, pursuant to the provisions of Section C-3.5, has been placed in an “inactive congregation” category maintained by the Association, but shall do so only after consultation with:

- (a) the congregation in question, whenever possible; and
- (b) the President of the district or region in which the congregation is located or such other authorized official as the district or region designates in writing to the Association.

Section C-13.1. Districts and Regions.

The Association shall support areas of geographic responsibility known as districts or regions.

Section C-13.2. Establishment.

The establishment of districts or regions and the manner of determining which congregations are included in each district or region shall be in accordance with rules adopted by the General Assembly.

Section C-13.4. Autonomy.

Each district or region shall be autonomous and shall be controlled by its own member congregations to the extent consistent with the promotion of the welfare and interests of the Association as a whole and of its member congregations.

VOTE ON RECOGNIZING THE MIDAMERICA DISTRICT

By a vote of two-thirds or more, the Assembly approved changes to the Rules concerning Districts.

Rule G-13.2.1. Establishing Districts.

- (a) ~~[The]~~ There shall be districts ~~[shall be nineteen in number and]~~ named Ballou Channing, ~~[Central Midwest,]~~ Clara Barton, Florida, ~~[Heartland,]~~ Joseph Priestley, Massachusetts Bay, Metropolitan New York, MidAmerica, Mountain Desert, Mid-South, Northern New England, Ohio Meadville, Pacific Central, Pacific Northwest, Pacific Southwest, ~~[Prairie Star,]~~ St. Lawrence, Southeast, and Southwestern.

- (b) Transition Provision. The amendments to Rule G-13.2.1 deleting the Central Midwest, Heartland, and Prairie Star Districts, shall not become effective until those Districts dissolve. This transition provision shall automatically be deleted from the bylaws following the first regular General Assembly occurring after all of those districts have dissolved.**

VOTE ON ELECTRONIC BALLOTS

By a vote of two-thirds or more, the Assembly approved changes to the bylaws and rules that allow for voting by secure, electronic ballots in UUA elections. The amended text is as follows:

Section 9.10. Conduct of Elections at Large.

- (a) Election by Ballot. Voting shall be by written or electronic ballot, except that if only one person has been validly nominated for each elective position at large the persons so nominated shall be declared elected and no ballots shall be required.
- (b) Persons Entitled to Vote. Ballots shall be cast only by accredited delegates from certified member congregations and certified associate member organizations to the regular General Assembly at which the election is held and by trustees. No person shall cast more than one ballot.
- (c) Absentee Voting. Those entitled to cast ballots in an election may cast their ballots electronically or by mail. Absentee ballots shall be mailed at least forty-five days prior to the General Assembly at which the election is being held. An absentee ballot that is mailed must be received by the Secretary not less than seven calendar days before the General Assembly in order to be counted. An absentee ballot that is transmitted electronically must be received by the Secretary prior to the closing of voting at the GA location. The closing date and time shall be designated in the General Assembly meeting announcement.

Rule G-9.13.4. Absentee Ballots.

A mailed absentee ballot shall be counted only if accompanied by the signed and certified ballot stub of the credential card of the person casting the ballot. An electronic absentee ballot shall be counted only if the delegate has complied with established secure voting protocols.

Rule G-9.13.5. Balloting at General Assembly.

A person shall be qualified to cast a ballot at General Assembly only if that person presents to the Secretary of the Association or those employed by him or her **[at the polls]** a properly certified ballot stub plus a badge issued to that person and containing

the same name as the name on the ballot stub. An electronic ballot shall be counted only if the delegate has complied with established secure voting protocols.

VOTE CONCERNING FINANCE AND INVESTMENT COMMITTEES

By a vote of two-thirds or more, the Assembly approved changes to the bylaws that establish membership in the Finance and Investment Committees. The amended text is as follows.

Section 7.7. Finance Committee.

The Finance Committee shall consist of the Financial Advisor, the Treasurer, five trustees, and the Moderator without vote. The duties of the Finance Committee are set forth in Article X.

Section 7.8. Investment Committee.

The Investment Committee shall be the Investment Committee of the Unitarian Universalist Common Endowment Fund LLC. The duties of the Investment Committee are set forth in Article X.

VOTE ON FUNDS HELD FOR THE BENEFIT OF OTHERS

The Assembly voted to give first-year approval to amendments to C-bylaws that deal with funds held for the benefit of others. The effect of this vote is to place these amendments on the final agenda of the 2014 General Assembly for final adoption which will require a two-thirds vote. The proposed text is as follows.

Section C-10.6. Authority to Hold Funds [Held] for the Benefit of Others.

[With the approval of the Board of Trustees, the] The Association may hold for investment and distribution funds [belonging to or] given to the Association for the benefit of a member congregation, associate member organization, independent affiliate organization, or other Unitarian Universalist organization [organizations].

[Such funds may be invested in the General Investment Fund of the Association unless they are subject to specific restrictions which require some other form of investment.]

Section C-10.7. Responsibility for [Investments] Funds Held by the Association.

- (a) Board of Trustees. The Board of Trustees shall have ultimate responsibility for investing the funds [belonging to or] held by the Association.
- (b) President. The President shall invest the endowment funds held by the Association in the Unitarian Universalist Common Endowment Fund LLC.

[b] (c) Investment Committee. The Investment Committee shall [supervise] manage the [investments of] endowment funds held by the Association, subject to control by the Board of Trustees.

VOTE ON INCLUSION IN THE PURPOSES OF THE ASSOCIATION

By a vote of 80% or more, the Assembly voted to dispense with the study commission required to amend Article II bylaws, to give first-year approval to an amendment to delete the Non-Discrimination language in Article II, and to add language regarding inclusion in the Purposes of the Association. The effect of this vote is to place this amendment proposal on the Final Agenda of the 2014 General Assembly for final adoption, which will require a two-thirds vote.

ARTICLE II. Principles and Purposes

[Section C-2.3. Non-discrimination.

The Association declares and affirms its special responsibility, and that of its member congregations and organizations, to promote the full participation of persons in all of its and their activities and in the full range of human endeavor without regard to race, ethnicity, gender, disability, affectional or sexual orientation, age, language, citizenship status, economic status, or national origin and without requiring adherence to any particular interpretation of religion or to any particular religious belief or creed.]

Section C-2.3. Inclusion.

Systems of power, privilege, and oppression have traditionally created barriers for persons and groups with particular identities, ages, abilities, and histories. We pledge [to do all we can] to replace such barriers with ever-widening circles of solidarity and mutual respect. We strive to be an association of congregations that truly welcome all persons and commit to structuring congregational and associational life in ways that empower and enhance everyone's participation.

VOTE ON RULE G-2.3 REGARDING NON-DISCRIMINATION

By a vote of two-thirds or more, the Assembly approved a new Rule regarding Non-Discrimination. The text is as follows.

Rule G-2.3. Non-discrimination.

The Association declares and affirms its special responsibility, and that of its member congregations and organizations, to promote the full participation of persons in all of its and their activities and in the full range of human endeavor without regard to race, ethnicity, gender, disability, affectional or sexual orientation, age, language, citizenship status, economic status, or national origin and without requiring adherence to any particular interpretation of religion or to any particular religious belief or creed.

VOTE ON SPECIAL ELECTIONS AND COMMITTEES

By a vote of two-thirds or more, the Assembly approved changes to the Bylaws and Rules that clarify when special elections must be held to fill vacancies, modify the procedures for determining the winner of certain elections, and make changes concerning the terms and membership of standing committees. The amended text is as follows.

ARTICLE V. Committees of the Association

Section 5.1. Committees of the Association.

The standing committees of the Association shall be:

- (a) the Nominating Committee;
- (b) the Presidential Search Committee;
- (c) the General Assembly Planning Committee;
- (d) the Commission on Appraisal;
- (e) the Commission on Social Witness; and
- (f) the Board of Review.

The President shall be a member, without vote, of the General Assembly Planning Committee, the Commission on Appraisal, and the Commission on Social Witness.

Section 5.2. Election and Appointment.

- (a) Elected members. Elected members of all standing committees of the Association shall take office at the close of the General Assembly at which they are elected and shall serve until their successors are elected and qualified, except as otherwise provided herein.
- (b) Appointed members. The terms of any appointed members of standing committees of the Association shall begin at the close of the regular General Assembly in odd-numbered years. The Board of Trustees shall make each appointment no later than 120 days after the beginning of the term. Appointed members shall take office upon the effective date of their appointment and shall serve until their successors are appointed and qualified, except as otherwise provided herein.

Section 5.3. Qualifications of Committee Members.

To serve as a member of a standing committee of the Association, a person must be a member of a member congregation. No member of a standing committee of the Association, except a member serving ex officio, may, during the term of office, serve as a trustee or officer of, or hold any salaried position in, the Association.

Section 5.4. Removal of Committee Member.

An elected member of a standing committee of the Association may be removed by a three-fourths vote of the Board of Trustees at a meeting at which not less than three-fourths of the Board is present, if in the opinion of the Board the member is incapacitated or unable to carry out the duties of the office or otherwise for good cause. An appointed member of a standing committee of the Association may be removed at will by a majority vote of the Board of Trustees.

Section 5.5. Vacancies.

A vacancy created by the death, disqualification, resignation, or removal of an elected or appointed member of a standing committee of the Association shall be filled by majority vote of the Board of Trustees. An individual appointed to fill a vacancy in an elected position shall serve until the vacancy is filled by regular or special election. An individual appointed to fill a vacancy in an appointed position shall serve for the balance of the unexpired term, and until a successor is appointed and qualified.

An elected member of a standing committee of the Association in office for more than one-half of a full term shall be deemed to have completed a full term for the purposes of re-election.

Section 5.6. Nominating Committee.

The Nominating Committee shall consist of nine members elected to terms of three years. One-third of the members shall be elected at the regular General Assembly held in each year. After serving two terms in office, a member shall not be eligible for re-election until after an interim of at least three years. The Nominating Committee shall submit nominations for certain elective positions of the Association, as provided in Article IX.

Section 5.7. Presidential Search Committee.

The Presidential Search Committee shall consist of five elected members and two members appointed by the Board of Trustees. Each term shall be six years. The elected members shall be elected at the regular General Assembly held four years prior to the expiration of a President's term. The terms of appointed members shall begin at the close of the regular General Assembly at which members were elected. After serving a term in office, a member shall not be eligible for re-election until after an interim of at least six years. The Committee shall nominate candidates for the office of President as provided in Section 9.5.

Section 5.8. General Assembly Planning Committee.

The General Assembly Planning Committee shall consist of eight elected members and two members appointed by the Board of Trustees. The terms of elected members shall be four years and the terms of appointed members shall be two years. One-half of the

elected members shall be elected at the regular General Assembly held in each odd-numbered year. After serving two terms in office, an elected member shall not be eligible for re-election until after an interim of at least four years. The Committee shall be responsible for arrangements for General Assembly and programs and meetings to be held in connection therewith. It may establish subcommittees of its members and may delegate part or all of its powers to them.

Section 5.9. Commission on Appraisal.

The Commission on Appraisal shall consist of nine members elected to terms of six years. One-third of the members shall be elected at the regular General Assembly held in each odd-numbered year. After serving a term in office, a member shall not be eligible for re-election until after an interim of at least six years. The Commission on Appraisal shall:

- (a) review any function or activity of the Association which in its judgment will benefit from an independent review and report its conclusions to a regular General Assembly;
- (b) study and suggest approaches to issues which may be of concern to the Association; and
- (c) report to a regular General Assembly at least once every four years on the program and accomplishments of the Association.

Section 5.10. Commission on Social Witness.

The Commission on Social Witness shall consist of three elected members and two members appointed by the Board of Trustees. Each term shall be four years. After serving two terms in office, a member shall not be eligible for re-election until after an interim of at least four years. One member shall be appointed in each odd-numbered year. In addition to any election required to fill a vacancy, no fewer than one nor more than two members shall be elected at the regular General Assembly held in each odd-numbered year, as is required to insure a full complement of elected members.

The duties of the Commission are described in Article IV.

Section 5.11. Board of Review.

- (a) Members. The Board of Review shall consist of eight members, as follows:
 - 1. Three members who are ministers, each of whom at the time of election is in final ministerial fellowship with the Association and has held such fellowship continuously for the preceding seven years;

2. One member who is a credentialed religious educator-master level;
and
 3. Four members who are not ministers or credentialed religious educators, each of whom at the time of election is a member of a certified member congregation and has been a member of one or more such congregations for not less than three years as an officer or a member of the governing bodies of one or more such congregations.
- (b) Election and Term. Each term shall be eight years. At each regular General Assembly held in an odd-numbered year there shall be elected one person who is neither a minister nor a credentialed religious educator. At each regular General Assembly held in an even-numbered year there shall be elected either a minister, as described in subsection (a)(1) above, or a Credentialed Religious Educator–Master Level as described in section (a)(2) above. After serving a term in office, a member shall not be eligible for re-election until after an interim of at least eight years.
 - (c) Qualifications. No member of the Board of Review shall, during the term of office, be a member of the Ministerial Fellowship Committee or the Religious Education Credentialing Committee.
 - (d) Removal. A member of the Board of Review may be removed without hearing by the vote of six other members, or as provided by Section 5.4.
 - (e) Duties. The duties of the Board of Review are described in Articles XI and XII.

ARTICLE VI. Board of Trustees

Section 6.8. Vacancies.

A vacancy created by the death, disqualification, resignation, or removal of a trustee shall be filled by majority vote of the remaining trustees. An individual appointed to fill a vacancy shall serve until the vacancy is filled by regular or special election.

ARTICLE VII. Committees of the Board of Trustees

Section 7.1. Committees of the Board of Trustees.

The standing committees of the Board of Trustees shall be:

- (a) the Executive Committee;
- (b) the Ministerial Fellowship Committee;
- (c) the Finance Committee;
- (d) the Investment Committee;

- (e) the Religious Education Credentialing Committee; and
- (f) the Audit Committee.

The President shall be a member, without vote, of the Executive Committee, the Finance Committee, and the Investment Committee.

Section 7.2. Appointment and Term of Office.

Except as otherwise provided, the terms of members of standing committees of the Board of Trustees shall be two years beginning at the close of the regular General Assembly in odd-numbered years. Members shall be appointed no later than 120 days after the beginning of the term. Members shall take office upon the effective date of their appointment and shall serve until their successors are appointed and qualified.

ARTICLE VIII. Officers of the Association

Section 8.7. Vacancies.

- (a) Elected Officers. A vacancy created by the death, disqualification, resignation, or removal of an elected officer shall be filled by majority vote of the Board of Trustees. An individual appointed to fill a vacancy shall serve until the vacancy is filled by regular or special election.
- (b) Appointed Non-salaried Officers. A vacancy created by the death, disqualification, resignation, or removal of an appointed non-salaried officer may be filled by the Board of Trustees for the balance of the unexpired term.

Section 8.9. President.

The President shall be the chief executive officer of the Association.

ARTICLE IX. Nominations and Elections

Section 9.4. Nomination by Nominating Committee.

- (a) The Nominating Committee shall submit one or more nominations for each elective position to be filled, except Moderator and President, including positions to be filled by special election. With respect to Board positions, the Nominating Committee shall designate the position number for which each person is being nominated.
- (b) The Nominating Committee shall endeavor to nominate individuals so that the membership of the Board of Trustees and each elected committee reflects the full diversity of the Association, especially in regard to historically marginalized communities, but also balancing amongst size of congregation, lay and ordained, geography, age (including youth and young adults), and

gender, among others. The Nominating Committee shall consult with groups and organizations, including those traditionally underrepresented in Unitarian Universalist leadership, to help inform the nominating process.

- (c) Only one person from any one member congregation shall be nominated to serve on the Nominating Committee or the Board of Trustees.
- (d) The report of the Nominating Committee shall be filed with the Secretary of the Association and be mailed to all certified member congregations, associate member organizations, and trustees, on or before December 10 of each year.

Section 9.5. Nomination of President and Moderator.

- (a) President. The Presidential Search Committee shall submit no fewer than two nominations for the office of President for an election at the end of a presidential term or for a special election. The report of the Presidential Search Committee shall be announced by February 1 of the year before the General Assembly at which there is to be a presidential election, except in the case of a special election, in which case the report of the Presidential Search Committee shall be announced by December 10 of the year before the election.
- (b) Moderator. The Board of Trustees shall submit one or more nominations for the office of Moderator for an election at the end of a moderator term or for a special election. The report of the Board of Trustees shall be announced by February 1 of the year before the General Assembly at which there is to be a moderator election, except in the case of a special election, in which case the report of the Board of Trustees shall be announced by December 10 of the year before the election.

Section 9.6. Nomination by Petition.

- (a) For Moderator and President. A nomination for the office of Moderator or President, for a regular or special election, may be by petition signed by no fewer than twenty-five certified member congregations, including no fewer than five certified member congregations located in each of no fewer than five different districts. A certified member congregation may authorize the signing of a petition only by vote of its governing board or by vote at a duly called meeting of its members. Such a petition shall be filed with the Secretary of the Association, only in such form as the Secretary may prescribe, not later than February 1 of the year of the election and not earlier than the preceding March 1.
- (b) For Other Elective Positions. A nomination for any other elective position, for a regular or special election, may be by petition signed by not less than fifty members of certified member congregations, with no more than ten

signatures of members of any one congregation counted toward the required fifty. A separate petition, in form prescribed by the Secretary, shall be filed for each nomination not later than February 1 of the year of the election and not earlier than the preceding October 1. A petition for nomination to the Board of Trustees must designate the position number for which the person is being nominated.

Section 9.11. Counting of Ballots.

- (a) For the position of President, Moderator, Financial Advisor, or Trustee. If there are no more than two duly nominated candidates for a position, the candidate receiving the greater number of votes is elected; provided, however, that in construing the foregoing with respect to Trustee positions, each Trustee position number shall be considered a separate elective position. If there are more than two duly nominated candidates for a position, the ballot shall be designed to permit the designation of first, second, third, etc.. choice. If no candidate receives a majority of the first-choice votes cast, the candidate receiving the lowest first-choice vote shall be eliminated and the ballots cast for such candidate shall be redistributed in accordance with the second choice indicated thereon. This process shall be repeated until one candidate receives a majority of all votes cast or until only two candidates remain, at which time the one receiving the greater number of votes is elected.
- (b) For Other Elective Positions. If there is one elective position to be filled, the candidate receiving the greatest number of votes is elected. If there is more than one such elective position of the same kind to be filled, the candidates respectively receiving the greatest number of votes are elected.

Section 9.15. Special Elections

If a vacancy occurs more than 630 days before the expiration of the term of an elected officer, an elected member of a standing committee of the Association, or a trustee, a special election shall be held to fill the balance of the unexpired term. The special election shall be held at the next regular General Assembly that begins at least 270 days after the date of the vacancy.

RULE IX. Nominations and Elections

Rule G-9.4.1. Report of the Nominating Committee

- (a) Any person who applies to the Nominating Committee for nomination for the position of Financial Advisor or trustee shall submit by the application deadline a one-page statement of qualifications.
- (b) The report of the Nominating Committee required by Section 9.4(d) may be mailed to certified member congregations, associate member organizations, and

trustees either electronically or in hard copy. The report shall promptly be posted on the Association's website. The report shall include the statement of qualifications submitted by each nominee for Financial Advisor or trustee.

Rule G-9.10.1. Tie Vote-Elected Committee Position.

If a tie vote occurs in filling an elected committee position when only one person is to be elected, or occurs in filling a slate when the slate cannot be completed without resolving the tie, then as soon as possible before the final adjournment of the General Assembly involved, additional ballots shall be cast by those present and entitled to vote, except that initially the Moderator shall not vote. The additional ballots shall contain only the names of the candidates who are tied. These ballots shall be counted along with a recounting of the ballots cast for the tied candidates by absentee ballots, and the result of the foregoing procedures shall determine the election, unless there is still a tie, in which case the Moderator shall then cast a ballot to resolve it.

Rule G-9.10.2. Tie Vote-Moderator.

If the tie involves the election of a Moderator, the proceedings to resolve the tie shall be presided over by the Secretary of the Association who in all matters involving the resolutions of the tie shall have the rights and duties of the Moderator.

Rule G-9.10.3. Tie Vote-President, Moderator, Financial Advisor, or Trustee.

If, in the election of a President, Moderator, Financial Advisor, or Trustee in any particular counting of the preferential ballots, including absentee ballots, there is a tie vote amongst candidates having the least number of votes, then each such tied candidate shall be eliminated, and in the next counting, the ballots accumulated for said candidate shall be redistributed among the remaining candidates on the basis of the highest effective preferences marked on all the ballots that have been cast. However, if in this process such elimination leaves only a single candidate who in that counting still does not have a majority of the counted votes, or if only two candidates remain in the contest and they are tied, then there shall be as many run-off election procedures, conducted under the provision of Rule G-9.10.1, as are necessary to result in the election of a President, Moderator, Financial Advisor, or Trustee by at least a majority of the votes cast.

Rule G-9.13.10. Election Campaign Practices Committee.

An Election Campaign Practices Committee is hereby established and shall consist of three persons to be appointed by the Board of Trustees for a term of two years each, and the Secretary, ex-officio, without vote. The Board shall designate one of the appointed members to chair the Committee. The appointed members' terms shall begin at the close of General Assembly in odd-numbered years. The Board may appoint an individual to fill a vacancy in membership of the Committee; persons appointed to fill a vacancy shall serve the balance of the vacating member's term. Persons appointed to the Committee shall remain neutral in elections held while they are serving and shall not engage in

electioneering. Persons who seek nomination pursuant to Bylaw Sections 9.4, 9.5, or 9.6 are ineligible to serve on the Committee once they begin seeking nomination, and shall be deemed to have resigned from the Committee effective upon seeking nomination if they are then serving.

Actions of Immediate Witness

The Assembly adopted by a vote of two-thirds or more the following three Actions of Immediate Witness:

Amend the Constitution: Corporations are not Persons and Money is not Speech

BECAUSE Unitarian Universalists believe in the inherent worth and dignity of every human person, and in the use of the democratic process in society at large, and because approval of the 2011 AIW opposing *Citizens United* paved the way for the Unitarian Universalist Association (UUA) to take the spiritual lead in the passage of a constitutional amendment to establish that corporations are not persons and money is not free speech;

WHEREAS, a series of U.S. Supreme Court rulings have established corporations as persons, equated money with speech, and eliminated limits on amounts that corporations can contribute to political campaigns and political advertising;

WHEREAS, these court-created doctrines have flooded the political landscape with unprecedented amounts of money from corporations and other interests, corrupting our democratic processes and putting the entire democracy at risk;

WHEREAS, Article V of the U.S. Constitution provides for amendments to the Constitution, a process that has occurred 27 times, including seven Constitutional amendments that have overturned U.S. Supreme Court decisions;

WHEREAS, there are pending proposals in Congress and states that need action NOW to achieve passage of an amendment;

WHEREAS, the Unitarian Universalists for a Just Economic Community, UUA Board of Trustees, the Unitarian Universalist Service Committee, and various congregations have already endorsed a Constitutional amendment; and

WHEREAS, an amendment to the Constitution is needed to overturn *Citizens United* and eliminate both corporate personhood and money as speech;

THEREFORE, BE IT RESOLVED that the 2013 General Assembly instructs the UUA to make its endorsement formal and public, supporting the efforts to amend the Constitution; and

BE IT RESOLVED that the 2013 General Assembly further requests member congregations to pass resolutions that support and endorse a constitutional amendment to establish that corporations are not persons and money is not speech; and

BE IT FUTHER RESOLVED that the 2013 General Assembly encourages Unitarian Universalist Legislative Ministries nationwide (www.uustatenetworks.org) and other affiliated Unitarian Universalist organizations to join this important cause.

Working together with other groups and other faith traditions, we can make a significant impact to further the progress of a constitutional amendment to preserve the constitutional rights that our founding fathers intended solely for human persons, restore the effective voice of the people, and save our democracy.

Consider Divestment from the Fossil Fuel Industry

BECAUSE the Sources of Unitarian Universalism counsel us to heed the guidance of reason and the results of science;

BECAUSE Unitarian Universalist congregations covenant, in their Seventh Principle, to respect the interdependent web of all existence of which we are a part, and member congregations have demonstrated their commitment to this Principle in various ways, including by Green Sanctuary certification;

BECAUSE the 2006 Unitarian Universalist Association (UUA) Statement of Conscience calls on Unitarian Universalist congregations to “[u]se congregational financial resources to positively address the global warming/climate change crisis”; and

BECAUSE the “UUA Socially Responsible Investment Guidelines” (2008) state that investments in companies engaged in negative global impact activities are to be avoided;

WHEREAS, we understand our lives are tied up in the consumption of energy;

WHEREAS, the fossil fuel industry currently controls fossil fuel reserves that, if burned, will produce more than five times the amount of greenhouse gas emissions required to raise global temperatures beyond 2° C, the level that leaders of 167 countries, including the United States, have agreed represents a threshold beyond which civilization cannot survive without enormous suffering;

WHEREAS, the global and growing movement 350.org is calling upon universities, pension funds, public entities, and religious institutions to divest their investments in 200 fossil fuel companies;

WHEREAS, further information and discussion regarding the divestment movement in UUA congregations is available at divestfossilfuels.wordpress.com or by email at divestment@uumilwaukee.org; and

WHEREAS, given the reality of climate change, passively profiting from business as usual in carbon-intensive fossil fuel companies is an abdication of our responsibility and thus morally wrong;

THEREFORE, BE IT RESOLVED that the 2013 General Assembly of the Unitarian Universalist Association calls upon delegates to begin a denomination-wide conversation within their congregations about divesting from fossil fuels or exercising shareholder influence. Congregations might discuss the following:

1. Stopping any new direct investments in fossil fuel companies, as listed in Carbon Tracker reports;
2. Divesting of all direct securities holdings in fossil fuel companies within the next five years;
3. Investing in diversified, socially responsible, and climate-friendly securities, and securities in the renewable energy and efficiency sector;
4. Investing in making their own facilities more energy-efficient, make widespread use of renewable energy, adopt conservation and efficiency measures;
5. Evaluating the effectiveness of shareholder advocacy; and
6. Retaining the option of owning the minimum number of shares necessary to be an activist shareholder. These shares would be considered “influence payments” and not investments.

Condemn the Racist Mistreatment of Young People of Color by Police

WHEREAS, programs such as the “War on Drugs” and practices such as “Stop and Frisk” are actively used by police to harass and oppress communities of color;

WHEREAS, Michelle Alexander, at the 2012 UUA General Assembly said, “We use our criminal justice system to label people of color ‘criminals’ and then engage in all the practices we supposedly left behind. . . . As a criminal, you have scarcely more rights, and arguably less respect, than a black man living in Alabama at the height of Jim Crow. We have not ended racial caste in America; we have merely redesigned it;”

WHEREAS, this racist harassment has led to a growing number of African-American and Hispanic youth who have been mistreated and incarcerated because of police action;

WHEREAS, thousands of people have participated in mass multi-racial and multi-ethnic demonstrations seeking the ending of this racist mistreatment and violence by police;

WHEREAS, the Unitarian Universalist Principles provide a clear mandate to protest such treatment:

- Unitarian Universalist Principles affirm the goal of a just community, representing unity in our multi-racial world;
- Unitarian Universalist Principles affirm the inherent worth and dignity of every person; and

WHEREAS, the “Stop and Frisk” practice mainly targets young people of color and treats them in a racist manner that negates their inherent worth and dignity and leads to mass incarceration at tremendous social cost:

THEREFORE, BE IT RESOLVED that the 2013 General Assembly of the Unitarian Universalist Association affirms to uphold our Principles and condemn the racist practices displayed in what Michelle Alexander describes in her book as “the New Jim Crow” and calls upon member congregations to:

- Condemn the pattern of mistreatment through practices such as “Stop and Frisk,” which mainly targets young people of color in our society, which negates their inherent worth and dignity, and continues the mass practice of institutional racism in our society.

The General Assembly also calls upon member congregations to:

- Petition local, state, and federal representatives to demand an end to institutional racism in the form of practices such as “Stop and Frisk;” and
- Actively demonstrate alongside others who are fighting to change the laws that allow police harassment, which results in violence against communities of color.

UUA Statement of Conscience

By a vote of two-thirds or more, the Assembly adopted the following Statement of Conscience.

IMMIGRATION AS A MORAL ISSUE

A belief in “the inherent worth and dignity of every person” is core to Unitarian Universalism: every person, no exceptions. As religious people, our Principles call us to acknowledge the immigrant experience and to affirm and promote the flourishing of the human family.

Our Sources “challenge us to confront powers and structures of evil with justice, compassion, and the transforming power of love.” Hebrew scripture teaches love for the foreigner because “you were foreigners in the land of Egypt” (Leviticus 19:33-34). Christian scripture reports that Jesus and his disciples were itinerants. When asked “Who is my neighbor?” Jesus responded with the parable of the Good Samaritan, a foreigner who treated a badly beaten man as the foreigner would have wished to be treated (Luke 10:25-37). The Qur’an teaches doing “good to . . . those in need, neighbors who are near, neighbors who are strangers, the companion by your side, the wayfarer that you meet” (4:36). The Universal Declaration of Human Rights asserts

that “everyone has the right to leave any country, including his own, and to return to his country” (article 13.2).

Unitarian Universalist Principles and Sources call us to recognize the opportunities and challenges of human migration—caring for ourselves and our families, interacting with strangers, valuing diversity, and dealing with immigration systems.

Historical Background

Before recorded history, some people migrated out of Africa and later across the world. People left their places of birth to feed themselves, protect themselves from hostile environments, or better their lives. Some people migrated voluntarily, while others were forced to migrate due to enslavement, war, famine, marriage, or fear of persecution. Whatever the circumstances, the human family is composed almost entirely of immigrants or descendants of immigrants.

Most of the land mass on earth is now divided into nations with boundaries. Although we recognize that national boundaries are often arbitrary and disregard historical tribal boundaries and wildlife migratory patterns, we acknowledge that these national boundaries exist and that nations will protect their borders. Nations have assumed the right and obligation to protect the security and well-being of their citizens by enacting and enforcing immigration laws. Our challenge as religious people is to distinguish the moral from the immoral, supporting the former and opposing the latter. Moral immigration laws that are just and humane contribute to the public good, define the parameters of legal immigration, and restrict harmful influences such as criminal intent, epidemics, and contraband. Unfortunately, not all immigration laws are moral; some use race, class, religion, ethnicity, ability, or sexual orientation to dictate who belongs and who does not.

Underlying Factors Contributing to Immigration and Lack of Documentation

Today people leave their places of birth and migrate for the same reasons people always have—to be safe, to meet their needs for food and shelter, and to better their lives. Thus, violence, environmental change, and economic conditions often motivate migration. Acts of violence that drive people to migrate include armed conflicts, violence against women, violence related to sexual orientation and gender expression, ethnic cleansing, political persecution, and genocide. Environmental conditions that lead to migration include climate change, droughts, floods, radiation, and pollution.

Economic factors are currently the primary driving force behind immigration worldwide. Economic factors that cause people to migrate include the inability to meet needs for sufficient food and adequate shelter and the desire to better their lives. Contributors to these economic conditions include population growth, environmental degradation, globalization, and policies that address land ownership, tariffs, trade, and working conditions, many of which are continuing legacies of imperialism and colonialism.

A mechanism for regulating immigration is the issuance of visas, which are legal documents giving permission to enter and stay in a nation for a period of time. When the supply of visas is

far below the demand, then pressure to enter a country illegally or overstay a visa increases. A similar pressure occurs when the length of time between applying for a permanent visa and its issuance is a matter of years. When people cannot obtain or renew visas but choose to enter or remain in a country anyway, they become undocumented immigrants.

Visas that allow multiple border crossings encourage people to visit their families knowing that they can return and work. When crossing a border is difficult or hazardous, the likelihood of returning to one's family decreases and the desire to send for one's family increases. The families of undocumented immigrants wanting to reunite with their loved ones also have no means of entering legally. A broken immigration system opens the way for illegality, human trafficking, and exploitation.

Consequences

Who migrates, how they migrate, where they migrate to, and when they migrate are central to immigration policies worldwide. While immigrants find jobs, build community, fall in love, have children, and in other ways enrich a country with new ways of thinking and being, some people declare them unwelcome and label them—not just their status—illegal.

Lack of documentation and legal status can lead to exploitation. Work visas often require having an employer-sponsor, which can limit a person's freedom to change employment. Some employers are unable to find workers willing to do certain jobs under the work conditions and at the wages they offer. Other employers are stymied by onerous requirements to prove that they need people with certain abilities. When the number of work visas is fewer than the number of workers demanded by the economy, employers will fill the need regardless of workers' documentation.

Documented and undocumented immigrants alike are often denied the civil rights protections of citizens, paid less than citizens, labor in unsafe and unhealthy conditions, and/or are forced to work and live without pay under the threat of violence. In the United States, increased border security has resulted in undocumented immigrants crossing in more dangerous and remote areas where basic human needs such as drinking water do not exist.

Increased enforcement of immigration laws and the proliferation of for-profit detention centers have led to egregious human rights violations with little accountability or transparency. For example, immigrants in the U.S. detention system are not afforded the same due process rights as U.S. citizens, leading to unnecessarily lengthy detentions, and thus greater profits for the prison industry. These centers are poorly regulated and often overcrowded. Essential needs, including medical attention, are often denied, while more cost-effective and humane measures are ignored. Immigration enforcement consumes increasingly more of the federal government's resources.

Many undocumented immigrants and their families live in constant fear of deportation. This fear affects their use of educational opportunities and health care services, and their willingness to interact with local police officers. Enlisting local law enforcement agencies in immigration enforcement violates accepted practices of community policing and erodes trust between police and the communities they serve, sometimes resulting in racial profiling of those who appear to be

foreign. Deportation results in destroyed dreams and broken families—partners separated and children taken away from their caregivers or forced to return to a place they do not know. The perceived and constructed threat of those who are different has led some individuals and nations to meet immigrants with fear. Fear has become a social and political force that incorrectly labels people as “illegals,” “criminals,” and “terrorists.”

Therefore

Our Unitarian Universalist (UU) Principles and Sources compel us to affirm that all immigrants, regardless of legal status, should be treated justly and humanely. At a minimum, a moral immigration policy would include the following elements:

- A path to legal permanent residency and citizenship
- Work visas that
 - Require the same worker protections applicable to citizens, including fair wages, safe and healthful environments, and receipt of benefits
 - Do not depend on a single employer
 - Allow multiple entries
 - Permit entry into the path for legal permanent residency and citizenship
 - Provide parity between the number of visas and the work available in the receiving nation
- Timely processing of applications for visas and timely deportation decisions
- Access to the same medical care and education available to citizens
- Evaluation of human and environmental costs and benefits of proposed barriers to immigration or other changes in immigration policy
- Due process under the law, including legal representation, rights of appeal, and the right to initiate suits
- Alternatives to detention for those not considered a threat to society and humane treatment for those being detained
- Preservation of family unity, including same-sex and transgender couples and families
- Provision of asylum for refugees and others living in fear of violence or retribution

- Collaboration with source countries to address underlying issues that contribute to immigration, including trade policies.

Calls to Action

Given the consequences of immoral and unjust immigration policies, we pledge to ground our missions and ministries in UU Principles and Sources as we undertake individual, congregational, and denominational actions, such as:

As individuals, we can:

- Educate ourselves and others about human migration, immigration policies, human rights abuses that result from immigration policies, and the impact of trade and farm policies on human migration
- Learn a language used by a large number of immigrants in our communities
- Advocate for moral immigration policies
- Tour detention facilities and inquire about treatment of detainees
- Volunteer for local organizations providing aid and advocacy for immigrants
- Take direct action, such as intervening to preserve the lives of immigrants, helping them get needed medical and legal aid, refusing to report undocumented people, or reporting abuses of immigrants
- Advocate enforcement of laws that prevent employers from abusing undocumented workers
- Listen to those who have differing ideas about immigration and creatively develop approaches that take those concerns and our concerns into account
- Record stories of recent immigrants and of our own immigration histories
- Learn how to identify and report human trafficking, including labor trafficking, in our communities.

As congregations, we can:

- Cooperate with other UU congregations, other faiths, and secular groups that are focusing on immigration issues for the purposes of education and action
- Offer lifespan education, youth and young adult programming, and worship services that explore immigration issues

- Create a covenant group that focuses on immigration issues
- Adopt service projects that address issues of immigration and immigrant rights
- Participate in efforts that support the rights and dignity of immigrants
- Explore and implement ways to transform concern into action, including the possibility of providing sanctuary for undocumented immigrants at special risk
- Support and participate in advocacy efforts to change immigration laws that are not moral, including using state legislative ministries where they are available
- Coordinate experiential trips to gain first-hand understanding of border, migrant, and refugee issues; support groups that facilitate such trips, including No More Deaths and the UU Service Committee (UUSC)
- Organize visits to local detention centers, inquire about the care of detainees, and support detainees and their families
- Meet with Immigration and Customs Enforcement (ICE) officials and local law enforcement to oppose detention in privately-run facilities and advocate for alternatives to detention for low-risk detainees
- Fund college scholarships that are available to undocumented young people
- Offer financial assistance to undocumented immigrants seeking to obtain legal immigration status
- Take an active role in UU and interfaith organizations, including congregation-based community organizations that address the needs of immigrants such as UU Refugee and Immigration Services and Education (UURISE), Interfaith Immigration Coalition, Standing on the Side of Love, and Interfaith Worker Justice
- Call upon the immigrants who are members or friends of UU congregations to share their stories and wisdom openly
- Welcome changes as new immigrants join our congregations
- Encourage the sharing of congregants' cultural heritages and experiences to create personal bonds and enhance appreciation for the contributions of diverse cultures
- Participate in a refugee resettlement program
- Provide tutoring to help immigrants achieve English fluency and other skills

- Incorporate languages other than English into congregational life
- Conduct citizenship classes, voter-rights education, and voter registration drives that target new citizens.

At the denominational level, we can:

- Publicly witness against violations of the human dignity and human rights of immigrants nationally and internationally
- Advocate for moral immigration policies and international conventions, as well as trade, farm and other policies that alleviate the underlying causes of migration
- Support efforts to deconstruct the for-profit prison system that treats humans as commodities and fuels a culture of mass deportation and incarceration
- Share with congregations information about immigration legislation at the national level
- Advocate for expeditious implementation of national commitments made for visas to foreigners who have loyally served alongside our nation's military
- Join with other faith-based and human rights groups working for improved national policies on immigration; these policies include labor regulations that protect undocumented immigrants at an equivalent level to that provided to citizens
- Provide curricula, resources, current information, and networking opportunities that congregations can use in their immigration education and advocacy efforts
- Support the immigration-related work of the UU United Nations Office, UUSC, and other UU-related organizations such as UURISE and the UU College of Social Justice.

Affirming the inherent worth and dignity of every person, we take up this call with joy and commitment, celebrating the creative and life-giving diversity of our world's peoples.

Responsive Resolution

A resolution in response to the report of an officer was passed by a vote of two-thirds or more. It reads:

Deepen Our Commitment to an Anti-Oppressive, Multicultural Unitarian Universalist Association

WHEREAS, the Board-approved Ends for the Association call on the administration to move our Association toward a future in which "UU congregations and communities are intentionally

inclusive, multicultural, and multigenerational;” and

WHEREAS, Moderator Gini Courter, in her report, and Mel Hoover, in his acceptance of the Distinguished Service Award, called upon our Association to recommit to our work in the area of antiracism, anti-oppression, and multiculturalism; and

WHEREAS, the Unitarian Universalist Association has been engaged in a decades-long struggle to better equip us to be more inclusive across race, class, sexual orientation, gender identity, age, and ability, as well as to have a renewed conversation about covenant; and

WHEREAS, those marginalized in our Association and their accountable allies continue to lead us and are need of continued opportunities to be supported in their efforts through mutual support and spiritual sustenance; and

WHEREAS, the need for that struggle has not abated and, indeed, has only been magnified by the demographic, economic and geopolitical changes facing the world in which we live and offer our faith;

THEREFORE:

We call upon the President of the Unitarian Universalist Association and his staff to establish a vision for the steps needed to deepen the anti-oppressive and multicultural capacities of the Unitarian Universalist Association and its member congregations and to identify the systematic, programmatic, and financial resources needed to provide deeper support to congregations and affiliated organizations seeking to move into a deeper anti-oppressive, multicultural understanding.

We also call on the Board of Trustees to ensure that the Board and staff-appointed, Board-appointed, and elected committees of the Association are empowered and encouraged to identify existing and new practices and structures that will lead to greater diversity amongst participants in the work of those committees and a greater sense of inclusion amongst participants, and that will provide for youth- and young adult-led efforts.

We call on the Journey Toward Wholeness Transformation Committee to assess the financial and staff resources currently devoted to this work, including those supporting organizations that empower marginalized populations, and to provide an analysis of these expenditures relative to other allocations.

These measures will ensure the deepened understanding, relationships, spiritual renewal, and practical skills necessary to move toward the Beloved Community that we are compelled to build in the name of our faith.

Elections

Moderator (six-year term):

Jim Key	945 votes (248 absentee)
Tamara Payne-Alex	905 votes (131 absentee)

The following persons were elected in uncontested elections:

President

Peter Morales (four-year term)

Financial Advisor

Ed Merck (three-year term)

UUA Board of Trustees

Natalia Averett (one-year term)

Rob Eller-Isaacs (one-year term)

Clyde Grubbs (one-year term)

Michael Sallwasser (three-year term)

Julian Sharp (three-year term)

James Snell (three-year term)

Susan Weaver (one-year term)

(Additionally, the following current trustees were appointed by the Board of Trustees for two-year terms: Donna Harrison, Lew Phinney, Susan Ritchie, Sarah Stewart)

Presidential Search Committee (six-year terms)

Wayne Arnason

Matthew Johnson-Doyle

Michael Tino

Elandria Williams

Jacqui Williams

(Additionally, two appointments for six-year terms will be made by the Board of Trustees)

Board of Review (eight-year terms)

Orlanda Brugnola

Maris Cornell

Commission on Appraisal

Lucy Bunch (six-year term)

John Hawkins (four-year term)

Nathan Hollister (six-year term)

Myriam Renaud (six-year term)

Commission on Social Witness (four-year terms)

Christian Sillari

Kiera Wesley

General Assembly Planning Committee (four-year terms)

Mary Alm
Bart Frost
Debra Boyd Gray
Chip Roush

Nominating Committee (three-year terms)

Sofia Betancourt
Abhimanyu Janamanchi
Ken Wagner

Credentials Report

The final credentials report of the Secretary of the Association was as follows:
Accredited and attending the 52nd General Assembly of the Unitarian Universalist Association were 1346 member delegates, 352 ministerial delegates, 4 credentialed religious educators, 4 associate member delegates, 26 members of the Board of Trustees (not included as registered delegates from congregations). On-site delegates totaled 1735, representing 531 congregations, 49 states, 1 Canadian province, and the District of Columbia.

Additionally, there were 112 off-site delegates, including 93 member delegates and 19 ministerial delegates. Represented were 71 congregations from 26 states.

Total delegates were 1847. Total on-site registration for the Assembly was 3314, including 232 youth.

Closing

The Assembly unanimously thanked Moderator Gini Courter for her superb service and expressed their respect, appreciation, and love and then voted to adjourn *sine die* at 5:45 pm on Sunday, June 23, 2013.

Respectfully submitted,

/s/ Kathleen Montgomery
Recording Secretary

UUA Board of Trustees
October 17-21, 2013

MINUTES
BOARD OF TRUSTEES
UNITARIAN UNIVERSALIST ASSOCIATION

October 17-21, 2013

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held on Thursday through Sunday, October 17-21, 2013 at 25 Beacon Street, Boston, Massachusetts.

MEMBERS

PRESENT: Averett, Eller-Isaacs, Grubbs, Harrison, Key, Ladd, Morales, Phinney, Sallwasser, Sharp, Snell, Stewart, and Weaver.

MEMBERS

ABSENT: Ritchie.

ALSO

PRESENT: Brennan, Cooley, Dodd, Limpert, and observers.

Jim Key, Moderator, called the meeting to order at 1:31 PM on Thursday, October 17, 2013. The new board covenant, created in the morning as part of the board retreat, was read in unison:

BOARD COVENANT:

We promise to:

Show up with our best selves, intent on listening with openness and willingness to the voices in the room and those that are not.

Speak with an authentic voice, grounded in our lived experience, mindful of differing cultural interpretations and realities that are present.

Honor our duty to do the work of the board and to place anti-racism, anti-oppression, and multicultural accountability at the center of that work.

Recognize that each of us is fully human, with hurts and vulnerability, and the need to laugh and sing!

UUA Board of Trustees
October 17-21, 2013

Visitors were welcomed and introductions took place.

Phinney moved and Stewart seconded to approve the agenda, including the consent agenda.

BOARD CALENDAR DEVELOPMENT

Donna Harrison led a process to develop a board calendar and invited people to send her additions each night. She reminded everyone that policy 3.5.2 requires agendas be developed 24 months out. The 24-month agenda will be made easily available to everyone. It was agreed that monthly telephone conference calls would be scheduled the third Thursday each month, but that many would be cancelled if no business was essential.

BOARD RELATIONS WITH COMMITTEES

Sam Trombone of Open UUA presented a report that included numerous suggestions. Harrison suggested a follow-up conversation in April, 2014.

It was agreed that all board committees would be asked to submit a report to the board partly as a way of determining whether they are doing means work or ends work. Board members were given an opportunity to sign up to work with one or another group.

PROCESS OBSERVATION AND RECESS

All board members participated in process observation, sang together, and the meeting was called into recess at 4:52 PM.

Jim Key, Moderator, called the meeting to order at 9:00 AM on Friday, October 18, 2013. Sallwasser read opening words by Margaret Bowens Wheatley. The new board covenant was read in unison, observers were welcomed, and introductions took place.

REPORT OF THE FINANCE COMMITTEE

M (Sarah Stewart) and S (Lew Phinney) (with Larry Ladd recusing himself from the conversation and vote) and motion passed to authorize Jim Key to sign and send on behalf of the UUA Board of Trustees the following letter:

UUA Board of Trustees
October 17-21, 2013

[UUA LETTERHEAD]

October ___, 2013

Board of Directors
Liberal Religious Charitable Society, Inc.

Attn: Robert P. Adelman, President and Board Chair

Re: Dissolution of LRCS and Request for Indemnification

Dear Bob:

We understand that the Liberal Religious Charitable Society, Inc. ("LRCS"), a supporting organization of the Unitarian Universalist Association (the "UUA"), recently voted to dissolve effective as of September 30, 2013, and to distribute all of its assets on an unrestricted basis to the UUA. In connection with that vote, we understand that some of the members of the Board of Directors of LRCS had expressed their interest in asking the UUA to set aside a portion of the assets LRCS is distributing to the UUA for support of Unitarian Universalist theological education, and that the UUA indemnify individual LRCS Board members for any losses they incur as a result of LRCS' transfer of all of its assets to the UUA. The UUA is willing to provide an indemnification on the terms set forth herein.

The UUA expects that LRCS will pay, and understands that LRCS intends to pay, all of its known creditors in full before transferring its assets to the UUA. The UUA understands further that, as LRCS reports that it is transferring its assets to the UUA on an unrestricted basis, none of its assets are subject to any donor restrictions. Accordingly, the UUA hereby agrees to indemnify and hold harmless the individual members of the Board of Directors and each of the officers of LRCS, up to a maximum of the dollar amount of the assets LRCS transfers to the UUA, for any losses, damages, claims and expenses (including, any reasonable attorneys' fees) any or all of them incur as a result of, or arising from, (i) LRCS transferring its assets to the UUA in connection with the dissolution or (ii) any action taken or omitted to be taken by the members of the Board of Directors or the officers of LRCS in connection with such dissolution or asset transfer ; provided, however, that such indemnification shall not apply to actions brought against such persons by known creditors of LRCS to recover amounts those creditors claim to be owed as long as the amount being claimed by such known creditors was not disputed and was known to such persons.

UUA Board of Trustees
October 17-21, 2013

The UUA is grateful for LRCS support of the UUA over the many years, and for the support and hard work Bob Adelman and other members of its Board have provided.

Very truly yours,

James Key, as Moderator and Board Chair and not individually

FINANCIAL ADVISORS REPORT

Larry Ladd presented the Financial Advisors Report.

TREASURERS REPORT

Tim Brennan presented the Treasurers Report.

COMPREHENSIVE CAMPAIGN REPORT

Terry Sweetser presented information about the Comprehensive Campaign that is in the planning stages.

BOARD ARAOMC AGENDA PLANNING

Grubbs, Sharp and Sallwasser presented.

POLICY GOVERNANCE, ENDS & STRATEGY

Eric Craymer, the consultant hired by the administration and board to assist with Policy Governance monitoring report efforts, led a conversation about how to move forward.

PRESIDENTS REPORT

President Peter Morales presented the Presidents Report.

PROCESS OBSERVATION AND RECESS

UUA Board of Trustees
October 17-21, 2013

All board members participated in process observation and the meeting was called into recess at 3:20 PM. to attend a reception at the newly renovated offices of the Unitarian Universalist Service Committee in Cambridge, MA.

Jim Key, Moderator, called the meeting to order at 9:00 AM on Saturday, October 19, 2013. Morales offered reflections on the topic of trust. Visitors were welcomed, introductions took place, the agenda was reviewed by Key, and the meeting began.

Board members were invited to think about what workshops the board might want to propose on the GA 2014 theme of *Love Reaches Out*.

MODERATORS REPORT

Moderator Jim Key presented his report, and invited Kevin Bolton to provide a summary of the recent Southern Region gathering.

VICE MODERATORS REPORT

Vice Moderator Donna Harrison presented her report, and invited Jan Sneegas to speak regarding General Assembly.

SECRETARYS REPORT

Vice Moderator Donna Harrison presented the secretary's report in Susan Ritchie's absence.

TRANSFORMING GOVERNANCE REPORT

Donna Harrison and Harlan Limpert reported on what was learned from the conversation at the last General Assembly about possible alternative visions for GA.

EXECUTIVE SESSION

The board moved into executive session for the purpose of discussing confidential legal and financial information regarding the sale of the Beacon Hill properties.

GOVERNANCE CONVERSATION

Eller-Isaacs, Phinney and Averett led the board in a discussion of governance.

UUA Board of Trustees
October 17-21, 2013

LINKAGE CONVERSATION

Weaver and Snell present a report on linkage.

BOARD SELF-EVALUATION

Key and Harrison led a discussion on the topic of board self-evaluation.

PROCESS OBSERVATION AND RECESS

All board members participated in process observation and the meeting was called into recess at 5:50 PM.

Jim Key, Moderator, called the meeting to order at 8:30 AM on Sunday, October 20, 2013. Observers were welcomed, and introductions took place.

Various motions were presented and voted upon:

M (Harrison), S, and (Weaver)

VOTED AND PASSED: That the following congregational name changes be recorded in our records:

Formerly: Unitarian Universalist Church (Fullerton, CA)
Now Known As: Unitarian Universalist Congregation

Formerly: Unitarian Universalist Society of Black Hawk County (Cedar Falls, IA)
Now Known As: Cedar Valley Unitarian Universalist

Formerly: Unitarian Universalist Congregation of Woodstock (McHenry, IL)
Now Known As: Tree of Life Unitarian Universalist Congregation

=====

M (Harrison), S, and (Stewart)

VOTED AND PASSED: That the Original Blessing congregation in Brooklyn, NY be accepted into congregational membership with the Unitarian Universalist Association as a member congregation.

=====

M (Harrison), S, and (Sallwasser)

VOTED AND PASSED: That we hold GA 2017 in New Orleans LA.

=====

M (Harrison), S, and (Phinney)

VOTED AND PASSED: That we approve the proposed fees for GA 2014 as submitted from the General Assembly Planning Committee.

=====

M (Phinney), S, and (Harrison)

VOTED AND PASSED: That we accept the following monitoring reports as written: 2.7.4; 2.7.4.4; 2.7.4.5; 2.7.5; 2.7.6.

=====

M (Harrison), S, and (Phinney)

VOTED AND PASSED: Move to modify Appendix 3.1, Annual Board Calendar, to read as follows:

Appendix 3.1

- January:
 - Ends Monitoring Discussion
 - Prepare Tentative GA Agenda
 - Appoint Committee for Distinguished Service Award
- April
 - Finalize GA Agenda
 - Operating & Capital Budgets presented to Board
 - Board adopts budget for presentation at
 - Assign Trustee roles at GA
 - Select recipient of Distinguished Service Award
- June
 - Board statements in support of proposed bylaws changes or business resolutions presented and reviewed
- October
 - Kick off Retreat
- November

UUA Board of Trustees
October 17-21, 2013
– Receive & Review Audit

In addition, Monitoring Reports will be reviewed according the schedule in Appendix 2.1, the annual monitoring schedule.

=====

M (Harrison), S, and (Averett)

VOTED AND PASSED: That the annual monitoring schedule (Appendix 3.2 of the Policy Manual) be changed so that it is expressed in calendar years rather than fiscal years by removing the “FY” notation from the schedule but leaving the years intact. In making these changes, the vice moderator will work with the staff to assure that reports that were received in the last 12 months and are on a multi-year review cycle are not inadvertently scheduled for review over the coming 12 months.

=====

M (Sallwasser), S, and (Weaver)

VOTED AND PASSED: That board members must act in accordance with our covenant with each other.

We promise to:

Show up with our best selves, intent on listening with openness and willingness to the voices in the room and those that are not.

Speak with an authentic voice, grounded in our lived experience, mindful of differing cultural interpretations and realities that are present.

Honor our duty to do the work of the board and to place anti-racism, anti-oppression, and multicultural accountability at the center of that work.

Recognize that each of us is fully human, with hurts and vulnerability, and the need to laugh and sing!

This covenant shall be read at the beginning of each board meeting.

=====

M (Eller-Isaacs), S, and (Sallwasser)

UUA Board of Trustees
October 17-21, 2013

VOTED AND PASSED: That the Governance Working Group be charged to conduct a comprehensive review of UUA policies with the intent to reduce their number and more fully align the monitoring process to the stated ends of the Association.

=====

M (Harrison), S, and (Snell)

VOTED AND PASSED: That we waive the requirement that the ends monitoring report be submitted on December 20, and that the schedule for developing and submitting the ends monitoring report will be in accordance with the work plan developed with the consultant, staff and Executive Committee.

=====

M (Eller-Isaacs), S, and (Sallwasser)

VOTED AND PASSED:

Moved that the Executive Committee of the Board be authorized to act in furtherance of the capital budget for the build-out of the new headquarters at 24 Farnsworth St. until the January meeting of the entire Board.

ATTENDED CHURCH

WORKING LUNCH

Board members attended services at one of the local congregations, had a working lunch, participated in covenant debrief and process observation. Closing words were shared by Julian Sharp, and the meeting was adjourned at 1:41 PM.

Respectfully submitted,

UUA Board of Trustees
October 17-21, 2013

/s/ Harlan Limpert
Clerk

BOARD OF TRUSTEES SCHEDULE

January 2014, San Diego, CA

Thursday, January 23 – Sunday January 26

April 2014, Boston, MA

Thursday, April 17 – Sunday April 20

June 2014, Providence, RI

Tuesday, June 24 – Wednesday, June 25 – Board of Trustees meeting

Wednesday, June 25 – Sunday June 29 – General Assembly

Monday, June 30 – Board of Trustees meeting

October 2014, Boston, MA

Thursday, October 16 – Sunday October 19

January 2015, TBD

Thursday, January 15 – Sunday January

April 2015 Boston, MA

Thursday, April 16 – Sunday, April 19

Note: Easter is April 5. The GA Planning Committee will meet the second weekend in April.

June 2015, Portland, OR

Tuesday, June 23 – Wednesday, June 24 – Board of Trustees meeting

Wednesday, June 24 – Sunday June 28– General Assembly

Monday, June 29 – Board of Trustees meeting

October 2015, Boston, MA

Thursday, October 15 – Sunday October 18

MINUTES
BOARD OF TRUSTEES
UNITARIAN UNIVERSALIST ASSOCIATION

December 19, 2013

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held electronically on Thursday, December 19, 2013.

MEMBERS

PRESENT: Averett, Eller-Isaacs Grubbs, Harrison, Key, Ladd, Morales, Phinney, Ritchie, Sallwasser, Sharp, Snell, Stewart, and Weaver.

MEMBERS

ABSENT: None

ALSO

PRESENT: Brennan, Limpert, Cooley, Dodd, Sean Rush

Jim Key, Moderator, called the meeting to order at 8:01 PM ET on Thursday, December 19, 2013. He shared opening words and the agenda was approved.

AUDIT COMMITTEE CHAIR’S REPORT

Sean Rush, chair, audit committee, presented the report of the audit committee. He reported we had been given an “unqualified” or “clean” opinion.

M (Rob Eller-Isaacs), S, and

VOTED AND PASSED: To accept the report of the Audit Committee and the fiscal year 2013 audit report with thanks.

FINANCE COMMITTEE’S REPORT

Sarah Stewart, chair, finance committee, presented the report of the finance committee. She reported that at its meeting on December 17, 2013 the committee reviewed a proposal from the Administration to finance the construction of and move to 24 Farnsworth Street with bank debt. The Committee supported this recommendation.

M (Stewart), S, and

VOTED: With respect to the existing credit facility referred to as the Member Lending Credit Line obtained from Eastern Bank (the “Bank”) in the original amount of \$6,000,000.00, as previously amended, to renew such credit line and reduce such credit line to \$4,000,000 and otherwise modify the terms of such credit line as set forth in that certain Loan Modification Agreement dated as of January ___, 2014, submitted by the Bank to Timothy Brennan, Treasurer of the Unitarian Universalist Association.

To authorize the Treasurer, Timothy Brennan, and the Chief Operating Officer, Harlan Limpert, each individually, acting singly or together, to execute and deliver documents to effect the foregoing, including but not limited to, the aforesaid Loan Modification Agreement and related documentation required by the Bank, all with such terms and conditions as are approved by the signatory, with such officer’s signature being conclusive evidence of approval.

To ratify and approve all that the Treasurer, Timothy Brennan, has done or may do in connection with such loan modification.

VOTED: That the Company renew the unsecured revolving line of credit loan facility from the Bank in the original principal amount of \$500,000.00, such renewal to be upon such terms and conditions as any one of the officers or authorized agents of the Company identified below in these votes may determine.

To authorize the Treasurer, Timothy Brennan, and the Chief Operating Officer, Harlan Limpert, each individually, acting singly or together, to execute and deliver documents to effect the foregoing, including but not limited to, a Loan Modification Agreement, and related documentation required by the Bank, all with such terms and conditions as are approved by the signatory, with such officer’s signature being conclusive evidence of approval.

To ratify and approve all that the Treasurer, Timothy Brennan, has done or may do in connection with such line of credit.

VOTED: That the Company obtain from the Bank a non-revolving line of credit loan facility in the original principal amount of \$10,000,000.00, to be used to finance leasehold improvements at 24 Farnsworth Street, Boston, Massachusetts, the repayment of which is secured by a pledge of marketable securities owned by the Company, such loan to be upon such terms and conditions as any one of the officers or authorized agents of the Company identified below in these votes may determine.

To authorize the Treasurer, Timothy Brennan, and the Chief Operating Officer, Harlan Limpert, each individually, acting singly or together, to execute and deliver documents to effect the foregoing, including but not limited to, a Term Note, a Non-Revolving Line of Credit Agreement, a Pledge and Security Agreement and related documentation required by the Bank, all with such terms and conditions as are approved by the signatory, with such officer's signature being conclusive evidence of approval.

To ratify and approve all that the Treasurer, Timothy Brennan, has done or may do in connection with such line of credit.

CLOSING

Jim Key adjourned the meeting at 9:48 PM.

Respectfully submitted,

/s/ Harlan Limpert
Clerk

CLERK'S CERTIFICATE

UNITARIAN UNIVERSALIST ASSOCIATION

I, the undersigned Clerk of the Unitarian Universalist Association, a non-profit corporation organized and existing under the laws of The Commonwealth of Massachusetts (the "Company"), DO HEREBY CERTIFY that:

1. This Certificate is furnished in connection with the renewal and reduction of the existing Member Lending Credit Line from Eastern Bank (the "Bank") to the Company from \$6,000,000.00 to \$4,000,000.00, the renewal of the revolving line of credit loan in the amount of \$500,000.00 from the Bank to the Company, and a new a non-revolving line of credit loan in the amount of \$10,000,000.00 from the Bank to the Company.
2. The persons named below have been duly elected, and are qualified officers of the Company, holding the respective offices below set opposite their names, and the signatures below set opposite their names are their genuine signatures.

Name

Office

Signature

Timothy Brennan

Treasurer and Chief Financial
Officer

Harlan Limpert

Chief Operating Officer and
Clerk

3. The Company's organizational documents furnished to the Bank on or about _____, 2013 have not been modified or amended and remain in full force and effect.
4. Attached hereto as Exhibit A are true and correct copies of resolutions duly adopted by the Company's Board of Trustees at a meeting held on _____, 201__, which resolutions have not been revoked, modified, amended or rescinded and are still in full force and effect.
5. Attached hereto as Exhibit B is a true and complete copy of the Bylaws and Rules of the Company and said Bylaws have not been modified, amended, or rescinded and are in full force and effect on the date hereof.
- IN WITNESS WHEREOF, I have hereunto set my hand this _____ day of January, 2014.

By _____
Harlan Limpert
Chief Operating Officer and Clerk,
Unitarian Universalist Association

BOARD MEETING DATES

- **January 2014, San Diego** Thursday, January 23 - Sunday, January 26, 2014
- **April 2014, Boston, MA** Thursday, April 10 - Sunday April 13
- **June 2014, Providence, RI** Tuesday, June 24 - Wednesday, June 25: Board Meeting
Wednesday, June 25 – Sunday, June 29: General Assembly; Monday, June 30: Board Meeting

RULES OF THE RELIGIOUS EDUCATION CREDENTIALING COMMITTEE

Adopted by the UUA Board of Trustees on [insert date]

1. THE RULES

These Rules are promulgated, and all rules previously promulgated will be hereby rescinded and revoked, by authority of ARTICLE VII, Section 7.13 and ARTICLE XII of the Bylaws of the Unitarian Universalist Association as approved by the Unitarian Universalist Board of Trustees on June 26, 2003. In these Rules, the word "society" refers to a church or fellowship.

2. COMMITTEE'S JURISDICTION

The Religious Education Credentialing Committee shall have jurisdiction over Religious Education Credentialing with the Unitarian Universalist Association and over the approved list of religious educators with credentialing status published in the Directory of Unitarian Universalists and elsewhere with authority to make any changes as hereinafter provided. Religious education credentialing status is granted for Credentialed Religious Educator - Associate Level, Credentialed Religious Educator, and Credentialed Religious Educator – Master Level. These Rules shall apply to all religious educators who have achieved a religious education credentialing status, or who are Applicants to or Candidates in the Religious Education Credentialing Program.

3. EXECUTIVE SECRETARY

The Director of Ministries and Faith Development staff group shall be the Executive Secretary of the Religious Education Credentialing Committee, but shall not be a voting member of the Committee. S/he shall have charge of the correspondence and the custody of the Committee's records and files, which shall be kept confidential as provided in said Bylaws. Upon request and by prior arrangement, information about a religious educator with religious education credentialing status from the files of the Committee shall be shared with that religious educator except for any psychological evaluations and information transmitted in confidence or otherwise deemed confidential by the RECC. The Executive Secretary shall keep a complete and accurate list of religious educators who have achieved religious education credentialing status, and such other books and documents as may be necessary or convenient to maintain complete and adequate records.

4. EXECUTIVE COMMITTEE

There shall be an Executive Committee consisting of the RECC Chair, RECC members appointed by the Chair, and, as non-voting members, the RECC Executive Secretary, and the Professional Development Associate for Religious Education and Music Leaders. The Executive Committee shall consult before each full RECC meeting to review the RECC agenda, and make recommendations to the RECC concerning business items. The

Executive Committee may develop recommendations and reach decisions through face-to-face gatherings, conference calls, and exchange of electronic mail.

5. MEETINGS

The Committee shall meet at such times and places as it shall determine. Special meetings may be called by the Chair or by the Executive Secretary. Five voting members shall constitute a quorum. Meetings may occur in face-to-face gatherings and through conference calls.

6. LEVELS OF RELIGIOUS EDUCATION CREDENTIALING

For the purposes of the Rules, the term “Religious Educator” applies to those persons whose work is to promote religious education that expresses Unitarian Universalist values and principles and whose self and contextual understanding are as a professional religious leader.

Religious Educators who have achieved a religious education credentialing status shall be differentiated by the type of professional and academic training and experience they bring to the profession.

Credentialed Religious Educator – Associate Level status may be given to those in a career of at least two years in religious education in a paid position of at least ¼ time (or equivalent) in a congregation which is a member of the Unitarian Universalist Association or such a position related to the Unitarian Universalist Association or Affiliate organization with a demonstrable basic knowledge of life span religious education, and at least 75 hours of training in religious education.

Credentialed Religious Educator status may be given to those in a career of at least two years in religious education in a paid position of at least ½ time (or equivalent) in a congregation which is a member of the Unitarian Universalist Association or such a position related to the Unitarian Universalist Association or Affiliate organization with a demonstrable working knowledge of life span religious education, and at least seven structured learning experiences beyond 75 hours of training in religious education, and with at least a Bachelor’s degree or equivalent. A Bachelor's degree is not required for those pursuing credentialing on the Tenure Track.

Credentialed Religious Educator – Master Level status may be given to those in a career of at least five years in religious education in a paid position of at least ½ time (or equivalent) in a congregation which is a member of the Unitarian Universalist Association or such a position related to the Unitarian Universalist Association or Affiliate organization, with a demonstrable comprehensive knowledge of lifespan religious education, and with at least a Master’s degree or a Bachelor's degree or equivalent (depending upon the credentialing path chosen), and graduate-level academic credit in specific subject areas pertinent to Unitarian Universalist religious education leadership.

7. APPLICATION PROCEDURE

Application for religious education credentialing status shall be submitted to the Committee in writing in such form as the Committee shall determine. Before an application is filed, the person applying shall be furnished a copy of, or with a website link to, the Rules and Policies of the Religious Education Credentialing Committee, and as part of his/her application, s/he shall agree in writing to be bound by said Rules and Policies and amendments thereof.

8. GENERAL QUALIFICATIONS

Based on the particular requirements of the RE Credentialing level sought, all Candidates seeking a religious education credentialing status must have completed the program application process and program requirements as determined by the RECC. In addition a candidate is expected to have a strong motivation and good potential for our professional religious education leadership; and must have a concern for others, intellectual ability, and religious education leadership skills. The Committee will further require that the Candidate meet the competency requirements as laid out in the credentialing program plan. In examining every Candidate's qualifications, the Committee may consider any evidence which it deems relevant to assessing them.

MENTORSHIPS

Every Candidate seeking a religious education credentialing status is required to have completed at least one mentor relationship with a mentor assigned by the Liberal Religious Educators Association. This requirement may be waived by the Committee at its discretion or by the Professional Development Associate for Religious Education and Music Leaders.

TERMINATION OF PARTICIPATION IN THE RELIGIOUS EDUCATION CREDENTIALING PROGRAM

The Executive Secretary may, whenever s/he believes it necessary, present to the Committee the situation of any Candidate where indication exists that his/her continued participation in seeking a religious education credentialing status is not justified.

Participation in the Religious Education Credentialing program is a privilege and not a right, and the Committee's refusal to grant permission to participate in the Religious Education Credentialing program, or decision to remove from the Religious Education Credentialing program before religious education credentialing status is granted, shall not be subject to appeal.

9. LIST OF RELIGIOUS EDUCATORS AND USE OF LIST

The Committee shall maintain lists of religious educators who have achieved a religious education credentialing status. The Committee shall determine all matters of form and content pertaining to the lists of religious educators who have achieved a religious education credentialing status and determine when and in what manner said lists or any portion of them shall be published.

10. CRITERIA FOR TERMINATION OF RELIGIOUS EDUCATION CREDENTIALING STATUS

The religious education credentialing status of a religious educator may be terminated when a religious educator's performance and/or behavior in a society or in any other professional position is found by the Committee to be conduct unbecoming a professional religious educator or for other specified cause.

11. PROCEDURES FOR TERMINATION OF RELIGIOUS EDUCATION CREDENTIALING STATUS

The Committee shall institute proceedings to determine whether a religious educator's religious education credentialing status shall be terminated upon the receipt of information from any identified source which indicates the probability that one or more of the criteria for termination exists.

A. Rights of the Religious Educator. The religious education credentialing status of a religious educator may be terminated by the Religious Education Credentialing Committee for unbecoming conduct or other specified cause after notice and opportunity for a hearing before the Committee at which the religious educator shall have the right to be represented by counsel, to introduce evidence, to have any relevant and material evidence in the possession of the Association produced, and to cross-examine and rebut adverse evidence.

B. Rights of the Committee. The Committee shall also have the right to be represented by counsel, to introduce evidence, to have any relevant and material evidence in the possession of the religious educator produced, and to cross-examine and rebut adverse evidence.

C. Expenses. All expenses involved in the travel, appearance, and representation of the religious educator charged and of the witnesses called in the religious educator's defense shall be borne by that religious educator.

D. Notice of Charges and Hearing. Upon a finding of probable cause the Committee shall notify the religious educator in writing of the charges which have been brought, the date and place when a hearing shall be held, the religious educator's rights and the procedures which will be followed. Such notification shall be sent by certified mail and shall be postmarked not less than one month prior to the scheduled date of the hearing.

E. Response. Within thirty (30) days of the notice, the religious educator must advise the Committee whether or not s/he intends to appear at the hearing, whether or not s/he intends to be represented by an attorney and his/her identity, and the religious educator's response to the charges.

F. Exchange of Documents. Prior to the hearing, the religious educator and the Committee shall arrange for the mutual exchange of documents and a list of anticipated witnesses.

G. Criminal Proceedings. In the event that criminal charges are pending against the religious educator, the Executive Committee may suspend all or part of the Committee's investigation until the conclusion of the criminal adjudication. A court transcript/record may be used in lieu of or in addition to an investigative committee report.

H. Hearing Procedures.

1. Hearing Panel. The hearing may be conducted by the Committee itself, with or without the assistance of counsel, or the Committee may appoint a Board of Inquiry to consist of three members, who need not be members of the Committee - for example, a member, an attorney-at-law, and one other person. When appointed, one of the three shall be designated as Chair by the Religious Education Credentialing Committee.

2. Confidentiality. At the beginning of the hearing, rules of confidentiality will be established and emphasized, and they will be reiterated at the end. All individuals - including Committee members, the person being heard and the support person and/or counsel - must respect all rules of confidentiality.

3. Record. The Board of Inquiry may determine if it wants a stenographic record at its own cost. If either party wants a stenographic record, it should notify the other three days before the hearings so that it can decide whether to (a) have its own stenographic record made, or (b) negotiate with the other party to share such. Each party shall pay the cost of the transcript. If either or both parties obtain a stenographic record, a copy shall also be obtained and paid for by the Religious Education Credentialing Committee.

4. Procedures. The proceedings shall be conducted in such manner as the Committee or its Board of Inquiry shall determine within the limitations set forth above. The Committee or its Board of Inquiry shall have the authority to make any rulings on the conduct of the proceedings, including any rulings deemed necessary or appropriate to ensure that the hearings are conducted in an expeditious manner with due regard for the age and circumstances of the witnesses.

5. Recommendations of Board of Inquiry. If the proceedings are conducted by a Board of Inquiry appointed by the Committee, any findings of the Board of Inquiry together with the stenographic records and such reports as the Board of Inquiry may file shall be submitted to the Committee with its recommendations for decision. The Chair of the Board of Inquiry shall be responsible for submitting this material and it shall be sent to the Committee not later than one calendar month from the date of the last day of the hearing.

6. Access to Information. All material sent to the Committee by the Board of Inquiry shall be open to inspection by the religious educator charged and/or a second person of the charged religious educator's choice.

7. Determination. The Committee, either at the conclusion of its own hearing, or upon receipt of the finding, etc., from a Board of Inquiry, shall determine

whether or not the religious educator's religious education credentialing status shall be terminated and shall enter in the record of the case the reasons for its decision and an order disposing of the case. Should the religious educator's religious education credentialing status not be terminated, the Committee may impose conditions and/or restrictions as it deems appropriate. Such decision shall be made at the next meeting of the Religious Education Credentialing Committee. Written notice of the decision containing the reasons thereof shall be sent by the Committee's Executive Secretary to the religious educator charged within seven days of the date of the decision.

8. Additional Proceedings. The Committee, at any time prior to the renderings of its decision, or prior to a final decision by the Board of Review in the event of appeal by the religious educator charged, shall have the power to reopen the proceedings to consider newly discovered evidence. In that event, the religious educator shall be notified in writing that the proceedings to terminate religious education credentialing status have been reopened.

12. APPEALS

In all cases involving termination of religious education credentialing status, the religious educator charged shall have the right of appeal and the following procedures shall be followed:

Any religious educator who has achieved a religious education credentialing status whose status has been terminated may appeal to the Board of Review within thirty (30) calendar days. A religious educator who appeals as aforesaid agrees by so doing to abide by the Bylaws of the Association pertaining to the Board of Review, and agrees that the final disposition of his/her appeal by said Board shall be binding upon him/her and that neither s/he nor his/her legal representatives shall have any further recourse whatsoever in any proceeding within the Unitarian Universalist Association.

When an appeal is timely filed, the religious educator's religious education credentialing status shall be that of "suspension of religious education credentialing status" until his/her case is finally disposed of, and during such suspension the religious educator's name shall not appear on lists of those who have achieved a religious education credentialing status. However, financial rights existing at the time of suspension shall not be affected during the period of suspension.

Such an appeal shall be filed with the Secretary of the Board of Review within thirty (30) calendar days of notification of the decision of the Religious Education Credentialing Committee and in such form as said Board by its rules shall prescribe. If such an appeal is not filed in accordance with rules of the Board of Review, the religious educator whose Religious Education Credentialing Program credential has been terminated agrees that the decision of the Religious Education Credentialing Committee shall be final and binding upon him/her and that neither s/he nor his/her legal representative shall have any further recourse whatsoever in any proceeding within the Unitarian Universalist Association.

If action by the Committee is affirmed, modified, or reversed upon appeal, the Committee shall take such action and make such entries on its records as required by any decision or order entered in the appeal proceedings.

13. RE-ADMISSION

The Committee shall have authority to re-admit a religious educator to a religious education credentialing status. An application on such form as the Committee shall determine shall be filed, said application to include in any event a brief statement of the reasons for termination of religious education credentialing status, and the reasons for re-admission which the applicant believes should be considered. The decision on an application for re-admission shall not be subject to appeal.

14. CONVICTION DISCLOSURE

Religious educators with religious education credentialing status shall inform the Religious Education Credentialing Committee of all criminal convictions that occur or have occurred except for minor traffic violations and those convictions which by law they need not disclose.

Applicants to the Religious Education Credentialing Program of the Unitarian Universalist Association shall inform the Religious Education Credentialing Committee of all criminal convictions except for minor traffic violations and those convictions which by law they need not disclose. Such disclosure is required for achieving religious education credentialing religious education credentialing status.

15. COOPERATING WITH THE COMMITTEE

It is expected that all Applicants to and Candidates in the Religious Education Credentialing Program and all religious educators with religious education credentialing status will cooperate with the Committee at all times. This includes responses to requests for information, provision of requested documentation, and attendance at meetings with the Committee. Non-compliance may be deemed conduct unbecoming a professional religious educator.

RULES OF THE RELIGIOUS EDUCATION CREDENTIALING COMMITTEE

Adopted by the UUA Board of Trustees on [insert date]

1. THE RULES

These Rules are promulgated, and all rules previously promulgated will be hereby rescinded and revoked, by authority of ARTICLE VII, Section 7.13 and ARTICLE XII of the Bylaws of the Unitarian Universalist Association as approved as modifications by the Unitarian Universalist Board of Trustees on June 26, 2003. A copy of said ARTICLE VI, Section 7.13 and ARTICLE XII, is printed in this booklet. In these Rules, the word "society" refers to a church or fellowship.

2. COMMITTEE'S JURISDICTION

The Religious Education Credentialing Committee shall have jurisdiction over Religious Education Credentialing with the Unitarian Universalist Association and over the approved list of religious educators with credentialing status published in the Directory of Unitarian Universalists Directory and elsewhere with authority to make any changes as hereinafter provided. Religious education credentialing status is granted for Credentialed Religious Educator - Associate Level, Credentialed Religious Educator, and Credentialed Religious Educator – Masters Level. These Rules shall apply to all religious educators who have achieved a religious education credentialing status, or who are Applicants to or Participants-Candidates in the Religious Education Credentialing Program.

3. EXECUTIVE SECRETARY

The Director of Ministries Ministry and Professional Leadership Faith Development staff group shall be the Executive Secretary of the Religious Education Credentialing Committee, but shall not be a voting member of the Committee. S/he shall have charge of the correspondence and the custody of the Committee's records and files, which shall be kept confidential as provided in said Bylaws. Upon request and by prior arrangement, information about a religious educator with religious education credentialing status from the files of the Committee shall be shared with that religious educator except for any psychological evaluations and information transmitted in confidence or otherwise deemed confidential by the RECC. The Executive Secretary shall keep a complete and accurate list of religious educators who have achieved religious education credentialing status, and such other books and documents as may be necessary or convenient to maintain complete and adequate records.

4. EXECUTIVE COMMITTEE

There shall be an Executive Committee consisting of the RECC Chair, RECC members appointed by the Chair, and, as non-voting members, the RECC Executive Secretary, and the Director of the Ministry and Professional Leadership Staff Group or the Professional Development Associate for Religious Education and Music Leaders Religious Education

Comment [RA1]: This is a draft revision of recc_rules as of September 6, 2013.

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Comment [RA2]: UUA Bylaws do not contain an ARTICLE VI, Section 7.13. However, the Bylaws do have an ARTICLE VII with this section number and relevant to the RECC.

Comment [RA3]: This date will need to be updated to the date of approval by the UUA Board of Trustees.

Comment [RA4]: The text states that the relevant parts of the Bylaws are printed "in this booklet," but the rules are distributed in a PDF that does not contain any parts of the Bylaws.

Comment [RA5]: A web site search for the exact wording "Unitarian Universalist Directory" does not result in a link to the directory. The directory is called "Directory of Unitarian Universalists."

Comment [RA6]: "Masters Level" is now called "Master Level." This change has been made in the UUA Bylaws in Article XII, Section 12.4. The change is made here and throughout the document.

Comment [RA7]: Throughout the document, position titles are being updated to the current titles.

Comment [RA8]: The added words parallel those in the Ministerial Fellowship Committee Rules.

Comment [RA9]: Using the old staff titles, the reference to "the RECC Executive Secretary, and the Director of the Ministry and Professional Leadership Staff Group" was a reference to the same person. The redundant reference is being deleted.

Credentialing Director. The Executive Committee shall consult before each full RECC meeting to review the RECC agenda, and make recommendations to the RECC concerning business items. The Executive Committee may develop recommendations and reach decisions through face-to-face gatherings, conference calls, and exchange of electronic mail.

Comment [RA10]: The Executive Committee currently does much of its work through email.

5. MEETINGS

The Committee shall meet at such times and places as it shall determine. Special meetings may be called by the Chair or by the Executive Secretary. Five voting members shall constitute a quorum. Meetings may occur in face-to-face gatherings and through conference calls.

Comment [RA11]: The committee currently meets in the spring in person, and in the fall through a conference call.

6. LEVELS OF RELIGIOUS EDUCATION CREDENTIALING

For the purposes of the Rules, the term “Religious Educator” applies to those persons whose work is to promote religious education that expresses Unitarian Universalist values and principles and whose self and contextual understanding are as a professional religious leader.

Religious Educators who have achieved a religious education credentialing status shall be differentiated by the type of professional and academic training and experience they bring to the profession.

Credentialed Religious Educator – Associate Level status may be given to those in a career of at least two years in religious education in a paid position of at least ¼ time (or equivalent) in a congregation which is a member of the Unitarian Universalist Association or such a position related to the Unitarian Universalist Association or Affiliate organization with a demonstrable basic knowledge of life span religious education, and at least 75 hours of training in religious education.

Comment [RA12]: Although the conversation generated by Rev. Peter Morales’ “Congregations and Beyond” paper may eventually result in changes to the credentialing of religious educators, the full RECC has not yet discussed what these changes might be.

Credentialed Religious Educator status may be given to those in a career of at least two years in religious education in a paid position of at least ½ time (or equivalent) in a congregation which is a member of the Unitarian Universalist Association or such a position related to the Unitarian Universalist Association or Affiliate organization with a demonstrable working knowledge of life span religious education, and at least seven structured learning experiences beyond 75 hours of training in religious education, and with at least a Bachelor’s degree or equivalent. A Bachelor’s degree is not required for those pursuing credentialing on the Tenure Track.

Comment [RA13]: In the re-visioned program plan adopted May 2009, a Bachelor’s degree is not required for the Tenure Track. Entrance to the Tenure Track remains open until May 1, 2014, and completion could extend several years beyond that.

Credentialed Religious Educator – Masters Level status may be given to those in a career of at least three-five years in religious education in a paid position of at least ½ time (or equivalent) in a congregation which is a member of the Unitarian Universalist Association or such a position related to the Unitarian Universalist Association or Affiliate organization, with a demonstrable comprehensive knowledge of life-span religious education, and with at least a Master’s degree or a Bachelor’s degree or equivalent (depending upon the credentialing path chosen), and graduate-level academic credit in specific subject areas pertinent to Unitarian Universalist religious education leadership.

Comment [RA14]: In the re-visioned program plan adopted May 2009, the Master Level requires five years of half-time or equivalent work.

Comment [RA15]: In the re-visioned program plan adopted May 2009, the degree required is either a Master’s degree or a Bachelor’s degree or equivalent, depending upon the credentialing path chosen.

7. APPLICATION PROCEDURE

Application for religious education credentialing status shall be submitted to the Committee in writing in such form as the Committee shall determine. Before an application is filed, the ~~Participant person applying~~ shall be furnished a copy of, ~~or with a website link to,~~ the Rules ~~and Policies~~ of the Religious Education Credentialing Committee, and as part of his/her application, s/he shall agree in writing to be bound by said Rules ~~and Policies~~ and amendments thereof. ~~Upon the recommendation of the Office of Religious Education Credentialing, persons deemed to be unsuitable for religious education credentialing status will be, by vote of the Committee, ineligible to participate in the Religious Education Credentialing Program.~~

INTERVIEW

~~No Participant shall achieve Credentialed Religious Educator or Credentialed Religious Educator—Masters Level status unless s/he has been interviewed at least once by the Religious Education Credentialing Committee or has been transitioned into Credentialed Religious Educator—Masters Level religious education credentialing status from Credentialed Religious Educator status in the UUA Religious Education Leadership Landscape Options program. No Participant shall be considered for status in more than one Religious Education Credentialing program level at the same interview. Following the interview the Participant will be informed by the Committee of its decision on whether to grant a religious education credentialing status. At the Committee's discretion, it may require that a Participant satisfy contingencies, with or without a repeat visit to the Committee, before a credentialing status is granted. Participants shall be required to satisfy all contingencies within three years of the Committee's decision. Failure to do so will result in nullifying the original decision.~~

REPEAT INTERVIEWS

~~Applications to appear before the Committee from Participants who have previously failed to achieve a religious education credentialing status from the Committee shall be reviewed by the Committee. In cases where the Committee does not favor the Participant's return appearance, that potential appearance shall not be scheduled until and unless the RECC agrees to it, which it is not obliged to do.~~

8. GENERAL QUALIFICATIONS

Based on the particular requirements of the RE Credentialing level sought, ~~all~~ ~~Participants Candidates~~ seeking a religious education credentialing status must have completed the program application process and program requirements as determined by the RECC. In addition ~~an applicant candidate~~ is expected to have a strong motivation and good potential for our professional religious education leadership; ~~and must have a balanced and healthy personality, a capacity for self-understanding,~~ a concern for others, intellectual ability, and religious education leadership skills. ~~The Committee will further require that the Participant-Candidate meet the competency requirements as laid out in the credentialing program plan~~ ~~be well informed on the history and development of Unitarianism and Universalism, familiar with the Bylaws of the Unitarian Universalist Association, and fully committed to the purpose and objectives of the Association and to Unitarian Universalist religious education.~~ In examining every ~~Participant's Candidate's~~

Comment [RA16]: Details about when and how a person's Candidate status is removed are provided in the Religious Education Committee Policies document.

Comment [RA17]: The requirements for interviews and repeat interviews are provided in the Religious Education Credentialing Committee Policies document, and are also provided in detail in the Religious Education Credentialing Program Plan. These requirements may change at times when the program is revised. The text regarding interviews is therefore being removed from this document.

Comment [RA18]: The words "participant" and "applicant" are being replaced with the word "candidate" where appropriate for consistency and clarity. "Applicant" will refer only to persons who have applied to the program but who have not yet been accepted into it according to the program Policies.

Comment [RA19]: The RECC does not receive professional psychological reports on candidates and does not evaluate whether a candidate has "a balanced and healthy personality." The RECC does sometimes discuss whether a candidate has "a capacity for self-understanding," but this is not formal and is not done for all candidates.

Comment [RA20]: The requirement that candidates be well informed on UU history and the bylaws of the UUA is not being applied to Associate Level candidates, for whom UU History and UU Polity are not core competencies. Instead of listing required specific competencies here, a reference is being made to the program plan. ~ The rest of the original sentence calls for the committee to measure the level of commitment to purposes and objectives that are not defined. This presents problems, and is therefore deleted.

qualifications, the Committee may consider any evidence which it deems relevant to assessing them ~~and may reject any application.~~

Comment [RA21]: The rejection of an applicant, who has not yet been accepted into the program, is covered in the Religious Education Credentialing Committee Policies document.

MENTORSHIPS

Every ~~Participant-Candidate~~ seeking a religious education credentialing status is required to have completed at least one mentor relationship with a mentor assigned by the Liberal Religious Educators Association. This requirement may be waived by the Committee at its discretion or by the Professional Development Associate for Religious Education and Music Leaders ~~Religious Education Credentialing Director.~~

TERMINATION OF PARTICIPATION IN THE RELIGIOUS EDUCATION CREDENTIALING PROGRAM

The Executive Secretary may, whenever s/he believes it necessary, present to the Committee the situation of any Participant-Candidate where indication exists that his/her continued participation in seeking a religious education credentialing status is not justified. ~~The Committee shall itself study each situation thoroughly or appoint a subcommittee, which may include some persons who are not members of the Committee, to make such a study and report to the Committee. The Committee shall determine what action shall be taken by the Office of Religious Education Credentialing.~~

Comment [RA22]: Information on when and how a person's Candidate status can be revoked are provided in the Religious Education Credentialing Committee Policies document.

Participation in the Religious Education Credentialing program is a privilege and not a right, and the Committee's refusal to grant permission to participate in the Religious Education Credentialing program, or decision to remove from the Religious Education Credentialing program before religious education credentialing status is granted, shall not be subject to appeal.

~~9. RELIGIOUS EDUCATOR ENTRY INTO ONLINE SETTLEMENT PROCESS~~

~~A religious educator who has achieved a religious education credentialing status will be entitled to seek settlement through full participation in the Online DRE Settlement System of the Unitarian Universalist Association. A religious educator who is participating in the Religious Education Credentialing program is entitled to have partial access to the Online DRE Settlement System.~~

Comment [RA23]: In the original document, Rule 9 was titled "Religious Educator Entry into Online Settlement Process." The rule limited the settlement system to only DREs who were credentialed or in the process of being credentialed. The online DRE Settlement System has not been operational for some years. If a settlement system were to be developed in the future, current thought is to make it available to all DREs and not limit it to those who are credentialed or in the credentialing program. In this document, this section on the online DRE Settlement System is being deleted, and rules will be renumbered as needed.

10. LIST OF RELIGIOUS EDUCATORS AND USE OF LIST

The Committee shall maintain lists of religious educators who have achieved a religious education credentialing status. The Committee shall determine all matters of form and content pertaining to the lists of religious educators who have achieved a religious education credentialing status and determine when and in what manner said lists or any portion of them shall be published.

~~11. INACTIVE STATUS~~

~~Religious Educators who have achieved a religious education credentialing status but who have had no recent experience as a professional religious educator may be recommended by the Religious Education Credentialing Director to be placed in Inactive status by the RECC.~~

12. RETURN TO ACTIVE STATUS

Religious Educators in Inactive status who wish to participate in the settlement process through the Online DRE Settlement System for positions in societies or other institutions, must make application to the Office of Religious Education Credentialing for consultation in developing a program designed to give the applicant experience in necessary skills in professional religious education. The Committee must be satisfied that such a program has been entered into by said religious educator before s/he will be allowed access to the Online DRE Settlement System.

Comment [RA24]: In the original document, Rule 11 is titled "Inactive Status" and Rule 12 is titled "Return to Active Status." In practice, neither the program staff nor the RECC keep track of credentialed religious educators by whether or not they are active, and there is no compelling reason to do so.

13. REVOCATION OF ACCESS TO SETTLEMENT SYSTEM

The Executive Secretary may, whenever s/he believes it necessary, present to the Committee the situation of any religious educator who has achieved a religious education credentialing status whose overall record seems to indicate that his/her continued participation in the settlement process through the Online DRE Settlement System for positions in societies or other institutions is not justified. The Committee shall itself study each situation thoroughly or appoint a subcommittee, which may include some persons who are not members of the Committee, to make such a study and report to the Committee. The Committee shall determine what action shall be taken by the Office of Religious Education Credentialing.

Comment [RA25]: In the original document, Rule 13 was titled "Revocation of Access to Settlement System." The online DRE Settlement System has not been operational for some years. If a settlement system were to be developed in the future, current thought is to make it available to all DREs regardless of credentialing. In this document, this section on the online DRE Settlement System is being deleted, and rules will be renumbered as needed.

14. CRITERIA FOR TERMINATION OF RELIGIOUS EDUCATION CREDENTIALING STATUS

The religious education credentialing status of a religious educator in the Unitarian Universalist Association may be terminated upon occurrence of any of these circumstances:

Comment [RA26]: The UUA is a membership organization of congregations and congregation-like groups, not of individuals. The reference to a person being in the UUA is inaccurate.

—— (A) When the Committee is unable to locate the address of a religious educator for two consecutive years, the Committee shall make a record in summary form of its efforts to locate such person. Reinstatement of religious education credentialing status may be made by the Committee upon location of a current address within a reasonable period of time.

Comment [RA27]: The Religious Education Credentialing Program does not in practice keep track of the current address or employment status of people who have become credentialed, nor is there a program need to do so. Therefore, reasons for termination related to these circumstances are being removed from the document. In the final revision of this document and of the Policies document, all references to "Rule 14. (C)" will be changed to "Rule 14."

—— (B) When a religious educator is no longer a paid religious education professional (or equivalent) for five or more successive years for reasons other than retirement, illness or disability, the religious education credentialing status may be terminated, unless this requirement is waived by the Committee at its discretion. Reinstatement may be made by the Committee at its discretion.

—— (C) When when a religious educator's performance and/or behavior in a society or in any other professional position is found by the Committee to be conduct unbecoming a professional religious educator or for other specified cause.

15. PROCEDURES FOR TERMINATION OF RELIGIOUS EDUCATION CREDENTIALING STATUS

The Committee shall institute proceedings to determine whether a religious educator's religious education credentialing status shall be terminated upon the receipt of

information from any identified source which indicates the probability that one or more of the criteria for termination exists.

A. Rights of the Religious Educator. The religious education credentialing status of a religious educator may be terminated by the Religious Education Credentialing Committee for unbecoming conduct or other specified cause after notice and opportunity for a hearing before the Committee at which the religious educator shall have the right to be represented by counsel, to introduce evidence, to have any relevant and material evidence in the possession of the Association produced, and to cross-examine and rebut adverse evidence.

B. Rights of the Committee. The Committee shall also have the right to be represented by counsel, to introduce evidence, to have any relevant and material evidence in the possession of the religious educator produced, and to cross-examine and rebut adverse evidence.

C. Expenses. All expenses involved in the travel, appearance, and representation of the religious educator charged and of the witnesses called in the religious educator's defense shall be borne by that religious educator.

D. Notice of Charges and Hearing. ~~Except with respect to Rule 14 (A) and (B), upon~~ Upon a finding of probable cause the Committee shall notify the religious educator in writing of the charges which have been brought, the date and place when a hearing shall be held, the religious educator's rights and the procedures which will be followed. Such notification shall be sent by certified mail and shall be postmarked not less than one month prior to the scheduled date of the hearing.

E. Response. Within ~~thirty (30)~~ ~~fourteen (14)~~ days of the notice, the religious educator must advise the Committee whether or not s/he intends to appear at the hearing, whether or not s/he intends to be represented by an attorney and his/her identity, and the religious educator's response to the charges.

Comment [RA28]: Fourteen days might not be enough time to respond if someone is out of town for a two-week vacation or for other reasons. The period of time is being extended.

F. Exchange of Documents. Prior to the hearing, the religious educator and the Committee shall arrange for the mutual exchange of documents and a list of anticipated witnesses.

G. Criminal Proceedings. In the event that criminal charges are pending against the religious educator, the Executive Committee may suspend all or part of the Committee's investigation until the conclusion of the criminal adjudication. A court transcript/record may be used in lieu of or in addition to an investigative committee report.

H. Hearing Procedures.

1. Hearing Panel. The hearing may be conducted by the Committee itself, with or without the assistance of counsel, or the Committee may appoint a Board of Inquiry to consist of three members, who need not be members of the Committee - for example, a member, an attorney-at-law, and one other person. When appointed, one of

the three shall be designated as Chair by the Religious Education Credentialing Committee.

2. **Confidentiality.** At the beginning of the hearing, rules of confidentiality will be established and emphasized, and they will be reiterated at the end. All individuals - including Committee members, the person being heard and the support person and/or counsel - must respect all rules of confidentiality.

3. **Record.** The Board of Inquiry may determine if it wants a stenographic record at its own cost. If either party wants a stenographic record, it should notify the other three days before the hearings so that it can decide whether to (a) have its own stenographic record made, or (b) negotiate with the other party to share such. Each party shall pay the cost of the transcript. If either or both parties obtain a stenographic record, a copy shall also be obtained and paid for by the Religious Education Credentialing Committee.

4. **Procedures.** The proceedings shall be conducted in such manner as the Committee or its Board of Inquiry shall determine within the limitations set forth above. The Committee or its Board of Inquiry shall have the authority to make any rulings on the conduct of the proceedings, including any rulings deemed necessary or appropriate to ensure that the hearings are conducted in an expeditious manner with due regard for the age and circumstances of the witnesses.

5. **Recommendations of Board of Inquiry.** If the proceedings are conducted by a Board of Inquiry appointed by the Committee, any findings of the Board of Inquiry together with the stenographic records and such reports as the Board of Inquiry may file shall be submitted to the Committee with its recommendations for decision. The Chair of the Board of Inquiry shall be responsible for submitting this material and it shall be sent to the Committee not later than one calendar month from the date of the last day of the hearing.

6. **Access to Information.** All material sent to the Committee by the Board of Inquiry shall be open to inspection by the religious educator charged and/or a second person of the charged religious educator's choice.

7. **Determination.** The Committee, either at the conclusion of its own hearing, or upon receipt of the finding, etc., from a Board of Inquiry, shall determine whether or not the religious educator's religious education credentialing status shall be terminated and shall enter in the record of the case the reasons for its decision and an order disposing of the case. Should the religious educator's religious education credentialing status not be terminated, the Committee may impose conditions and/or restrictions as it deems appropriate. Such decision shall be made at the next ~~scheduled~~ meeting of the Religious Education Credentialing Committee. Written notice of the decision containing the reasons thereof shall be sent by the Committee's Executive Secretary to the religious educator charged within seven days of the date of the decision.

8. Additional Proceedings. The Committee, at any time prior to the renderings of its decision, or prior to a final decision by the Board of Review in the event of appeal by the religious educator charged, shall have the power to reopen the proceedings to consider newly discovered evidence. In that event, the religious educator shall be notified in writing that the proceedings to terminate religious education credentialing status have been reopened.

16. APPEALS

In all cases involving termination of religious education credentialing status, ~~except those arising under Rule 14 (A) and (B),~~ the religious educator charged shall have the right of appeal and the following procedures shall be followed:

Any religious educator who has achieved a religious education credentialing status whose status has been terminated may appeal to the Board of Review within thirty (30) calendar days. A religious educator who appeals as aforesaid agrees by so doing to abide by the Bylaws of the Association pertaining to the Board of Review, and agrees that the final disposition of his/her appeal by said Board shall be binding upon him/her and that neither s/he nor his/her legal representatives shall have any further recourse whatsoever in any proceeding within the Unitarian Universalist Association.

When an appeal is timely filed, the religious educator's religious education credentialing status shall be that of "suspension of religious education credentialing status" until his/her case is finally disposed of, and during such suspension the religious educator's name shall not appear on lists of those who have achieved a religious education credentialing status, ~~and the religious educator shall not be allowed access to the search process through the Online DRE Settlement system for positions in societies or other institutions.~~ However, financial rights existing at the time of suspension shall not be affected during the period of suspension.

Comment [RA29]: See the comment for deleted Section 9.

Such an appeal shall be filed with the Secretary of the Board of Review within thirty (30) calendar days of notification of the decision of the Religious Education Credentialing Committee and in such form as said Board by its rules shall prescribe. If such an appeal is not filed in accordance with rules of the Board of Review, the religious educator whose Religious Education Credentialing Program credential has been terminated agrees that the decision of the Religious Education Credentialing Committee shall be final and binding upon him/her and that neither s/he nor his/her legal representative shall have any further recourse whatsoever in any proceeding within the Unitarian Universalist Association.

If action by the Committee is affirmed, modified, or reversed upon appeal, the Committee shall take such action and make such entries on its records as required by any decision or order entered in the appeal proceedings.

17. RE-ADMISSION

The Committee shall have authority to re-admit a religious educator to a religious education credentialing status. An application on such form as the Committee shall determine shall be filed, said application to include in any event a brief statement of the reasons for termination of religious education credentialing status, and the reasons for re-

admission which the applicant believes should be considered. The decision on an application for re-admission shall not be subject to appeal.

18. CONVICTION DISCLOSURE

Religious educators with religious education credentialing status shall inform the Religious Education Credentialing Committee of all criminal convictions that occur or have occurred except for minor traffic violations and those convictions which by law they need not disclose.

Applicants to the Religious Education Credentialing Program of the Unitarian Universalist Association shall inform the Religious Education Credentialing Committee of all criminal convictions except for minor traffic violations and those convictions which by law they need not disclose. Such disclosure is required for achieving religious education credentialing religious education credentialing status.

19. COOPERATING WITH THE COMMITTEE

It is expected that all Applicants to and ~~Participants~~ Candidates in the Religious Education Credentialing Program and all religious educators with religious education credentialing status will cooperate with the Committee at all times. This includes responses to requests for information, provision of requested documentation, and attendance at meetings with the Committee. Non-compliance may be deemed conduct unbecoming a professional religious educator.

Rules adopted by the UUA Board of Trustees on April 16 17, 2005

Comment [RA30]: The date adopted by the UUA Board of Trustees is being moved to the front of the document, just under the title.

Resent-From: jckey@hargray.com
From: "Tandy W. Scheffler" <schefta@earlham.edu>
Subject: RECC Rules revisions documents for the Board's consideration
Date: December 9, 2013 9:14:35 PM EST
To: moderator@uua.org
Cc: Jan Gartner <jgartner@uua.org>

Dear Jim,

The Religious Education Credentialing Committee (RECC) of the UUA Board of Trustees is seeking approval from the Board for revisions to the RECC Rules document. This Rules document was last revised and approved by the Board on April 16-17, 2005.

The main reason for revising the RECC Rules document is to bring it up to date with current practice. For example, the document made reference to an online settlement database for credentialed religious educators when in fact no database is available, and therefore this reference is being removed. The second reason for revising the RECC Rules document is to update the terminology and make it consistent. For example, UUA staff positions have different job titles than they did in 2005, and therefore the revised document uses the current job titles.

Every proposed change in the Rules document, and the reason why, is made clear in an accompanying document that shows additions and deletions. Another accompanying document shows the new proposed version of the rules, fresh and with the sections renumbered where needed.

None of the proposed changes in the Rules document will require a change in the UUA Bylaws.

Please feel free to contact me to discuss any of the contents of these documents. I would appreciate your letting me know when you expect the Board to take up this issue and when and how I can expect to be

informed of the outcome of the Board's consideration of the proposed revisions.

Thanks, Jim, and I hope you are well.

In faithful partnership,
Tandy

Tandy Scheffler, Religious Education Credentialing Committee Chair

UUA Board of Trustees
October 17-21, 2013

MINUTES
BOARD OF TRUSTEES
UNITARIAN UNIVERSALIST ASSOCIATION

October 17-21, 2013

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held on Thursday through Sunday, October 17-21, 2013 at 25 Beacon Street, Boston, Massachusetts.

MEMBERS

PRESENT: Averett, Eller-Isaacs, Grubbs, Harrison, Key, Ladd, Morales, Phinney, Sallwasser, Sharp, Snell, Stewart, and Weaver.

MEMBERS

ABSENT: Ritchie.

ALSO

PRESENT: Brennan, Cooley, Dodd, Limpert, and observers.

Jim Key, Moderator, called the meeting to order at 1:31 PM on Thursday, October 17, 2013. The new board covenant, created in the morning as part of the board retreat, was read in unison:

BOARD COVENANT:

We promise to:

Show up with our best selves, intent on listening with openness and willingness to the voices in the room and those that are not.

Speak with an authentic voice, grounded in our lived experience, mindful of differing cultural interpretations and realities that are present.

Honor our duty to do the work of the board and to place anti-racism, anti-oppression, and multicultural accountability at the center of that work.

Recognize that each of us is fully human, with hurts and vulnerability, and the need to laugh and sing!

UUA Board of Trustees
October 17-21, 2013

Visitors were welcomed and introductions took place.

Phinney moved and Stewart seconded to approve the agenda, including the consent agenda.

BOARD CALENDAR DEVELOPMENT

Donna Harrison led a process to develop a board calendar and invited people to send her additions each night. She reminded everyone that policy 3.5.2 requires agendas be developed 24 months out. The 24-month agenda will be made easily available to everyone. It was agreed that monthly telephone conference calls would be scheduled the third Thursday each month, but that many would be cancelled if no business was essential.

BOARD RELATIONS WITH COMMITTEES

Sam Trombone of Open UUA presented a report that included numerous suggestions. Harrison suggested a follow-up conversation in April, 2014.

It was agreed that all board committees would be asked to submit a report to the board partly as a way of determining whether they are doing means work or ends work. Board members were given an opportunity to sign up to work with one or another group.

PROCESS OBSERVATION AND RECESS

All board members participated in process observation, sang together, and the meeting was called into recess at 4:52 PM.

Jim Key, Moderator, called the meeting to order at 9:00 AM on Friday, October 18, 2013. Sallwasser read opening words by Margaret Bowens Wheatley. The new board covenant was read in unison, observers were welcomed, and introductions took place.

REPORT OF THE FINANCE COMMITTEE

M (Sarah Stewart) and S (Lew Phinney) (with Larry Ladd recusing himself from the conversation and vote) and motion passed to authorize Jim Key to sign and send on behalf of the UUA Board of Trustees the following letter:

UUA Board of Trustees
October 17-21, 2013

[UUA LETTERHEAD]

October ___, 2013

Board of Directors
Liberal Religious Charitable Society, Inc.

Attn: Robert P. Adelman, President and Board Chair

Re: Dissolution of LRCS and Request for Indemnification

Dear Bob:

We understand that the Liberal Religious Charitable Society, Inc. ("LRCS"), a supporting organization of the Unitarian Universalist Association (the "UUA"), recently voted to dissolve effective as of September 30, 2013, and to distribute all of its assets on an unrestricted basis to the UUA. In connection with that vote, we understand that some of the members of the Board of Directors of LRCS had expressed their interest in asking the UUA to set aside a portion of the assets LRCS is distributing to the UUA for support of Unitarian Universalist theological education, and that the UUA indemnify individual LRCS Board members for any losses they incur as a result of LRCS' transfer of all of its assets to the UUA. The UUA is willing to provide an indemnification on the terms set forth herein.

The UUA expects that LRCS will pay, and understands that LRCS intends to pay, all of its known creditors in full before transferring its assets to the UUA. The UUA understands further that, as LRCS reports that it is transferring its assets to the UUA on an unrestricted basis, none of its assets are subject to any donor restrictions. Accordingly, the UUA hereby agrees to indemnify and hold harmless the individual members of the Board of Directors and each of the officers of LRCS, up to a maximum of the dollar amount of the assets LRCS transfers to the UUA, for any losses, damages, claims and expenses (including, any reasonable attorneys' fees) any or all of them incur as a result of, or arising from, (i) LRCS transferring its assets to the UUA in connection with the dissolution or (ii) any action taken or omitted to be taken by the members of the Board of Directors or the officers of LRCS in connection with such dissolution or asset transfer ; provided, however, that such indemnification shall not apply to actions brought against such persons by known creditors of LRCS to recover amounts those creditors claim to be owed as long as the amount being claimed by such known creditors was not disputed and was known to such persons.

UUA Board of Trustees
October 17-21, 2013

The UUA is grateful for LRCS support of the UUA over the many years, and for the support and hard work Bob Adelman and other members of its Board have provided.

Very truly yours,

James Key, as Moderator and Board Chair and not individually

FINANCIAL ADVISORS REPORT

Larry Ladd presented the Financial Advisors Report.

TREASURERS REPORT

Tim Brennan presented the Treasurers Report.

COMPREHENSIVE CAMPAIGN REPORT

Terry Sweetser presented information about the Comprehensive Campaign that is in the planning stages.

BOARD ARAOMC AGENDA PLANNING

Grubbs, Sharp and Sallwasser presented.

POLICY GOVERNANCE, ENDS & STRATEGY

Eric Craymer, the consultant hired by the administration and board to assist with Policy Governance monitoring report efforts, led a conversation about how to move forward.

PRESIDENTS REPORT

President Peter Morales presented the Presidents Report.

PROCESS OBSERVATION AND RECESS

UUA Board of Trustees

October 17-21, 2013

All board members participated in process observation and the meeting was called into recess at 3:20 PM. to attend a reception at the newly renovated offices of the Unitarian Universalist Service Committee in Cambridge, MA.

Jim Key, Moderator, called the meeting to order at 9:00 AM on Saturday, October 19, 2013. Morales offered reflections on the topic of trust. Visitors were welcomed, introductions took place, the agenda was reviewed by Key, and the meeting began.

Board members were invited to think about what workshops the board might want to propose on the GA 2014 theme of *Love Reaches Out*.

MODERATORS REPORT

Moderator Jim Key presented his report, and invited Kevin Bolton to provide a summary of the recent Southern Region gathering.

VICE MODERATORS REPORT

Vice Moderator Donna Harrison presented her report, and invited Jan Sneegas to speak regarding General Assembly.

SECRETARYS REPORT

Vice Moderator Donna Harrison presented the secretary's report in Susan Ritchie's absence.

TRANSFORMING GOVERNANCE REPORT

Donna Harrison and Harlan Limpert reported on what was learned from the conversation at the last General Assembly about possible alternative visions for GA.

EXECUTIVE SESSION

The board moved into executive session for the purpose of discussing confidential legal and financial information regarding the sale of the Beacon Hill properties.

GOVERNANCE CONVERSATION

Eller-Isaacs, Phinney and Averett led the board in a discussion of governance.

UUA Board of Trustees
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LINKAGE CONVERSATION

Weaver and Snell present a report on linkage.

BOARD SELF-EVALUATION

Key and Harrison led a discussion on the topic of board self-evaluation.

PROCESS OBSERVATION AND RECESS

All board members participated in process observation and the meeting was called into recess at 5:50 PM.

Jim Key, Moderator, called the meeting to order at 8:30 AM on Sunday, October 20, 2013. Observers were welcomed, and introductions took place.

Various motions were presented and voted upon:

M (Harrison), S, and (Weaver)

VOTED AND PASSED: That the following congregational name changes be recorded in our records:

Formerly: Unitarian Universalist Church (Fullerton, CA)
Now Known As: Unitarian Universalist Congregation

Formerly: Unitarian Universalist Society of Black Hawk County (Cedar Falls, IA)
Now Known As: Cedar Valley Unitarian Universalist

Formerly: Unitarian Universalist Congregation of Woodstock (McHenry, IL)
Now Known As: Tree of Life Unitarian Universalist Congregation

=====

M (Harrison), S, and (Stewart)

VOTED AND PASSED: That the Original Blessing congregation in Brooklyn, NY be accepted into congregational membership with the Unitarian Universalist Association as a member congregation.

=====

M (Harrison), S, and (Sallwasser)

VOTED AND PASSED: That we hold GA 2017 in New Orleans LA.

=====

M (Harrison), S, and (Phinney)

VOTED AND PASSED: That we approve the proposed fees for GA 2014 as submitted from the General Assembly Planning Committee.

=====

M (Phinney), S, and (Harrison)

VOTED AND PASSED: That we accept the following monitoring reports as written: 2.7.4; 2.7.4.4; 2.7.4.5; 2.7.5; 2.7.6.

=====

M (Harrison), S, and (Phinney)

VOTED AND PASSED: Move to modify Appendix 3.1, Annual Board Calendar, to read as follows:

Appendix 3.1

- January:
 - Ends Monitoring Discussion
 - Prepare Tentative GA Agenda
 - Appoint Committee for Distinguished Service Award
- April
 - Finalize GA Agenda
 - Operating & Capital Budgets presented to Board
 - Board adopts budget for presentation at
 - Assign Trustee roles at GA
 - Select recipient of Distinguished Service Award
- June
 - Board statements in support of proposed bylaws changes or business resolutions presented and reviewed
- October
 - Kick off Retreat
- November

UUA Board of Trustees
October 17-21, 2013
– Receive & Review Audit

In addition, Monitoring Reports will be reviewed according the schedule in Appendix 2.1, the annual monitoring schedule.

=====

M (Harrison), S, and (Averett)

VOTED AND PASSED: That the annual monitoring schedule (Appendix 3.2 of the Policy Manual) be changed so that it is expressed in calendar years rather than fiscal years by removing the “FY” notation from the schedule but leaving the years intact. In making these changes, the vice moderator will work with the staff to assure that reports that were received in the last 12 months and are on a multi-year review cycle are not inadvertently scheduled for review over the coming 12 months.

=====

M (Sallwasser), S, and (Weaver)

VOTED AND PASSED: That board members must act in accordance with our covenant with each other.

We promise to:

Show up with our best selves, intent on listening with openness and willingness to the voices in the room and those that are not.

Speak with an authentic voice, grounded in our lived experience, mindful of differing cultural interpretations and realities that are present.

Honor our duty to do the work of the board and to place anti-racism, anti-oppression, and multicultural accountability at the center of that work.

Recognize that each of us is fully human, with hurts and vulnerability, and the need to laugh and sing!

This covenant shall be read at the beginning of each board meeting.

=====

M (Eller-Isaacs), S, and (Sallwasser)

UUA Board of Trustees
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VOTED AND PASSED: That the Governance Working Group be charged to conduct a comprehensive review of UUA policies with the intent to reduce their number and more fully align the monitoring process to the stated ends of the Association.

=====

M (Harrison), S, and (Snell)

VOTED AND PASSED: That we waive the requirement that the ends monitoring report be submitted on December 20, and that the schedule for developing and submitting the ends monitoring report will be in accordance with the work plan developed with the consultant, staff and Executive Committee.

=====

M (Eller-Isaacs), S, and (Sallwasser)

VOTED AND PASSED:

Moved that the Executive Committee of the Board be authorized to act in furtherance of the capital budget for the build-out of the new headquarters at 24 Farnsworth St. until the January meeting of the entire Board.

ATTENDED CHURCH

WORKING LUNCH

Board members attended services at one of the local congregations, had a working lunch, participated in covenant debrief and process observation. Closing words were shared by Julian Sharp, and the meeting was adjourned at 1:41 PM.

Respectfully submitted,

UUA Board of Trustees
October 17-21, 2013

/s/ Harlan Limpert
Clerk

BOARD OF TRUSTEES SCHEDULE

January 2014, San Diego, CA

Thursday, January 23 – Sunday January 26

April 2014, Boston, MA

Thursday, April 17 – Sunday April 20

June 2014, Providence, RI

Tuesday, June 24 – Wednesday, June 25 – Board of Trustees meeting

Wednesday, June 25 – Sunday June 29 – General Assembly

Monday, June 30 – Board of Trustees meeting

October 2014, Boston, MA

Thursday, October 16 – Sunday October 19

January 2015, TBD

Thursday, January 15 – Sunday January

April 2015 Boston, MA

Thursday, April 16 – Sunday, April 19

Note: Easter is April 5. The GA Planning Committee will meet the second weekend in April.

June 2015, Portland, OR

Tuesday, June 23 – Wednesday, June 24 – Board of Trustees meeting

Wednesday, June 24 – Sunday June 28– General Assembly

Monday, June 29 – Board of Trustees meeting

October 2015, Boston, MA

Thursday, October 15 – Sunday October 18

MINUTES

FIFTY-SECOND GENERAL ASSEMBLY OF THE UNITARIAN UNIVERSALIST ASSOCIATION HELD IN LOUISVILLE, KENTUCKY

The General Assembly was convened on Wednesday, June 19, 2013, at 9:00 p.m. by Moderator Gini Courter at the Kentucky International Convention Center in Louisville, Kentucky.

The Assembly adopted, by a vote of two-thirds or more, Rules of Procedure for the conduct of the meeting.

One new congregation was recognized as having entered into membership in the Unitarian Universalist Association during the past year: Unitarian Universalist Congregation of Cookeville, Tennessee.

The Assembly received written, and in some cases oral, reports from the President, the Moderator, the UUA staff, the Treasurer, the Financial Advisor, the Secretary, the Board of Trustees, the General Assembly Planning Committee, the Commission on Appraisal, the Commission on Social Witness, the Nominating Committee, the Unitarian Universalist Service Committee, and the Unitarian Universalist Women's Federation.

On the basis of an initial report by the Secretary of the Association, a quorum was declared present from the time the meeting was called to order.

Members of the Distinguished Service Award Committee presented the 2013 Award for Distinguished Service to the Cause of Unitarian Universalism to the Rev. Melvin A. Hoover.

Action on Bylaw and Rule Amendments

A proposed change by Bylaw Section C-3.1 that would have changed the language of "autonomous" to "free" and "freely" to "mutually" was withdrawn after consultation with legal counsel.

FIRST-YEAR VOTE ON RECOGNIZING REGIONS AS ONE POSSIBLE UNIT OF GEOGRAPHIC RESPONSIBILITY AND ACKNOWLEDGING THE MIDAMERICA REGION

The Assembly voted to give first-year approval to amendments to C-bylaws that recognize regions and acknowledge the MidAmerica Region. The effect of the vote is to place these bylaw amendment proposals on the final agenda of the 2014 General Assembly for final adoption which will require a two-thirds vote. The proposed text is as follows:

Section C-3.6. Termination of Membership.

A member congregation, upon written notification to the Association, may withdraw from the Association at any time. The Board of Trustees may terminate the membership of any congregation that, pursuant to the provisions of Section C-3.5, has been placed in an “inactive congregation” category maintained by the Association, but shall do so only after consultation with:

- (a) the congregation in question, whenever possible; and
- (b) the President of the district or region in which the congregation is located or such other authorized official as the district or region designates in writing to the Association.

Section C-13.1. Districts and Regions.

The Association shall support areas of geographic responsibility known as districts or regions.

Section C-13.2. Establishment.

The establishment of districts or regions and the manner of determining which congregations are included in each district or region shall be in accordance with rules adopted by the General Assembly.

Section C-13.4. Autonomy.

Each district or region shall be autonomous and shall be controlled by its own member congregations to the extent consistent with the promotion of the welfare and interests of the Association as a whole and of its member congregations.

VOTE ON RECOGNIZING THE MIDAMERICA DISTRICT

By a vote of two-thirds or more, the Assembly approved changes to the Rules concerning Districts.

Rule G-13.2.1. Establishing Districts.

- (a) **[The] There shall be districts [shall be nineteen in number and] named Ballou Channing, [Central Midwest,] Clara Barton, Florida, [Heartland,] Joseph Priestley, Massachusetts Bay, Metropolitan New York, MidAmerica, Mountain Desert, Mid-South, Northern New England, Ohio Meadville, Pacific Central, Pacific Northwest, Pacific Southwest, [Prairie Star,] St. Lawrence, Southeast, and Southwestern.**

- (b) Transition Provision. The amendments to Rule G-13.2.1 deleting the Central Midwest, Heartland, and Prairie Star Districts, shall not become effective until those Districts dissolve. This transition provision shall automatically be deleted from the bylaws following the first regular General Assembly occurring after all of those districts have dissolved.**

VOTE ON ELECTRONIC BALLOTS

By a vote of two-thirds or more, the Assembly approved changes to the bylaws and rules that allow for voting by secure, electronic ballots in UUA elections. The amended text is as follows:

Section 9.10. Conduct of Elections at Large.

- (a) Election by Ballot. Voting shall be by written or electronic ballot, except that if only one person has been validly nominated for each elective position at large the persons so nominated shall be declared elected and no ballots shall be required.
- (b) Persons Entitled to Vote. Ballots shall be cast only by accredited delegates from certified member congregations and certified associate member organizations to the regular General Assembly at which the election is held and by trustees. No person shall cast more than one ballot.
- (c) Absentee Voting. Those entitled to cast ballots in an election may cast their ballots electronically or by mail. Absentee ballots shall be mailed at least forty-five days prior to the General Assembly at which the election is being held. An absentee ballot that is mailed must be received by the Secretary not less than seven calendar days before the General Assembly in order to be counted. An absentee ballot that is transmitted electronically must be received by the Secretary prior to the closing of voting at the GA location. The closing date and time shall be designated in the General Assembly meeting announcement.

Rule G-9.13.4. Absentee Ballots.

A mailed absentee ballot shall be counted only if accompanied by the signed and certified ballot stub of the credential card of the person casting the ballot. An electronic absentee ballot shall be counted only if the delegate has complied with established secure voting protocols.

Rule G-9.13.5. Balloting at General Assembly.

A person shall be qualified to cast a ballot at General Assembly only if that person presents to the Secretary of the Association or those employed by him or her **[at the polls]** a properly certified ballot stub plus a badge issued to that person and containing

the same name as the name on the ballot stub. An electronic ballot shall be counted only if the delegate has complied with established secure voting protocols.

VOTE CONCERNING FINANCE AND INVESTMENT COMMITTEES

By a vote of two-thirds or more, the Assembly approved changes to the bylaws that establish membership in the Finance and Investment Committees. The amended text is as follows.

Section 7.7. Finance Committee.

The Finance Committee shall consist of the Financial Advisor, the Treasurer, five trustees, and the Moderator without vote. The duties of the Finance Committee are set forth in Article X.

Section 7.8. Investment Committee.

The Investment Committee shall be the Investment Committee of the Unitarian Universalist Common Endowment Fund LLC. The duties of the Investment Committee are set forth in Article X.

VOTE ON FUNDS HELD FOR THE BENEFIT OF OTHERS

The Assembly voted to give first-year approval to amendments to C-bylaws that deal with funds held for the benefit of others. The effect of this vote is to place these amendments on the final agenda of the 2014 General Assembly for final adoption which will require a two-thirds vote. The proposed text is as follows.

Section C-10.6. Authority to Hold Funds [Held] for the Benefit of Others.

[With the approval of the Board of Trustees, the] The Association may hold for investment and distribution funds [belonging to or] given to the Association for the benefit of a member congregation, associate member organization, independent affiliate organization, or other Unitarian Universalist organization [organizations].

[Such funds may be invested in the General Investment Fund of the Association unless they are subject to specific restrictions which require some other form of investment.]

Section C-10.7. Responsibility for [Investments] Funds Held by the Association.

- (a) Board of Trustees. The Board of Trustees shall have ultimate responsibility for investing the funds [belonging to or] held by the Association.
- (b) President. The President shall invest the endowment funds held by the Association in the Unitarian Universalist Common Endowment Fund LLC.

[b] (c) Investment Committee. The Investment Committee shall [supervise] manage the [investments of] endowment funds held by the Association, subject to control by the Board of Trustees.

VOTE ON INCLUSION IN THE PURPOSES OF THE ASSOCIATION

By a vote of 80% or more, the Assembly voted to dispense with the study commission required to amend Article II bylaws, to give first-year approval to an amendment to delete the Non-Discrimination language in Article II, and to add language regarding inclusion in the Purposes of the Association. The effect of this vote is to place this amendment proposal on the Final Agenda of the 2014 General Assembly for final adoption, which will require a two-thirds vote.

ARTICLE II. Principles and Purposes

[Section C-2.3. Non-discrimination.

The Association declares and affirms its special responsibility, and that of its member congregations and organizations, to promote the full participation of persons in all of its and their activities and in the full range of human endeavor without regard to race, ethnicity, gender, disability, affectional or sexual orientation, age, language, citizenship status, economic status, or national origin and without requiring adherence to any particular interpretation of religion or to any particular religious belief or creed.]

Section C-2.3. Inclusion.

Systems of power, privilege, and oppression have traditionally created barriers for persons and groups with particular identities, ages, abilities, and histories. We pledge [to do all we can] to replace such barriers with ever-widening circles of solidarity and mutual respect. We strive to be an association of congregations that truly welcome all persons and commit to structuring congregational and associational life in ways that empower and enhance everyone's participation.

VOTE ON RULE G-2.3 REGARDING NON-DISCRIMINATION

By a vote of two-thirds or more, the Assembly approved a new Rule regarding Non-Discrimination. The text is as follows.

Rule G-2.3. Non-discrimination.

The Association declares and affirms its special responsibility, and that of its member congregations and organizations, to promote the full participation of persons in all of its and their activities and in the full range of human endeavor without regard to race, ethnicity, gender, disability, affectional or sexual orientation, age, language, citizenship status, economic status, or national origin and without requiring adherence to any particular interpretation of religion or to any particular religious belief or creed.

VOTE ON SPECIAL ELECTIONS AND COMMITTEES

By a vote of two-thirds or more, the Assembly approved changes to the Bylaws and Rules that clarify when special elections must be held to fill vacancies, modify the procedures for determining the winner of certain elections, and make changes concerning the terms and membership of standing committees. The amended text is as follows.

ARTICLE V. Committees of the Association

Section 5.1. Committees of the Association.

The standing committees of the Association shall be:

- (a) the Nominating Committee;
- (b) the Presidential Search Committee;
- (c) the General Assembly Planning Committee;
- (d) the Commission on Appraisal;
- (e) the Commission on Social Witness; and
- (f) the Board of Review.

The President shall be a member, without vote, of the General Assembly Planning Committee, the Commission on Appraisal, and the Commission on Social Witness.

Section 5.2. Election and Appointment.

- (a) Elected members. Elected members of all standing committees of the Association shall take office at the close of the General Assembly at which they are elected and shall serve until their successors are elected and qualified, except as otherwise provided herein.
- (b) Appointed members. The terms of any appointed members of standing committees of the Association shall begin at the close of the regular General Assembly in odd-numbered years. The Board of Trustees shall make each appointment no later than 120 days after the beginning of the term. Appointed members shall take office upon the effective date of their appointment and shall serve until their successors are appointed and qualified, except as otherwise provided herein.

Section 5.3. Qualifications of Committee Members.

To serve as a member of a standing committee of the Association, a person must be a member of a member congregation. No member of a standing committee of the Association, except a member serving ex officio, may, during the term of office, serve as a trustee or officer of, or hold any salaried position in, the Association.

Section 5.4. Removal of Committee Member.

An elected member of a standing committee of the Association may be removed by a three-fourths vote of the Board of Trustees at a meeting at which not less than three-fourths of the Board is present, if in the opinion of the Board the member is incapacitated or unable to carry out the duties of the office or otherwise for good cause. An appointed member of a standing committee of the Association may be removed at will by a majority vote of the Board of Trustees.

Section 5.5. Vacancies.

A vacancy created by the death, disqualification, resignation, or removal of an elected or appointed member of a standing committee of the Association shall be filled by majority vote of the Board of Trustees. An individual appointed to fill a vacancy in an elected position shall serve until the vacancy is filled by regular or special election. An individual appointed to fill a vacancy in an appointed position shall serve for the balance of the unexpired term, and until a successor is appointed and qualified.

An elected member of a standing committee of the Association in office for more than one-half of a full term shall be deemed to have completed a full term for the purposes of re-election.

Section 5.6. Nominating Committee.

The Nominating Committee shall consist of nine members elected to terms of three years. One-third of the members shall be elected at the regular General Assembly held in each year. After serving two terms in office, a member shall not be eligible for re-election until after an interim of at least three years. The Nominating Committee shall submit nominations for certain elective positions of the Association, as provided in Article IX.

Section 5.7. Presidential Search Committee.

The Presidential Search Committee shall consist of five elected members and two members appointed by the Board of Trustees. Each term shall be six years. The elected members shall be elected at the regular General Assembly held four years prior to the expiration of a President's term. The terms of appointed members shall begin at the close of the regular General Assembly at which members were elected. After serving a term in office, a member shall not be eligible for re-election until after an interim of at least six years. The Committee shall nominate candidates for the office of President as provided in Section 9.5.

Section 5.8. General Assembly Planning Committee.

The General Assembly Planning Committee shall consist of eight elected members and two members appointed by the Board of Trustees. The terms of elected members shall be four years and the terms of appointed members shall be two years. One-half of the

elected members shall be elected at the regular General Assembly held in each odd-numbered year. After serving two terms in office, an elected member shall not be eligible for re-election until after an interim of at least four years. The Committee shall be responsible for arrangements for General Assembly and programs and meetings to be held in connection therewith. It may establish subcommittees of its members and may delegate part or all of its powers to them.

Section 5.9. Commission on Appraisal.

The Commission on Appraisal shall consist of nine members elected to terms of six years. One-third of the members shall be elected at the regular General Assembly held in each odd-numbered year. After serving a term in office, a member shall not be eligible for re-election until after an interim of at least six years. The Commission on Appraisal shall:

- (a) review any function or activity of the Association which in its judgment will benefit from an independent review and report its conclusions to a regular General Assembly;
- (b) study and suggest approaches to issues which may be of concern to the Association; and
- (c) report to a regular General Assembly at least once every four years on the program and accomplishments of the Association.

Section 5.10. Commission on Social Witness.

The Commission on Social Witness shall consist of three elected members and two members appointed by the Board of Trustees. Each term shall be four years. After serving two terms in office, a member shall not be eligible for re-election until after an interim of at least four years. One member shall be appointed in each odd-numbered year. In addition to any election required to fill a vacancy, no fewer than one nor more than two members shall be elected at the regular General Assembly held in each odd-numbered year, as is required to insure a full complement of elected members.

The duties of the Commission are described in Article IV.

Section 5.11. Board of Review.

- (a) Members. The Board of Review shall consist of eight members, as follows:
 - 1. Three members who are ministers, each of whom at the time of election is in final ministerial fellowship with the Association and has held such fellowship continuously for the preceding seven years;

2. One member who is a credentialed religious educator-master level;
and
 3. Four members who are not ministers or credentialed religious educators, each of whom at the time of election is a member of a certified member congregation and has been a member of one or more such congregations for not less than three years as an officer or a member of the governing bodies of one or more such congregations.
- (b) Election and Term. Each term shall be eight years. At each regular General Assembly held in an odd-numbered year there shall be elected one person who is neither a minister nor a credentialed religious educator. At each regular General Assembly held in an even-numbered year there shall be elected either a minister, as described in subsection (a)(1) above, or a Credentialed Religious Educator–Master Level as described in section (a)(2) above. After serving a term in office, a member shall not be eligible for re-election until after an interim of at least eight years.
 - (c) Qualifications. No member of the Board of Review shall, during the term of office, be a member of the Ministerial Fellowship Committee or the Religious Education Credentialing Committee.
 - (d) Removal. A member of the Board of Review may be removed without hearing by the vote of six other members, or as provided by Section 5.4.
 - (e) Duties. The duties of the Board of Review are described in Articles XI and XII.

ARTICLE VI. Board of Trustees

Section 6.8. Vacancies.

A vacancy created by the death, disqualification, resignation, or removal of a trustee shall be filled by majority vote of the remaining trustees. An individual appointed to fill a vacancy shall serve until the vacancy is filled by regular or special election.

ARTICLE VII. Committees of the Board of Trustees

Section 7.1. Committees of the Board of Trustees.

The standing committees of the Board of Trustees shall be:

- (a) the Executive Committee;
- (b) the Ministerial Fellowship Committee;
- (c) the Finance Committee;
- (d) the Investment Committee;

- (e) the Religious Education Credentialing Committee; and
- (f) the Audit Committee.

The President shall be a member, without vote, of the Executive Committee, the Finance Committee, and the Investment Committee.

Section 7.2. Appointment and Term of Office.

Except as otherwise provided, the terms of members of standing committees of the Board of Trustees shall be two years beginning at the close of the regular General Assembly in odd-numbered years. Members shall be appointed no later than 120 days after the beginning of the term. Members shall take office upon the effective date of their appointment and shall serve until their successors are appointed and qualified.

ARTICLE VIII. Officers of the Association

Section 8.7. Vacancies.

- (a) Elected Officers. A vacancy created by the death, disqualification, resignation, or removal of an elected officer shall be filled by majority vote of the Board of Trustees. An individual appointed to fill a vacancy shall serve until the vacancy is filled by regular or special election.
- (b) Appointed Non-salaried Officers. A vacancy created by the death, disqualification, resignation, or removal of an appointed non-salaried officer may be filled by the Board of Trustees for the balance of the unexpired term.

Section 8.9. President.

The President shall be the chief executive officer of the Association.

ARTICLE IX. Nominations and Elections

Section 9.4. Nomination by Nominating Committee.

- (a) The Nominating Committee shall submit one or more nominations for each elective position to be filled, except Moderator and President, including positions to be filled by special election. With respect to Board positions, the Nominating Committee shall designate the position number for which each person is being nominated.
- (b) The Nominating Committee shall endeavor to nominate individuals so that the membership of the Board of Trustees and each elected committee reflects the full diversity of the Association, especially in regard to historically marginalized communities, but also balancing amongst size of congregation, lay and ordained, geography, age (including youth and young adults), and

gender, among others. The Nominating Committee shall consult with groups and organizations, including those traditionally underrepresented in Unitarian Universalist leadership, to help inform the nominating process.

- (c) Only one person from any one member congregation shall be nominated to serve on the Nominating Committee or the Board of Trustees.
- (d) The report of the Nominating Committee shall be filed with the Secretary of the Association and be mailed to all certified member congregations, associate member organizations, and trustees, on or before December 10 of each year.

Section 9.5. Nomination of President and Moderator.

- (a) President. The Presidential Search Committee shall submit no fewer than two nominations for the office of President for an election at the end of a presidential term or for a special election. The report of the Presidential Search Committee shall be announced by February 1 of the year before the General Assembly at which there is to be a presidential election, except in the case of a special election, in which case the report of the Presidential Search Committee shall be announced by December 10 of the year before the election.
- (b) Moderator. The Board of Trustees shall submit one or more nominations for the office of Moderator for an election at the end of a moderator term or for a special election. The report of the Board of Trustees shall be announced by February 1 of the year before the General Assembly at which there is to be a moderator election, except in the case of a special election, in which case the report of the Board of Trustees shall be announced by December 10 of the year before the election.

Section 9.6. Nomination by Petition.

- (a) For Moderator and President. A nomination for the office of Moderator or President, for a regular or special election, may be by petition signed by no fewer than twenty-five certified member congregations, including no fewer than five certified member congregations located in each of no fewer than five different districts. A certified member congregation may authorize the signing of a petition only by vote of its governing board or by vote at a duly called meeting of its members. Such a petition shall be filed with the Secretary of the Association, only in such form as the Secretary may prescribe, not later than February 1 of the year of the election and not earlier than the preceding March 1.
- (b) For Other Elective Positions. A nomination for any other elective position, for a regular or special election, may be by petition signed by not less than fifty members of certified member congregations, with no more than ten

signatures of members of any one congregation counted toward the required fifty. A separate petition, in form prescribed by the Secretary, shall be filed for each nomination not later than February 1 of the year of the election and not earlier than the preceding October 1. A petition for nomination to the Board of Trustees must designate the position number for which the person is being nominated.

Section 9.11. Counting of Ballots.

- (a) For the position of President, Moderator, Financial Advisor, or Trustee. If there are no more than two duly nominated candidates for a position, the candidate receiving the greater number of votes is elected; provided, however, that in construing the foregoing with respect to Trustee positions, each Trustee position number shall be considered a separate elective position. If there are more than two duly nominated candidates for a position, the ballot shall be designed to permit the designation of first, second, third, etc.. choice. If no candidate receives a majority of the first-choice votes cast, the candidate receiving the lowest first-choice vote shall be eliminated and the ballots cast for such candidate shall be redistributed in accordance with the second choice indicated thereon. This process shall be repeated until one candidate receives a majority of all votes cast or until only two candidates remain, at which time the one receiving the greater number of votes is elected.
- (b) For Other Elective Positions. If there is one elective position to be filled, the candidate receiving the greatest number of votes is elected. If there is more than one such elective position of the same kind to be filled, the candidates respectively receiving the greatest number of votes are elected.

Section 9.15. Special Elections

If a vacancy occurs more than 630 days before the expiration of the term of an elected officer, an elected member of a standing committee of the Association, or a trustee, a special election shall be held to fill the balance of the unexpired term. The special election shall be held at the next regular General Assembly that begins at least 270 days after the date of the vacancy.

RULE IX. Nominations and Elections

Rule G-9.4.1. Report of the Nominating Committee

- (a) Any person who applies to the Nominating Committee for nomination for the position of Financial Advisor or trustee shall submit by the application deadline a one-page statement of qualifications.
- (b) The report of the Nominating Committee required by Section 9.4(d) may be mailed to certified member congregations, associate member organizations, and

trustees either electronically or in hard copy. The report shall promptly be posted on the Association's website. The report shall include the statement of qualifications submitted by each nominee for Financial Advisor or trustee.

Rule G-9.10.1. Tie Vote-Elected Committee Position.

If a tie vote occurs in filling an elected committee position when only one person is to be elected, or occurs in filling a slate when the slate cannot be completed without resolving the tie, then as soon as possible before the final adjournment of the General Assembly involved, additional ballots shall be cast by those present and entitled to vote, except that initially the Moderator shall not vote. The additional ballots shall contain only the names of the candidates who are tied. These ballots shall be counted along with a recounting of the ballots cast for the tied candidates by absentee ballots, and the result of the foregoing procedures shall determine the election, unless there is still a tie, in which case the Moderator shall then cast a ballot to resolve it.

Rule G-9.10.2. Tie Vote-Moderator.

If the tie involves the election of a Moderator, the proceedings to resolve the tie shall be presided over by the Secretary of the Association who in all matters involving the resolutions of the tie shall have the rights and duties of the Moderator.

Rule G-9.10.3. Tie Vote-President, Moderator, Financial Advisor, or Trustee.

If, in the election of a President, Moderator, Financial Advisor, or Trustee in any particular counting of the preferential ballots, including absentee ballots, there is a tie vote amongst candidates having the least number of votes, then each such tied candidate shall be eliminated, and in the next counting, the ballots accumulated for said candidate shall be redistributed among the remaining candidates on the basis of the highest effective preferences marked on all the ballots that have been cast. However, if in this process such elimination leaves only a single candidate who in that counting still does not have a majority of the counted votes, or if only two candidates remain in the contest and they are tied, then there shall be as many run-off election procedures, conducted under the provision of Rule G-9.10.1, as are necessary to result in the election of a President, Moderator, Financial Advisor, or Trustee by at least a majority of the votes cast.

Rule G-9.13.10. Election Campaign Practices Committee.

An Election Campaign Practices Committee is hereby established and shall consist of three persons to be appointed by the Board of Trustees for a term of two years each, and the Secretary, ex-officio, without vote. The Board shall designate one of the appointed members to chair the Committee. The appointed members' terms shall begin at the close of General Assembly in odd-numbered years. The Board may appoint an individual to fill a vacancy in membership of the Committee; persons appointed to fill a vacancy shall serve the balance of the vacating member's term. Persons appointed to the Committee shall remain neutral in elections held while they are serving and shall not engage in

electioneering. Persons who seek nomination pursuant to Bylaw Sections 9.4, 9.5, or 9.6 are ineligible to serve on the Committee once they begin seeking nomination, and shall be deemed to have resigned from the Committee effective upon seeking nomination if they are then serving.

Actions of Immediate Witness

The Assembly adopted by a vote of two-thirds or more the following three Actions of Immediate Witness:

Amend the Constitution: Corporations are not Persons and Money is not Speech

BECAUSE Unitarian Universalists believe in the inherent worth and dignity of every human person, and in the use of the democratic process in society at large, and because approval of the 2011 AIW opposing *Citizens United* paved the way for the Unitarian Universalist Association (UUA) to take the spiritual lead in the passage of a constitutional amendment to establish that corporations are not persons and money is not free speech;

WHEREAS, a series of U.S. Supreme Court rulings have established corporations as persons, equated money with speech, and eliminated limits on amounts that corporations can contribute to political campaigns and political advertising;

WHEREAS, these court-created doctrines have flooded the political landscape with unprecedented amounts of money from corporations and other interests, corrupting our democratic processes and putting the entire democracy at risk;

WHEREAS, Article V of the U.S. Constitution provides for amendments to the Constitution, a process that has occurred 27 times, including seven Constitutional amendments that have overturned U.S. Supreme Court decisions;

WHEREAS, there are pending proposals in Congress and states that need action NOW to achieve passage of an amendment;

WHEREAS, the Unitarian Universalists for a Just Economic Community, UUA Board of Trustees, the Unitarian Universalist Service Committee, and various congregations have already endorsed a Constitutional amendment; and

WHEREAS, an amendment to the Constitution is needed to overturn *Citizens United* and eliminate both corporate personhood and money as speech;

THEREFORE, BE IT RESOLVED that the 2013 General Assembly instructs the UUA to make its endorsement formal and public, supporting the efforts to amend the Constitution; and

BE IT RESOLVED that the 2013 General Assembly further requests member congregations to pass resolutions that support and endorse a constitutional amendment to establish that corporations are not persons and money is not speech; and

BE IT FUTHER RESOLVED that the 2013 General Assembly encourages Unitarian Universalist Legislative Ministries nationwide (www.uustatenetworks.org) and other affiliated Unitarian Universalist organizations to join this important cause.

Working together with other groups and other faith traditions, we can make a significant impact to further the progress of a constitutional amendment to preserve the constitutional rights that our founding fathers intended solely for human persons, restore the effective voice of the people, and save our democracy.

Consider Divestment from the Fossil Fuel Industry

BECAUSE the Sources of Unitarian Universalism counsel us to heed the guidance of reason and the results of science;

BECAUSE Unitarian Universalist congregations covenant, in their Seventh Principle, to respect the interdependent web of all existence of which we are a part, and member congregations have demonstrated their commitment to this Principle in various ways, including by Green Sanctuary certification;

BECAUSE the 2006 Unitarian Universalist Association (UUA) Statement of Conscience calls on Unitarian Universalist congregations to “[u]se congregational financial resources to positively address the global warming/climate change crisis”; and

BECAUSE the “UUA Socially Responsible Investment Guidelines” (2008) state that investments in companies engaged in negative global impact activities are to be avoided;

WHEREAS, we understand our lives are tied up in the consumption of energy;

WHEREAS, the fossil fuel industry currently controls fossil fuel reserves that, if burned, will produce more than five times the amount of greenhouse gas emissions required to raise global temperatures beyond 2° C, the level that leaders of 167 countries, including the United States, have agreed represents a threshold beyond which civilization cannot survive without enormous suffering;

WHEREAS, the global and growing movement 350.org is calling upon universities, pension funds, public entities, and religious institutions to divest their investments in 200 fossil fuel companies;

WHEREAS, further information and discussion regarding the divestment movement in UUA congregations is available at divestfossilfuels.wordpress.com or by email at divestment@uumilwaukee.org; and

WHEREAS, given the reality of climate change, passively profiting from business as usual in carbon-intensive fossil fuel companies is an abdication of our responsibility and thus morally wrong;

THEREFORE, BE IT RESOLVED that the 2013 General Assembly of the Unitarian Universalist Association calls upon delegates to begin a denomination-wide conversation within their congregations about divesting from fossil fuels or exercising shareholder influence. Congregations might discuss the following:

1. Stopping any new direct investments in fossil fuel companies, as listed in Carbon Tracker reports;
2. Divesting of all direct securities holdings in fossil fuel companies within the next five years;
3. Investing in diversified, socially responsible, and climate-friendly securities, and securities in the renewable energy and efficiency sector;
4. Investing in making their own facilities more energy-efficient, make widespread use of renewable energy, adopt conservation and efficiency measures;
5. Evaluating the effectiveness of shareholder advocacy; and
6. Retaining the option of owning the minimum number of shares necessary to be an activist shareholder. These shares would be considered “influence payments” and not investments.

Condemn the Racist Mistreatment of Young People of Color by Police

WHEREAS, programs such as the “War on Drugs” and practices such as “Stop and Frisk” are actively used by police to harass and oppress communities of color;

WHEREAS, Michelle Alexander, at the 2012 UUA General Assembly said, “We use our criminal justice system to label people of color ‘criminals’ and then engage in all the practices we supposedly left behind. . . . As a criminal, you have scarcely more rights, and arguably less respect, than a black man living in Alabama at the height of Jim Crow. We have not ended racial caste in America; we have merely redesigned it;”

WHEREAS, this racist harassment has led to a growing number of African-American and Hispanic youth who have been mistreated and incarcerated because of police action;

WHEREAS, thousands of people have participated in mass multi-racial and multi-ethnic demonstrations seeking the ending of this racist mistreatment and violence by police;

WHEREAS, the Unitarian Universalist Principles provide a clear mandate to protest such treatment:

- Unitarian Universalist Principles affirm the goal of a just community, representing unity in our multi-racial world;
- Unitarian Universalist Principles affirm the inherent worth and dignity of every person; and

WHEREAS, the “Stop and Frisk” practice mainly targets young people of color and treats them in a racist manner that negates their inherent worth and dignity and leads to mass incarceration at tremendous social cost:

THEREFORE, BE IT RESOLVED that the 2013 General Assembly of the Unitarian Universalist Association affirms to uphold our Principles and condemn the racist practices displayed in what Michelle Alexander describes in her book as “the New Jim Crow” and calls upon member congregations to:

- Condemn the pattern of mistreatment through practices such as “Stop and Frisk,” which mainly targets young people of color in our society, which negates their inherent worth and dignity, and continues the mass practice of institutional racism in our society.

The General Assembly also calls upon member congregations to:

- Petition local, state, and federal representatives to demand an end to institutional racism in the form of practices such as “Stop and Frisk;” and
- Actively demonstrate alongside others who are fighting to change the laws that allow police harassment, which results in violence against communities of color.

UUA Statement of Conscience

By a vote of two-thirds or more, the Assembly adopted the following Statement of Conscience.

IMMIGRATION AS A MORAL ISSUE

A belief in “the inherent worth and dignity of every person” is core to Unitarian Universalism: every person, no exceptions. As religious people, our Principles call us to acknowledge the immigrant experience and to affirm and promote the flourishing of the human family.

Our Sources “challenge us to confront powers and structures of evil with justice, compassion, and the transforming power of love.” Hebrew scripture teaches love for the foreigner because “you were foreigners in the land of Egypt” (Leviticus 19:33-34). Christian scripture reports that Jesus and his disciples were itinerants. When asked “Who is my neighbor?” Jesus responded with the parable of the Good Samaritan, a foreigner who treated a badly beaten man as the foreigner would have wished to be treated (Luke 10:25-37). The Qur’an teaches doing “good to . . . those in need, neighbors who are near, neighbors who are strangers, the companion by your side, the wayfarer that you meet” (4:36). The Universal Declaration of Human Rights asserts

that “everyone has the right to leave any country, including his own, and to return to his country” (article 13.2).

Unitarian Universalist Principles and Sources call us to recognize the opportunities and challenges of human migration—caring for ourselves and our families, interacting with strangers, valuing diversity, and dealing with immigration systems.

Historical Background

Before recorded history, some people migrated out of Africa and later across the world. People left their places of birth to feed themselves, protect themselves from hostile environments, or better their lives. Some people migrated voluntarily, while others were forced to migrate due to enslavement, war, famine, marriage, or fear of persecution. Whatever the circumstances, the human family is composed almost entirely of immigrants or descendants of immigrants.

Most of the land mass on earth is now divided into nations with boundaries. Although we recognize that national boundaries are often arbitrary and disregard historical tribal boundaries and wildlife migratory patterns, we acknowledge that these national boundaries exist and that nations will protect their borders. Nations have assumed the right and obligation to protect the security and well-being of their citizens by enacting and enforcing immigration laws. Our challenge as religious people is to distinguish the moral from the immoral, supporting the former and opposing the latter. Moral immigration laws that are just and humane contribute to the public good, define the parameters of legal immigration, and restrict harmful influences such as criminal intent, epidemics, and contraband. Unfortunately, not all immigration laws are moral; some use race, class, religion, ethnicity, ability, or sexual orientation to dictate who belongs and who does not.

Underlying Factors Contributing to Immigration and Lack of Documentation

Today people leave their places of birth and migrate for the same reasons people always have—to be safe, to meet their needs for food and shelter, and to better their lives. Thus, violence, environmental change, and economic conditions often motivate migration. Acts of violence that drive people to migrate include armed conflicts, violence against women, violence related to sexual orientation and gender expression, ethnic cleansing, political persecution, and genocide. Environmental conditions that lead to migration include climate change, droughts, floods, radiation, and pollution.

Economic factors are currently the primary driving force behind immigration worldwide. Economic factors that cause people to migrate include the inability to meet needs for sufficient food and adequate shelter and the desire to better their lives. Contributors to these economic conditions include population growth, environmental degradation, globalization, and policies that address land ownership, tariffs, trade, and working conditions, many of which are continuing legacies of imperialism and colonialism.

A mechanism for regulating immigration is the issuance of visas, which are legal documents giving permission to enter and stay in a nation for a period of time. When the supply of visas is

far below the demand, then pressure to enter a country illegally or overstay a visa increases. A similar pressure occurs when the length of time between applying for a permanent visa and its issuance is a matter of years. When people cannot obtain or renew visas but choose to enter or remain in a country anyway, they become undocumented immigrants.

Visas that allow multiple border crossings encourage people to visit their families knowing that they can return and work. When crossing a border is difficult or hazardous, the likelihood of returning to one's family decreases and the desire to send for one's family increases. The families of undocumented immigrants wanting to reunite with their loved ones also have no means of entering legally. A broken immigration system opens the way for illegality, human trafficking, and exploitation.

Consequences

Who migrates, how they migrate, where they migrate to, and when they migrate are central to immigration policies worldwide. While immigrants find jobs, build community, fall in love, have children, and in other ways enrich a country with new ways of thinking and being, some people declare them unwelcome and label them—not just their status—illegal.

Lack of documentation and legal status can lead to exploitation. Work visas often require having an employer-sponsor, which can limit a person's freedom to change employment. Some employers are unable to find workers willing to do certain jobs under the work conditions and at the wages they offer. Other employers are stymied by onerous requirements to prove that they need people with certain abilities. When the number of work visas is fewer than the number of workers demanded by the economy, employers will fill the need regardless of workers' documentation.

Documented and undocumented immigrants alike are often denied the civil rights protections of citizens, paid less than citizens, labor in unsafe and unhealthy conditions, and/or are forced to work and live without pay under the threat of violence. In the United States, increased border security has resulted in undocumented immigrants crossing in more dangerous and remote areas where basic human needs such as drinking water do not exist.

Increased enforcement of immigration laws and the proliferation of for-profit detention centers have led to egregious human rights violations with little accountability or transparency. For example, immigrants in the U.S. detention system are not afforded the same due process rights as U.S. citizens, leading to unnecessarily lengthy detentions, and thus greater profits for the prison industry. These centers are poorly regulated and often overcrowded. Essential needs, including medical attention, are often denied, while more cost-effective and humane measures are ignored. Immigration enforcement consumes increasingly more of the federal government's resources.

Many undocumented immigrants and their families live in constant fear of deportation. This fear affects their use of educational opportunities and health care services, and their willingness to interact with local police officers. Enlisting local law enforcement agencies in immigration enforcement violates accepted practices of community policing and erodes trust between police and the communities they serve, sometimes resulting in racial profiling of those who appear to be

foreign. Deportation results in destroyed dreams and broken families—partners separated and children taken away from their caregivers or forced to return to a place they do not know. The perceived and constructed threat of those who are different has led some individuals and nations to meet immigrants with fear. Fear has become a social and political force that incorrectly labels people as “illegals,” “criminals,” and “terrorists.”

Therefore

Our Unitarian Universalist (UU) Principles and Sources compel us to affirm that all immigrants, regardless of legal status, should be treated justly and humanely. At a minimum, a moral immigration policy would include the following elements:

- A path to legal permanent residency and citizenship
- Work visas that
 - Require the same worker protections applicable to citizens, including fair wages, safe and healthful environments, and receipt of benefits
 - Do not depend on a single employer
 - Allow multiple entries
 - Permit entry into the path for legal permanent residency and citizenship
 - Provide parity between the number of visas and the work available in the receiving nation
- Timely processing of applications for visas and timely deportation decisions
- Access to the same medical care and education available to citizens
- Evaluation of human and environmental costs and benefits of proposed barriers to immigration or other changes in immigration policy
- Due process under the law, including legal representation, rights of appeal, and the right to initiate suits
- Alternatives to detention for those not considered a threat to society and humane treatment for those being detained
- Preservation of family unity, including same-sex and transgender couples and families
- Provision of asylum for refugees and others living in fear of violence or retribution

- Collaboration with source countries to address underlying issues that contribute to immigration, including trade policies.

Calls to Action

Given the consequences of immoral and unjust immigration policies, we pledge to ground our missions and ministries in UU Principles and Sources as we undertake individual, congregational, and denominational actions, such as:

As individuals, we can:

- Educate ourselves and others about human migration, immigration policies, human rights abuses that result from immigration policies, and the impact of trade and farm policies on human migration
- Learn a language used by a large number of immigrants in our communities
- Advocate for moral immigration policies
- Tour detention facilities and inquire about treatment of detainees
- Volunteer for local organizations providing aid and advocacy for immigrants
- Take direct action, such as intervening to preserve the lives of immigrants, helping them get needed medical and legal aid, refusing to report undocumented people, or reporting abuses of immigrants
- Advocate enforcement of laws that prevent employers from abusing undocumented workers
- Listen to those who have differing ideas about immigration and creatively develop approaches that take those concerns and our concerns into account
- Record stories of recent immigrants and of our own immigration histories
- Learn how to identify and report human trafficking, including labor trafficking, in our communities.

As congregations, we can:

- Cooperate with other UU congregations, other faiths, and secular groups that are focusing on immigration issues for the purposes of education and action
- Offer lifespan education, youth and young adult programming, and worship services that explore immigration issues

- Create a covenant group that focuses on immigration issues
- Adopt service projects that address issues of immigration and immigrant rights
- Participate in efforts that support the rights and dignity of immigrants
- Explore and implement ways to transform concern into action, including the possibility of providing sanctuary for undocumented immigrants at special risk
- Support and participate in advocacy efforts to change immigration laws that are not moral, including using state legislative ministries where they are available
- Coordinate experiential trips to gain first-hand understanding of border, migrant, and refugee issues; support groups that facilitate such trips, including No More Deaths and the UU Service Committee (UUSC)
- Organize visits to local detention centers, inquire about the care of detainees, and support detainees and their families
- Meet with Immigration and Customs Enforcement (ICE) officials and local law enforcement to oppose detention in privately-run facilities and advocate for alternatives to detention for low-risk detainees
- Fund college scholarships that are available to undocumented young people
- Offer financial assistance to undocumented immigrants seeking to obtain legal immigration status
- Take an active role in UU and interfaith organizations, including congregation-based community organizations that address the needs of immigrants such as UU Refugee and Immigration Services and Education (UURISE), Interfaith Immigration Coalition, Standing on the Side of Love, and Interfaith Worker Justice
- Call upon the immigrants who are members or friends of UU congregations to share their stories and wisdom openly
- Welcome changes as new immigrants join our congregations
- Encourage the sharing of congregants' cultural heritages and experiences to create personal bonds and enhance appreciation for the contributions of diverse cultures
- Participate in a refugee resettlement program
- Provide tutoring to help immigrants achieve English fluency and other skills

- Incorporate languages other than English into congregational life
- Conduct citizenship classes, voter-rights education, and voter registration drives that target new citizens.

At the denominational level, we can:

- Publicly witness against violations of the human dignity and human rights of immigrants nationally and internationally
- Advocate for moral immigration policies and international conventions, as well as trade, farm and other policies that alleviate the underlying causes of migration
- Support efforts to deconstruct the for-profit prison system that treats humans as commodities and fuels a culture of mass deportation and incarceration
- Share with congregations information about immigration legislation at the national level
- Advocate for expeditious implementation of national commitments made for visas to foreigners who have loyally served alongside our nation's military
- Join with other faith-based and human rights groups working for improved national policies on immigration; these policies include labor regulations that protect undocumented immigrants at an equivalent level to that provided to citizens
- Provide curricula, resources, current information, and networking opportunities that congregations can use in their immigration education and advocacy efforts
- Support the immigration-related work of the UU United Nations Office, UUSC, and other UU-related organizations such as UURISE and the UU College of Social Justice.

Affirming the inherent worth and dignity of every person, we take up this call with joy and commitment, celebrating the creative and life-giving diversity of our world's peoples.

Responsive Resolution

A resolution in response to the report of an officer was passed by a vote of two-thirds or more. It reads:

Deepen Our Commitment to an Anti-Oppressive, Multicultural Unitarian Universalist Association

WHEREAS, the Board-approved Ends for the Association call on the administration to move our Association toward a future in which "UU congregations and communities are intentionally

inclusive, multicultural, and multigenerational;” and

WHEREAS, Moderator Gini Courter, in her report, and Mel Hoover, in his acceptance of the Distinguished Service Award, called upon our Association to recommit to our work in the area of antiracism, anti-oppression, and multiculturalism; and

WHEREAS, the Unitarian Universalist Association has been engaged in a decades-long struggle to better equip us to be more inclusive across race, class, sexual orientation, gender identity, age, and ability, as well as to have a renewed conversation about covenant; and

WHEREAS, those marginalized in our Association and their accountable allies continue to lead us and are need of continued opportunities to be supported in their efforts through mutual support and spiritual sustenance; and

WHEREAS, the need for that struggle has not abated and, indeed, has only been magnified by the demographic, economic and geopolitical changes facing the world in which we live and offer our faith;

THEREFORE:

We call upon the President of the Unitarian Universalist Association and his staff to establish a vision for the steps needed to deepen the anti-oppressive and multicultural capacities of the Unitarian Universalist Association and its member congregations and to identify the systematic, programmatic, and financial resources needed to provide deeper support to congregations and affiliated organizations seeking to move into a deeper anti-oppressive, multicultural understanding.

We also call on the Board of Trustees to ensure that the Board and staff-appointed, Board-appointed, and elected committees of the Association are empowered and encouraged to identify existing and new practices and structures that will lead to greater diversity amongst participants in the work of those committees and a greater sense of inclusion amongst participants, and that will provide for youth- and young adult-led efforts.

We call on the Journey Toward Wholeness Transformation Committee to assess the financial and staff resources currently devoted to this work, including those supporting organizations that empower marginalized populations, and to provide an analysis of these expenditures relative to other allocations.

These measures will ensure the deepened understanding, relationships, spiritual renewal, and practical skills necessary to move toward the Beloved Community that we are compelled to build in the name of our faith.

Elections

Moderator (six-year term):

Jim Key	945 votes (248 absentee)
Tamara Payne-Alex	905 votes (131 absentee)

The following persons were elected in uncontested elections:

President

Peter Morales (four-year term)

Financial Advisor

Ed Merck (three-year term)

UUA Board of Trustees

Natalia Averett (one-year term)

Rob Eller-Isaacs (one-year term)

Clyde Grubbs (one-year term)

Michael Sallwasser (three-year term)

Julian Sharp (three-year term)

James Snell (three-year term)

Susan Weaver (one-year term)

(Additionally, the following current trustees were appointed by the Board of Trustees for two-year terms: Donna Harrison, Lew Phinney, Susan Ritchie, Sarah Stewart)

Presidential Search Committee (six-year terms)

Wayne Arnason

Matthew Johnson-Doyle

Michael Tino

Elandria Williams

Jacqui Williams

(Additionally, two appointments for six-year terms will be made by the Board of Trustees)

Board of Review (eight-year terms)

Orlanda Brugnola

Maris Cornell

Commission on Appraisal

Lucy Bunch (six-year term)

John Hawkins (four-year term)

Nathan Hollister (six-year term)

Myriam Renaud (six-year term)

Commission on Social Witness (four-year terms)

Christian Sillari

Kiera Wesley

General Assembly Planning Committee (four-year terms)

Mary Alm
Bart Frost
Debra Boyd Gray
Chip Roush

Nominating Committee (three-year terms)

Sofia Betancourt
Abhimanyu Janamanchi
Ken Wagner

Credentials Report

The final credentials report of the Secretary of the Association was as follows:
Accredited and attending the 52nd General Assembly of the Unitarian Universalist Association were 1346 member delegates, 352 ministerial delegates, 4 credentialed religious educators, 4 associate member delegates, 26 members of the Board of Trustees (not included as registered delegates from congregations). On-site delegates totaled 1735, representing 531 congregations, 49 states, 1 Canadian province, and the District of Columbia.

Additionally, there were 112 off-site delegates, including 93 member delegates and 19 ministerial delegates. Represented were 71 congregations from 26 states.

Total delegates were 1847. Total on-site registration for the Assembly was 3314, including 232 youth.

Closing

The Assembly unanimously thanked Moderator Gini Courter for her superb service and expressed their respect, appreciation, and love and then voted to adjourn *sine die* at 5:45 pm on Sunday, June 23, 2013.

Respectfully submitted,

/s/ Kathleen Montgomery
Recording Secretary

MINUTES
BOARD OF TRUSTEES
UNITARIAN UNIVERSALIST ASSOCIATION

December 19, 2013

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held electronically on Thursday, December 19, 2013.

MEMBERS

PRESENT: Averett, Eller-Isaacs Grubbs, Harrison, Key, Ladd, Morales, Phinney, Ritchie, Sallwasser, Sharp, Snell, Stewart, and Weaver.

MEMBERS

ABSENT: None

ALSO

PRESENT: Brennan, Limpert, Cooley, Dodd, Sean Rush

Jim Key, Moderator, called the meeting to order at 8:01 PM ET on Thursday, December 19, 2013. He shared opening words and the agenda was approved.

AUDIT COMMITTEE CHAIR’S REPORT

Sean Rush, chair, audit committee, presented the report of the audit committee. He reported we had been given an “unqualified” or “clean” opinion.

M (Rob Eller-Isaacs), S, and

VOTED AND PASSED: To accept the report of the Audit Committee and the fiscal year 2013 audit report with thanks.

FINANCE COMMITTEE’S REPORT

Sarah Stewart, chair, finance committee, presented the report of the finance committee. She reported that at its meeting on December 17, 2013 the committee reviewed a proposal from the Administration to finance the construction of and move to 24 Farnsworth Street with bank debt. The Committee supported this recommendation.

M (Stewart), S, and

VOTED: With respect to the existing credit facility referred to as the Member Lending Credit Line obtained from Eastern Bank (the “Bank”) in the original amount of \$6,000,000.00, as previously amended, to renew such credit line and reduce such credit line to \$4,000,000 and otherwise modify the terms of such credit line as set forth in that certain Loan Modification Agreement dated as of January __, 2014, submitted by the Bank to Timothy Brennan, Treasurer of the Unitarian Universalist Association.

To authorize the Treasurer, Timothy Brennan, and the Chief Operating Officer, Harlan Limpert, each individually, acting singly or together, to execute and deliver documents to effect the foregoing, including but not limited to, the aforesaid Loan Modification Agreement and related documentation required by the Bank, all with such terms and conditions as are approved by the signatory, with such officer’s signature being conclusive evidence of approval.

To ratify and approve all that the Treasurer, Timothy Brennan, has done or may do in connection with such loan modification.

VOTED: That the Company renew the unsecured revolving line of credit loan facility from the Bank in the original principal amount of \$500,000.00, such renewal to be upon such terms and conditions as any one of the officers or authorized agents of the Company identified below in these votes may determine.

To authorize the Treasurer, Timothy Brennan, and the Chief Operating Officer, Harlan Limpert, each individually, acting singly or together, to execute and deliver documents to effect the foregoing, including but not limited to, a Loan Modification Agreement, and related documentation required by the Bank, all with such terms and conditions as are approved by the signatory, with such officer’s signature being conclusive evidence of approval.

To ratify and approve all that the Treasurer, Timothy Brennan, has done or may do in connection with such line of credit.

VOTED: That the Company obtain from the Bank a non-revolving line of credit loan facility in the original principal amount of \$10,000,000.00, to be used to finance leasehold improvements at 24 Farnsworth Street, Boston, Massachusetts, the repayment of which is secured by a pledge of marketable securities owned by the Company, such loan to be upon such terms and conditions as any one of the officers or authorized agents of the Company identified below in these votes may determine.

To authorize the Treasurer, Timothy Brennan, and the Chief Operating Officer, Harlan Limpert, each individually, acting singly or together, to execute and deliver documents to effect the foregoing, including but not limited to, a Term Note, a Non-Revolving Line of Credit Agreement, a Pledge and Security Agreement and related documentation required by the Bank, all with such terms and conditions as are approved by the signatory, with such officer's signature being conclusive evidence of approval.

To ratify and approve all that the Treasurer, Timothy Brennan, has done or may do in connection with such line of credit.

CLOSING

Jim Key adjourned the meeting at 9:48 PM.

Respectfully submitted,

/s/ Harlan Limpert
Clerk

CLERK'S CERTIFICATE

UNITARIAN UNIVERSALIST ASSOCIATION

I, the undersigned Clerk of the Unitarian Universalist Association, a non-profit corporation organized and existing under the laws of The Commonwealth of Massachusetts (the "Company"), DO HEREBY CERTIFY that:

1. This Certificate is furnished in connection with the renewal and reduction of the existing Member Lending Credit Line from Eastern Bank (the "Bank") to the Company from \$6,000,000.00 to \$4,000,000.00, the renewal of the revolving line of credit loan in the amount of \$500,000.00 from the Bank to the Company, and a new a non-revolving line of credit loan in the amount of \$10,000,000.00 from the Bank to the Company.
2. The persons named below have been duly elected, and are qualified officers of the Company, holding the respective offices below set opposite their names, and the signatures below set opposite their names are their genuine signatures.

Name

Office

Signature

Timothy Brennan

Treasurer and Chief Financial
Officer

Harlan Limpert

Chief Operating Officer and
Clerk

3. The Company's organizational documents furnished to the Bank on or about _____, 2013 have not been modified or amended and remain in full force and effect.
4. Attached hereto as Exhibit A are true and correct copies of resolutions duly adopted by the Company's Board of Trustees at a meeting held on _____, 201__, which resolutions have not been revoked, modified, amended or rescinded and are still in full force and effect.
5. Attached hereto as Exhibit B is a true and complete copy of the Bylaws and Rules of the Company and said Bylaws have not been modified, amended, or rescinded and are in full force and effect on the date hereof.
- IN WITNESS WHEREOF, I have hereunto set my hand this _____ day of January, 2014.

By _____
Harlan Limpert
Chief Operating Officer and Clerk,
Unitarian Universalist Association

BOARD MEETING DATES

- **January 2014, San Diego** Thursday, January 23 - Sunday, January 26, 2014
- **April 2014, Boston, MA** Thursday, April 10 - Sunday April 13
- **June 2014, Providence, RI** Tuesday, June 24 - Wednesday, June 25: Board Meeting
Wednesday, June 25 – Sunday, June 29: General Assembly; Monday, June 30: Board Meeting

Presenter : Jim Key**Start Time :** 11:45 AM**Item No :** 6**Proposed By :** Stephanie Carey Maron**Time Req :** 30**Proposed :** 1/10/2014**Item Type :** Information Items

Policy No.	Description	Ref No
3.6.1.1	<p>The Moderator is the Chief Governance Officer (CGO). The CGO assures the integrity of the Board's process and, secondarily, represents the Board to outside parties. Accordingly, the CGO is responsible for:</p> <ul style="list-style-type: none">- Ensuring that the Board behaves consistently with its own rules and those legitimately imposed upon it from outside the organization.- Ensuring that the Board discusses only those issues that, according to Board policy, clearly belong to the Board to decide, not the President.- Ensuring that deliberation is fair, open, and thorough, but also timely, orderly, and kept to the point.	403990

Description : Moderator's Report**Details :** Distinguished Service Award Committee**Attachments :**

Title	Created	Filename
Moderator's Report 1-13-2014	Jan 16, 2014	Moderator's Report 1-13-2014.pdf

January 13, 2014

Jim Key
UUA Moderator
Chief Governance Officer

January 13, 2014

Report to the UUA Board of Trustees

I have received several emails, calls, and comments since our last board meeting that strongly suggest we, as a new smaller Board, must do a better job of communicating our activities to our Sources. While we have met in full business session only once since the election of all of us last June, there is an expectation from our constituents to communicate our deliberations and actions. Although we published a summary of our work on the UUA Web page, we have no presence on the Board blog or Facebook.

In reaching out to John Hurley, Director of Communications, I reviewed a copy of notes and recommendations from the Communications working group of the board from April 2010. It is appended for our review and discussion at our January meeting. I expect to emerge from that meeting with a Communications plan that we can begin to execute immediately following our January meeting.

My recent focus has been having discussions with multiple trustees and other stakeholders on how to make GA General Sessions, formerly know as Plenary, more engaging for the delegates while covering the necessary business of the Association. I will ask those individuals and organizations who traditionally present to provide a written report which will be printed and available to the delegates. This will provide more detail than the verbal report will have time to include. Additionally, I will ask that the number of presenters for each report minimize the number of people involved, preferably only one person. Additionally, I will ask that the reports demonstrate linkage to our Ends as well as the theme of GA 2014, Love Reaches Out. I am consulting with young adult leaders and others to consider short TED-type teaser talks to engage delegates and encourage conversations outside General Session Hall or at specific workshops.

As we develop our 2015 board calendar, I am asking the Trustees to approve changing the offsite meeting, usually our January meeting, to April. I envision our April 2015 Board Meeting to be held in Selma, AL

January 13, 2014

to coincide with the 50th Anniversary of the Selma to Montgomery Voting Rights March to be celebrated in March 2015. You will recall that the UUA Board recessed their meeting in 1965 to answer the call from Dr. Martin Luther King to come to Selma after events on Bloody Sunday, March 7, 1965. The [Living Legacy Project](#) will be organizing events for Unitarian Universalists and others to honor those who participated in the Civil Rights movement.

I have one item for Executive Session involving a potential Conflict of Interest

Meetings with congregations

- First UU Church of the Palm Beaches, governance workshop and preach
- Joined UUs from seven congregations across South Carolina at the [Truthful Tuesday](#) rally in Columbia

Meetings with committees and organizations

- UU Ministers Association
- District Presidents Association, Boston
- Presidents Council Retreat, Boston
- Audit committee, Boston
- Finance Committee, Telcon
- Executive Committee, Telcon
- Open UUA Committee, Telcon
- UU Society of Community Ministers, Telcon
- Ministerial Fellowship Committee, Telcon
- Meadville Lombard Theological School, Chicago
- GA Planning Committee, Portland

Addendum:

Communications Sub-Group

April 17, 2010

Participants: Linda Laskowski, Gini Courter, Joe Gayeski, Nancy Bartlett, Jeanne Pupke, Tom Loughrey, Lew Phinney, John Blevins. Additional interest: Jake Morrill, John Hawkins

Charge:

Short term: implement John's recommendations for this board meeting and the near future

Long term: institutionalize recommendations and create overall strategy for use of electronic media/board communications

John Hurley's recommendations (in bold, actions by sub-groups below each one)

1. Improve board's presence on website by:

- **adding a summary of board meetings**
- **board of trustee's blog, and**
- **post-meeting videos**

- Tom will ask Susan Ritchie to coordinate a summary of board action after each board meeting, including this one, as part of her Assistant Secretary role. We envision an intriguing short paragraph (that could be part of the UUA home page features) that would link to the Board home page. We expect she can tap into the notes taken by various board members.

- Linda will set up a conference bridge for a call to plan the board blog at 3:30 EDT on April 28 with Joe, Tom, Lew, and potentially John H and Jake.

- Tom will shoot short videos of Susan on highlights of the COA history, Dan on the values differences in our retirement plan investment managers, and Nick Allen's preaching on Sunday morning

2. Create Board Facebook page: Joe to set up, feature Tom "UUA Board of Trustees"

3. Review and revise current page

- Gini will set up a conference bridge to redesign the board page on May 3 at 3:00 EDT with Lew and Jeanne (potentially John H. and Jake).

Questions to ask your trustee: potential tool to link to from Board website. Will to collect questions from other trustees and collate.

Sub-group to check in at May board meeting for next steps.

Presenter : Jim Key

Start Time : 12:15 PM

Item No : 7

Proposed By : Stephanie Carey Maron

Time Req : 60

Proposed : 1/10/2014

Item Type : Break/M meal Items

Policy No.	Description	Ref No
3	<p>The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.</p> <p>The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.</p> <p>Our Sources of Authority and Accountability are defined as:</p> <ol style="list-style-type: none">1. Our member congregations2. Current and future generations of Unitarian Universalists3. The heritage, traditions, and ideals of Unitarian Universalism4. The vision of Beloved Community5. The Spirit of life, love, and the holy	403072

Description : Lunch

Details :

Attachments :

No Attachments

Presenter : Susan Ritchie

Start Time : 1:15 PM

Item No : 8

Proposed By : Stephanie Carey Maron

Time Req : 15

Proposed : 1/10/2014

Item Type : Information Items

Policy No.	Description	Ref No
3.6.3.3	<p>The responsibilities of the Secretary of the Association are defined in the Bylaws in various sections of Articles VIII, IX, and X, and in various sections of the Rules with number headings 3, 4, 6, and 9.</p> <p>In addition to these responsibilities, the Secretary shall:</p> <ul style="list-style-type: none">- Maintain the UUA Governance Manual, assuring that all policies will be reviewed at least once in five years.	404242

Description : Secretary's Report

Details :

Attachments :

No Attachments

Presenter : Sarah Stewart

Start Time : 1:30 PM

Item No : 9

Proposed By : Stephanie Carey Maron

Time Req : 15

Proposed : 1/10/2014

Item Type : Information Items

Policy No.	Description	Ref No
3	<p>The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.</p> <p>The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.</p> <p>Our Sources of Authority and Accountability are defined as:</p> <ol style="list-style-type: none">1. Our member congregations2. Current and future generations of Unitarian Universalists3. The heritage, traditions, and ideals of Unitarian Universalism4. The vision of Beloved Community5. The Spirit of life, love, and the holy	403072

Description : Committee Review Working Group

Details :

Attachments :

Title	Created	Filename
COA Report to the BOT	Jan 14, 2014	COA Letter to BOT 12-2013.pdf

Nana' Kratochvil, Chair
Commission on Appraisal
Unitarian Universalist Assoc.

Jim Key, Moderator
Board of Trustees,
Unitarian Universalist Association

December 11, 2013

Dear Jim,

As I informed you during our telephone conversation, the Commission is engaged in a process of discernment regarding the choice of our next topic. We designed an online process to ask for suggestions, and have solicited topics from under-represented groups within our association. One of our talented members designed a chart with headings from the Board of Trustees *Ends Statements*. As I expected, all suggestions fall under at least one of the *Ends*, some of them under several. There is still time for members of the Board to make their own suggestions, and we would welcome them. You can do that by e-mailing them to me at nanakratochvil@gmail.com. We will keep these in mind as we proceed with our discernment. We plan to continue seeking input from underrepresented groups, such as DRUMM, LREDA and the LGBTQ community. It is possible we will have at least a broad topic after our meeting in late January.

We are exploring alternate methods of presenting the results of our study. Electronic communications offer expanded methods of publication. In addition to the traditional book format, we could offer online information, including an opportunity for interaction. Or, we could eliminate the paper publication entirely. We have written reflections on these possibilities, and commentary on the reflections.

We are trying to be very careful stewards of the money of the Association. We are now back to our full complement of nine members, as required by our bylaws. During this first year, when we have four new members, we are planning three face to face three or four day meetings, and some representation at General Assembly. We also have monthly phone meetings, and extensive e-mail discussions. We try to be very thrifty as we plan our meetings.

I am happy to keep members of the board informed about our work as we progress.

Sincerely,

Rev. Dr. Nana' Kratochvil, chair
Commission on Appraisal

Presenter : Sarah Stewart

Start Time : 1:45 PM

Item No : 10

Proposed By : Stephanie Carey Maron

Time Req : 60

Proposed : 1/10/2014

Item Type : Information Items

Policy No.	Description	Ref No
3.2.4	Act as faithful stewards of the resources of the UUA.	403576

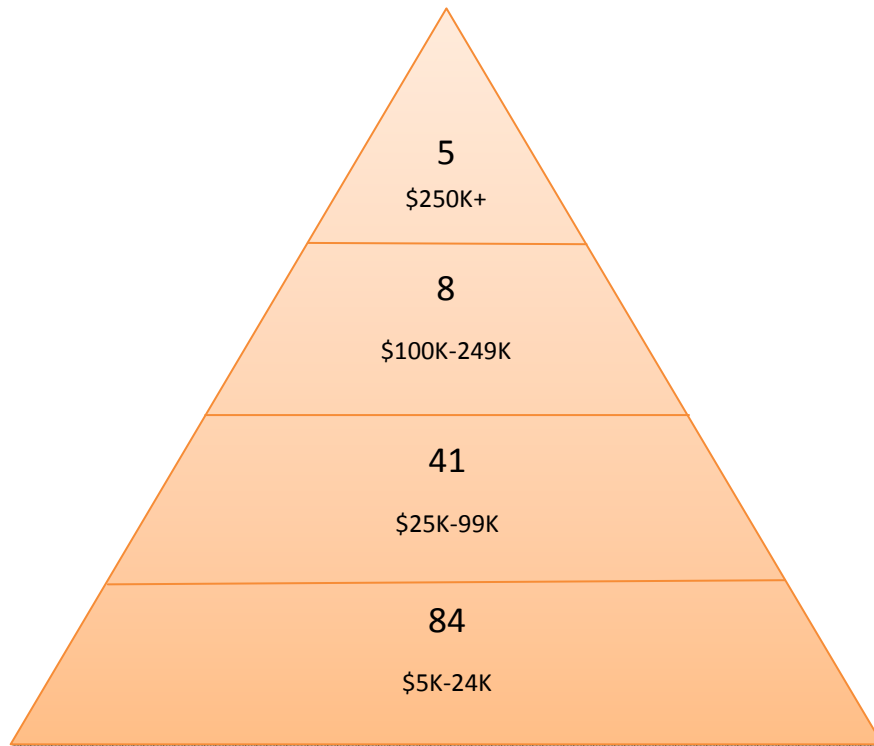
Description : Finance Committee Meeting

Details : Includes CFO and FA reports

Attachments :

Title	Created	Filename
Major Gift Ask Pyramid 1-2014	Jan 12, 2014	Major Gift Pyramid 1-2014.pdf
Dan Brody's Memo on Beacon Press Policy 4-20-2013	Jan 13, 2014	Dan Brody Memo on Beacon Press Policy 4-20-2013.pdf
Finance Committee Agenda 1-2014	Jan 13, 2014	January 2014 Finance Committee Agenda.pdf
Notes from Finance Committee Call 12-17-2013	Jan 13, 2014	Notes from Finance Committee Call 12-17-2013.pdf

Major Gift Ask Pyramid



This pyramid represents 138 major gift asks in progress totaling \$5.5 million. We are projecting \$2,035,000 in major gift income this Fiscal Year.

This includes a number of donors interested in new building naming opportunities at the six-figure level.

Potential income represented in this pyramid is either unrestricted or restricted within the UUA's operating budget.

From: Dan Brody [<mailto:dbrody@keefecompany.com>]
Sent: Saturday, April 20, 2013 10:05 AM
To: Jeanne Pupke (revpupke@gmail.com)
Cc: Donna Harrison (dharrison@uua.org); Kay Montgomery (kmontgomery@uua.org); Tim Brennan (tbrennan@uua.org)
Subject: Beacon Press financial policy

Jeanne,

Our conversation on Thursday about the rent charges to Beacon prompted me to look at [the current policy](#).

The current policy (aside from the temporary part about rent that has now expired) basically says two things:

1. Don't run a big deficit
2. Get board approval before committing a lot of your reserves to a big new project

I think we can accomplish these goals with a much more streamlined set of policies. I suggest we repeal Appendix 2C, and change Policy 2.7.4.B as follows:

In the Beacon Press budget segment, the President shall follow the Beacon Press Financial Policy (Appendix 2.F) :

- i. shall make every reasonable effort to limit any operating deficit to a level that is commensurate with the contribution of Beacon Press towards meeting the Ends of the Association,
- ii. shall not spend or commit to spend on any single project an amount that exceeds 3% of Beacon's total expenses in the prior fiscal year,
and
- iii. shall not spend or commit to spend on one or more projects amounts that would cause Beacon's liquid assets or its unrestricted net assets to fall below 20% of Beacon's total expenses in the prior fiscal year.

What do you think?

Dan

Finance Committee agenda
January 2014 UUA BoT meeting

First hour

1. Gathering remarks (**Rev. Sarah Stewart--5 mins.**)
2. Budget tracking for the board (**Susan Weaver--5 mins.**)
3. Beacon Press policy (**Sarah Stewart--10 mins.**)

A revision to policy 2.7.4.2. This is the policy on the financial management of Beacon Press. The policy refers to an appendix which you can read here: <http://www.uua.org/uuagovernance/manual/limits/appendices/183776.shtml>. See "Dan Brody memo on Beacon Press policy 20 April 2013."

In the Beacon Press budget segment, the President shall follow the Beacon Press Financial Policy (Appendix 2.F) :

- i. shall make every reasonable effort to limit any operating deficit to a level that is commensurate with the contribution of Beacon Press towards meeting the Ends of the Association,
- ii. shall not spend or commit to spend on any single project an amount that exceeds 3% of Beacon's total expenses in the prior fiscal year, and
- iii. shall not spend or commit to spend on one or more projects amounts that would cause Beacon's liquid assets or its unrestricted net assets to fall below 20% of Beacon's total expenses in the prior fiscal year.

4. Committee budgets (**Tim Brennan--10 mins.**)
5. Financial Advisor's report (**Larry Ladd--30 mins.**)

Second hour

5. Treasurer's report (**Tim Brennan--20 mins.**)
6. APF. Beginning a "deep dive" conversation about APF trends and what we can do to strengthen APF. We may focus on some of the following questions: Why have APF contributions been going down? Why are so few large congregations in particular Fair Share? Why did the UUA's APF volunteer corps run out of steam? Should the Board return to setting APF rates? What else could the Board do to reinvigorate APF? How is the GIFT pilot going?

We will consider during this conversation: What other conversations would we want to have about APF (for instance, at the April board meeting) to further educate us and help us understand what we as a board and an Association can do to improve APF contributions?

Sarah Stewart to moderate this conversation, with participation from the whole board. **40 mins.**

UUA Finance Committee
Conference call Dec. 17, 2013
Notes

1. **Sarah.** How did it go to meet as a whole committee? What went well, and what suggestions do we have for next time? Are we ready to propose a bylaw amendment to disband the Finance Committee? Does there still need to be a Finance Chair (or some other individual board member tasked with keeping track of financial decisions the board needs to make)?
 - a. Natty. Not enough time, people weren't prepared enough for the decisions we needed to make.
 - b. Susan. Good size group for discussion, not too big. People needed to see materials beforehand. Need a working group or something--could be hard to do away with the Finance Committee.
 - c. Lew. At a minimum, need chair/backup to keep the agenda straight.
 - d. Larry. The FC needs to do less so the board does more. Lump FC changes into other committee bylaw changes.
 - e. Jim. Still thinking about it--the board worked well as a Finance Committee of the whole.
 - f. **Consensus:** Continue to exist as a Finance Committee and do our work with the whole board at our meetings for FY15. We may meet between board meetings by conference call as needed. We may consider changes to the Finance Committee along with other committees pending board discussion of all the committees of the UUA and the Board.
2. **Sarah and Tim.** Committee budget requests. How is this going? When can the Finance Committee get all the requests (early in January)? Who would like to prepare this item for discussion by the whole board?
 - a. **Jim Key** will complete this for the board, asking for support from staff as needed.
3. **Jim.** Board budget tracking--a request for a Finance Committee member to take this on.
 - a. **Susan Weaver** agreed to make this report in the January meeting, and perhaps another one of us will take it on for future meetings.
4. **Tim.** Construction loan for 24 Farnsworth St.
 - a. Larry. Good to work with a local bank.
 - b. **Vote:** **Lew Phinney** moved and **Larry Ladd** seconded that the Finance Committee approves seeking secured debt of up to \$10,000,000 for the construction of 24 Farnsworth St. from Eastern Bank. Passed.
5. **Sarah and Tim.** Financial planning. Hear more from Tim on this idea. What amendment might we propose to Rule G-10.1.1 to bring it into line with best practice?

- a. **Consensus:** We do not have deep concern that we are not meeting the requirements of Rule G-10.1.1. Make clear when the “succeeding year” budget is presented to the GA that it has been received by the Board as information only.

5. **Tim.** Budget timeline for FY15. The Board will consider the UUA’s FY15 budget at our April board meeting. Walk through the timeline of budget development and approval, including the Finance Committee’s role.

- a. Tim. Jan. 24, HR provides personnel cost information (over 50% of the budget). Staff groups then begin putting in their costs. Feb. 7 a draft budget is complete. Then an adjustment process working with staff groups by the end of Feb. Leadership council meets Mar. 5-7 to make nearly final changes. Final budget to the Board on Apr. 2.
- b. Jim. The Board will not receive a comprehensive Ends monitoring report in January, but rather will receive operational definitions of two lower-level Ends. The FY15 budget will not be directly tied to an Ends monitoring report.
- c. Larry. It would be helpful to get a narrative with the budget, explaining changes in revenues and expenses, highlighting what was important to spend money on and what is not being funded as a result.
- d. **Consensus:** The Finance Committee requests such a narrative to accompany the FY15 budget for the April board meeting. **Larry** is willing to advise on this.

Presenter : Jim Key

Start Time : 2:45 PM

Item No : 11

Proposed By : Stephanie Carey Maron

Time Req : 15

Proposed : 1/10/2014

Item Type : Break/M meal Items

Policy No.	Description	Ref No
3	<p>The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.</p> <p>The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.</p> <p>Our Sources of Authority and Accountability are defined as:</p> <ol style="list-style-type: none">1. Our member congregations2. Current and future generations of Unitarian Universalists3. The heritage, traditions, and ideals of Unitarian Universalism4. The vision of Beloved Community5. The Spirit of life, love, and the holy	403072

Description : Break

Details :

Attachments :

No Attachments

Presenter : Sarah Stewart

Start Time : 3:00 PM

Item No : 12

Proposed By : Stephanie Carey Maron

Time Req : 60

Proposed : 1/10/2014

Item Type : Information Items

Policy No.	Description	Ref No
3.2.4	Act as faithful stewards of the resources of the UUA.	403576

Description : Finance Committee continued

Details :

Attachments :

Title	Created	Filename
Budget FY14 2Q Forecast Memo	Jan 22, 2014	UUA Budget FY14 2Q forecast memo.pdf
Forecast Overview 2Q14	Jan 22, 2014	Forecast Overview 2Q14 for Board.pdf
Forecast Summary 2Q14	Jan 22, 2014	Forecast Summary 2Q14 for Board.pdf
Major Gift Ask Pyramid 1-2014	Jan 22, 2014	Major Gift Ask Pyramid 1-2014.pdf
APF Report 1-2014	Jan 22, 2014	APF Report 1-2014.pdf
GIFT Experiment - Mid Year Review	Jan 22, 2014	GIFT Experiment - Mid-Year Review.pdf



MEMORANDUM

TO: Finance Committee

FROM: Tim Brennan

RE: UUA Budget Forecast 2nd Quarter FY 14

CC: Board of Trustees, Peter Morales, Harlan Limpert, Terasa Cooley

DATE: January 19, 2014

Summary

This memorandum describes the key differences between the first and second quarter forecasts for Fiscal Year 2014. The biggest change is the lease expense for 24 Farnsworth Street, which began in September. Recall that the FY14 budget was prepared on a pro forma basis ignoring the effect of the transition to a new headquarters. A separate analysis was submitted with the proposed budget showing the effect of the lease, borrowing, and increased endowment earnings that projected an additional \$442,000 in expenses to be funded from capital. Because the closing on the sale of the Beacon Hill Properties is occurring several months later than was anticipated, the net transition expenses are now forecast to be closer to \$800,000.

Notes on Variances from 1st to 2nd Quarter FY 14 Forecast

Overall Income – up by 2.8%

Annual Program Fund – no change from 1st quarter

In the first quarter forecast, we anticipated that APF would end the year 2.2% below budget. Due to strong results thus far, we believe that APF will meet or exceed the first quarter forecast. This is despite somewhat lower response in the Southeast Region.

Friends of the UUA – down by 8.3%

The response to the Friends appeals has been tracking lower than last year, particularly during the usually strong October to December quarter. We believe this is due, at least in part, to the appeal for relief funds for the Philippines, which brought in nearly \$1 million (all through UUSC). We now forecast a shortfall of \$100,000.

Unrestricted Gifts – up by 40%

Reflects revenue from the “Join the Move” campaign. Response has been strong and we anticipate additional revenue from this effort, offsetting the shortfall from Friends.

Endowment Income – up by 28.6%

This reflects the additional endowment draw to fund Farnsworth lease payments and other transition costs. This excess draw will be replenished from the construction loan and the net proceeds from the sale of the UUA’s Beacon Hill properties.

Income for other purposes – up 3.3%

Increase is from the Office of Church Staff Finance fees to cover the expenses of the branding initiative.

Overall Expenses – up by 2.8%

Congregational Life – up by 2.8%

Additional compensation and related benefit expense.

Crisis Relief and Misc. Programs – up by 8.8%

Increase is due to telephone allocation and event expenses.

Administration – down by 8.3%

Reflects the reduction of contingency by \$216K. Approximately \$60K remains. Other Administration expenses remain on budget.

Stewardship and Development – up by 4.8%

Due primarily to the expenses of ceremonies and events marking the departure from Beacon Hill and the dedication of the new building. These expenses will be offset in part by revenues from registration fees for the events. These expenses have been anticipated in the moving expenses line of the Farnsworth budget.

Internal Services – up by 33.3%

Reflects the payment of the Farnsworth lease. Other expenses are on budget.

Current Section Excess (Deficit) – \$0K

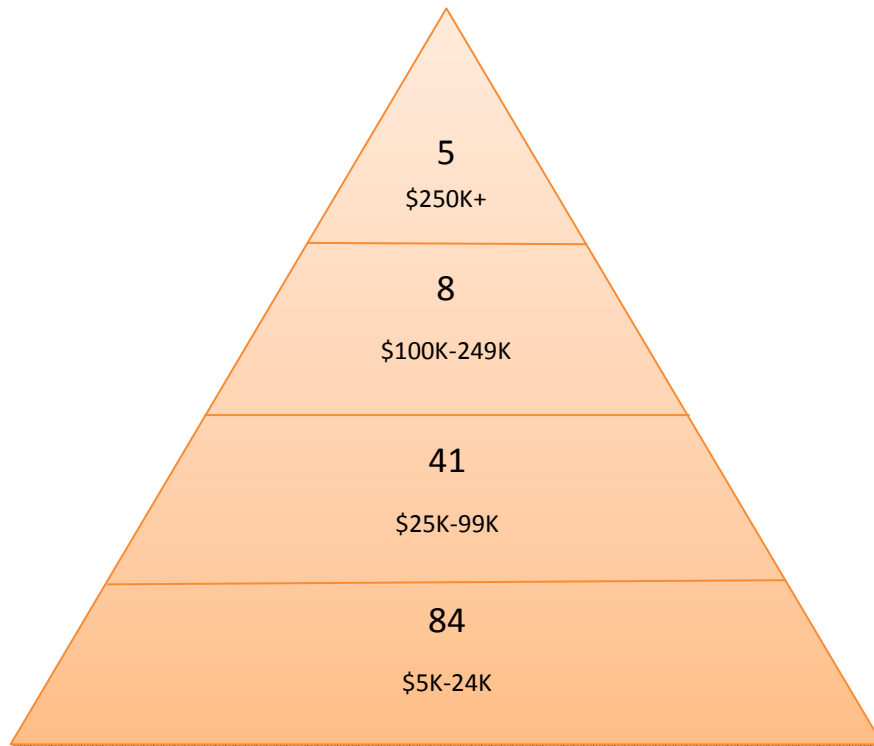
Overall, we are projecting a breakeven year.

	C	D	E	F	G	H	I
2	Unitarian Universalist Association	FY12	FY13	FY14	FY14	FY14	Percent
3	Budget Overview	Results	Results	Budget	1Q14 Fcst	2Q14 Fcst	Inc/(Dec)
4	Current Operations						G to H
5							
6	\$ in Thousands						
7	Income:						
8	Income for General Support						
9	Annual Program Fund	6,757	6,724	6,900	6,750	6,750	0.0%
10	Friends of the UUA	1,183	1,095	1,200	1,200	1,100	-8.3%
11	Unrestricted Gifts	0	139	250	250	350	40.0%
12	Bequest Income	1,050	936	450	450	450	0.0%
13	Administrative Fees	1,290	1,868	2,009	2,019	2,019	0.0%
14	Endowment Income	2,085	2,216	2,257	2,257	2,903	28.6%
15	Other Current Fund Income	2,541	2,652	2,804	2,816	2,796	-0.7%
16	Total Income for General Support	14,905	15,629	15,870	15,743	16,368	4.0%
17							
18	Income for Designated Purposes						
19	Handing on the Future Income	360	634	305	305	305	0.0%
20	Campaign for Unitarian Universalism	41	46	47	47	47	0.0%
21	Now is the Time Campaign	2,037	1,523	1,748	1,807	1,811	0.2%
22	UUCSR Veatch Grants	2,212	2,307	2,237	2,237	2,237	0.0%
23	Grants and Scholarships	914	884	924	924	924	0.0%
24	Ministerial Aid Funds	435	454	467	467	467	0.0%
25	Holdeen and International Trusts	1,523	1,412	1,431	1,462	1,462	0.0%
26	Income for Other Purposes	2,538	724	836	859	887	3.3%
27	Total Inc for Designated Purposes	10,060	7,983	7,995	8,109	8,140	0.4%
28	Total Income	24,965	23,612	23,865	23,851	24,509	2.8%
29							
30	Expenses:						
31	Board & Volunteer Leadership	497	613	495	505	503	-0.4%
32							
33	Programs:						
34	Program and Strategy	205	248	311	850	835	-1.7%
35	Multicultural Growth and Witness	1,391	1,406	1,262	1,264	1,264	0.0%
36	International	1,606	1,473	1,405	1,404	1,394	-0.7%
37	Congregational Life	3,625	3,673	3,625	3,085	3,170	2.8%
38	Ministries and Faith Development	5,807	4,895	4,832	4,812	4,856	0.9%
39	UU Funding Program	1,200	1,298	1,237	1,237	1,236	-0.1%
40	Crisis Relief & Misc. Programs	678	417	364	364	396	8.8%
41	Communications	2,652	2,676	2,800	2,804	2,835	1.1%
42							
43	Total Programs	17,164	16,085	15,836	15,819	15,986	1.1%
44							
45	Administration	1,667	1,591	1,987	2,105	1,930	-8.3%
46							
47	Infrastructure						
48	Stewardship and Development	1,946	2,030	2,217	2,188	2,293	4.8%
49	Information Technology Services	1,331	1,415	1,597	1,548	1,548	0.0%
50	Internal Services	1,656	1,833	1,733	1,686	2,249	33.3%
51	Total Infrastructure	4,933	5,278	5,547	5,422	6,090	12.3%
52							
53	Total Expenses	24,261	23,567	23,865	23,851	24,509	2.8%
54							
55	Current Section Excess/(Deficit)	705	45	0	0	0	
56							

	D	E	F	G	H	I	J
1	Unitarian Universalist Association	FY12	FY13	FY14	FY14	FY14	Percent
2	Forecast Summary	Results	Results	Budget	1Q14 Fcst	2Q14 Fcst	Inc/(Dec)
3	Current Operations Expenses						H to I
4							Text
5	\$ in Thousands						
6	Income:						
7	Income for UUA General Support						
8	Annual Program Fund	6,757	6,724	6,900	6,750	6,750	0.0%
9	Friends of the UUA	1,183	1,095	1,200	1,200	1,100	-8.3%
10	Unrestricted Gifts	0	139	250	250	350	40.0%
11	Bequest Income	1,050	936	450	450	450	0.0%
12	Administrative Fees	1,290	1,868	2,009	2,019	2,019	0.0%
13	Endowment Income	2,085	2,216	2,257	2,257	2,903	28.6%
14	Other Current Income	2,541	2,652	2,804	2,816	2,796	-0.7%
15		14,905	15,629	15,870	15,743	16,368	4.0%
16	Income for Designated Purposes						
17	Handing on the Future Income	360	634	305	305	305	0.0%
18	Campaign for Unitarian Universalism	41	46	47	47	47	0.0%
19	Now is the Time Campaign	2,037	1,523	1,748	1,807	1,811	0.2%
20	Veatch Grants	2,212	2,307	2,237	2,237	2,237	0.0%
21	Grants and Scholarships	914	884	924	924	924	0.0%
22	Ministerial Aid Funds	435	454	467	467	467	0.0%
23	Holdeen & International Trusts	1,523	1,412	1,431	1,462	1,462	0.0%
24	Income for Other Purposes	2,538	724	836	859	887	3.3%
25		10,060	7,983	7,995	8,109	8,140	0.4%
26	Total Income	24,965	23,612	23,865	23,851	24,509	2.8%
27							
28	Board & Volunteer Leadership						
29	Board of Trustees	228	325	151	151	151	-0.1%
30	Board Committees	63	53	98	108	108	-0.1%
31	Board Task Forces	21	11	9	9	9	-2.1%
32	Moderator	18	17	31	31	30	-0.7%
33	Nominating Committee	23	31	24	24	23	-3.4%
34	Commission on Appraisal	16	23	20	20	20	-1.0%
35	Ministerial Fellowship Committee	102	122	138	138	138	0.0%
36	Commission on Social Witness	26	31	25	25	25	-0.5%
37	Total Board & Volunteer Leadership	497	613	495	505	503	-0.4%
38							
39	Programs:						
40	Program Strategy Office (former Growth Strategies)	205	248	311	850	835	-1.7%
41							
42	Multicultural Growth and Witness	1,391	1,406	1,262	1,264	1,264	0.0%
43							
44	International Office	219	228	230	228	228	-0.1%
45	Holdeen International Partners	133	209	140	140	140	0.0%
46	Holdeen India Program	863	707	715	715	714	-0.1%
47	UU-UNO	391	328	320	321	312	-2.6%
48	Total International	1,606	1,473	1,405	1,404	1,394	-0.7%
49							
50	Congregational Life						
51	Congregational Life	3,145	3,293	3,177	2,657	2,740	3.1%
52	Office of Congregational Stewardship Services	480	380	448	428	430	0.6%
53	Total Congregational Life	3,625	3,673	3,625	3,085	3,170	2.8%
54							
55	Ministries and Faith Development						
56	Resource Development Director	216	264	122	109	97	-11.5%
57	Resource Development Office	552	629	636	725	723	-0.4%
58	Youth and Young Adult Ministries	468	466	528	473	478	1.2%
59	Director of Ministries and Faith Development	729	564	543	546	565	3.4%
60	Director of RE Credentialing	88	89	95	95	94	-1.3%
61	Director of Ministerial Credentialing	242	190	209	210	208	-0.5%
62	Director of Transitions	344	344	308	308	308	-0.2%
63	Office of Church Staff Finances	1,364	563	506	507	488	-3.7%
64	Office of UUA Health Plan	163	192	186	187	219	17.1%
65	Director of Professional Development	197	185	193	148	172	16.3%
66	Scholarships and Ministerial Ed Grants	331	323	332	332	332	0.0%
67	Continuing Education	76	50	83	83	83	0.0%
68	Aid Funds	512	521	534	534	534	0.0%
69	Panel on Theological Education	525	514	555	555	555	0.0%
70	Total Ministries and Faith Development	5,807	4,895	4,832	4,812	4,856	0.9%
71							

	D	E	F	G	H	I	J
1	Unitarian Universalist Association	FY12	FY13	FY14	FY14	FY14	Percent
2	Forecast Summary	Results	Results	Budget	1Q14 Fcst	2Q14 Fcst	Inc/(Dec)
3	Current Operations Expenses						H to I
72	UU Funding Program	1,200	1,298	1,237	1,237	1,236	-0.1%
73	Crisis Relief & Misc. Programs	678	417	364	364	396	8.8%
74							
75	Communications						
76	IPW Office	506	477	526	526	538	2.2%
77	Periodicals Office	885	946	963	966	963	-0.3%
78	Publications Administration	559	553	537	538	536	-0.3%
79	UUA Bookstore	702	699	774	775	798	3.0%
80	Total Communications	2,652	2,676	2,800	2,804	2,835	1.1%
81							
82	Total Programs	17,164	16,085	15,836	15,819	15,986	1.1%
83							
84	Administration						
85	Office of the President	602	535	542	542	514	-5.3%
86	Office of the Executive Vice President	511	485	440	644	708	9.9%
87	Contingency Expense	60	66	365	279	63	-77.5%
88	Human Resources	494	505	639	639	645	1.0%
89	Total Administration	1,667	1,591	1,987	2,105	1,930	-8.3%
90							
91	Infrastructure:						
92	Stewardship and Development						
93	Vice President, Development	162	183	151	250	153	-39.0%
94	APF Campaign	186	226	309	345	315	-8.5%
95	APF Continental Committee	20	0	0	0	0	N/A
96	Friends Campaign	331	326	360	357	357	0.0%
97	Charitable Gift and Estate Planning	147	125	161	161	160	-0.3%
98	Comprehensive Campaign	1,099	1,169	1,236	1,075	1,307	21.6%
99	Total Stewardship and Development	1,946	2,030	2,217	2,188	2,293	4.8%
100							
101	Information Technology Services	1331	1415	1597	1548	1548	0.0%
102							
103	Internal Services:						
104	Finance						
105	Treasurer and Vice President of Finance	493	524	619	629	634	0.8%
106	Financial Services	623	714	638	583	594	2.0%
107	Total Finance	1,117	1,238	1,257	1,212	1,228	1.3%
108							
109	Facilities						
110	Facilities - General	68	60	48	48	59	22.6%
111	25 Beacon Street	55	56	0	0	(0)	N/A
112	41 Mt Vernon Street	(12)	3	0	0	0	N/A
113	Eliot & Pickett House	429	469	427	426	426	0.0%
114	24 Farnworth Street	0	8	0	0	536	N/A
115	Total Operations Services	540	596	476	475	1,021	115.0%
116							
117	Total Internal Services	1,656	1,833	1,733	1,686	2,249	33.3%
118							
119	Total Infrastructure	6,600	6,869	7,534	7,527	8,019	6.5%
120	Total Expenses	24,261	23,567	23,865	23,851	24,509	2.8%
121							
122	Current Section Excess/(Deficit)	705	45	0	0	0	
123							

Major Gift Ask Pyramid



This pyramid represents 138 major gift asks in progress totaling \$5.5 million. We are projecting \$2,035,000 in major gift income this Fiscal Year.

This includes a number of donors interested in new building naming opportunities at the six-figure level.

Potential income represented in this pyramid is either unrestricted or restricted within the UUA's operating budget.

Annual Program Fund Trends

Prepared for the January 2014 Board of Trustees Meeting

by

Terry Sweetser, Vice President for Stewardship and Development

Katrina Foster, Stewardship Director

Molly Farrell, Director of Budget and Operations

Vail Weller, Congregational Giving Director

Executive Summary

Throughout its history, the Annual Program Fund, or APF, has been an extraordinarily successful program. Without any significant consequence for lack of participation, a vast majority of our congregations have sought the Honor Congregation or “Fair Share” status and the program currently raises \$6.75 million of unrestricted income for the UUA each year.

The relationship works because people believe in it. Unitarian Universalist leadership has reinforced it. The Board and APF Committee were invested in it. “Fair Share” has been the gold standard for every congregation. Despite a name often described as confusing or meaningless, the Annual Program Fund has been an incredibly powerful symbol of right relationship—and participating has been an act of faith.

The following pages of charts show that since 2008, the APF symbol has been losing its cache. We point to a number of factors involved in this shift, but our analysis is that ultimately we are hovering at a potential tipping point of participation in right relationship. We know that once a congregation drops out of right relationship (ceases to be “Fair Share”) it is incredibly difficult to return, and the longer that a congregation goes without their “Fair Share” label the less powerful the APF symbol becomes.

If we don’t address our weakening covenant, we risk jeopardizing the entire APF relationship, and in turn the health of our Association. Our challenge and our opportunity is to reaffirm and rebuild the APF covenant and create an inspirational path back to “Fair Share” for all our congregations that have fallen behind.

APF History Since 1983

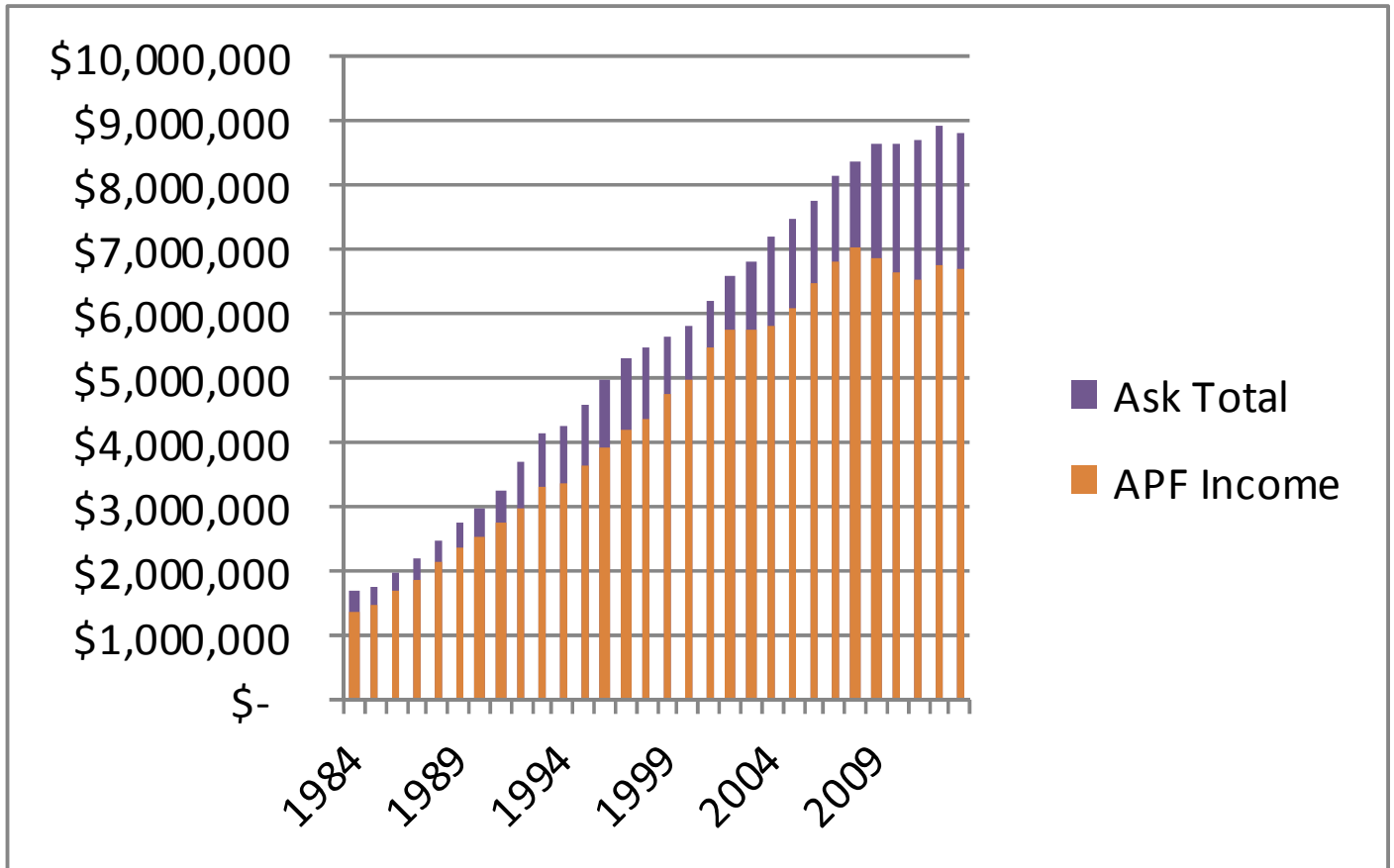


Chart A

- In the last 30 years, the APF ask has increased nearly 600% from \$10 per member to \$58 per member. However, APF attainment rates (percent of income received v. the ask) have remained relatively consistent, ranging from 75% to 87% and averaging at 82%.
- The most we've raised in the last 20 years was \$7,039,166 in 2008, with an ask of \$54/member and an attainment rate of 84%.
- Beginning in 2010, we have seen the only sustained dip in APF history under a 79% attainment rate for multiple consecutive years.

APF History Since 1983

	Certified Members	Ask / member	Ask Total	Growth	APF Income	Attainment Rate *
1983		\$10.00	\$ 1,480,414		\$ 1,225,195	83%
1984	133,548	\$12.00	\$ 1,706,630		\$ 1,336,264	78%
1985	132,318	\$12.00	\$ 1,735,052	-0.92%	\$ 1,459,484	84%
1986	132,886	\$14.00	\$ 1,956,421	0.43%	\$ 1,702,268	87%
1987	132,269	\$16.00	\$ 2,207,169	-0.46%	\$ 1,862,581	84%
1988	132,929	\$18.00	\$ 2,475,928	0.50%	\$ 2,135,921	86%
1989	133,049	\$20.00	\$ 2,724,902	0.09%	\$ 2,353,679	86%
1990	134,218	\$22.00	\$ 2,976,920	0.88%	\$ 2,528,804	85%
1991	135,683	\$24.00	\$ 3,261,454	1.09%	\$ 2,754,960	84%
1992	140,681	\$26.00	\$ 3,670,304	3.68%	\$ 2,979,355	81%
1993	143,798	\$29.00	\$ 4,149,626	2.22%	\$ 3,311,139	80%
1994	144,219	\$30.00	\$ 4,245,489	0.29%	\$ 3,377,100	80%
1995	145,547	\$32.00	\$ 4,594,690	0.92%	\$ 3,629,149	79%
1996	148,014	\$34.00	\$ 4,966,069	1.69%	\$ 3,929,002	79%
1997	149,404	\$36.00	\$ 5,299,804	0.94%	\$ 4,172,742	79%
1998	151,268	\$37.00	\$ 5,498,217	1.25%	\$ 4,384,071	80%
1999	152,904	\$39.00	\$ 5,640,650	1.08%	\$ 4,767,618	85%
2000	154,462	\$40.00	\$ 5,833,706	1.02%	\$ 4,997,695	86%
2001	155,491	\$42.00	\$ 6,218,206	0.67%	\$ 5,459,962	88%
2002	157,161	\$44.00	\$ 6,567,864	1.07%	\$ 5,742,999	87%
2003	156,525	\$46.00	\$ 6,827,724	-0.40%	\$ 5,731,096	84%
2004	157,289	\$48.00	\$ 7,175,985	0.49%	\$ 5,807,887	81%
2005	157,299	\$50.00	\$ 7,507,596	0.01%	\$ 6,068,616	81%
2006	158,986	\$51.00	\$ 7,738,598	1.07%	\$ 6,463,856	84%
2007	162,280	\$53.00	\$ 8,158,052	2.07%	\$ 6,785,083	83%
2008	163,875	\$54.00	\$ 8,376,176	0.98%	\$ 7,039,166	84%
2009	165,277	\$56.00	\$ 8,664,232	0.86%	\$ 6,869,856	79%
2010	164,557	\$56.00	\$ 8,660,693	-0.44%	\$ 6,659,057	77%
2011	162,087	\$56.00	\$ 8,685,232	-1.50%	\$ 6,527,112	75%
2012	161,163	\$58.00	\$ 8,903,019	-0.57%	\$ 6,756,859	76%
2013	156,028	\$58.00	\$ 8,826,722	-3.19%	\$ 6,724,244	76%

Table A

**The APF Attainment Rate is calculated by dividing actual APF income received by the total APF ask*

APF History Since 1983

APF Ask as a % of Congregational Expenditures

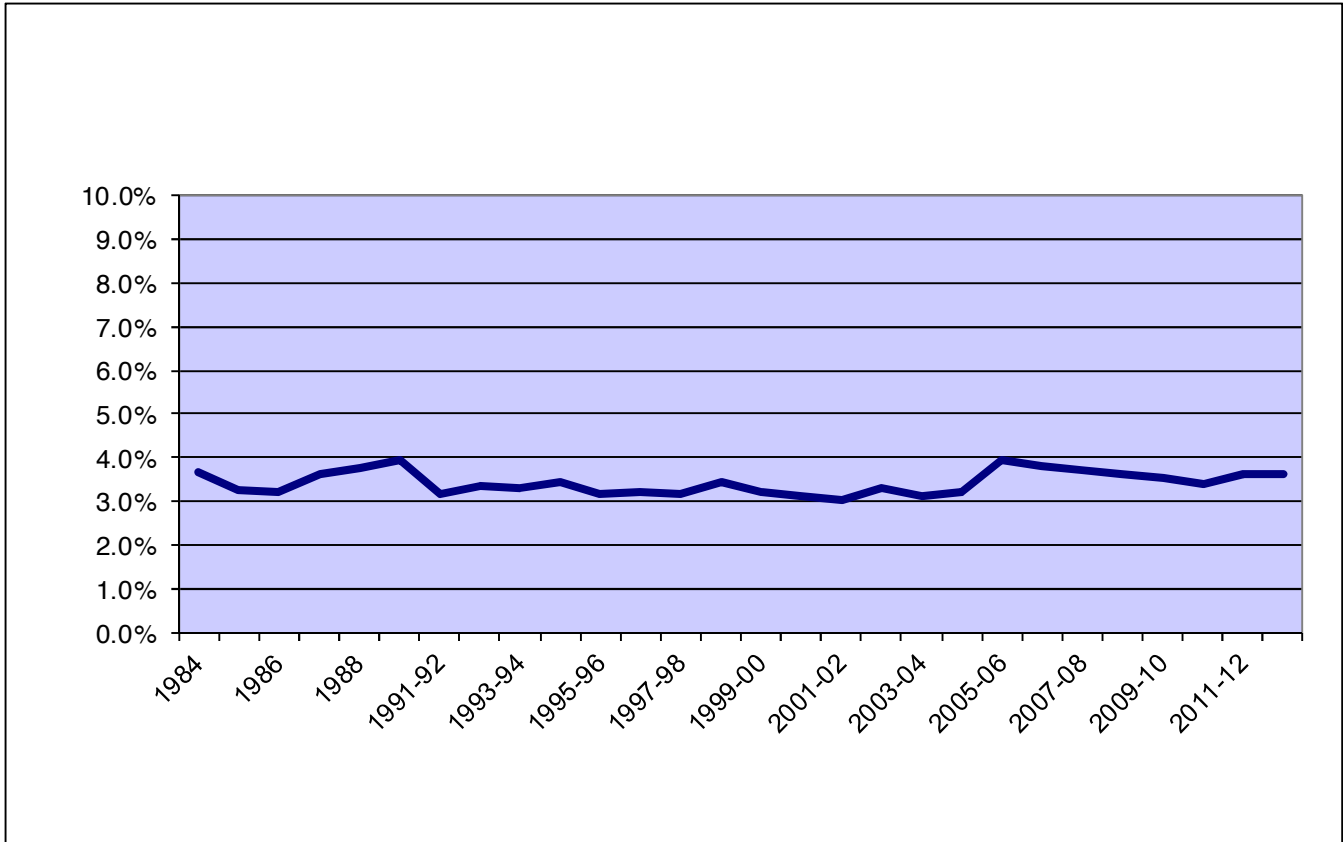


Chart B

- Though the APF ask has consistently increased in dollars per member, this chart shows that it has remained relatively flat in terms of percentage of congregational expenditures.
- Congregational expenditures are self-reported during the annual certification process.

2008 v. 2013

Ask v. Income

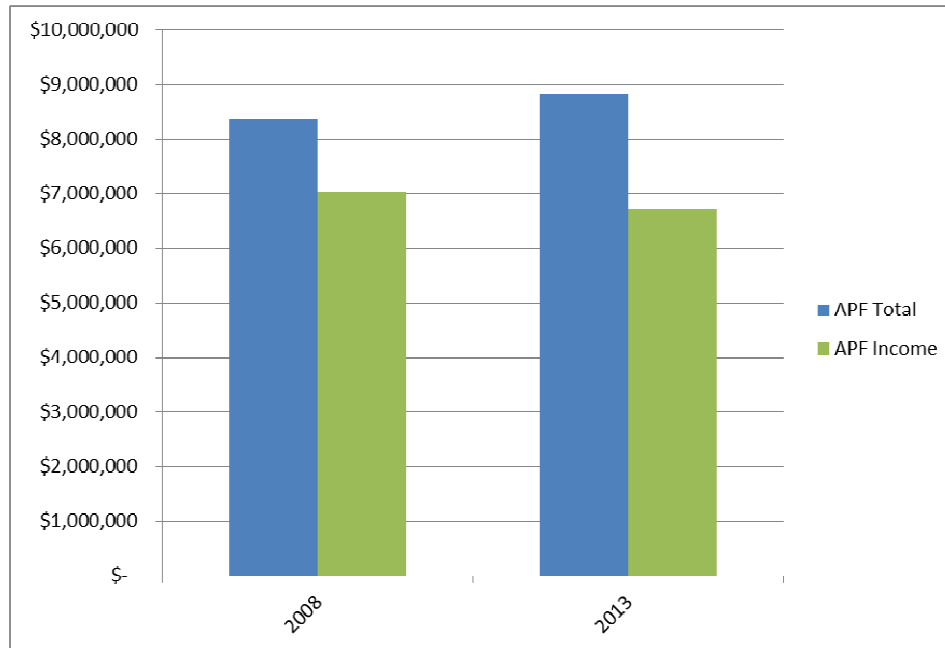


Chart C

Attainment Rate (percent of income received v. the ask)

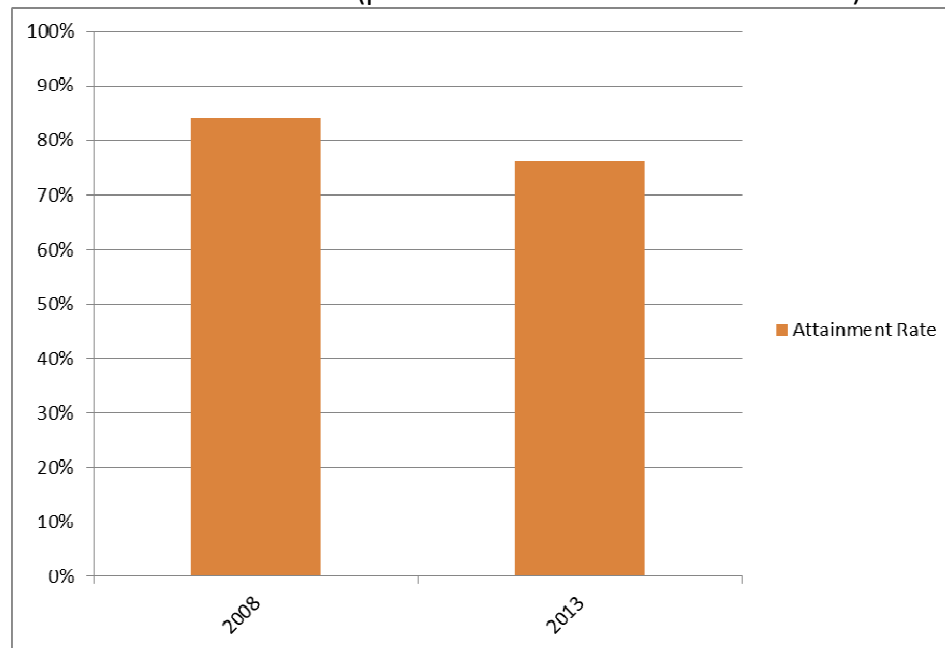


Chart D

A few things happening in 2008:

- APF-specifically: ask amount was set by the UUA Board; APF annual celebration during GA plenary in Ft. Lauderdale; APF Committee appointed by Board, chaired by Barb Brown.
- UUA-wide: high optimism about future growth; ending of a UUA presidency; finishing the Now is the Time fund-raising campaign; awakening concern about governance changes; prospect of a strongly contested UUA presidential election.
- Nationally: this was the last fiscal year before the Great Recession.

2008 v. 2013

Attainment Rates by Congregation Size

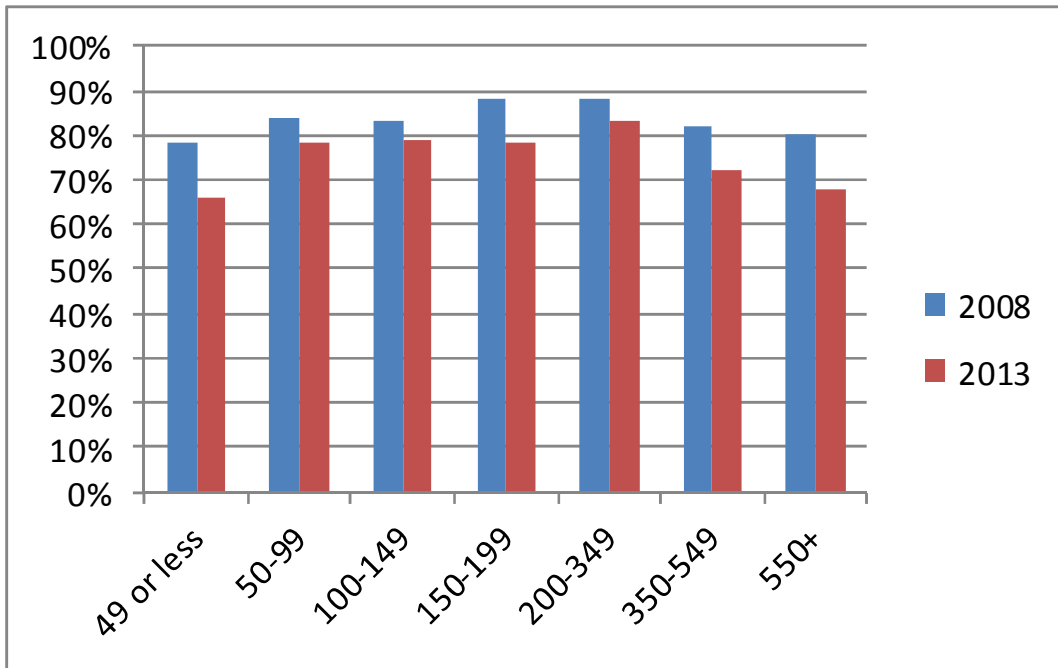


Chart E

APF Income by Congregation Size

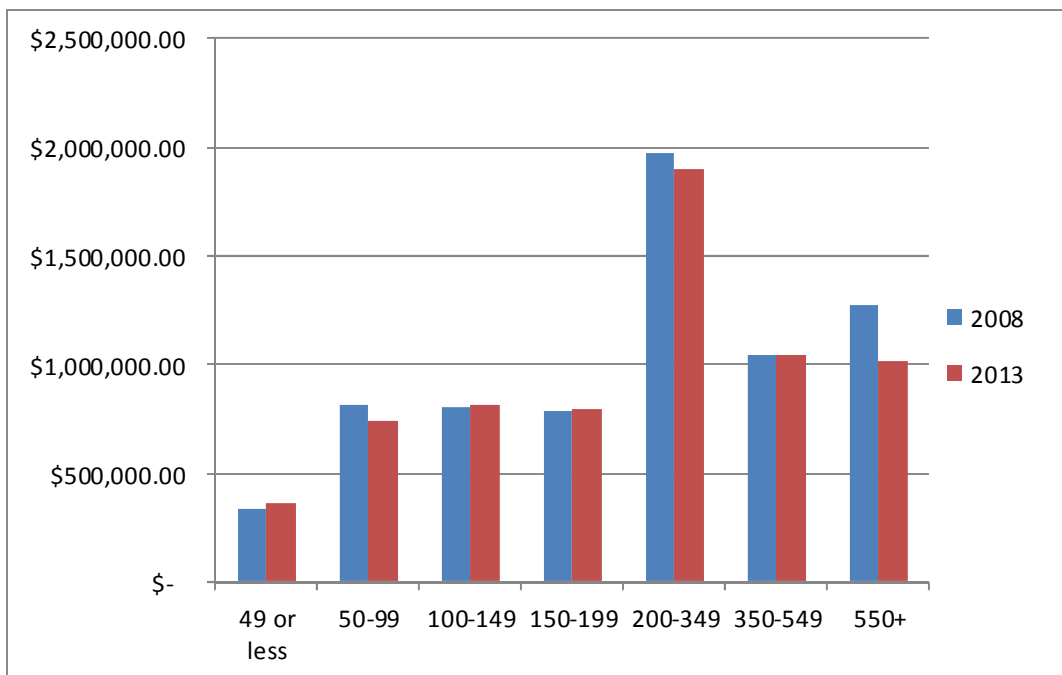


Chart F

Overall Trends for Large Congregations

Large Congregation v. Overall Congregational Average Attainment Rates

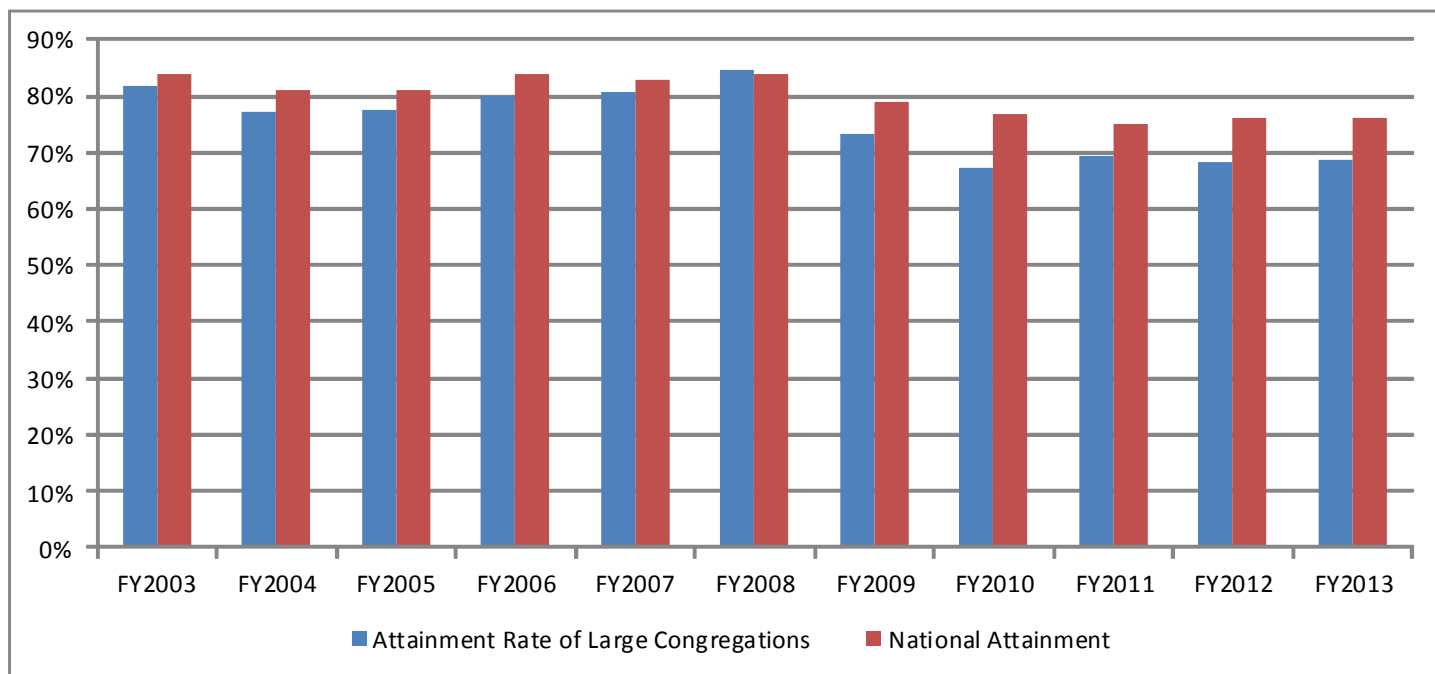


Chart G

Large Congregations Requested and Actual APF Contributions

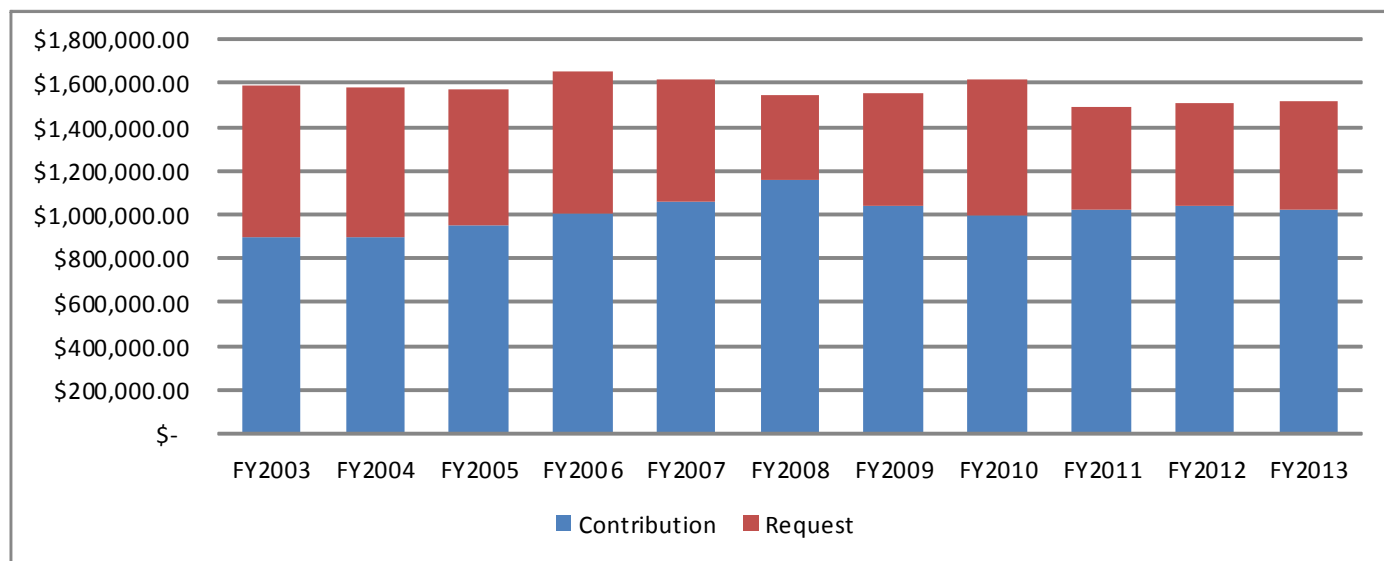


Chart H

Next Steps

Our goal is to rebuild the APF covenant through strengthening relationships with congregations. UUA leadership is convening staff from various departments for a comprehensive relational approach to enhancing the APF brand. Together, we are exploring:

- Bringing together staff from Stewardship and Development, Congregational Life, and Ministry departments in summits on a regular basis to discuss specific congregational cases and plan multi-pronged engagement strategies to reinforce the APF brand.
- Offering “workout plans” for congregations to get back to full APF contributions, that will recognize those congregations as “Fair Share” as they work along that path.
- How congregations’ APF status can be raised up as a part of all UUA programs and recognitions, by all UUA staff.
- Developing a new APF volunteer corps.
- Celebrating APF in various ways at General Assembly.
- A UUA-wide standardized signature line recognizing that congregations participating in APF is what makes all UUA work possible.
- Including APF celebration and recognition in *UU World*.
- Creating a “Fair Share” badge that will appear for participating congregations in the congregational search tool on uua.org.

We are seeking Board partnership and support in making these dreams a reality and in exploring the Board’s unique role in strengthening APF, including:

- How might the Board enhance the power of APF? Would you consider setting the ask, honoring APF in highly visible ways throughout the year and at General Assembly, and endorsing the new APF volunteer corps?
- How might the Board take part in our relational strategies with congregations?
- What factors do you believe have influenced the decline in APF? Internally, including restructuring, staff transitions, governance changes, cultural shifts in our congregations? Externally, including national economic and fundraising conditions?

GIFT Experiment

Mid-Year Review

Prepared for the January 2014 Board of Trustees Meeting

by

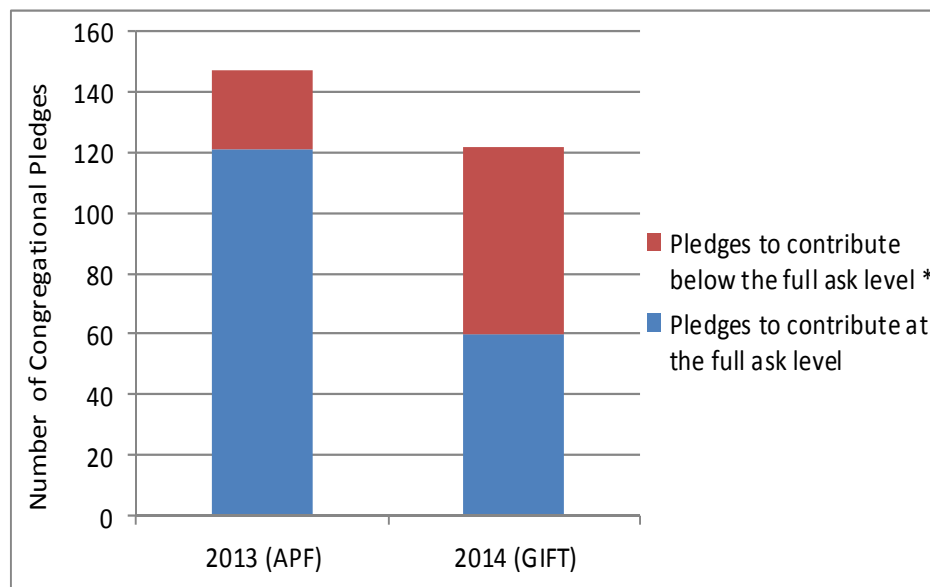
Terry Sweetser, Vice President for Stewardship and Development

Katrina Foster, Stewardship Director

Molly Farrell, Director of Budget and Operations

Vail Weller, Congregational Giving Director

Year to Date Pledges in the Southern Region



* The “full ask” in 2013 was \$58/member v. 7% of expenditures in 2014

Year to Date Income - Percentage to Goal

2013: 32.8%

2014: 29.0%

Observations

GIFT has been one attempt to reinvigorate the covenantal relationship among congregations and with the UUA following grassroots energy around two significant changes: 1) a single, combined ask between UUA and region/district, and 2) an ask based on percentage of expenditures instead of per member. Six months in, here is what we’ve found:

- Overall, pledges and contributions to date are down—17.0% and 3.8% respectively. However, this comparison reflects only APF historical behavior and the UUA portion of GIFT contributions (73% for UUA v. 27% for the Southern Region). In reality, congregations have had different giving patterns to the District and the UUA. Are congregations following past APF giving behavior for this combined ask, or past District giving behavior? Or given a new system, are congregations pledging and giving in entirely different ways than they have historically? What effect will regionalization have on congregational giving? We will have a fuller picture at the close of the Fiscal Year.
- The chart above illustrates a breakdown of pledges at the full ask level of 7% versus pledges of other amounts. However, as a part of GIFT this year we are recognizing pledges at the 5%, 6%, and 7% as “Fair Share”. We expect that this is affecting giving behavior as well.
- GIFT has reinforced our belief in the power of the “Fair Share” symbol. Congregational expenditures are reported self-reported annually during the certification process, and it has been surprising how many congregations want to walk through calculating their certified expenditures line by line because they want to be doing the right thing when it comes to giving their 7%. Approximately 1/3 of Southern Region congregations have seen their ask increase this year—and we’ve had conversations with many of them who are incredibly anxious about losing their “Fair Share” status.

Presenter : Rob Eller-Isaacs**Start Time :** 4:00 PM**Item No :** 13**Proposed By :** Stephanie Carey Maron**Time Req :** 60**Proposed :** 1/10/2014**Item Type :** Information Items

Policy No.	Description	Ref No
3	<p>The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.</p> <p>The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.</p> <p>Our Sources of Authority and Accountability are defined as:</p> <ol style="list-style-type: none">1. Our member congregations2. Current and future generations of Unitarian Universalists3. The heritage, traditions, and ideals of Unitarian Universalism4. The vision of Beloved Community5. The Spirit of life, love, and the holy	403072

Description : Policy Review Working Group**Details :****Attachments :**

Title	Created	Filename
Policy Review Global Governance Commitment Cover Letter 1-2014	Jan 12, 2014	Policy Review Global Governance Commitment Cover Letter.pdf
Board Global Governance Report 1-2014	Jan 12, 2014	Board Governance Report 1-2014.pdf
Policy Review Teams 1-2014	Jan 12, 2014	Policy Review Teams.pdf
Section 3.0 Redrafted V0.2 - 1-2014	Jan 12, 2014	Section 3 redrafted v0 2.pdf

Jan 9, 2014

Fellow members of the UUA Board,

Attached is an attempt to redraft Section 3 “Global Governance Commitment [Governance Process]: UUA Governance Manual Section Three” of our policies to bring that document into compliance with the statement in the introductory paragraph of that section, “The Board will [establish]... broad written policies reflecting Unitarian Universalist values and perspectives” and to eliminate elements of the existing policies that serve as implementing instructions or procedural details rather than “broad policies.”

Much of the existing Section 3 consists of implementing instructions. While those instructions should not be policy, they should be preserved as a new document that outlines how the board will implement the policies.

As you read through this draft, you may find that some items were eliminated that really should be enfranchised as policies. Please note those and let us know either by e-mail or during discussion when we meet.

Please review this document so that we can have a rich discussion when we meet about these, the policies that govern how we as a board will conduct our business.

Respectfully,

Members of the Governance Group
Rob Eller-Isaacs, Natalia Averett, Lew Phinney

Unitarian Universalist Association
Board Governance Team

Report to the Trustees
January 2014

At the Board meeting of October 2103, the Governance Team was instructed to work to reduce the number of policies which require monitoring reports from the Administration. Attached you will find a redaction of Section 3 of the UUA Policy Manual. We determined that a significant percentage of Section 3 is actually concerned with implementation. We intend to archive the implementation language in the form of procedures and or simply good business practice while keeping a policy a limited number of key limitations the Board deems necessary to guide the work of the Administration.

Please read the suggested changes to Section 3 and come prepared to discuss the specific changes we propose.

Our review of policies is keyed to the consultative process currently underway. We don't want to proceed toward radical reductions independent of the process which aspires to clarify the interpretation process. That clarification should, in turn, inform how best to develop a new, streamlined and more effective monitoring calendar. With that in mind we remind the Board of the resolution passed at the October meeting which reads as follows:

Moved that we waive the requirement that the ends monitoring report be submitted on December 20, and that the schedule for developing and submitting the ends monitoring report will be in accordance with the work plan developed with the consultant, staff and Executive Committee.

Moved by: Donna Harrison Seconded by: James Snell Passed Unanimously

Between now and the April Board meeting the Governance Team will engage others including but not limited to the Audit Committee and the Office of the Treasurer to help us to review and reduce the policies and develop a new monitoring calendar.

Review Teams for UUA Board Policies

Group 1 (suggested team - Larry Ladd, Tim Brennan, Lew Phinney, Natty Averett, James Snell) and Harlan Limpert)

- 2.6 Financial Planning and Budgeting
- 2.7 Financial Condition and Activities
- 2.8 Grants, Contracts or Partnerships
- 2.9 Asset Protection
- 2.1 Treatment of People
- 2.3 Treatment of Staff
- 2.4 Compensation and Benefits
- 2.5 Employee Benefits for UU Organizations
- 2.11 Emergency Presidential Incapacity
- 2.2 Treatment of Congregations
- 3.9 Cost of Governance
- 4.5 President Compensation and Benefits

Group 2 (suggested team - Audit Committee)

- 2.4 Compensation and Benefits
- 2.5 Employee Benefits for UU Organizations
- 2.6 Financial Planning and Budgeting
- 2.7 Financial Condition and Activities
- 2.8 Grants, Contracts or Partnerships
- 2.9 Asset Protection
- 3.9 Cost of Governance
- 4.5 President Compensation and Benefits

Group 3 (suggested team – Donna Harrison, Jim Key, Sarah Stewart, Susan Ritchie, Susan Weaver, Terasa Cooley)

- 2.2 Treatment of Congregations
- 2.14 Implementation of the Business Resolutions
- 2.12 Election Practices
- 2.13 Communications and Support to the Board
- 2.10 External Relations
- 3 - Global Governance Commitment (including 3.9 Cost of Governance)
- 4 - Global Board-President Linkage (including 4.5 President Compensation and Benefits)

3.0 Global Governance Commitment

[Governance Process]: UUA Governance

Manual Section Three

As amended February 2013. [Revision History](#).

Comment [L1]: Update

The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.

The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of **broad** written policies reflecting Unitarian Universalist values and perspectives.

Comment [L2]: Lew's emphasis added.

Our Sources of Authority and Accountability are defined as:

1. Our member congregations
2. Current and future generations of Unitarian Universalists
3. The heritage, traditions, and ideals of Unitarian Universalism
4. The vision of Beloved Community
5. The Spirit of life, love, and the holy

[3.1 Governing Style](#). The Board will govern with an emphasis on (a) outward vision, (b) encouragement of diversity in viewpoints, (c) strategic leadership, (d) clear distinction of Board and President roles, (e) collective, (f) future, (g) pro-activity, and (h) an open and transparent process.

[3.2 Board Job Description](#). As informed and elected leaders of our Association of member congregations, the UUA Board of Trustees assures organizational performance by creating, communicating, and monitoring organizational systems and performance, in accord with established Board policy.

[3.3 Board and Board Member Code Of Conduct](#). The Board commits itself and its members to act in adherence with the UUA bylaws, to conduct themselves ethically, businesslike, and lawfully, and to act with respect for others, with proper use of authority and appropriate decorum when serving as Trustees.

DRAFT v0.2

3.4 External Relations. Speaking with one voice is an important value of the Board. To achieve this, the board will formally delegate official authority to speak on behalf of the organization in the public arena.

Committee chairs, working group conveners and officers are authorized to communicate with members of the press concerning areas of Board discussion, deliberation and action within the scope of their authority following meetings of their respective groups.

3.5 Agenda Planning. The Board will follow an annual agenda which (a) advances and/or reevaluates the relevance of its Shared Vision (ENDS) and (b) continually improves Board performance through Board education and enriched input and deliberation.

3.6 Election Of Officers And Officer Roles. The General Assembly elects the Moderator (CGO) and Financial Advisor. The Board elects the **Vice Moderator**, the Secretary and Assistant Secretary. The Board also appoints the Recording Secretary and the Treasurer of the UUA

Comment [L3]: Note, no second vice-moderator.

Youth Observer The Youth Observer is the primary liaison between GA Youth Caucus and the Board, but represents a larger youth voice on the Board.

The Youth Observer shall serve her/his term without vote.

Excluding matters of voting, The Youth Observer shall bear the same responsibilities and accountabilities as defined for trustees.

With consent of the Board, the enumerated tasks of the observer may evolve as the structures of denominational youth leadership evolve.

In collaboration with the Youth Trustee At-Large, the Youth Observer is charged with:

- o Informing GA Youth Caucus and Youth Caucus staff of relevant Board issues at the Youth Observer's discretion
- o Staying informed about the planning and activities of GA Youth Caucus
- o Keeping abreast of national issues that are of interest to Unitarian Universalist youth in districts and congregations
- o Linking and nurturing relationships between youth leaders in districts and congregations across the nation
- o Seeking out qualified youth candidates as future Youth Observers and for other UUA volunteer positions

3.7 Board Committee Principles. Board committees will be used sparingly and, when used, will be chartered to reinforce the wholeness of the Board's responsibilities and to never to interfere with delegation from Board to President.

Comment [L4]: Minor wording changes for clarity.

3.9 Cost Of Governance. Because poor governance costs more than learning to govern well, the Board will invest in its governance capacity.

DRAFT v0.2

[3.10 Board / General Assembly Relations](#). Pursuant to the Bylaws, the Board shall act for the Association between General Assemblies.

[3.11 Board Need for General Assembly Plenary Time](#). The Board shall define its need for General Assembly plenary time.

Presenter : Clyde Grubbs**Start Time :** 5:00 PM**Item No :** 14**Proposed By :** Stephanie Carey Maron**Time Req :** 15**Proposed :** 1/10/2014**Item Type :** Information Items

Policy No.	Description	Ref No
3.1	<p>The Board will govern with an emphasis on</p> <ul style="list-style-type: none">a. outward vision rather than an internal preoccupation,b. encouragement of diversity in viewpoints,c. strategic leadership more than administrative detail,d. clear distinction of Board and President roles,e. collective rather than individual decisions,f. future rather than past or present,g. pro-activity rather than reactivity, andh. an open rather than a closed process. <p>On any issue, the Board must insure that all divergent views are considered in making decisions, yet must resolve into a single organizational position.</p> <p>Accordingly:</p>	403081
3.4	<p>Speaking with one voice is an important value of the board. To achieve this, the board will formally delegate official authority to speak on behalf of the organization in the public arena. Committee chairs, working group conveners and officers are authorized to communicate with members of the press concerning areas of Board discussion, deliberation and action within the scope of their authority following meetings of their respective groups.</p>	403837

Description : Process Observation**Details :****Attachments :**

Title	Created	Filename
Policy 3.4	Jan 17, 2014	Policy 3.4.pdf



Policy Branch

25 Beacon Street
Boston, MA 02108

3.4 External Relations

Rev Date : Rev No : Ref No
10/17/2012 1 40383

Speaking with one voice is an important value of the board. To achieve this, the board will formally delegate official authority to speak on behalf of the organization in the public arena. Committee chairs, working group conveners and officers are authorized to communicate with members of the press concerning areas of Board discussion, deliberation and action within the scope of their authority following meetings of their respective groups.

3.4.1 Spokespersons for the UUA

Rev Date : Rev No : Ref No
10/17/2012 1 40384

The CGO [Chief Governance Officer] and President are the customary spokespersons for the UUA [Unitarian Universalist Association]. Trustee's interaction with the public, press or other entities must recognize that no Trustee may speak for the Board except to repeat explicitly stated Board decisions.

3.4.2 Delegation as Board Representative

Rev Date : Rev No : Ref No
10/17/2012 1 40385

Any Board member may be empowered and charged by the Board to be a Board representative in relationship with any group, and such empowerment, the charge and its responsibilities will be defined by the Board at the time of the assignment.

3.4.3 Other Representation of the Board

Rev Date : Rev No : Ref No
10/17/2012 1 40386

Board members may represent the Board or the Association at meetings and events where such representation is deemed desirable and where the CGO has agreed to the representation. Board members are entitled to represent themselves as UUA Trustees at ceremonial events where the Board member deems such representation desirable. Board members are responsible and accountable for avoiding any ambiguity about their representative role or authorization to speak for the Board of Trustees or the UUA.

3.4.4 Electronic Communications Delegate

Rev Date : Rev No : Ref No
10/17/2012 1 40387

For special electronic communications (e.g., the Board Blog, the Board Face Book page), the CGO may appoint an individual trustee to write inputs in areas in which she/he has knowledge or expertise.

3.4.5 CGO Trustee Appointment for Update Letter

Rev Date : Rev No : Ref No
1/20/2013 1 43987

The Chief Governance Officer will appoint a trustee or trustees to write a brief letter to UU ministers and congregational presidents following each quarterly board meeting, to apprise them of important decisions the Board made at that meeting and vital issues it discussed. Such a letter will be signed by the Secretary on behalf of the Board.

Presenter : Jim Key

Start Time : 5:15 PM

Item No : 15

Proposed By : Stephanie Carey Maron

Time Req : 45

Proposed : 1/10/2014

Item Type : Break/M meal Items

Policy No.	Description	Ref No
3	<p>The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.</p> <p>The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.</p> <p>Our Sources of Authority and Accountability are defined as:</p> <ol style="list-style-type: none">1. Our member congregations2. Current and future generations of Unitarian Universalists3. The heritage, traditions, and ideals of Unitarian Universalism4. The vision of Beloved Community5. The Spirit of life, love, and the holy	403072

Description : Break

Details :

Attachments :

No Attachments

Presenter : Jim Key

Start Time : 6:00 PM

Item No : 16

Proposed By : Stephanie Carey Maron

Time Req : 120

Proposed : 1/10/2014

Item Type : Break/M meal Items

Policy No.	Description	Ref No
3	<p>The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.</p> <p>The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.</p> <p>Our Sources of Authority and Accountability are defined as:</p> <ol style="list-style-type: none">1. Our member congregations2. Current and future generations of Unitarian Universalists3. The heritage, traditions, and ideals of Unitarian Universalism4. The vision of Beloved Community5. The Spirit of life, love, and the holy	403072

Description : Dinner in Old Town

Details :

Attachments :

No Attachments

Presenter : Susan Ritchie

Start Time : 8:00 PM

Item No : 17

Proposed By : Stephanie Carey Maron

Time Req : 30

Proposed : 1/10/2014

Item Type : Worship Items

Policy No.	Description	Ref No
3	<p>The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.</p> <p>The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.</p> <p>Our Sources of Authority and Accountability are defined as:</p> <ol style="list-style-type: none">1. Our member congregations2. Current and future generations of Unitarian Universalists3. The heritage, traditions, and ideals of Unitarian Universalism4. The vision of Beloved Community5. The Spirit of life, love, and the holy	403072

Description : Vespers

Details :

Attachments :

No Attachments



Ref No:
493184

Board Meeting
Agenda Summary
Friday, January 24, 2014
9:00 AM

UUA Headquarters
25 Beacon Street
Boston, MA 02108

Item No.	Item	Time Req.	Start Time	Ref No.
1	Centering	15	9:00 AM	493571
2	Staff report on responsive resolution	30	9:15 AM	493572
3	Inclusion and Empowerment Working Group	45	9:45 AM	493573
4	Break	15	10:30 AM	493574
5	ARAOMC Training	60	10:45 AM	493575
6	President's Report / Ends Monitoring Part 1	30	11:45 AM	493576
7	Lunch	60	12:15 PM	493577
8	President's Report / Ends Monitoring Part 2	90	1:15 PM	493578
9	Break	15	2:45 PM	493579
10	Ends Monitoring	105	3:00 PM	493582
11	Process Observation	15	4:45 PM	493584

Presenter : James Snell

Start Time : 9:00 AM

Item No : 1

Proposed By : Stephanie Carey Maron

Time Req : 15

Proposed : 1/10/2014

Item Type : Worship Items

Policy No.	Description	Ref No
3.1	<p>The Board will govern with an emphasis on</p> <ul style="list-style-type: none">a. outward vision rather than an internal preoccupation,b. encouragement of diversity in viewpoints,c. strategic leadership more than administrative detail,d. clear distinction of Board and President roles,e. collective rather than individual decisions,f. future rather than past or present,g. pro-activity rather than reactivity, andh. an open rather than a closed process. <p>On any issue, the Board must insure that all divergent views are considered in making decisions, yet must resolve into a single organizational position.</p> <p>Accordingly:</p>	403081

Description : Centering

Details :

Attachments :

No Attachments

Presenter : Jim Key

Start Time : 9:15 AM

Item No : 2

Proposed By : Stephanie Carey Maron

Time Req : 30

Proposed : 1/10/2014

Item Type : Information Items

Policy No.	Description	Ref No
2.14	<p>The President shall not fail to implement in a timely manner and provide ongoing implementation support for those resolutions of the General Assembly that direct the work of the staff. Such resolutions are identified in Appendix 2.G</p> <p>Further, without limiting the scope of the foregoing by this enumeration, the President:</p>	439889

Description : Staff report on responsive resolution

Details : with Taquiena Boston

Attachments :

Title	Created	Filename
President to BOT Responsive Resolution 9-2013 PM Edits	Jan 24, 2014	President to BoT Responsive Resolution 9-2013 pm edits.docx
MGW Directory for Mosaic Makers	Jan 24, 2014	MGW directory for Mosaic Makers (2)-1.pdf
Mosaic Makers 2013 Tulsa - Report from First UU Richmond	Jan 24, 2014	Mosaic Makers 2013 Tulsa - Report from First UU Richmond.pdf

Multicultural Growth & Witness

We are the Unitarian Universalist Association staff group charged with empowering UU congregations and community leaders to minister effectively in our multicultural world.

We are here to partner with you in your vital and vibrant justice-seeking, multicultural ministries!

With you, we envision justice-seeking religious communities that work to manifest a world, both inside our congregational walls and outside those walls, where cultural differences—those of race, ethnicity, sexual orientation, gender identity/expression, ability, class, age, and much more—are valued, affirmed, and understood as strengths to be honored. A world where, in the words of a vision statement adopted by the UUA's Leadership Council, "all people are welcomed as blessings and the human family lives whole and reconciled."



Taquiena Boston

Director, Multicultural Growth & Witness



202.393.2255 x18
tboston@uua.org

I am Taquiena Boston, and my job is to ensure that Multicultural Growth & Witness' programs and initiatives advance the Ends of the Association and align with the UUA's strategic priorities. As senior staff in the UUA Washington Office, I participate in faith-based and multicultural coalitions on behalf of the UUA. I collaborate with UUA colleagues, UU congregations, and UU leaders to connect people in spiritual networks to build Beloved Community through multicultural ministries, welcome and inclusion, advocacy, witness, and social movement building.

Janice Marie Johnson

Multicultural Ministries & Leadership Director



917.406.2111
jmjohnson@uua.org

I am Janice Marie Johnson, and I guide strategic initiatives and programs to increase UU congregational capacity to meet the ministerial needs of people of diverse races, ethnicities, gender identities/expressions, sexual orientations, and abilities seeking a spiritual community. I support leaders in developing cross-cultural, adaptive competencies to foster multicultural depth within justice-centered ministries, lifespan religious education, multifaith groups, partner organizations, etc. From the congregational to the national, I nurture multicultural ministries in a pluralistic world.

Susan Leslie

Congregational Advocacy & Witness Director



617.948.4607
sleslie@uua.org

I am Susan Leslie, and I help congregations engage in effective and transformational interfaith and community coalitions and partnerships, congregation-based community organizing, public witness, and social action at the local, state, and national levels. I work with the Standing on the Side of Love (SSL) campaign, the UUA Public Witness Team, the UU Service Committee, UU State Networks, and UUA regions to connect local congregational advocacy with UUA and SSL campaigns and interfaith national efforts. I also provide consultation, resources, webinars, and best practices for congregational spiritual, multicultural justice-making.

Jennifer Toth

Standing on the Side of Love Campaign Manager



202.393.2255 x13
jtoth@uua.org

I am Jennifer Toth, and I support and share stories from Standing on the Side of Love (SSL) spiritual activists who stand on the side of love with people who face exclusion, oppression, or violence because of their identities. I also support the grassroots public witness of UU congregations. SSL focuses primarily on LGBTQ equality, immigrant rights, confronting religiously-grounded bigotry, and other public witness priorities of the UUA. Our goals are to create change in local communities, raise voices of love and compassion in the public square, and build a national movement committed to Standing on the Side of Love.

Annette Marquis

LGBTQ and Multicultural Programs Director



804.551.0241

amarquis@uua.org

I am Annette Marquis, and I support and nurture Unitarian Universalist leaders who are committed to building intentionally inclusive, multicultural, multigenerational congregations and communities that welcome and minister effectively to people of diverse races/ethnicities, sexual orientations, and gender identities/expressions and that are grounded in justice. In addition, I support learning communities for Unitarian Universalist religious professionals and lay leaders engaged in leading LGBTQ and multicultural ministries in congregations and in intercultural coalitions committed to social justice.

Audra Friend

Communications Coordinator



617.948.4656

afriend@uua.org

I am Audra Friend, and I create, curate, and share resources and materials in the service of equipping UU congregations and leaders to do effective justice-centered, multicultural ministries. I promote MGW's resources, stories, campaigns, programs, and events through communication, web, and social media channels. I also am a "first responder" to constituents interested in multicultural ministries and leadership resources. Additionally, I provide logistical support for the Multicultural Leadership Institute, the Diversity of Ministry Team, the Journey Toward Wholeness Transformation Committee, and the Mosaic Makers conference.

Lesley Murdock

UUA Washington Center Administrator



202.393.2255 x10

lmurdock@uua.org

I am Lesley Murdock, and as Administrator for MGW and Office Manager for the UUA's Washington Office, I ensure the efficient and effective day-to-day operations of the staff group, including providing administrative support to the Director. I am also responsible for MGW's financial administration, reporting, and record-keeping. In addition, I manage logistics for the annual Diversity of Ministry retreat Finding Our Way Home, the Mosaic Makers conference, and other staff group events throughout the year.

Alex Kapitan

Congregational Advocacy & Witness Program Coordinator



617.948.6461

akapitan@uua.org

I am Alex Kapitan I connect UU congregations and community leaders with resources and opportunities to deepen their spirituality through witness and advocacy. In addition, I create and curate resources specific to incorporating multicultural welcome and inclusion into the work of the Witness Ministries team. In this way I help leaders and congregations connect their justice ministry within their walls to their justice ministry outside their walls, recognizing that this is deeply spiritual work. I also am a "first responder" to constituents interested in justice-making resources.

Jessica Halperin

Witness Ministries Program Associate



202.393.2255

jhalperin@uua.org

I am Jess Halperin and as MGW's reproductive justice and environmental justice staff person at our office in Washington, DC, I work with interfaith coalitions and secular partners in order to develop resources and opportunities for UU congregations and groups to initiate, contextualize, deepen, and strengthen their social justice work. I also serve as the staff liaison to the Commission on Social Witness and have other duties related to the everyday functioning of the MGW staff group.

Hanna Christianson

UU Women's Federation Intern for Women's Issues



I am Hanna Christianson and I focus my time on examining and promoting the intersections between reproductive justice and other social justice issues, particularly immigration reform. I help develop organizing resources to connect Unitarian Universalists throughout the nation to other organizations and individuals working on reproductive justice issues.

Note: Multicultural Growth & Witness is currently seeking a new **Program Assistant for Standing on the Side of Love**, who will assist with day-to-day operations of the campaign. Email love@uua.org for more info!

Key Learning from the Mosaic Maker's Conference

Tulsa OK Nov 9-11, 2013

Report from the Rev. Jeanne Pupke and others from First Unitarian Universalist of Richmond

Introduction

Anytime you visit another congregation, you will learn something. Those who have not done so previously are surprised by differences, strengths, obvious weaknesses and sometimes their own ability to “read” these things almost immediately.

Recently, rev. Sherman Logan, Anita Lee, Jim Armstrong, Annette Marquis and I went to a conference at our largest U.U. congregation, All Souls, Tulsa, OK (1800 members). Theirs is a special story but quite instructive. We hope for your learning and our congregation's, you will take time to become informed about Moasic Makers, and All Soul's special circumstance.

Resources

Mosaic Makers is profiled at

<http://www.uua.org/multiculturalism/introduction/290261.shtml>

If you have time to research the special circumstances of All Soul's Tulsa's immersion in multicultural church, you can listen to This American Life's episode #305 which documents the story of how Rev. Carlton Pearson became a Universalist and what it cost him. The show is about an hour. Suggest you download it and take it on a walk or drive.

Following that, you definitely need to read the U.U. World's coverage of

<http://www.uuworld.org/life/articles/145503.shtml>

After that, you'll begin to understand the scope of what has been done, what many said could not be done and yet, is happening at All Souls.

Key Learnings from All Souls

- All Souls Tulsa has set up a committee to oversee the transition, a group of committed, empowered folks who uphold and direct the effort of the changes necessary to fulfill the vision. These folks were in evidence throughout our visit and prominent in worship leadership.
- The vision they have created has created a major culture shift that is still in process and both support for and resistance to a new vision is in evidence and spoken of openly. Bringing resistance into the open is necessary for change.
- The incorporation of Bishop Carlton's church came before vision making and forced the congregation to jump into the challenge with action before vision. They state the vision then emerged.
- Persons under 40 years of age have preference for services with strong musical formats and a very embodied approach to worship. This is true regardless of theology. All Souls honors this and anticipates the need for this will grow over time.
- All Souls has two full time Music Directors to support the programming of Sunday, Midweek, the monthly Praise service and other music programs, multiple choirs and education.
- Persons from other non-mainline Protestant churches may arrive at U.U. Congregations unable to relate to worship which is focused solely on mainline services. The multiple offerings seek to meet this need.
- "Spiritual but not religious" find the live music of worship services an attraction to church life where they may then begin to understand what religion may offer.

- Offering a broad array of music styles allows different paths to shared community.
- The different “channel” approach used by All Souls Tulsa allows for all services to be built around a common sermon and used different music styles, differing supporting content (readings, no readings) to reach various groups.
- Religious education in All Souls is experientially intense. There is in all curricula large components of art and music, pieces they note are denied to students in schools and thereby, they believe, needing expression for healthy human development.
- Art, music and movie curricula are multiculturally “fluent”, making collaborative opportunities across cultures easier to bridge.
- The Children’s Choir of All Souls is an amazing effort, 80+ children are involved in the group which requires a midweek practice and often, presence at all 3 Sunday AM services.
- Neighborhood children experience this denial as well and may benefit from opportunity to engage in visual art, theatre, dance, sculpture and other creative expression. Such outreach could help build bonds with the neighborhood.
- Multiple play yards are attached to early elementary age classes and considered essential to good attendance.

Another View

The weekend review written by frequent First U.U. Visitor Wayne Moyer:

“Mosaic Makers: Leading Vital Multicultural Congregations”

November 8 through 10, 2013

All Souls Unitarian Church, Tulsa OK

Summery by Wayne Moyer, November 14, 2013

The conference opened with a reception and dinner at All Souls.

Attendees from Virginia, besides myself, included Rev. Jeanne Pupke,

Rev. Sherman Logan, Anita Lee, Jim Armstrong, (First Unitarian Church of Richmond) and Annette Marquis (Multicultural Growth and Witness, UUA). Rev. Marlin Lavanhar, senior minister of All Souls, spoke on “Freedom in Worship.” Each Sunday, All Souls offers three services: The Point at 8:30, a humanist oriented service with jazz; Traditional at 10:00, drawing on our Protestant heritage; and Contemporary, at 11:30, which “fuses All Souls inclusive, philosophy of religious freedom with God-centered worship.” Each offers “the same themes and theology in different liturgical forms in order to share our message and mission as widely as possible.” The same sermon is preached at all three services.

Later that evening we attended the monthly Pentecostal style service complete with choir, keyboard, guitar, bass and drums. We sang praise hymns, swayed with the music, hugged and waved our arms in the air. The congregation, besides the 60 people attending the conference, included worshipers from All Souls and a cooperating Baptist church. The message was inclusive and Universalist but Pentecostal in style.

Saturday morning began with a centering message delivered by Janice Marie Johnson, UUA Multicultural Ministries. Her message is summarized in this excerpt from the UUA website:

Multiculturalism means nurturing a religious community where people of all races, ethnicities, and cultures see their cultural identities reflected and affirmed in every aspect of congregational life—worship, fellowship, leadership, governance, religious education, social justice, etc. Multiculturalism means that we create religious homes where encounters between people of different cultural identities intersect with Unitarian Universalism to create a fully inclusive community where, in the words of a vision statement adopted by the Unitarian Universalist Association's (UUA) Leadership Council, “all people are welcomed as

blessings and the human family lives whole and reconciled.”

Peter Morales, UUA President, noted that our message is international but we have packaged it in nineteenth century fashion. That is but one possible package; we need to explore others. We need to cross borders to capture what is basic to being human. Rev. Morales was followed by Taquiena Boston, Director of Multicultural Growth and Witness, UUA, who noted that oppression and injustice affects us all—the world needs healing. So many of today’s justice issues have cultural and racist components that must be understood by us as we work in partnership with communities to correct them.

Rev. Dr. Miguel De La Torre, professor of Social Ethics and Latino/a Studies, Iliffe School of Theology, gave the keynote address, “Towards Authentic Multiculturalism.” Every convert to UUism must answer this question: “Do I have to leave behind my culture to become a member? How much of myself must I circumcise?” (referring to the controversy reported in Acts where some Jews insisted on circumcision before conversion to Christianity). He said, “I am a recovering racist,” because white culture privileges him to be homophobic, sexist, and racist. When a white person admits this, salvation is possible and dialog can begin. We must be willing to talk about our racist history otherwise fellowship is not possible.

Rev. De La Torre pointed out that we have much to learn as we strive for authentic multiculturalism. Our relationships must be mutual: How do you want us (UUs) to walk with you? We must work first for justice, then we can break bread together. He reminded us of W.E.B. DuBois’ concept of double consciousness: Whites do not have to understand what it means to be Black, but Blacks must know exactly what it means to be White to survive. He urged us to hear the testimonials of others and by

this sharing understand the divine within each of us. He concluded by observing that any movement of liberation must include salvation of the planet, as people of color are most affected by harmful practices.

Multicultural Growth and Witness combines two programs of the UUA, Multicultural Ministries and Witness Ministries. This combined staff group is dedicated to “...empower[ing] Unitarian Universalist congregations and community leaders to minister effectively in our multicultural world. “ The group is responsible for several projects, including 30 Days of Love (1/18/14 to 2/16/14); Finding Our Way Home annual retreat for religious professionals of color; and Multicultural Ministries Sharing Project, “a comprehensive survey of UUs with historically marginalized abilities, sexual orientations, gender identities, races, and/or ethnicities.” The latter is available on line through November 30, 2013, at UUA.org.

Attendees from the UU Church of Silver Spring, MD, described their commitment to increasing the diversity of their congregation, “...to deepen our understanding of the world and ourselves, increase our connection to the web of existence, and share Unitarian Universalist principles.” This effort is guided by a Diversity Team, which has enhanced the music program; provided ASL translation at their early service; and invited Rev. Mark Morrison-Reed to speak. The congregation will vote on calling Rev. Leon Dunkley, a man of color, as a second minister.

First Parish Cambridge, UU has committed to becoming a multiracial, multicultural justice-seeking congregation. A Congregational Story (UUA.org) reports, “With support from the UUA, the congregation has engaged in an intentional process of education and conversation about multiculturalism, established a Transformation Team, and called Rev.

Lilia Cuervo as the congregation's first settled Latina minister. Through the efforts of the Transformational Team the congregation has increased presentation of multicultural music, and reached out to the community following the Boston Marathon tragedy. While the congregation owns the mission, leadership is essential for its achievement.

Following a multicultural lunch, Rev. Marlin Lavanhar reviewed All Souls' history, beginning with its founding in the year of the Tulsa Race Massacre, 1921. In 1960, 53 members of All Souls established Hope Unitarian Church, and in 2001 helped establish the Church of the Restoration, UU, in the Greenwood area, site of the 1921 riot. In 2008 Bishop Pearson, pastor of New Dimensions, proposed joining his congregation with that of All Souls. The two congregations—one black one white—overcame differences and emerged as today's All Souls congregation of nearly 3000 souls. In 2010 the congregation engaged in a visioning process on whether to accept a gift of two city blocks in downtown Tulsa if they would build a new church better able to serve the now multicultural congregation. The decision was affirmative and they are designing a new facility; the existing building will likely be sold. With three services each Sunday, three liturgies but one theology, which Rev. Lavanhar likens to a university: many schools but one university? This diversity provides opportunity for congregants to be multi-dimensional.

Rev. De La Torre summed up the day by giving us two questions, which we addressed in small groups: (1) Why do you want to be part of a multicultural church, and (2) What will you risk losing to be part of a multicultural church?

On Sunday Rev. De La Torres delivered a sermon to all three services (it is available on the All Souls website—and is worth hearing.) His message was that in the face of world misery we could become cynical or give up

entirely; these choices reveal our class privilege. The poor and downtrodden have no choice but to fight for justice. Jesus, he argued, died voluntarily in solidarity with the suffering; our redemption comes with standing in solidarity with them. To overcome systemic injustice we have to screw with the system, break the rules to reveal the moral choices.

The implications for WUU are clear if we are going to become a multicultural congregation. First, we must first work for justice in our community: to work for income equity, education instead of prisons, women's health care, voter enhancement, reform of immigration laws, gender equality, and to oppose dehumanizing aspects of our culture. Second, we must ensure that visitors on Sunday morning see evidence of their culture in our services, sermons and activities and that they feel welcome here. Third, we must educate our congregation on the racial and cultural aspects of the justice work we are already doing while informing ourselves of work that is yet to be done. As we strive toward becoming multicultural and anti-racist our lives will be enriched and we will become more completely human.

Another View Rev. Sherman Logan, Business Manager and UU Ministry Candidate

Imagine attending a Unitarian Universalist church on a Sunday morning where there are three services that offer the same sermonic message, with a common theological theme, but the liturgical form of worship is different in each service. A church where at the 8:30 service one can experience a jazz saxophonist performing the special music for the day and parishioners can hear readings from notable humanist writers. At the 10:00 service one can experience a Traditional UU service that draws

from our Protestant heritage. Lastly, at the 11:30 service there is a Choir singing gospel music and folks are unabashedly standing with their arms stretched out and hands raised to the sky, clapping and offering praise to the God above. Imagine a place where the faces of people in the pews are a Mosaic of different skin colors, ethnicities, genders, and social economic classes. A place where Religious Education not only nurture and spiritually train the children of the church , but also offer programs to the neighborhood children in visual and theater arts, to fill in the gap left by the elimination of such programs in the public schools. Yes, this Unitarian Universalist church does exist, in Tulsa Oklahoma, at the All's Souls Unitarian Universalist Church.

I have been very fortunate in my very brief tenure as an UU to have had the opportunity to visit All Souls Tulsa, twice in the last four years. I can honestly say that both times, after I left Tulsa, I arrived back to Richmond with an awesome enthusiasm, an exuberant spirit and everlasting hope that one day, First UU of Richmond will look like All Soul's, an exemplary model of a multi-cultural religious community, the religious community that I "dream about" when I arrived at First UU five years ago.

I would highly recommend that each of you take the opportunity to research the many resources that Rev Jeanne recommends in this report to become familiar with the All Souls story. I would also recommend that you read Bishop Carlton Pearson's book *The Gospel of Inclusion*. I do recognize that the All Soul's story is very unique to any religious community, especially to Unitarian Universalism. I don't think you will find many examples where a majority African American Pentecostal Church has merged with UU church or any mainline predominantly white congregation. However, despite the many theological, cultural, class and racial challenges that such merger presented to both the

members of All Souls and members from Bishop Carlton Pearson's church, All Soul's has proved to many who said that this wouldn't work, that through faithfulness, dedication, hard work and living our UU principles, a multi-cultural, inclusive religious community can actually happen in Tulsa Oklahoma. Who can say that this couldn't happen in Richmond VA?

Another View: Jim Armstrong, Lay Leader and Antiracist activist.

Mosaic Makers

I wanted to go to the Mosaic Makers Conference because I wanted to go to Tulsa, OK. I wanted to go to Tulsa because I wanted to go to All Souls Church there. I wanted to go to All Souls Church because of the changes the community has lived through since Bishop Carlton Pearson merged his small congregation with All Souls. I wanted to experience the variety of their worship practices. And I did. Here is how I've made some sense of my experiences.

Friday evening, we attended the church's monthly Evening of Praise and Worship. I had experienced a taste of this practice at All Souls Church in Washington, DC where Rev. Marlin Lavanhar spoke of the Tulsa church's experiences and brought a video of that service in which we also participated. The video wasn't the half of it. On Friday in Tulsa, we sat and stood, sang, clapped, talked to the worship leader, held our hands in the air, and experienced some of the ways the spirit of a community can become embodied in a group of people worshipping together. In our churches, I have found myself in the midst of these epiphanies, but usually for me they are quieter events when a community's spirit arises and holds us in the palm of its hand. This evening in Tulsa, the community's spirit asked for more and gave more. This was not a quiet

experience. Worship demanded participation, reaching out to those around me, singing – loud, responding to what I heard without restraint. And of course I felt restraints and respected them. That Friday evening energized me. And that Friday evening exhausted me. Had I the inclination to a Pentecostal community, I don't believe I would have the strength or fortitude to really participate fully. Friday was not something I could handle as a steady diet, but that one evening certainly nourished me in a number of ways.

Late on Saturday, we climbed on the bus and traveled to Greenwood, driving through the community that had become the “Black Wall Street” before and after the First World War, that white Tulsans burned – 35 blocks of destruction - with the help of the Oklahoma National Guard, that lost some 300 of its members to racial violence, that insurance companies refused to compensate because its losses were the result of a “riot,” that rebuilt over the years only to be the victim of urban renewal targeting Tulsa’s “blighted” neighborhoods, that is now bisected by an interstate highway (referred to by one resident as Apartheid Way) and faces the back of Tulsa’s new minor league baseball stadium. And yet it rises. Our destination was Church of the Restoration, a Unitarian Universalist Church lead by Rev. Gerald Davis. We learned that this small congregation met and worshipped in a building originally built as a health clinic created by white Tulsans so that the people who cleaned their homes, did their laundry and cared for their children could be vaccinated and have access to adequate health care. After the clinic closed, the building was used by a Muslim community as a place of worship – their imam spoke to us that evening. And now the building houses a Unitarian Universalist church in Greenwood, in Tulsa. As Rev. Davis said that evening, the building is filled with spirits of goodness. It was nice to learn that we are present there in some fashion. We also visited the park Tulsa has built to commemorate the Greenwood

Massacre, one place where the larger community seems to have dealt with this horror honestly and a place of hope and promise.

Sunday began at 8:30 at All Souls Church's humanist worship service called The Point. The service was much more familiar to me than Friday had been and I appreciated beginning my Sunday in a quieter mode. However, All Souls Church's humanist service remained connected with the community's spirit. After the sermon, the musicians decided what they had planned wouldn't work very well, and so they decided to end the service with Lean on Me. The congregants seemed pleased. All Souls conducts a second service at 10:00 that they call their traditional service. I can't report on that service as several of us traveled to Hope Unitarian Universalist Church for a brief visit. The church had been founded and built by Rev. Bill Gold and is a remarkable building located on the highest point in the Tulsa area, surrounded by large and presumably expensive homes. It was a pleasure to see the building and connect with a third Unitarian Universalist Church over one weekend. On our way back to All Souls, we drove through Oral Roberts University as a point of contrast to the rest of the weekend. At 11:30, we participated in All Souls third regular worship service, their contemporary service. The character of this service rested somewhere between their traditional service and the praise service we attended Friday evening. I was energized once again, but this service did not exhaust me. We sat, stood, clapped, sang – loud once again, and reached out to those around us. The spirit of the All Souls community raised me up again that morning.

This weekend, I discovered another unique Unitarian Universalist church that has set itself a mission to build a faith community open and welcoming to everyone who arrives at their door. They have moved through stages and made changes to their practices in response to feedback and they seem to understand clearly that they have changes to

make yet. Their worship, their community building work and their social justice initiatives all represent some of the best Unitarian Universalism has to offer to me. Who knew that I would so enjoy a weekend in Tulsa, OK.

Summary Notes

Mosaic Makers has provided a second conference with good learning opportunity. The expense of the trip is a function of distance and place but we believe at least registration fees for a delegation ought to be provided, more when possible.

We think shared time in conversations with congregants from like sized or larger congregations was fruitful but too rare or brief. We need to make opportunities for more such conversation.

We recommend an elimination of UUA speakers, who are viewable elsewhere in order to focus our precious time upon the multicultural topic. Maximizing time with the host congregation is essential to learning.

Presenter : Julian Sharp

Start Time : 9:45 AM

Item No : 3

Proposed By : Stephanie Carey Maron

Time Req : 45

Proposed : 1/10/2014

Item Type : Information Items

Policy No.	Description	Ref No
3	<p>The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.</p> <p>The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.</p> <p>Our Sources of Authority and Accountability are defined as:</p> <ol style="list-style-type: none">1. Our member congregations2. Current and future generations of Unitarian Universalists3. The heritage, traditions, and ideals of Unitarian Universalism4. The vision of Beloved Community5. The Spirit of life, love, and the holy	403072

Description : Inclusion and Empowerment Working Group

Details :

Attachments :

Title	Created	Filename
AR Racially Ethnically MC Inventory 10-21-2013	Jan 24, 2014	ARRaciallyEthnicallyMCInventory 10 21-1.docx

Presenter : Jim Key

Start Time : 10:30 AM

Item No : 4

Proposed By : Stephanie Carey Maron

Time Req : 15

Proposed : 1/10/2014

Item Type : Break/M meal Items

Policy No.	Description	Ref No
3	<p>The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.</p> <p>The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.</p> <p>Our Sources of Authority and Accountability are defined as:</p> <ol style="list-style-type: none">1. Our member congregations2. Current and future generations of Unitarian Universalists3. The heritage, traditions, and ideals of Unitarian Universalism4. The vision of Beloved Community5. The Spirit of life, love, and the holy	403072

Description : Break

Details :

Attachments :

No Attachments

Presenter : Julian Sharp

Start Time : 10:45 AM

Item No : 5

Proposed By : Stephanie Carey Maron

Time Req : 60

Proposed : 1/10/2014

Item Type : Information Items

Policy No.	Description	Ref No
3.1	<p>The Board will govern with an emphasis on</p> <ul style="list-style-type: none">a. outward vision rather than an internal preoccupation,b. encouragement of diversity in viewpoints,c. strategic leadership more than administrative detail,d. clear distinction of Board and President roles,e. collective rather than individual decisions,f. future rather than past or present,g. pro-activity rather than reactivity, andh. an open rather than a closed process. <p>On any issue, the Board must insure that all divergent views are considered in making decisions, yet must resolve into a single organizational position.</p> <p>Accordingly:</p>	403081

Description : ARAOMC Training

Details :

Attachments :

No Attachments

Presenter : Peter Morales

Start Time : 11:45 AM

Item No : 6

Proposed By : Stephanie Carey Maron

Time Req : 30

Proposed : 1/10/2014

Item Type : Monitoring Items

Policy No.	Description	Ref No
2.13	<p>The President shall not permit the Board to be uninformed or unsupported in its work, nor perform tasks or take responsibility for areas that are the Board's responsibility.</p> <p>Further, without limiting the scope of the foregoing by this enumeration, the President:</p>	402208

Description : President's Report / Ends Monitoring Part 1

Details : with Harlan Limpert and Eric Craymer

Attachments :

Title	Created	Filename
President's Report 1-2014	Jan 12, 2014	President's Report 1-2014.pdf
Ends Interpretations for Discussion 1-6-2014	Jan 12, 2014	Ends Interpretations for Discussion 1-6-2014.pdf

President's Report

To the UUA Board of Trustees

January, 2014

Peter Morales

Introduction

In this report I am more interested in enriching a conversation than in conveying information. This report, then, is not a typical president's report. I want to provide context for our discussion at this board meeting of the administration's interpretations of the ends policies and the monitoring of those policies.

Much of what follows will sound familiar. I have tried to bring together in one place the key values, convictions, assumptions, theory of change and strategic thinking that shape all the work of this administration. These have been expressed in a number of documents and orally.

We are blessed as a religious movement in that we do not really have major disagreements about our values and purposes. We do not have the rancorous conflict over ordination of women, acceptance of LGBTQ people, interpretation of sacred texts, the validity of science, etc.

More importantly, we share common aspirations. That is the core of who we are as a religious people. I believe it is important to remember our common core and how much consensus there is regarding it. We have a new set of ends policies, yet our values and hopes have not changed. Our ends policies are, necessarily, imperfect and incomplete attempts to express our aspirations. Each attempt to capture them will be different, but the core values endure. Ends statements are like different descriptions of the same mountain.

What follows is a distillation of this administration's core convictions that underlie all our interpretations, our views on our strategic situation and the role the UUA staff can play, our belief in what strategies will move us forward, and a very brief summary of the major initiatives that we have undertaken and that are in process.

Core convictions

People are by nature religious creatures

Human beings have a profound longing for meaning and for connection to ideals and purposes that transcend their lives. We are relational creatures who find and create meaning in relationship.

Love in community is the core of Unitarian Universalism

Compassion. Community. Commitment. Love transforms lives. This sense is expressed in a number of ways: the Christian ideal of "The Kingdom of God" and the modern variation we call "The Beloved Community."

Justice is love made manifest in society

Our spirituality, founded upon compassion, inevitably finds expression in both acts of charity and in public advocacy.

Religious experience involves our whole being

Religion is not about being correct. Religion involves both intellect and affect. Religion must be *experienced*.

The religious impulse is fundamental, but religious expression changes

Religious expression lives in real cultures at real times of history. What is compelling in one era is empty in another. The ability to see and embrace new possibilities has always been part of the genius of Unitarian Universalists.

We live in a time of historic religious upheaval

By measures of religious identification, we have seen more change in religious affiliation in the last ten years than in the previous two hundred years. One needs to look at periods like the Reformation, the rise of Islam, or the rise of early Christianity to see comparable change.

Unitarian Universalism must change profoundly to adapt

The culture is changing so fast that we must adapt. The changes we must make are not “technical” (minor problem solving adjustments in existing practices), but are adaptive (major cultural change). I have tried to distill the culture change we need to make as the need to:

- Get religion—this includes spiritual practice, spirited worship, taking ourselves seriously, making commitments, and everything we associate with a vibrant faith.
- Grow leaders—movements need leaders. We must learn to identify, nurture, mentor and empower both lay and ordained leaders.
- Cross borders—this involves crossing the barriers of culture and class that have confined our movement. AR/AO/MC is part of this, but so are things like the College of Social Justice and forming grass roots partnerships.

UU's align theologically with the emerging culture

The emerging “millennial” culture shares many of the core values and orientations of UU's. On issues like marriage equality, the environment and inequality we align. We also align in our acceptance of the value of many sources and many traditions.

UU's do NOT align with the emerging culture institutionally

While the *content* of our religious values aligns, our *forms* do not. Traditional church is not appealing to millions who are in other ways kindred spirits.

Our people have the talent, the passion and idealism to adapt

We have fabulous leaders. We have passionate, committed and idealistic people. We have congregations that are doing amazing work.

How organizations change

Sense of urgency

Urgency is not panic. A sense of urgency is an internalized, emotional and intellectual realization that profound change is needed and that we are capable of making the changes.

Shared vision of what is possible

Change at the cultural, adaptive, level can only occur if people share a vision of where they are going. In a democratic faith like ours, this kind of shared vision must come from a process of deep discussion.

Culture of collaboration and cooperation

Organizations that use the talents and the energy of their people will prosper. An organization like ours overflows with talent. The challenge is to get our people to work together. Our culture of individualism must be tempered with a culture of collaboration.

Empower leaders

Our deep suspicion of authority, born in our roots in the Reformation and the Revolution, too often this means that we disempower everyone and call that democracy. Effective organizations learn how to nurture leaders, empower them and also hold them accountable. The key is learning to win trust and how to give the gift of trust to others.

The role of the UUA staff

The UUA staff must lead change

It is clear that the majority of our people realize that we must change, want to change, and look to the UUA (and the UUA president) to lead change. We must cast a vision and implement programs consistent with that vision.

The UUA must cast a vision

We must be what I have called “prophets of the possible.”

The UUA must nurture a culture of collaboration

At one level, we must be the change we hope to see. We must model collaboration and partnership.

The UUA must be a powerful public voice for our shared values

Public witness, especially at the national and international level, is something only the UUA can do effectively.

The UUA must do what individual congregations cannot

This includes excellence and efficiency in everything from financial services (endowment management, insurance) to credentialing of religious professionals to ministerial transitions to resource development to General Assembly. This includes the majority of the UUA's day to day work.

Major strategic initiatives

With all the above as context, I would like to highlight just some of the initiatives of this administration. This is to show the alignment of our programmatic work with our core values, our strategic vision, and our understanding of how organizations change.

All of the following activities exist to further our shared ends. They are all in harmony with both sets of ends the board adopted. However, one of the governance challenges of the past four years has been how to link our strategy and our programs with the ends. This is in part because the major initiatives (ministerial leadership development, for example) affect *all* of the ends.

A quick glance at our major initiatives shows how they align with our deepest religious values, assessment of our situation, and our beliefs on how the UUA can best lead change.

A selection of major initiatives

- **Strategic Review of Professional Ministries**—this review and report has shaped a great deal of work in ministry. This includes an unprecedented level of collaboration with the UUMA in developing ministerial excellence.
- **Leap of Faith**—This is a program, largely designed by ministers of growing congregations, that involves mentor and learning congregations.
- **Congregations and Beyond**—This is a set of initiatives aimed at shifting our focus toward reaching beyond existing congregations to include new forms of community and people who are not now members of our congregations.
- **UUSC and the College of Social Justice**—The relationship between the UUSC and the UUA has attained a new level. Our College of Social Justice joint program is giving opportunities for direct experience with other cultures.
- **Regional Cooperation**—Field staff have long a complex relationship between the UUA and their district boards. The district isolation of staff has also limited the synergy and innovation of collaborative work and specialization.
- **The move to 24 Farnsworth**—We have been housed in facilities appropriate for a nineteenth century organization. The pending move is all about culture change at the UUA.
- **Interfaith partnerships**—We have attained a new level of partnership with the United Church of Christ and are developing a relationship with the Union of Reform Judaism. Our public witness work in areas such as immigration involve interfaith partnerships.
- **From resource development to curation**—We are moving from having UUA “experts” who develop resources and programs to a staff that sees themselves more as “curators” who share exciting new resources and programs developed in the field. This is all about using the creativity and talent of our people across our movement.
- **“Branding” and communications**—We are in the midst of a major overhaul of our communications. The shift is to more interactive media and to reaching out to those outside

our movement who share our hopes and values. We are also looking to change the nature of our interaction with UU's from developing products they passively consume (UU World, pamphlets, Skinner House books) to direct and interactive contact using electronic media. You will hear much more on this in the coming months.

- **Entrepreneurial ministry**—In collaboration with the UUMA and leading business school faculty, we are developing a training program in that will help our creative ministers be effective innovators. Again, there will be much more on this in the future.

Concluding reflection

This administration has achieved historic levels of partnership with the UUMA, the UUSC and leaders of other faiths. These partnerships have opened new possibilities. I look forward to building a such a partnership with the Board.

In our ongoing discussions about the mechanisms of governance such as the interpretation of the ends policies and the metrics of monitoring, I pray we do not lose sight of our shared aspirations. Being faithful to those aspirations is what it means to be a people of faith. Faith is not belief in the truth of a set of theological propositions. Faith is a *relationship*; it is about being faithful to what we hold precious.

The challenges and opportunities before us today are enormous. We can only meet these challenges and seize these opportunities if the board and the administration work together. We can become what we are called to be only if we are partners.

I sense a new spirit of collaboration among us. Let's roll up our sleeves and do the work of governance. As we do this work let's remember that we are all committed to being faithful to our religious vision and that we can only be faithful if we work hand in hand.

PART 1: MONITORING INFORMATION

Prologue to Interpretation:

In the spirit of transparency and collaboration the information shared here is not just the "formal interpretation for assessment" but also background thinking that explains why the particular interpretations for our Ends policies were chosen.

There are many ways we could order or present this information, and what we have chosen to do here is meant to be a starting point that we hope will invite us all into an open and deep conversation about what we are trying to achieve together.

We have not included metrics in this version as it feels important to begin by getting on the same page for the interpretations, and then to choose a metrics method that gives you the information you need about effectiveness while weighing the relative value of the cost of gathering metric information.

The UUA Administration believes in the power of our liberal religious values to change lives and to change the world. We understand healthy Unitarian Universalist congregations and communities to be primary means and methods to create transformation, especially so when they understand themselves as part of a larger movement of purpose focused outward. We see the role of UUA staff to empower and inspire those gathering with this intention (which includes both congregations and any other formal or informal gathering) to join together to increase the expression of those values in daily life, spiritual life and the world.

It is the congregations and communities themselves that actually do the work and make the changes this evolving world calls for and so we understand the UUA staff to be accountable for ensuring the communities have and know about the tools and practices that can make them more healthy and impactful, as well as creating the infrastructure for new kinds of communities to emerge. The UUA is also accountable for raising the general public recognition of UU values relevance in today's world.

We realize that, in so doing, the UUA as an institution, as well as the structure of our communities, may evolve in directions beyond our current institutional forms, and we believe it is our role to be open to and encourage that evolution.

ENDS MONITORING

Global End Policy

A healthy Unitarian Universalist community that is alive with transforming power, moving our communities and the world toward more love, justice, and peace in a manner which assures institutional sustainability.

Interpretation:

Everything that needs to be further interpreted in this policy is fully defined in the lower level policies with the exception of “transforming power” and “institutional sustainability”.

We believe that "transforming power" is that which inspires people to understand their capacity for change and strengthens them in taking responsibility for that change. We also understand it to be that which, conversely, helps them recognize the ways in which they may not be in control or self-sufficient and therefore in need of others in community and to be open to moments of grace.

We interpret “institutional sustainability” to apply to the ongoing ability of the UUA to serve as an instrument, through the actions of our congregations and communities, of achieving the called for transformation which will be accomplished through the measurement of impact and the judicious use of resources. This will be shown when at least 80% of major strategic programs designed to accomplish our Ends interpretation are being assessed with a formal process for determining impact in order to make decisions about further efforts.

It does not mean that the UUA will above all focus on maintaining our present institutional forms, but that it will sustain its ability to make the community/communities healthier as measured by the lower level policies.

Thinking Behind Why THIS Interpretation of the Global End

This section describes how and why this specific Ends interpretation was chosen. This is not offered as a part of the formal monitoring report but is shared to help you understand the thinking behind our choices.

Assumptions and Reasoning

We believe the world needs the values of Unitarian Universalism. More than ever, there is a desire to live lives of meaning, purpose and justice. The values expressed by emerging generations are in alignment with the values of Unitarian Universalism.

An external assessment of changes in our broader culture and religious landscape demands that we recognize that we have to expand our efforts to actively engage people outside of traditional congregational constructs, and to help congregations focus their efforts externally as well as internally. In particular, the growth of the number of people, especially younger generations, who have no religious affiliation and no church-going practices requires that we provide a clear and differentiating signal of the difference we believe our Unitarian Universalist values can provide to individual lives and our collective culture. Simply maintaining and re-sourcing our existing institutions is not motivating to these emerging communities, nor is maintenance the end goal.

An internal assessment of our Association reveals that we already include individuals and communities with great capacity to fulfill our Ends. And we recognize that our current population is not increasing in numbers, is aging, mostly monocultural, class-bound, and increasingly less willing to provide financial support for institutional maintenance. In order to reverse this trend, we realize that we have to engage people in an ongoing enterprise of spiritual reflection and action that speaks to their everyday lives in an increasingly complex world. We believe our institution(s) will be sustainable when they fulfill these values.

End Policy 1.1

Policy 1.1: Congregations and communities are covenanted, accountable, healthy, and mission driven.

Interpretation: We believe congregations and communities, as stated above, are primary means and methods to fulfillment of our ends.

“Covenanted” We understand covenant to mean congregations and communities understand themselves as a part of a larger whole (both institutionally and spiritually) in which they both contribute and receive. We also understand covenant to include our promises to others outside of our faith.

“Accountable” We understand accountable to mean that congregations and communities understand that their purpose is not just to serve their members, but are also under obligation to serve their surrounding community and the wider world, with particular accountability to the vision of our ancestors, the emerging generations, and people historically marginalized in larger society.

“Healthy” We understand “healthy” to mean that a community exhibits radical hospitality, passionate worship, intentional faith development, risk-taking service and witness, and faithful generosity.¹

“Mission-driven” We understand “mission-driven” as related to our earlier statement that congregations and communities are the means of transformation, and therefore their understanding of transforming purpose must be clear, concise and explicable to anyone joining or observing from outside. Their mission must not just be expressed but their activities must demonstrate alignment with their expression.

¹ Adapted from *Five Practices of Fruitful Congregations* by Bishop Robert Schnase.

Thinking Behind Why THIS Interpretation of End Policy 1.1

Assumptions and Reasoning

As stated above, the values of Unitarian Universalism are those best expressed by our people from the inside out, from inside the persons, congregations and communities to outward action in the world.

We understand that "love, justice and peace" are ideal expressions of beloved community that are not achievable in this lifetime, but infinitely worthy of efforts in those directions. Healthy expressions of Unitarian Universalism, like healthy individual behaviors, are best encouraged through inspiration and example, rather than through prescription or dictates.

The paradigm of learning that we are employing has shifted from "program" to "ethos" in which we communicate and encourage core values of approach, but do not proscribe the exact practice. We are finding that Unitarian Universalists learn best from one another, and increasingly understand our role as being to create structures of connection among UU communities.

We also believe that such states of health are not achievable by Unitarian Universalists alone, but require partnership with others who may not share our beliefs, and ask us to cross boundaries of comfort, and recognition, as well as class, race and creed.

Presenter : Jim Key**Start Time : 12:15 PM****Item No : 7****Proposed By : Stephanie Carey Maron****Time Req : 60****Proposed : 1/10/2014****Item Type : Break/Meal Items**

Policy No.	Description	Ref No
3	<p>The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.</p> <p>The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.</p> <p>Our Sources of Authority and Accountability are defined as:</p> <ol style="list-style-type: none"> 1. Our member congregations 2. Current and future generations of Unitarian Universalists 3. The heritage, traditions, and ideals of Unitarian Universalism 4. The vision of Beloved Community 5. The Spirit of life, love, and the holy 	403072

Description : Lunch**Details :****Attachments :**

No Attachments

Presenter : Peter Morales**Start Time : 1:15 PM****Item No : 8****Proposed By : Stephanie Carey Maron****Time Req : 90****Proposed : 1/10/2014****Item Type : Monitoring Items**

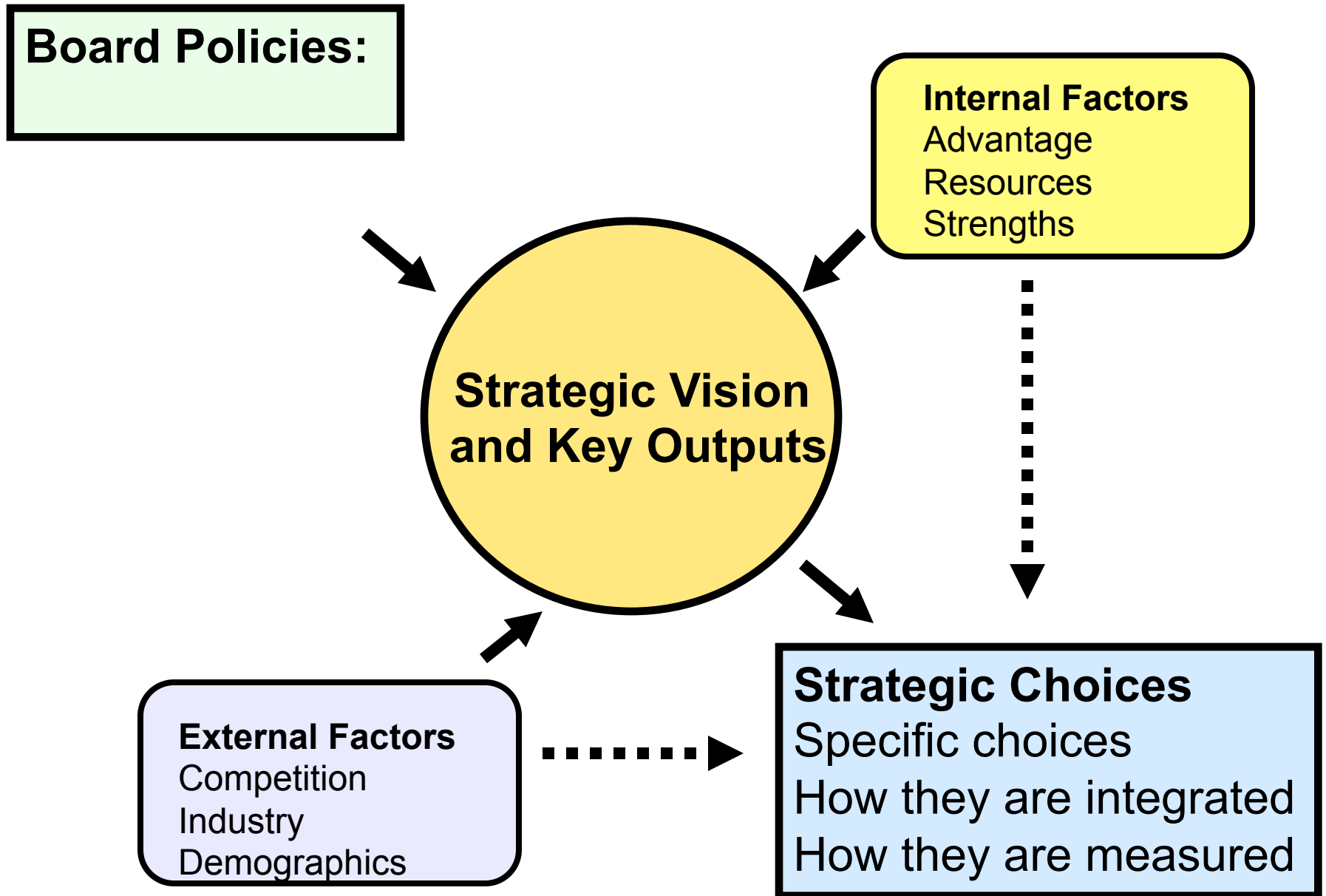
Policy No.	Description	Ref No
2.13	<p>The President shall not permit the Board to be uninformed or unsupported in its work, nor perform tasks or take responsibility for areas that are the Board's responsibility.</p> <p>Further, without limiting the scope of the foregoing by this enumeration, the President:</p>	402208

Description : President's Report / Ends Monitoring Part 2**Details : with Harlan Limpert and Eric Craymer****Attachments :**

Title	Created	Filename
Interpretations as Strategic Choices	Jan 22, 2014	Interpretations as Strategic Choices.pdf

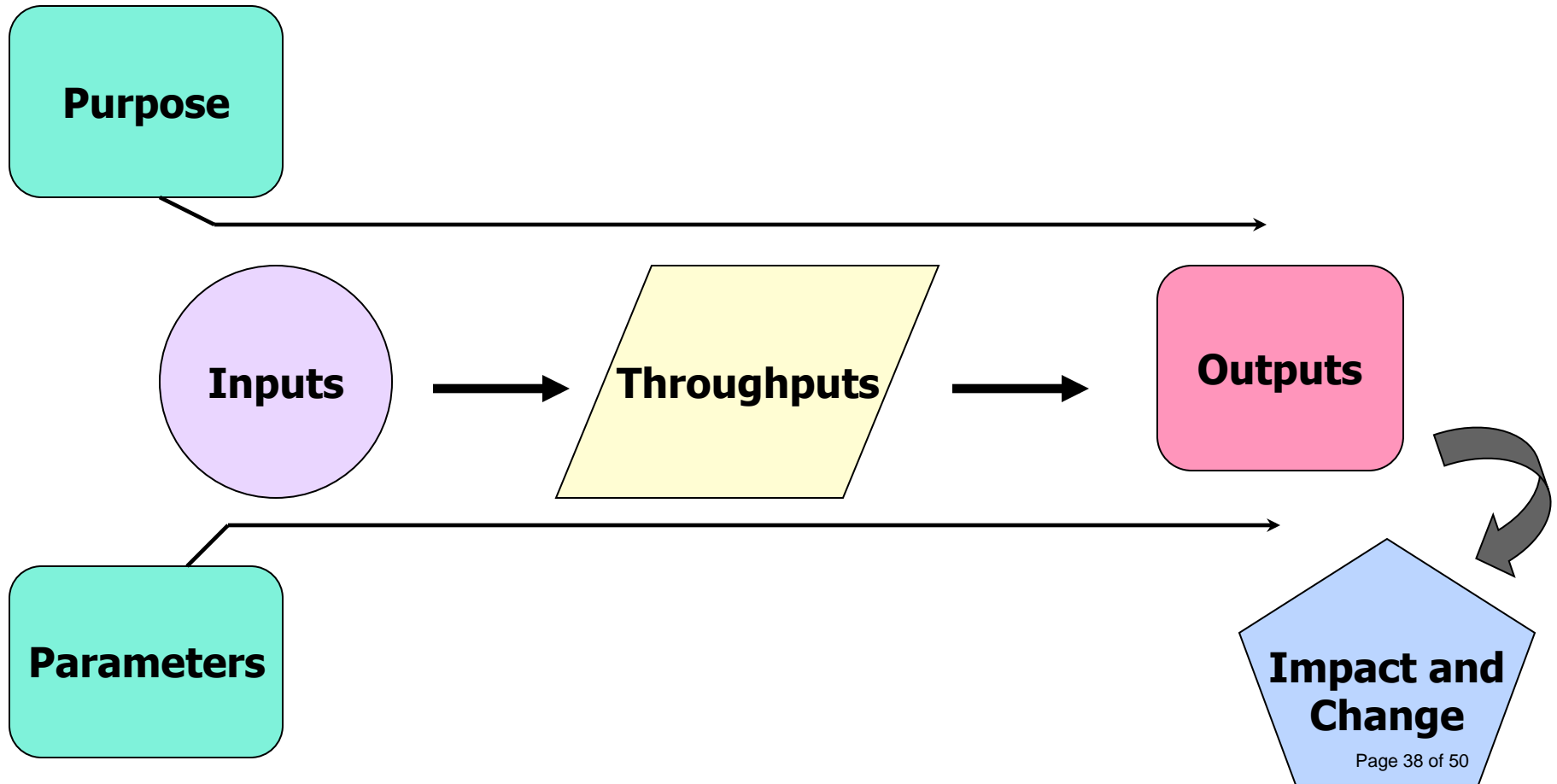


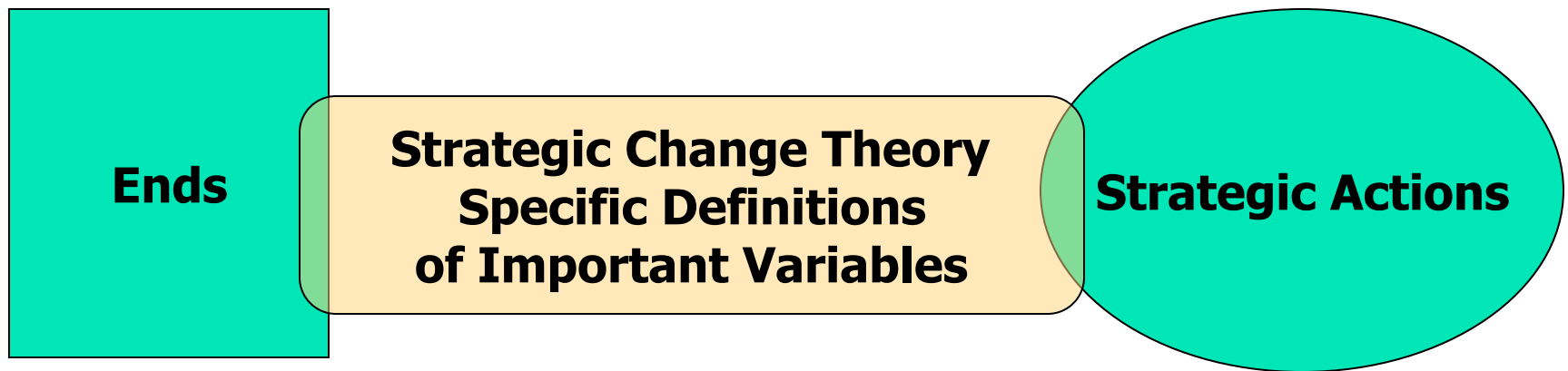
Interpretations as Strategic Choices



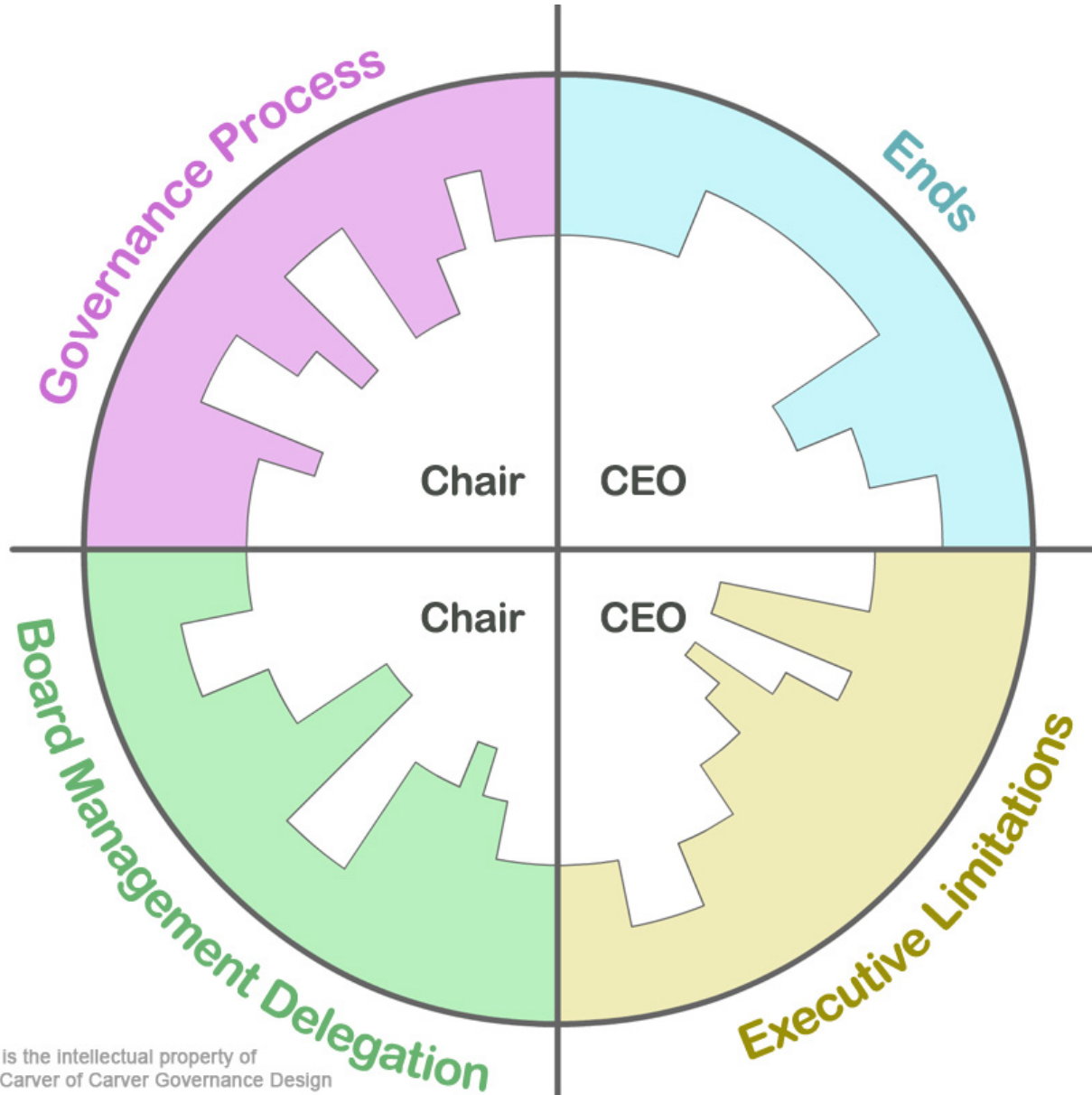


Systems Flow Connection PG

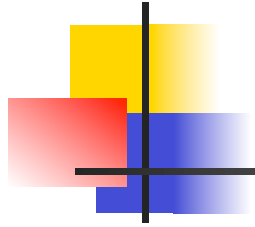




Conceptualization of a Policy Governance Policy System



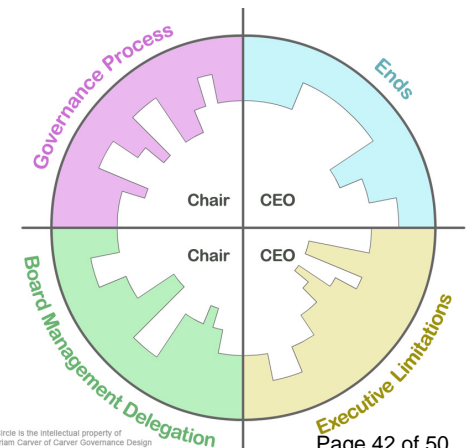
The Policy Circle is the intellectual property of John and Miriam Carver of Carver Governance Design



Assessment

Any Reasonable Interpretation

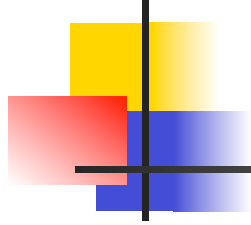
- A fair representation of the policy as written
- Broad enough to encompass the statement
- Specific enough to affect strategic choices and actions





Seeking and Finding

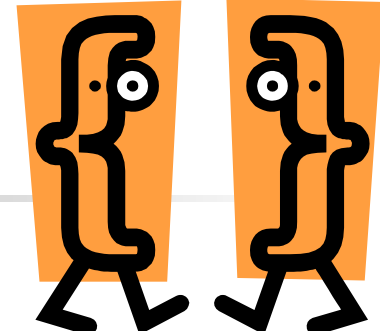
- Is the interpretation reasonable?
- Does the data incorporate a measurement system that fits the interpretation, does the data show achievement of the interpretation?
- Determine status and identify any need for correction.



Learning and Growing



Mutual Understanding



- What is the Board' s finding?
 - Why the interpretation is or is not seen as reasonable?
 - Why or why not did the data show achievement of the interpretation.
- What was the CEO' s reasoning?
 - Why did the CEO think it was a reasonable interpretation?
 - Why did the CEO think the data showed achievement of the interpretation?



Mutual Learning

- What worked or didn't?
- What impact did the just used process have on all participants?
- Was the impact desirable or undesirable?
 - If desirable, how can it be improved?
 - If undesirable, how can it be changed?



Presenter : Jim Key

Start Time : 2:45 PM

Item No : 9

Proposed By : Stephanie Carey Maron

Time Req : 15

Proposed : 1/10/2014

Item Type : Break/M meal Items

Policy No.	Description	Ref No
3	<p>The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.</p> <p>The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.</p> <p>Our Sources of Authority and Accountability are defined as:</p> <ol style="list-style-type: none">1. Our member congregations2. Current and future generations of Unitarian Universalists3. The heritage, traditions, and ideals of Unitarian Universalism4. The vision of Beloved Community5. The Spirit of life, love, and the holy	403072

Description : Break

Details :

Attachments :

No Attachments

Presenter : Peter Morales

Start Time : 3:00 PM

Item No : 10

Proposed By : Stephanie Carey Maron

Time Req : 105

Proposed : 1/10/2014

Item Type : Monitoring Items

Policy No.	Description	Ref No
2.13	<p>The President shall not permit the Board to be uninformed or unsupported in its work, nor perform tasks or take responsibility for areas that are the Board's responsibility.</p> <p>Further, without limiting the scope of the foregoing by this enumeration, the President:</p>	402208

Description : Ends Monitoring

Details : with Harlan Limpert and Eric Craymer

Attachments :

No Attachments

Presenter : Susan Weaver**Start Time :** 4:45 PM**Item No :** 11**Proposed By :** Stephanie Carey Maron**Time Req :** 15**Proposed :** 1/10/2014**Item Type :** Information Items

Policy No.	Description	Ref No
3.1	<p>The Board will govern with an emphasis on</p> <ul style="list-style-type: none">a. outward vision rather than an internal preoccupation,b. encouragement of diversity in viewpoints,c. strategic leadership more than administrative detail,d. clear distinction of Board and President roles,e. collective rather than individual decisions,f. future rather than past or present,g. pro-activity rather than reactivity, andh. an open rather than a closed process. <p>On any issue, the Board must insure that all divergent views are considered in making decisions, yet must resolve into a single organizational position.</p> <p>Accordingly:</p>	403081
3.5	<p>The Board will follow an annual agenda which</p> <ul style="list-style-type: none">(a) advances and/or reevaluates the relevance of its Shared Vision (ENDS) and(b) continually improves Board performance through Board education and enriched input and deliberation.	403882

Description : Process Observation**Details :****Attachments :**

Title	Created	Filename
Policy 3.5	Jan 17, 2014	Policy 3.5.pdf



Policy Branch

25 Beacon Street
Boston, MA 02108

3.5 Agenda Planning

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40388

The Board will follow an annual agenda which

- (a) advances and/or reevaluates the relevance of its Shared Vision (ENDS) and
- (b) continually improves Board performance through Board education and enriched input and deliberation.

3.5.1 Timing & Duration of Planning

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40389

Agenda planning will be completed during the first meeting of each fiscal year, and the agenda published with the minutes of that meeting. The agenda or work plan should look out at least 24 months.

3.5.2 Components of Agenda Planning

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40390

Agenda planning will include:

3.5.2.1 Consultation with Member Congregations

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40390

Consultations with selected groups in the member congregations, or other methods of gaining member congregations input.

3.5.2.2 Governance Education

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40391

Governance education, and education related to Shared Vision (ENDS) determination, (e.g. presentations by futurists, demographers, advocacy groups, staff, etc.)

3.5.2.3 Consent Agenda

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40392

A consent agenda to help the Board deal with routine items as expeditiously as possible.

3.5.3 Agenda Preparation, Contribution & Timing

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40393

The agenda is to be prepared by the Chief Governance Officer (Moderator). Suggestions for agenda items are solicited from Working Group conveners and committee chairs. Any Trustee may suggest items for the agenda. The tentative agenda will be sent to Trustees and posted on UUA.org at least two weeks prior to the meeting with all available supporting documents.

3.5.4 Monitoring Schedule

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40394

All monitoring events will be included on the agenda as reflected in the monitoring schedule in Appendix 3.A.

3.5.5 Recurring Calendar Events

All recurring calendar events will be included on the agenda as reflected in the Recurring Events schedule shown in Appendix 3.B.

3.5.6 Meeting Agenda Format

Individual meeting agendas will generally follow the format below:

A. Welcoming and recognizing guests

B. Chalice Lighting

C. Approve agenda

D. Consent Agenda

1. Operational (President constructs).

2. May include accepted Monitoring Reports.

E. Linkage to Member congregations and Board Communications

1. Member congregation communication

2. Communication with the stakeholders and selected interested groups or constituencies in regard to Board's Annual Agenda.

F. Board Education

1. President's Report

2. Moderator's Report

3. Financial Advisor's Report.

4. Special topics in accord with the annual agenda to assist the Board in its work and governing capacity.

G. Policy Discussion, based and focused upon the annual plan of Board work.

H. Assurance of Operational Performance

1. Receipt of Monitoring Reports; Review of Trustee's personal analysis of the reports; Discussion of interpretations; Challenges to interpretation; Vote on compliance.

2. New Operational Worries (if submitted prior to the meeting)

3. Next monitoring assignment

4. Board self-assessment against Board means policies (according to the monitoring schedule)

I. Executive Session (if circumstances require)

J. Process Observations (AR/AO, governance)

K Announcements

L Adjournment



Ref No:
493186

Board Meeting
Agenda Summary
Saturday, January 25, 2014
9:00 AM

UUA Headquarters
25 Beacon Street
Boston, MA 02108

Item No.	Item	Time Req.	Start Time	Ref No.
1	Centering	15	9:00 AM	493585
2	GA Proposal Planning Working Group	75	9:15 AM	493586
3	Break	15	10:30 AM	493587
4	Linkage Working Group	60	10:45 AM	493588
5	Congregational Boundaries Working Group	30	11:45 AM	493589
6	Lunch	45	12:15 PM	493590
7	GA General Session Planning	30	1:00 PM	493591
8	Vice Moderator's Report	15	1:30 PM	493592
9	Process Observation	15	1:45 PM	493593
10	Congregational Visit	180	2:00 PM	493595
11	Dinner & Evening Event at First UU San Diego	3	5:00 PM	493596

Presenter : Sarah Stewart

Start Time : 9:00 AM

Item No : 1

Proposed By : Stephanie Carey Maron

Time Req : 15

Proposed : 1/10/2014

Item Type : Worship Items

Policy No.	Description	Ref No
3.1	<p>The Board will govern with an emphasis on</p> <ul style="list-style-type: none">a. outward vision rather than an internal preoccupation,b. encouragement of diversity in viewpoints,c. strategic leadership more than administrative detail,d. clear distinction of Board and President roles,e. collective rather than individual decisions,f. future rather than past or present,g. pro-activity rather than reactivity, andh. an open rather than a closed process. <p>On any issue, the Board must insure that all divergent views are considered in making decisions, yet must resolve into a single organizational position.</p> <p>Accordingly:</p>	403081

Description : Centering

Details :

Attachments :

No Attachments

Presenter : Donna Harrison**Start Time :** 9:15 AM**Item No :** 2**Proposed By :** Stephanie Carey Maron**Time Req :** 75**Proposed :** 1/10/2014**Item Type :** Information Items

Policy No.	Description	Ref No
3	<p>The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.</p> <p>The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.</p> <p>Our Sources of Authority and Accountability are defined as:</p> <ol style="list-style-type: none">1. Our member congregations2. Current and future generations of Unitarian Universalists3. The heritage, traditions, and ideals of Unitarian Universalism4. The vision of Beloved Community5. The Spirit of life, love, and the holy	403072
3.10	Pursuant to the Bylaws, the Board shall act for the Association between General Assemblies.	403369

Description : GA Proposal Planning Working Group**Details :****Attachments :**

Title	Created	Filename
Transforming GA Working Group Report 1-2014	Jan 16, 2014	Transforming GA Working Group Report 1-2014.pdf

Transforming GA Working Group Report to Board - January 2014

Working Group Members: Donna Harrison, Susan Ritchie, James Snell and Jim Key

We have agreed on a set of guiding principles that we would like the Board to consider at the January Board meeting, and we will facilitate a discussion of these principles during our agenda time. Our goal coming out of the meeting is to have agreement on a set of principles that will provide the foundation for the ongoing work of this working group and the Board. These first draft principles are presented below in the section titled "Proposed Guiding Principles."

In addition, we have developed a proposed work plan that is consistent with the overall work plan that was developed at the October, 2013 meeting of the UUA Board. This work plan provides for a rich discussion of the Guiding Principles and of two alternative ways of fulfilling those goals at GA2014 in Providence and then consideration of a final proposal at GA2015 in Portland. The schedule is presented following the Guiding Principles in the section titled "Proposed Work Plan." We would also like to get Board feedback and commitment to a work plan at the January 2014 meeting. We fully understand that depending on how things go at GA2014, the plan may need adjustment.

Proposed Guiding Principles

We want a delegate body with strengthened accountability and where delegates have a more meaningful role

- Fewer delegates
- Multi-year commitment from delegates
- The form of our gathering will have more conversation and less presentation
- No automatic delegate status for ministers
- Board will be on ongoing relationship with delegates between National General Assemblies

We would like to have multi-year plan for big conversations that is driven by the delegates

- National General Assembly agrees on "big question"
- If we move to a biennial model, Regional Assemblies in the off year discuss that question so that the delegates will arrive at the next National General Assembly informed and with input from the regional assemblies. If we continue with annual assemblies, we will have a two year cycle.

We envision a strong role for Regional Assemblies

- These could happen in the "off years" in a biennial model
- Regional Assemblies provide an opportunity for local discussion of the "Big Question" that will be on the agenda for the next National General Assembly.
- The Board will commit to have trustees present at regional assemblies.

We will make GA participation more economically accessible.

- We will earmark some portion of the profits from the sale of Beacon Street to governance.
- Limit business days to Saturday and Sunday

We need a plan to promote diversity in delegate body

- At large delegates selected with regional input.
- We are cautious about going back to the district selection model.

Proposed Work Plan

January 2014 Board Meeting

- Board agrees on major goals and assumptions for transforming GA
- Board agrees on key message points for communications to congregations and other constituents
- Board agrees on overall work plan

April 2014 Board Meeting

- Board agrees on details of two proposals that will be the basis for discussions with the delegates at GA. We will consider 2 approaches (to be developed by the Transforming GA working group) that fulfill the goals and assumptions agreed to in January. One approach will assume biennial GAs, the other will assume we continue to have annual GAs.
- Board agrees on key message points for use in materials that help delegates prepare for GA
- Consider whether there is budget for a GA discount for delegates committed to 2 year terms and who plan to attend in both years.

Preparation for GA2014

- Board includes Transforming GA initiative in webinars and other materials that are used to prepare delegates for GA
- Would we like to offer a special webinar ahead of GA for those delegates whose congregations have selected them for a 2 year term as delegates? This would also include ministers and Masters Level DREs as they automatically have delegate status.

June 2014 Meeting, GA2014 (Providence)

- Transforming GA initiative overview provided in Thursday morning General Session. We will present the goals the Board has as for transforming GA and will present the two alternative approaches.
- Would we like to offer a reception and conversation for those delegates whose congregations have selected them for a 2 year delegate term. This would also include ministers and Masters Level DREs as they automatically have delegate status.
- Mini Assembly on Transforming Governance will be held on Thursday. At the mini assembly are primarily interested in getting feedback on the proposals and suggestions for improvement. As part of the mini assembly we will ask delegates who are interested to form groups or caucuses that will meet to craft a statement that presents key points for delegates to consider as they assess the options. We

will give caucuses priority at the microphones during the discussion of the proposal at the General Session.

- During the Friday General Session we will give a short report of what occurred at the Mini-Assembly. We encourage delegates who want to know more to attend the "Meet the Board / Meet the Board Candidates" reception / workshop that will be scheduled for later in the day on Friday.
- On Saturday we will have discussion of the proposals during the General Session. Caucuses will be given priority at the microphones. We will instruct delegates that we are not looking so much for advocacy as we are looking for important strengths or issues of concern with the two proposals. We will take a non-binding straw poll at the conclusion of debate.

October 2014 Board Meeting

- Agree on proposal for transforming GA to be used in linkage discussions to be help beginning in November at the DPA meeting. We need a plan for linkage work - Can the Linkage working Group be prepared to present a plan at the October meeting?
- Agree on message points to be used in webinar with delegates that had committed to 2 year terms.

January 2015 Board Meeting

- Review proposed bylaws changes to implement option agreed to at the October 2014 meeting. Place these on the preliminary agenda.
- Any other special communications to delegates committed to 2 year terms?

April 2015 Board Meeting

- Consider feedback from linkage work. Make any needed changes to the final proposal to be considered by delegates.
- Agree on key message points to be used in materials that will go to all delegates.

June 2015 GA

- Delegates consider and vote on proposal

Additional Questions for the Board to Consider at the January 2014 Meeting:

We have several additional questions for which we need decisions on at the January meeting:

- Is the Board interested in providing incentives or benefits to congregations to select delegates that are committed to 2 year terms for GA2014 and GA2015? There are a variety of things that we can do under the bylaws, including financial incentives (such as a discount on registration that the Board would need to fund) and non-financial incentives (such as access to special webinars or receptions for multi-year delegates, CLF type worship for multi-year delegates).
- As reported in the Vice Moderators report, we need to commit now that should the delegates decide to go to biennial GAs through a vote at GA2015, the earliest year that we could implement that and have an "off year" would be GA2019 and possibly not until 2020. Are we willing to commit to GA2019 before the delegates vote in 2015?
- Is the Board prepared to host webinars to prepare delegates for GA2014? The Transforming Governance working group believes that this outreach is essential since we no longer have a trustee in

each district working to prepare the delegates in each district. We need to identify the leader and team on the board that will be responsible for preparing content and agree on a basic schedule for this. We will also need support from the staff to make sure these are done well assuming that the board moves forward with the webinars. The team working on the webinars should also consider what other material the board should prepare to help delegates get ready for GA. In general, we should “Begin as we mean to Continue” in terms of strengthening the relationship between the Board and the delegates.

Presenter : Jim Key

Start Time : 10:30 AM

Item No : 3

Proposed By : Stephanie Carey Maron

Time Req : 15

Proposed : 1/10/2014

Item Type : Break/M meal Items

Policy No.	Description	Ref No
3	<p>The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.</p> <p>The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.</p> <p>Our Sources of Authority and Accountability are defined as:</p> <ol style="list-style-type: none">1. Our member congregations2. Current and future generations of Unitarian Universalists3. The heritage, traditions, and ideals of Unitarian Universalism4. The vision of Beloved Community5. The Spirit of life, love, and the holy	403072

Description : Break

Details :

Attachments :

No Attachments

Presenter : Susan Weaver**Start Time :** 10:45 AM**Item No :** 4**Proposed By :** Stephanie Carey Maron**Time Req :** 60**Proposed :** 1/10/2014**Item Type :** Information Items

Policy No.	Description	Ref No
3	<p>The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.</p> <p>The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.</p> <p>Our Sources of Authority and Accountability are defined as:</p> <ol style="list-style-type: none">1. Our member congregations2. Current and future generations of Unitarian Universalists3. The heritage, traditions, and ideals of Unitarian Universalism4. The vision of Beloved Community5. The Spirit of life, love, and the holy	403072
3.2.1	<p>Create and maintain linkage between the Board and the Sources of Authority and Accountability defined in Policy 3.0.</p> <p>Linkage shall mean:</p>	403441

Description : Linkage Working Group**Details :****Attachments :**

Title	Created	Filename
Linkage Report 1-10-2014	Jan 16, 2014	Linkage Report 1-10-2014.pdf
Assemblies	Jan 16, 2014	Assemblies.pdf

Proposed Plan for District-UUA Board Communications and Linkage, 2013-2014

January 10, 2014

Linkage Working Group

Rev. Clyde Grubbs, Trustee

Rev. Susan Ritchie, Trustee

Susan Weaver, Trustee

introduction

The UUA Board, in collaboration with the District Presidents Association, recently gathered significant input on the proposed UUA Ends. The Board and DPA did so, in part, through interviews with leaders of congregations and through online surveys with hundreds of members of congregations. We recommend such collaborative efforts continue next fall, to gather input on Board proposals related to strengthening General Assembly. We also recommend UUA trustees conduct interviews this spring, with members of historically marginalized groups in Unitarian Universalism. In those interviews, trustees can gather feedback on the Board's core ideas for transforming General Assembly, as developed at this January meeting.

Outside of formal linkage through interviews and surveys, we suggest trustees experiment this spring and summer with some different formats for dialogue--such as webinars with congregational leaders, and more facilitated small group discussions at the 2014 General Assembly.

We envision linkage evolving as General Assembly evolves. For instance, if delegates are given more resources to prepare for General Assembly and to discuss its governance matters in their own congregations, they may be better able to speak for their congregations. As those marginalized--by identity, economic resources, age and abilities--have greater opportunities to participate in General Assembly, more sources of authority and accountability might be heard at our gathering. So this plan contemplates

dialogues at General Assembly that one could say aren't yet "true linkage"--delegates and attendees may not clearly be speaking for their congregations or otherwise clearly identified as a specific "source of accountability and authority". Yet these dialogues may lay groundwork for ways in which UUA trustees can link with delegates on questions that matter to our movement.

We also recommend, as part of a communications plan, Trustee presence (whether virtual or actual) at District and Regional Assemblies. We suggest the Board provide a report of its governance work to District and Regional leaders prior to their spring assemblies.

1. Proposed Linkage in 2014

In 2014, the Board will be creating proposals intended to strengthen how Unitarian Universalists govern and gather at General Assembly. Part of that discussion will focus what processes best fulfill the governance purpose of General Assembly and open up avenues for engagement by all delegates. Given that discussion, we recommend the following:

- a. UUA Board Linkage with Youth and Young Adults and Historically Marginalized Groups Throughout Unitarian Universalism. The Board, in its 2010 "Transforming Governance" resolution, agreed that reform efforts would include "[e]ngaging youth and young adults and historically marginalized groups throughout Unitarian Universalism, to ensure that their voices are heard in our governance transformation."

We recommend trustee linkage efforts from mid-February through mid-April focus on interviews with members of at least the following groups:

- i. DRUUMM
- ii. LREDA
- iii. TRUUST
- iv. EQUUAL ACCESS
- v. INTERWEAVE
- vi. UUWF
- vii. JTWTC

The Linkage Working Group will provide trustees with interview questions regarding the Board's ideas developed at the January meeting for transforming GA, a facilitator's guide (as in the *Healthy Congregations* project), and suggestions of who may be interviewed. Interview sessions will take about one hour. Two trustees will be assigned to each group, so trustees will may be asked to conduct one or two sessions between mid-February and mid-April. (Results can be submitted via a Survey Monkey site.) Also, we recommend that Trustees and District/Regional Presidents engage with the Youth Caucus and Young Adult Caucus on similar questions, through World Cafe sessions at General Assembly.

b Webinar Discussions with Congregation Presidents and Ministers. We suggest the Board consider, in early May, holding a webinar in each UUA Region for ministers and congregational leaders. These webinar sessions would educate them about the

governance work of the Board and proposals to be discussed at GA and might encourage discussions within congregations prior to General Assembly.

c. Information Before GA and UUA Board of Trustees/DPA Conversations at General Assembly. We suggest the Board recommend on the GA webpage, prior to this year's GA , a few brief readings selected by Rev. Dr. Susan Ritchie. Those readings would relate to the history of governance and gathering at General Assembly. The hope is to make the question of "transforming GA" a little more engaging. (Of course, this isn't of much benefit if the readings aren't easily accessible to people.)

At General Assembly, during the business session, participants can break up in to smaller groups (as at GA 2013) to reflect on 2-3 questions related to proposals for transforming GA . These sessions can be led by both trustees and District/Regional Presidents and leaders, with fairly simple instructions for facilitators. While participants could again use Twitter to record and share their thoughts, we recommend that facilitators record key points in the discussion, with his or her own observations, and submit those notes and observations via a Survey Monkey site.

d. District/Regional Linkage with Congregations/Survey. This year, linkage efforts with congregations will likely be most effective after October 2014, when the UUA Board of Trustees has further refined details for a proposal on transforming General Assembly. We recommend each District/Regional board assist in linkage with at least 5 congregations in its district or region. The Linkage Working Group (as it did in the 2013 *Hearing Voices* project) will provide guidelines for choosing congregations, as well as

linkage questions and instructions. Linkage can be conducted in November, December, and early January, with results reported before the January Board meeting. An online survey in November can provide additional feedback from youth and young adults, as well as members of historically marginalized groups and unaffiliated Unitarian Universalists.

e. Engagement with Additional Sources of Authority and Accountability. The discussion above outlines a linkage plans that connects, in some way, with congregations, Beloved Community and current and future generations of Unitarian Universalists, as well as the heritage, tradition and ideals of Unitarian Universalism. The Board will continue to have time at its meetings dedicated to worship and vespers and connection to the Spirit of Life, Love and the Holy. Because we are linking this year on the subject of General Assembly, we might reserve time at the April Board meeting to experience moments music, worship and words at past General Assemblies that have evoked such spirit.

2. Trustee Presence at Regional and District Assemblies and Reporting to Congregations the Overall View of UUA Governance and Work of the Board of Trustees

The May 2013 Joint Task Force Report on District-UUA communications recommended trustee presence at least at regional meetings, noting that even electronic communications don't substitute for in-person conversation. That need for in-person conversation, while important, needs to be balanced with our change is governance,

where trustees are not representative of a particular district. Recognizing that trustees may well wish to attend an assembly within their own district, we also recommend trustees attend assemblies outside their own district. Trustee presence at district and regional assemblies can be a time for relationship-building and learning. This year, we recommend trustees report on the governance work of the Board of Trustees work by:

- a. A written report to District and Regional Presidents and UU religious professional organizations from the Board, prior to commencement of the first District Assembly on March 14 (Pacific Northwest),;
- b. . An electronic version of the report (video by several Board members) for use at District or Regional Assemblies when Board members cannot be present
- c. Trustee presence at most District and Regional assemblies, recognizing schedules may not permit presence at each assembly. We recommend that Trustees use this time to hold a simple reception, review highlights from the Board report, discuss the upcoming General Assembly, and simply have time to meet with people. The Linkage Working Group can suggest an agenda for those meetings and a summary of the Board's work, so that Board members are sharing the same information.

While not all Board members may not be able to be present at each District Assembly, we recommend presence at the following joint and regional assemblies:

- i. Ohio Meadville/St. Lawrence Joint Assembly (March 28-29)

ii. iii.. Southern Region--presence at one of following (and a video message by the Board for all districts in the Southern Region):

Florida (4/25-27) Vero Beach, FL

Mid-South (4/25-26)

Southeast (4/25-26) Raleigh, NC

Southwest (4/25-27) Dallas, TX

iv. Mid-America Region (Skype or electronic presence due to UUA Board Meeting on same dates (April 11-13)).

Attached is a summary of current plans of trustees regarding attendance at assemblies.

On January 13, Lew Phinney, Michael Sallwasser and I will be speaking by teleconference with the District Presidents of the Pacific Western Region, updating them on the new Board's governance work and linkage plan discussions. To the extent we receive comments on or ideas for linkage and communications, the Linkage Working Group will bring those to our January discussion..

District / Region	2014 Meeting Dates	Location	Attending?	Contact
1. Mid-America Region	April 11-13	Ann Arbor, MI (4/12) Bloomington, IN (4/12) Topeka, KN (4/11-4/13) (Business Mtg after address by Paul Rasor in Topeka) Wausau, WI (4/11-4/12)	At same time as UUA Bd. mtg. Possibility of electronic message or Skype presence?	Bill Sasso, President bsasso@uua.org
2. Ballou-Channing (New England Region)	May 3 (Spring Conference)	TBA	Clyde Grubbs attending	Janet Richardi, District President jrichardi@uua.org
3. Clara Barton (New England Region)	April 26 (Combined Annual Mtg with Mass Bay District)	TBA	James Key attending	Justine Sullivan, District President justinesullivan@uua.org
4. Florida (Southern Region)	April 25-27	Vero Beach, FL	James Key participating by Skype	Ila Klion, District President iklion@uua.org
5. Joseph Priestley (Central East Regional Group)	April 11-12	ACE Conf. Center; Lafayette Hill, PA	Same time as UUA Bd. mtg. Possibility of electronic message or Skype presence?	Lillian Christman, President lchristman@uua.org

District / Region	2014 Meeting Dates	Location	Attending?	Contact
6. Massachusetts Bay (New England Region)	April 26 (Combined Annual Mtg with Clara Barton District)	TBA	James Key attending	Laura Graham, District President lbarrettgraham@gmail.com
7. Metro New York (Central East Regional Group)	May 3-4, 2011	Hyatt Morristown, Morristown, NJ		Mia Morse, District President mmorse@uua.org
8. Mid-South (Southern Region)	April 25-26	TBA	James Key participating by Skype	Kirk Bogue, District President kbogue@uua.org
9. Mountain Desert (Pacific Western Region)	April 4-5	Sheridan, WY	Lew Phinney attending	Marcia Bowman, District President mbowman@uua.org
10. Northern New England (New England Region)	April 12	Concord, NH	Same time as UUA Bd. mtg. Possibility of electronic message or Skype presence?	Charles Boothby, District President charlesboothby35@msn.com

District / Region	2014 Meeting Dates	Location	Attending?	Contact
11.Ohio-Meadville (Central East Regional Group)	March 28-29 OM/SL Jt. Assembly	Erie, PA		David Petras, District President dpetras@uua.org
12.Pacific Central (Pacific Western Region)	April 25-27	Sacramento, CA Red Lion Hotel Woodlake Center	Lew Phinney attending	Judy Young, District President jyoung@uua.org
13.Pacific Northwest (Pacific Western Region)	March 14-16	Spokane, WA	Lew Phinney attending	Carol McKinley, District President cdmckinley@earthlink.net
14.Pacific Southwest (Pacific Western Region)	April 25-26	San Diego	Susan Weaver attending Michael Sallwasser attending	Rev. Kent Doss, District President kdoss@uua.org
15.Southeast (Southern Region)	April 25-26	Raleigh, NC	James Key participating by Skype	Denise M. Rimes, District President drimes@uua.org

District / Region	2014 Meeting Dates	Location	Attending?	Contact
16.Southwest (Southern Region)	April 25-27	Dallas, TX	James Key participating by Skype James Snell and Donna Harrison attending	Kevin Bolton, District President kbolton@uua.org
17.St. Lawrence	March 28-29 OM/SL Jt. Assembly	Erie, PA		Jeffrey B Donahue, District President jbdonahue@stny.rr.com

Presenter : Natalia Averett

Start Time : 11:45 AM

Item No : 5

Proposed By : Stephanie Carey Maron

Time Req : 30

Proposed : 1/10/2014

Item Type : Information Items

Policy No.	Description	Ref No
3	<p>The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.</p> <p>The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.</p> <p>Our Sources of Authority and Accountability are defined as:</p> <ol style="list-style-type: none">1. Our member congregations2. Current and future generations of Unitarian Universalists3. The heritage, traditions, and ideals of Unitarian Universalism4. The vision of Beloved Community5. The Spirit of life, love, and the holy	403072

Description : Congregational Boundaries Working Group

Details :

Attachments :

No Attachments

Presenter : Jim Key**Start Time : 12:15 PM****Item No : 6****Proposed By : Stephanie Carey Maron****Time Req : 45****Proposed : 1/10/2014****Item Type : Break/Meal Items**

Policy No.	Description	Ref No
3	<p>The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.</p> <p>The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.</p> <p>Our Sources of Authority and Accountability are defined as:</p> <ol style="list-style-type: none">1. Our member congregations2. Current and future generations of Unitarian Universalists3. The heritage, traditions, and ideals of Unitarian Universalism4. The vision of Beloved Community5. The Spirit of life, love, and the holy	403072

Description : Lunch**Details :****Attachments :**

No Attachments

Presenter : Jim Key**Start Time : 1:00 PM****Item No : 7****Proposed By : Stephanie Carey Maron****Time Req : 30****Proposed : 1/10/2014****Item Type : Information Items**

Policy No.	Description	Ref No
3.10	Pursuant to the Bylaws, the Board shall act for the Association between General Assemblies.	403369
3.11	The Board shall define its needs for plenary time at General Assembly no later than August 5 in the year prior to each General Assembly.	403423
3.2.7	Act in direct relationship with the General Assembly (GA).	403603

Description : GA General Session Planning**Details :****Attachments :**

No Attachments

Presenter : Donna Harrison

Start Time : 1:30 PM

Item No : 8

Proposed By : Stephanie Carey Maron

Time Req : 15

Proposed : 1/10/2014

Item Type : Information Items

Policy No.	Description	Ref No
3.6.3.1	<p>The role of the First Vice Moderator/Board Coordinator is to:</p> <ul style="list-style-type: none">- Assist with Board of Trustees agenda planning and scheduling of Board work.- Participate in leading Board of Trustees meetings.- Assumes the CGO role in the event of death, disqualification, resignation or removal of the CGO.	404224

Description : Vice Moderator's Report

Details :

Attachments :

Title	Created	Filename
Vice Moderator's Report 1-2014	Jan 17, 2014	Vice Moderators Report 1-2014.pdf

**Vice Moderators
Report January 2014**

Board Workshops & Mini Assemblies at GA2014 (Providence)

The Board has 24 workshop slots available for GA2014 in Providence. We will have filled these slots as follows:

Program Title	# of slots	Contact First	Contact Last	Contact Org
All Hearts on Deck: UUA Leadership	1	Anne	Vogt	Appointments Committee (co-hosting with Nominating Committee)
Enacting the Principles & Purposes: The Board's Story	1	Natalia	Averett	Board of Trustees
Business Mini-Assemblies	4			Board of Trustees
Budget Hearing	1			Board of Trustees
Meet the Candidates & Board	1			Board of Trustees
Commission on Appraisal Hearing	1	Nathan	Hollister	Commission on Appraisal
Mini Assembly on proposed Actions of Immediate Witness	3	Susan	Goekler	Commission on Social Witness
Proposed Congregational Study/Action Issues for 2014-2018	2	Susan	Goekler	Commission on Social Witness
Hearing on the Newly Selected Congregational Study/Action Issue	1	Susan	Goekler	Commission on Social Witness
Reproductive Justice: Covenant and Context	1	Caitlin	Cotter	Commission on Social Witness
Immigration as a Moral Issue SOC Implementation Workshop	1	Rev David	Breeden	Commission on Social Witness
Commission on Social Witness Sermon Award	1	Christina	Sillari	Commission on Social Witness
Divestment and Beyond: Affecting Social Change via Investments	1	David	Stewart	Committee on Socially Responsible Investing
Ministerial Credentialing in a Changing World	1	Wayne	Arnason	Ministerial Fellowship Committee

Generous Spirits: Transforming Stewardship	1	Darcy	Roake	Stewardship & Development
Getting Funded By The UU Funding Program	1	Hillary	Goodridge	UU Funding Program
Presidential Search Committee Hearing	1	Jacqui C.	Williams	UUA Presidential Search Committee
Structures of Love & Justice	1	Donna	Harrison	Board of Trustees & CCCE

Logistical information for GA2014 (Providence)

- All board members should plan to attend the "Meet the Candidates / Meet the Board of Trustees" workshop. We will introduce the candidates and board members. We will do a short presentation of the big questions the board is working on and then have time for questions.
- We are planning a series of events to help us gather information about our Transforming GA initiative. These are detailed in the report from the Transforming GA working group in the Board Packet. All Board members who are available should plan to attend the workshop / mini assembly on the Transforming GA proposals.
- We will also have an opportunity to help get some key messages out to the delegates at the "Let's Talk" session that will be hosted by the GAPC on Thursday and the Regional Welcoming sessions that the DPA will be hosting on Wednesday.
- The Linkage working group will be organizing linkage events with Youth Caucus and the Young Adult Caucus. Again, we will ask that all trustees who are available participate.
- We will have a trustee GA Agenda that highlights all of the events that the Board is sponsoring. This will be available in June.

Registration and lodging reservations for the Board and staff will be available in early February. Please register before general registration opens on March 3 as hotels do fill up. You will receive an email notification when registration opens, and Stephanie Maron will provide us with instructions at that time for how to register and how to get our hotel bills billed to the UUA account rather than to our personal credit cards.

Right now it looks like the Board meeting will be at the Omni. We expect that Jim's suite be in the Biltmore, as will most events that include food and beverage due to the security arrangements at the Omni which make it more complicated for those who are not Omni guests to get into the hotel.

GAPC Feedback on Transforming GA Initiative

At the January GAPC meeting, I provided the GAPC a preliminary overview of the ideas that the Board will be considering at its January meeting on the topic of transforming GA. Overall there was a lot of support for the general direction, especially regarding the ideas for improving the accountability of GA and making it a more meaningful event from a governance perspective. They had a variety of comments and practical questions about what might happen, as the

decisions that we make over the next several years have the potential to significantly impact their work.

The major practical concern they raised was around how we might implement a move to biennial GAs if that is what the Board and the delegates ultimately decide to do. My conclusion after listening to their concerns is that the earliest we might be able to move to an "off year" for biennial GAs is 2019 and possibly even 2020. The reason for this is that commitments to the convention centers and hotels for events as large as ours are made 4 to 5 years out.

- Jan Sneegas informed us at the GAPC meeting that the contracts in New Orleans are already committed, and we would not be in a good position to not go without financial penalties. In addition, there are many non-financial reasons for going to New Orleans in 2017.
- The Board has previously voted on Kansas City as the site for GA 2018, and we are rapidly approaching the time with 2018 will also be fully committed. Since we won't know for sure what whether we are moving to biennial GAs until 2015 at the earliest, moving away from annual GAs in 2018 would probably involve financial penalties.
- Jan also informed us that she needs to soon start looking for a location for GA2019 if we are going to have a national GA in 2019. If we do have a national GA in 2019, the longer we wait the fewer choices we will have for location. I have asked Jan to help the Board understand the risks of waiting until June 2015 (when a vote of the delegates will have occurred) to make a commitment for a national GA in 2019 should it be needed. Not knowing yet what she will tell us, it is quite likely that should the delegates decide in Portland to move to biennial national GAs, the earliest off year will be 2020.

The GAPC was very appreciative of being included in the discussions early on, and they fully understood that the concepts I presented might not be what resulted from the January Board meeting.

Planning for Portland (GA2015)

The GAPC January meeting was held in Portland, the site of GA2015, and while there the GAPC hosted a reception with congregational leaders from the Portland area. A variety of really great ideas came up at this reception about how we can make GA in Portland special. The history of Unitarians in Portland is a long one, and Unitarians have been very influential in the city both institutionally and as individuals. In addition, First Unitarian in Portland will celebrate its 150th anniversary in 2016, and so GA2015 will be an opportunity to start the countdown to this happy event in the life of their congregation.

We expect that Portland will be a large GA - it was the last time that we were there. The Board will certainly be promoting the significant decisions we will as the delegates to make as a reason for congregations to send delegates to GA2015.

Presenter : Rob Eller-Isaacs**Start Time :** 1:45 PM**Item No :** 9**Proposed By :** Stephanie Carey Maron**Time Req :** 15**Proposed :** 1/10/2014**Item Type :** Information Items

Policy No.	Description	Ref No
3.1	<p>The Board will govern with an emphasis on</p> <ul style="list-style-type: none"> a. outward vision rather than an internal preoccupation, b. encouragement of diversity in viewpoints, c. strategic leadership more than administrative detail, d. clear distinction of Board and President roles, e. collective rather than individual decisions, f. future rather than past or present, g. pro-activity rather than reactivity, and h. an open rather than a closed process. <p>On any issue, the Board must insure that all divergent views are considered in making decisions, yet must resolve into a single organizational position.</p> <p>Accordingly:</p>	403081
3.6	<p>The Board membership holds several positions with specific roles that become active by various pathways of election and appointment.</p> <p>The General Assembly elects the Moderator (Chief Governance Officer), and Financial Advisor. Youth within congregations elect the Youth Observer. The Board elects the First and Second Vice Moderators, the Secretary and Assistant Secretary. The Board appoints the Recording Secretary and Treasurer of the UUA.</p> <p>Elected Officials from General Assembly</p>	403972

Description : Process Observation**Details :****Attachments :**

Title	Created	Filename
Policy 3.6	Jan 17, 2014	Policy 3.6.pdf



Policy Branch

25 Beacon Street
Boston, MA 02108

3.6 Official Elected and Appointed Roles

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40397

The Board membership holds several positions with specific roles that become active by various pathways of election and appointment.

The General Assembly elects the Moderator (Chief Governance Officer), and Financial Advisor. Youth within congregations elect the Youth Observer. The Board elects the First and Second Vice Moderators, the Secretary and Assistant Secretary. The Board appoints the Recording Secretary and Treasurer of the UUA.

Elected Officials from General Assembly

3.6.1 Elected Officials from General Assembly

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40398

Elected Officials from General Assembly

3.6.1.1 Moderator as CGO

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40399

The Moderator is the Chief Governance Officer (CGO). The CGO assures the integrity of the Board's process and, secondarily, represents the Board to outside parties. Accordingly, the CGO is responsible for:

- Ensuring that the Board behaves consistently with its own rules and those legitimately imposed upon it from outside the organization.
- Ensuring that the Board discusses only those issues that, according to Board policy, clearly belong to the Board to decide, not the President.
- Ensuring that deliberation is fair, open, and thorough, but also timely, orderly, and kept to the point.

3.6.1.1.1 Nomination of Candidates for Moderator/CGO

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40399

Nomination of Candidates for Moderator/CGO

3.6.1.1.1.1 Call for Nominations Timing

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40400

Not later than 24 months before the beginning of a General Assembly at which an election for Moderator will be held, the Moderator Nominating Committee (MNC) shall issue a call for nominations, which must be received within two months.

3.6.1.1.1.2 Nomination Rules & Schedule

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40401

Not later than 19 months before the beginning of a General Assembly at which an election for Moderator will be held, the committee shall recommend to the board two or more possible candidates for Moderator. No member of the committee may be recommended as a candidate. Each candidate must give written consent prior to being recommended. The names of recommended candidates who are not nominated by the board shall not be made public. The committee shall submit to the board background information on each recommended candidate, which shall be received by the board in confidence. No board member who is a recommended candidate shall receive the background information on any candidate. Individuals who normally attend executive sessions, per policy 3.1.9.E, shall be entitled to receive the MNC recommendations and background information, and to attend all sessions concerning the nomination of candidates for Moderator.

3.6.1.1.1.3 Board Interview Criteria

The board shall interview one or more of the recommended candidates in executive session. No candidate who was recommended by the MNC or who intends to run by petition may be present during the interview of any other candidate, or in any other executive session held to discuss candidates for Moderator.

3.6.1.1.1.4 Nomination Deadline

As required by Section 9.5 of the Bylaws, the board shall nominate one or more candidates no later than February 1 of the year before the General Assembly at which there is to be an election for Moderator.

3.6.1.1.1.4.1 Deliberations & Non-Voting

The following individuals may participate in Board deliberations but shall not be eligible to vote: the Secretary of the Board, the Trustees who serve on the Election Campaign Practices Committee, the President, and the Youth Observer.

3.6.1.1.1.4.2 Deliberation & Voting

The following individuals may participate in Board deliberations and shall be eligible to vote: the Moderator, and any Trustee who served as a voting member of or non-voting board liaison to the MNC.

3.6.1.1.1.4.3 Voting Criteria & Counting

Voting shall be by secret ballot in executive session, with procedures for voting and vote counting to be determined by the Secretary.

3.6.1.1.1.4.4 Voting Methods

Voting shall be conducted using the "single transferable vote" method, with a ballot designed to permit the designation of first, second, third, etc. choice. At the conclusion of the vote counting, the two candidates with the highest number of votes shall be declared the nominees. However, if one candidate receives more than 75% of the first choice votes, then only that candidate shall be the nominee of the board. Furthermore, if two or more candidates for nomination are separated by less than one full vote, they shall be considered tied and the board shall take a second vote to break the tie.

3.6.1.1.1.4.5 Minutes Criteria

The minutes of the executive session shall report only the names of the nominee(s).

3.6.1.1.1.5 Special Election & Timing

If a special election is to be held to fill a vacancy in the office of Moderator, the procedures in this section 3.6.1.A shall be followed to the extent that time permits. The Moderator Nominating Committee shall make its recommendations to the Board no later than November 1 of the year before the election.

3.6.1.1.2 CGO Allowed Any Reasonable Interpretation

The CGO is authorized to use any reasonable interpretation of the provisions in these policies. The CGO may make decisions that fall within topics covered by Board policies on Governance Process and Board-President Linkage, with the exception of employment or termination of a President and situations where the Board specifically delegates portions of this authority to others.

3.6.1.1.3 CGO Chairs Meetings

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40410

The CGO is empowered to chair Board meetings with all the commonly accepted power of that position (e.g., ruling, recognizing).

3.6.1.1.4 CGO Policy Authority

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40411

The CGO has no authority to make decisions about policies created by the Board within Shared Vision (ENDS) and Leadership Covenant and Expectations policy areas. Therefore, the CGO has no authority to supervise or direct the President.

3.6.1.1.5 CGO Authority to Represent

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40412

The CGO may represent the Board to outside parties in announcing Boardstated positions and in stating chair decisions and interpretations within the area delegated to her or him.

3.6.1.1.6 CGO Delegation of Authority

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40413

The CGO may delegate CGO authority, but remains accountable for its use.

3.6.1.1.7 Exploration of Special Issues

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40414

In special circumstances, the CGO may create task forces or special committees to address or explore issues of concern to the Association.

3.6.1.1.8 Vacancy Information for Congregations

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40415

In the event of a vacancy, the CGO shall inform congregations of the vacancy.

3.6.1.2 Financial Advisor

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40416

The responsibilities of the Financial Advisor are defined in the Bylaws in various sections of Articles VII, VIII, and X.

3.6.2 Other Elected Positions

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40417

Other Elected Positions

3.6.2.1 Youth Observer

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40417

The Youth Observer is the primary liaison between GA Youth Caucus and the Board, but represents a larger youth voice on the Board. In collaboration with the Youth Trustee At-Large, the Youth Observer is charged with:

- Informing GA Youth Caucus and Youth Caucus staff of relevant Board issues at the Youth Observer's discretion
- Staying informed about the planning and activities of GA Youth Caucus
- Keeping abreast of national issues that are of interest to Unitarian Universalist youth in districts and congregations
- Linking and nurturing relationships between youth leaders in districts and congregations across the nation
- Seeking out qualified youth candidates as future Youth Observers and for other UUA volunteer positions

3.6.2.1.1 Voting Privileges

The Youth Observer shall serve their term without vote.

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40418
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3.6.2.1.2 Responsibilities & Accountabilities

Excluding matters of voting, The Youth Observer shall bear the same responsibilities and accountabilities as defined for trustees.

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40419
-

3.6.2.1.3 Task Changes for Observer

With consent of the Board, the enumerated tasks of the observer may evolve as the structures of denominational youth leadership evolve.

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40420
-

3.6.3 Board-Elected Roles and Positions

Board-Elected Roles and Positions

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40421
-

3.6.3.1 First Vice Moderator (Board Coordinator)

The role of the First Vice Moderator/Board Coordinator is to:

- Assist with Board of Trustees agenda planning and scheduling of Board work.
- Participate in leading Board of Trustees meetings.
- Assumes the CGO role in the event of death, disqualification, resignation or removal of the CGO.

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40422
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3.6.3.2 Second Vice Moderator (Assistant Board Coordinator)

The role of the Second Vice Moderator/Assistant Board Coordinator is to:

- Support the work of the First Vice Moderator and CGO and shall fill those roles in succession if either or both are incapacitated.
- Develop a coordinated schedule for Board member activity at General Assembly.
- Obtain written certification on an annual basis, and monitors that each Board member is familiar with Governance Process policies and agrees to honor the Board covenant regarding these policies.

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40423
-

Rev Date : Rev No : Ref No

3.6.3.3 Secretary

10/17/2012 1 40424

The responsibilities of the Secretary of the Association are defined in the Bylaws in various sections of Articles VIII, IX, and X, and in various sections of the Rules with number headings 3, 4, 6, and 9.

In addition to these responsibilities, the Secretary shall:

- Maintain the UUA Governance Manual, assuring that all policies will be reviewed at least once in five years.

3.6.3.4 Assistant Secretary

Rev Date : 10/17/2012
Rev No : 1
Ref No : 40425

The role of the Assistant Secretary is to support the work of the Secretary and shall fill those roles in succession if the Secretary is incapacitated.

3.6.3.5 Process for Selection

Rev Date : 10/17/2012
Rev No : 1
Ref No : 40426

The process for selection of the First and Second Vice Moderators, the Secretary and Assistant Secretary shall be as follows:

- A. Each Board member shall be given the opportunity to stand for election as First Vice Moderator/Board Coordinator. A vote shall then be conducted to choose the First Vice Moderator.
- B. Each Board member shall then be given the opportunity to stand for election as Second Vice Moderator/Assistant Board Coordinator. A vote shall then be conducted to choose the Second Vice Moderator.
- C. The Committee on Committees brings forward nominees for the Secretary and Assistant Secretary positions. A vote shall then be conducted to approve the recommendations.

3.6.4 Board-appointed Positions and Appointment Procedures

Rev Date : 10/17/2012
Rev No : 1
Ref No : 40426

Board-appointed Positions and Appointment Procedures

3.6.4.1 Recording Secretary

Rev Date : 10/17/2012
Rev No : 1
Ref No : 40427

The recording secretary has various duties defined in Article VIII of the Bylaws.

3.6.4.2 Treasurer

Rev Date : 10/17/2012
Rev No : 1
Ref No : 40428

The responsibilities of the Treasurer are defined in the Bylaws in various sections of Articles VII, VIII, and X.

3.6.4.3 Appointment Process

Rev Date : 10/17/2012
Rev No : 1
Ref No : 40429

Appointment of the Recording Secretary and Treasurer of UUA shall be done as follows:

- A. President recommends to the Board at least one candidate for each position.
- B. Board discusses in Executive Session, and votes to affirm or reject.
- C. Appointments announced.

Presenter : Jim Key

Start Time : 2:00 PM

Item No : 10

Proposed By : Stephanie Carey Maron

Time Req : 180

Proposed : 1/10/2014

Item Type : Information Items

Policy No.	Description	Ref No
3	<p>The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.</p> <p>The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.</p> <p>Our Sources of Authority and Accountability are defined as:</p> <ol style="list-style-type: none">1. Our member congregations2. Current and future generations of Unitarian Universalists3. The heritage, traditions, and ideals of Unitarian Universalism4. The vision of Beloved Community5. The Spirit of life, love, and the holy	403072

Description : Congregational Visit

Details :

Attachments :

Title	Created	Filename
Overview of Congregational Visits	Jan 25, 2014	Overview_of_Congregational_Visits.pdf

Overview of UUA Board Congregational Visits in San Diego--Saturday, January 25

After the Board ends its meeting business meeting at 2 p.m. on Saturday, January 25, a 29-passenger bus will be waiting for us at the Courtyard Marriott to drive Board members and officers, as well as interested staff (and guest observers and participants in the Board meeting) to the South Bay campus of First UU Church of San Diego.

The South Bay campus is located in Chula Vista, about 13 miles south of the First UU Church campus in Hillcrest. The drive will take about 20-30 minutes. Once there, Rev. Dr. Arvid Straube (Minister, First UU Church of San Diego) will give us a "neighborhood tour" by bus of the surrounding area and a quick tour of the campus. Staff and lay leaders will share a video about the South Bay site and discuss their efforts in becoming a multi-site congregation, leaving time for Q & A with visitors.

The creation of a campus in South Bay was originally a First UU Church Strategic Plan initiative in 2007. Services in South Bay are bilingual, with simultaneous translation in English and Spanish. (To give you an idea of the congregation's size, my records show Sunday attendance last July to be in the range of 30-40 members. Staff will provide much more up-to-date information.)

At about 5 p.m., we'll take the bus from South Bay to the First UU Church campus, located in the Hillcrest area of San Diego. We will have dinner with Board members and ministers invited from 5 San Diego County congregations:

- First UU Church of San Diego
- Unitarian Universalist Fellowship of San Dieguito (Solana Beach)
- Chalice Unitarian Universalist Congregation (Escondido)
- Summit Unitarian Universalist Fellowship (Santee)
- Palomar Unitarian Universalist Fellowship (Vista)

Also, members of the Board of San Diego Unitarian Universalist Network (SUUN) have been invited to join us. SUUN was recently created as a cooperative effort to advance the common values of the San Diego cluster of congregations. As dinner winds down, we'll have an opportunity, with the help of a facilitator, for a 45-minute discussion of experiences as Cluster members in San Diego. Finally, we'll have some wonderful entertainment provided by pianist Drew Massicot and singer Chris Hassett, talented and beloved members of First UU Church of San Diego. The evening is scheduled to end at 8 p.m.

Presenter : Jim Key

Start Time : 5:00 PM

Item No : 11

Proposed By : Stephanie Carey Maron

Time Req : 3

Proposed : 1/10/2014

Item Type : Break/M meal Items

Policy No.	Description	Ref No
3	<p>The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.</p> <p>The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.</p> <p>Our Sources of Authority and Accountability are defined as:</p> <ol style="list-style-type: none">1. Our member congregations2. Current and future generations of Unitarian Universalists3. The heritage, traditions, and ideals of Unitarian Universalism4. The vision of Beloved Community5. The Spirit of life, love, and the holy	403072

Description : Dinner & Evening Event at First UU San Diego

Details :

Attachments :

No Attachments



Ref No:
493188

Board Meeting
Agenda Summary
Sunday, January 26, 2014
8:30 AM

UUA Headquarters
25 Beacon Street
Boston, MA 02108

Item No.	Item	Time Req.	Start Time	Ref No.
1	Identify Actions, Vote Motions	135	8:30 AM	493600
2	Process Observation	15	10:45 AM	493601
3	Attend services at FUUCSD	90	11:00 AM	493602

Presenter : Jim Key

Start Time : 8:30 AM

Item No : 1

Proposed By : Stephanie Carey Maron

Time Req : 135

Proposed : 1/10/2014

Item Type : Decision Items

Policy No.	Description	Ref No
3.1	<p>The Board will govern with an emphasis on</p> <ul style="list-style-type: none">a. outward vision rather than an internal preoccupation,b. encouragement of diversity in viewpoints,c. strategic leadership more than administrative detail,d. clear distinction of Board and President roles,e. collective rather than individual decisions,f. future rather than past or present,g. pro-activity rather than reactivity, andh. an open rather than a closed process. <p>On any issue, the Board must insure that all divergent views are considered in making decisions, yet must resolve into a single organizational position.</p> <p>Accordingly:</p>	403081

Description : Identify Actions, Vote Motions

Details : Communications Plan

Attachments :

Title	Created	Filename
Assemblies	Jan 16, 2014	Assemblies.pdf

District / Region	2014 Meeting Dates	Location	Attending?	Contact
1. Mid-America Region	April 11-13	Ann Arbor, MI (4/12) Bloomington, IN (4/12) Topeka, KN (4/11-4/13) (Business Mtg after address by Paul Rasor in Topeka) Wausau, WI (4/11-4/12)	At same time as UUA Bd. mtg. Possibility of electronic message or Skype presence?	Bill Sasso, President bsasso@uua.org
2. Ballou-Channing (New England Region)	May 3 (Spring Conference)	TBA	Clyde Grubbs attending	Janet Richardi, District President jrichardi@uua.org
3. Clara Barton (New England Region)	April 26 (Combined Annual Mtg with Mass Bay District)	TBA	James Key attending	Justine Sullivan, District President justinesullivan@uua.org
4. Florida (Southern Region)	April 25-27	Vero Beach, FL	James Key participating by Skype	Ila Klion, District President iklion@uua.org
5. Joseph Priestley (Central East Regional Group)	April 11-12	ACE Conf. Center; Lafayette Hill, PA	Same time as UUA Bd. mtg. Possibility of electronic message or Skype presence?	Lillian Christman, President lchristman@uua.org

District / Region	2014 Meeting Dates	Location	Attending?	Contact
6. Massachusetts Bay (New England Region)	April 26 (Combined Annual Mtg with Clara Barton District)	TBA	James Key attending	Laura Graham, District President lbarrettgraham@gmail.com
7. Metro New York (Central East Regional Group)	May 3-4, 2011	Hyatt Morristown, Morristown, NJ		Mia Morse, District President mmorse@uua.org
8. Mid-South (Southern Region)	April 25-26	TBA	James Key participating by Skype	Kirk Bogue, District President kbogue@uua.org
9. Mountain Desert (Pacific Western Region)	April 4-5	Sheridan, WY	Lew Phinney attending	Marcia Bowman, District President mbowman@uua.org
10. Northern New England (New England Region)	April 12	Concord, NH	Same time as UUA Bd. mtg. Possibility of electronic message or Skype presence?	Charles Boothby, District President charlesboothby35@msn.com

District / Region	2014 Meeting Dates	Location	Attending?	Contact
11.Ohio-Meadville (Central East Regional Group)	March 28-29 OM/SL Jt. Assembly	Erie, PA		David Petras, District President dpetras@uua.org
12.Pacific Central (Pacific Western Region)	April 25-27	Sacramento, CA Red Lion Hotel Woodlake Center	Lew Phinney attending	Judy Young, District President jyoung@uua.org
13.Pacific Northwest (Pacific Western Region)	March 14-16	Spokane, WA	Lew Phinney attending	Carol McKinley, District President cdmckinley@earthlink.net
14.Pacific Southwest (Pacific Western Region)	April 25-26	San Diego	Susan Weaver attending Michael Sallwasser attending	Rev. Kent Doss, District President kdoss@uua.org
15.Southeast (Southern Region)	April 25-26	Raleigh, NC	James Key participating by Skype	Denise M. Rimes, District President drimes@uua.org

District / Region	2014 Meeting Dates	Location	Attending?	Contact
16.Southwest (Southern Region)	April 25-27	Dallas, TX	James Key participating by Skype James Snell and Donna Harrison attending	Kevin Bolton, District President kbolton@uua.org
17.St. Lawrence	March 28-29 OM/SL Jt. Assembly	Erie, PA		Jeffrey B Donahue, District President jbdonahue@stny.rr.com

Presenter : Natalia Averett**Start Time :** 10:45 AM**Item No :** 2**Proposed By :** Stephanie Carey Maron**Time Req :** 15**Proposed :** 1/10/2014**Item Type :** Information Items

Policy No.	Description	Ref No
3.1	<p>The Board will govern with an emphasis on</p> <ul style="list-style-type: none">a. outward vision rather than an internal preoccupation,b. encouragement of diversity in viewpoints,c. strategic leadership more than administrative detail,d. clear distinction of Board and President roles,e. collective rather than individual decisions,f. future rather than past or present,g. pro-activity rather than reactivity, andh. an open rather than a closed process. <p>On any issue, the Board must insure that all divergent views are considered in making decisions, yet must resolve into a single organizational position.</p> <p>Accordingly:</p>	403081
3.7	<p>Board committees, when used, will be assigned so as to reinforce the wholeness of the Board's job and so as never to interfere with delegation from Board to President.</p> <p>Accordingly:</p>	404305

Description : Process Observation**Details :****Attachments :**

Title	Created	Filename
Policy 3.7	Jan 16, 2014	Policy 3.7.pdf



Policy Branch

25 Beacon Street
Boston, MA 02108

3.7 Board Committee Principles

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40430

Board committees, when used, will be assigned so as to reinforce the wholeness of the Board's job and so as never to interfere with delegation from Board to President.

Accordingly:

3.7.1 Reason for Committees

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40431

Board committees are established by the Board to help the Board do its job, and in general, not to help or advise the staff. Some exceptions to this policy exist due to constraints placed on the Board by Bylaws, or because the Board is still in discernment (See 3.8 below for more information). Committees ordinarily will assist the Board by preparing policy alternatives and implications for Board deliberation. In keeping with the Board's broader focus, Board committees will normally not have direct dealings with current staff operations.

3.7.2 Outside Committee Authority

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40436

Board members may serve on committees outside the Board, but only in their capacity as private individuals, and do not carry any Board authority in these roles.

3.7.2.1 Staff Operational Committees

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40437

Board members may serve on staff operational committees at the invitation of the President.

3.7.2.2 General Assembly Committees

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40438

Board members may serve on General Assembly operational committees, at the invitation of those committees established by the General Assembly.

3.7.3 Committee Authority Over Staff

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40439

Except as specified by the By-laws, Board committees may not exercise authority over staff. Because the President works for the full Board, the President will not be required to obtain approval of a Board committee before an executive action.

3.7.4 Committee Identification with Organization

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40440

Board committees are to avoid over-identification with organizational parts rather than the whole. Therefore, a Board committee that has helped the Board create policy on some topic should take special care to represent the full Board's interest when monitoring organizational performance on that same subject.

3.7.5 Use of Committees

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40441

Special committees will be used sparingly and ordinarily in an ad hoc capacity for specific short-term objectives or to carry out special tasks that will facilitate the work of the Board. Although the CGO may create special committees, the CGO will consult with the Appointments Committee regarding any appointments the CGO wishes to make.

3.7.6 Application of Committee Policy

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40442

This policy applies to any group that is formed by Board action, whether or not it is called a committee and regardless whether the group includes Trustees. It does not apply to committees formed under the authority of the President.

3.7.7 Committee Member Competence

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40443

All members of Board-appointed committees are expected to have reasonable competence in the area of racism and oppression. Members of the AntiRacism/Anti-Oppression Assessment and Monitoring Team (AR/AO AMT) and chairs of the Appointments Committee and Finance Committees must additionally have an understanding of change theories and demonstrated commitment to anti-racism and anti-oppression.

3.7.8 Standards for Values & Training

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40444

Each Board-appointed committee, including Working Groups, is charged with developing standards and processes for embodying the commitment to antiracism, anti-oppression and multi-culturalism in its work, and to develop a plan for the ongoing training and education of its members.

3.7.9 Committee Appointments Terms & Limits

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40444

Unless otherwise specified by these policies or by the Bylaws or Rules of the Association, committee appointments are made for two-year periods, which can be renewed up to three times for a maximum of 8 years of service. Terms begin at the close of the regular General Assembly in odd-numbered years. When considering possible reappointments of committee members, the Appointments Committee shall take into account the goal that committee membership should reflect the full diversity of the Association, as stated in Policy 3.7.10, as well as the need for each committee to have the full range of skills and experience necessary for its work. The Appointments Committee may recommend a reappointment resulting in more than eight years of service when failure to allow a term extension would have a significantly negative impact on a committee's ability to function.

3.7.10 Development of Committee Charge

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40432

Whenever a new committee is named, the Appointments Committee shall develop a charge, including a statement of the committee's purpose and estimated duration, and forward that charge to the Board and the Finance Committee and monitor and address issues of committee performance.

3.7.11 Expenditure Reimbursement Criteria

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40433

Committees will not be reimbursed for committee expenditures beyond their approved budget, without prior approval by the Vice President for Finance, the Chair of the Finance Committee, and the Chair of the Appointments Committee.

3.7.12 Committee Member Conduct

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40434

If a Board-appointed committee finds that an individual member creates a working atmosphere that is unproductive, disruptive, or otherwise impeding effective committee functioning, the Appointments Committee urges the leader and members of that particular committee to speak candidly with the member whose behavior is problematic in order to identify desired changes. If the committee is not able to resolve the problem internally, the chair should contact the Chair of the Appointments Committee for help in resolving the problem.

3.7.13 Conflict of Interest Compliance

Rev Date : 10/17/2012 Rev No : 1 Ref No : 40435

Committee members must comply with the Association's Conflict of Interest Policy (Appendix 2.J, see Policy Section 2)

Rev Date : Rev No : Ref No
10/17/2012 1 40435
-

3.7.14 Whistleblower Compliance

Committee members must comply with the Association's Whistleblower Policy (Appendix 2.K, see Section 2)

Presenter : Jim Key

Start Time : 11:00 AM

Item No : 3

Proposed By : Stephanie Carey Maron

Time Req : 90

Proposed : 1/10/2014

Item Type : Worship Items

Policy No.	Description	Ref No
3	<p>The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.</p> <p>The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.</p> <p>Our Sources of Authority and Accountability are defined as:</p> <ol style="list-style-type: none">1. Our member congregations2. Current and future generations of Unitarian Universalists3. The heritage, traditions, and ideals of Unitarian Universalism4. The vision of Beloved Community5. The Spirit of life, love, and the holy	403072

Description : Attend services at FUUCSD

Details : includes travel time
services begin at 11:30 a.m.

Attachments :

No Attachments