

To: UUA Trustees

From: John Blevins, for the Governance Working Group

Date: 22 Sept 2008

Subject: Preparation for Governance Work at our October 2008 Meeting:

Package #1 ENDS Development Work (25 pages)

This set of documents is designed to help each Trustee prepare themselves for our ENDS work at our October meeting.

Items A & B you have seen previously, as they were delivered to us in Oct. 2007. Item C is a significant piece of new work by Laura Park, and I believe it will engage you at a new level in the work before us.

For the maximum quality and effectiveness of our work, it is very important that each of us do our own independent thinking on this material prior to arriving in Boston.

And do review the Commission on Appraisals draft of revised **Principles and Purposes**, especially in the context of **President Sinkford's email** to us dated Sept 17, 2008, as he does a good job laying out some key questions that we must grapple with.

A) Three Top Priorities from Open Space at GA 2007

See **Appendix 1-A** following. (1 page)

B) The 30 "Statements of Convergence" from the Open Space work at GA 2007.

See **Appendix 1-B** following.

C) From Laura Park, of Unity Consulting, a document titled "Preparation for ENDS Development at October 2008 Meeting". (20 pages)

See **Appendix 1-C** following.

See you in October,

John Blevins

Convener, Governance Working Group

Appendix 1-A to Package #1, Item A:

Three Top Priorities from Open Space at GA 2007

(From: <http://www.uuworld.org/news/articles/36939.shtml>)

“Delegates voted on the thirty final statements during Sunday morning’s plenary.

1. The three clear leaders were “Support, integrate, and retain youth and young adults to keep our congregations vibrant and growing” (12.4 percent);
2. “Build and grow antioppressive/antiracist faith community that embraces and is accountable to marginalized people” (10 percent); and
3. “To move from domination to a new paradigm of partnership and sustainable Earth community” (6.8 percent). Another environmental statement received 5.9 percent.”

Appendix 1-B to Package #1, Item B

The Thirty “Statements of Convergence” from the Open Space work at GA 2007.

(available at http://www.uua.org/documents/ga/070623_ost_statements.pdf)

Statement #1 – To promote and support spiritual transformation of individuals and communities so as to serve justice.

Statement #2 – To imagine and realize a just global earth community of all beings.

Statement #3 – To bring unity out of the many with mindfulness and respect by actively promoting compassionate communication.

Statement #4 – Endow liberal religious scholarship, enabling globally relevant spirit and justice centered lay and professional ministries.

Statement #5 – UU’s proclaim a call for fearless commitment to love, truth-seeking, peace and justice.

Statement #6 – Our commitment as a spiritual community is to provide pathways to personal transformation.

Statement #7 – To promote UU values and engage the world to hasten the transformation to Earth community.

Statement #8 – To move from domination to a new paradigm of partnership and sustainable Earth community.

Statement #9 – Connecting to the sacred, weave multi-cultural/intergenerational partnership,
transforming the earth community through love and justice.

Statement #10 – To foster networks of spiritual growth among UU's through congregational life and non-congregational organizations.

Statement #11 – Build and grow antioppressive/ anti-racist faith community that embraces and is accountable to marginalized people.

Statement #12 – Support, integrate, and retain youth and young adults to keep our congregations vibrant and growing.

Statement #13 – Change our relationship with the Earth from one of exploitation to one of sustainability.

Statement #14 – We promote, teach, and practice right relations as essential and fundamental to our faith.

Statement #15 – Recognize that youth are the lifeblood to the continuing vitality of our faith and community.

Statement #16 – Covenant to deepen our spiritual practice, explicitly connecting our faith with action.

Statement #17 – Create a culture of peace and justice to support and sustain the web of life.

Statement #18 – Our religious communities become truly intergenerational as faith development is recognized as a lifelong task.

Statement #19 – As UU's we must now lead the turn from our current Empire Culture to Earth Community.

Statement #20 – Empowering us to act courageously, transforming the world into a just, peaceful, non-oppressive community.

Statement #21 – Transforming the world through courageous love, cooperative action, and humble power.

Statement #22 – To create an engaging, vibrant community of all ages that will grow and thrive to transform the self, the faith, and the world.

Statement #23 – The denomination must support, empower, hear, and minister to and with its children and youth.

Statement #24 – To enable congregations to live lives of meaning and purpose through experiencing the sacred, spiritual practice and service.

Statement #25 – We will transform lives and communities by practicing listening and being open to what's now.

Statement #26 – Thoughtfully and openly connect all in interdependent community through transformative vision of peace, justice, compassion.

Statement #27 – To effect change, we must affirm and recognize individuals of divergent experiences by listening respectfully.

Statement #28 – Infuse congregations with a spirit of love, hope, and justice; transforming lives to form beloved community.

Statement #29 – To create an inclusive and multicultural spiritual community that acts to transform lives through loving relationships.

Statement #30 – To grow inclusive communities of faith which transform people's lives and the larger world.

Appendix 1-C, to Package #1, Item C

Preparation for ENDS Development at October 2008 Meeting

To: UUA Board of Trustees
From: Laura Park, Unity Consulting

Date: Sept, 2008

Re: Preparation for ENDS Development at October 2008 Meeting

Preparation for ENDS Development

We'll be taking advantage of two data sources as we develop ENDS in October: the Open Space data and the Appreciative Inquiry (AI) data. This document includes a reminder of how we'll be asking you to report out your AI experience, plus a thematic analysis of the Open Space data. When we get together in October we'll make meaning from it all!

Reporting Out Your AI Experience

Our goal is to use the AI experience to discover what's at the core of Unitarian Universalism making a difference. So, we need to hear from you what:

Differences people identified as meaningful and relevant.

- Factors that made the differences possible (people, values, systems, attitudes, beliefs, approaches, leadership, culture, policies, and other elements that made people's best examples of making a difference possible).
- Dreams people visioned for the future.
- A Ha!s you experienced during the AI event. What ideas, surprises, or innovations that you didn't know or expect did you experience?

Here a few suggestions to make the summary feel more "do-able":

Let go of the idea that you need to find deep themes that work across all groups and will speak to all people. We'll start at the exploration stage, where it's really valuable to hear about the session from YOUR perspective. We'll work to find the deep themes together in October.

- If you're feeling like you didn't hear enough to make sweeping statements, focus on the smaller statements you are comfortable making. What did you notice about the session and the groups you listened to?
- Take a look at the document that includes each group's answers to the three questions plus the slideshow of the collages GA participants created. You'll find both here:

<http://www.uua.org/events/generalassembly/2008/commonthreads/115694.shtml>.

If you love data analysis, feel free to dive in deeply to see what these documents tell you. In fact, if there are a few of you who love data analysis, perhaps you'd like to work together on that analysis, maybe dividing up the group responses and analyzing them separately and then comparing notes. If you hate data analysis, read a few of the group responses to see how they compare to your impressions, to what you heard.

- For this process to work well, everyone needs to think about what they heard, but not everyone needs to make a five-minute report. So if the report-out is giving you deep anxiety, know that you won't be required to make it! But please, please do some thinking about how you'd answer the questions above.
- Have some fun with this! One Unity Church Board member went to <http://www.churchsigngenerator.com/> and created fake church signs to summarize his themes. Another created a mind map. Another chose Beatles songs to illustrate her themes. Others felt most comfortable with lists. What would make this fun and meaningful for you?

If you still feel stuck, call me! 651-271-7666 is my cell phone, I'm in the Central time zone and I can guarantee I'll be up until 9:00 p.m. I'd love to talk over your experience and how you want to report it out.

Thematic Analysis of Open Space Data

How I've Organized this Section

This section takes the list of recommendations to the UUA Board from the Open Space breakout sessions and the convergence statements that process produced and organizes them according to theme. I used three categories we've found useful for ENDS in religious organizations:

- Within (what are we trying to create within our moral owners?)
- Among (what are we trying to create among our moral owners?)
- Beyond (what are we trying to create beyond our organization, out in the world as a whole?)

I divided these categories further as themes emerged:

Within

Theology and Spiritual Practice

Skill Development

Transformation

Among

Whom Do We Want With Us?

Diversity

Youth

Leadership

How We Are Together

Justice

Congregation Connections

Hospitality and Welcome

Other

Governance

Beyond

Interfaith Considerations

Greater Awareness of UU

Growth

World We're Trying to Create

Earth Community

Iraq

Justice Work
Other

In addition, I created two other categories:

- Convergence statements and recommendations that point to questions of moral ownership
- Recommendation that points to Executive Limitations

Two notes:

1. Some convergence statements (in italics with the percentage that voted for them in parentheses) and recommendations (in plain text with no prioritization) appear in more than one category. I tried to underline the part that belongs in a particular category. You can find the original convergence statements at: http://uua.org/documents/moderator/070624_ost_process.pdf (see page 3). You can find the original recommendations at: http://uua.org/documents/moderator/070624_ost_boardrecs.pdf
2. Almost all of the recommendations are program suggestions, so they are not ENDS themselves. To help visualize the ENDS these recommendations might point to, ask yourself two questions:
 1. To what end would the staff create this program? What ultimate goal could this program enable them to achieve?
 2. Who would benefit from this ultimate goal?

Laura Park

Unity Consulting

9/18/2008

Convergence Statements and Recommendations that point to

“Within” ENDS statements

(what are we trying to create within our moral owners?)

Within: Theology and Spiritual Practice

Convergence Statement #24 (3.5%) To enable congregations to live lives of meaning and purpose through experiencing the sacred, spiritual practice and service.

Convergence Statement #16 (3.1%) Covenant to deepen our spiritual practice, explicitly connecting our faith with action.

Convergence Statement #9 (2.7%) Connecting to the sacred, weave multi-cultural/intergenerational partnership, transforming the earth community through love and justice.

Convergence Statement #18 (1.4%) Our religious communities become truly intergenerational as faith development is recognized as a lifelong task.

11. Covenant vs. Creed – What does it mean? – Enhance awareness and understanding of the non-creedal, covenantal nature of UU principles and what it means to covenant with each other.

17. Examining the meaning of our faith and theology – UUA examine for change the exclusionary theological language and practices currently in place to be more inclusive of the diversity of our beliefs and practices.

27. Envision our shared spiritual quest – My belief is our denomination needs to articulate an inclusive shared spiritual vision – lest, as Bill Sinkford puts it, we become a doughnut” shaped faith.

28. How will we affirm our principles? – As a call to action the seven principles have the potential to be transformative for our congregants and demand prominence in our liturgy.

31. UU evangelism: Sharing our faith – Increase visibility by Living Our Faith out loud: Embrace/fund electronic media (YouTube); Informed hospitality; Articulate our faith/know our history; Create relationships among congregations

62. What underlying transcendent unity? – Explore renaming our Association to express our core values/unifying identity, not our historical theology.

71. Introduction to wilderness; Make faith relevant – 1. Leadership matters: Invest in parish, community, and lay ministerial excellence. 2. Read Don't Think of an Elephant by George Lakoff. (subtitle: Know Your Values and Frame the Debate--The Essential Guide for Progressives)

77. Define spirituality. Help great turning – Put 7th principle first! We are all a part of the universe; therefore we can accept difference and act with synergistic sustainability.

83. To grow solus [sic] and deepen spiritual life – Model spiritual depth in their deliberations and create a commission to recommend ways to foster spiritual depth in religious lives and congregations.

84. To open and grow our hearts – Create a website dedicated to deepening spiritual growth of each person, focusing on spiritual practices as well as how to deepen one's connection to God.

94. What is the soul of UUism? – As a new and ever-renewing religion, we call people to a reality-based commitment to love, justice, and flourishing of the web of life.

101. Well-being for all: A moral foundation – Provide resources to educate our membership on how our apparently diverse political, social, economic, and religious positions are derived from a consistent liberal moral foundation.

102. Owning and using our collective identity – Promote opportunities to experience our collective religious identity together so that we feel, accept, own and use it in the world.

103. Whole and holy worship: Body, mind, spirit – Allocate resources for multicultural, multi-sensory, pangenerational worship training that extends beyond written materials, including but not limited to music, silence, touch, movement, and art.

105. Forming and promoting UU identity – Support the practice of productive conversations about our complex UU identity so we can model how to cope with complexity and differences in our world.

Within: Skill Development

Convergence Statement #20 (5%) Empowering us to act courageously, transforming the world into a just, peaceful, non-oppressive community.

Convergence Statement #14 (4.4%) We promote, teach, and practice right relations as essential and fundamental to our faith.

Convergence Statement #3 (0.8%) To bring unity out of the many with mindfulness and respect by actively promoting compassionate communication.

Convergence Statement #25 (0.3%) We will transform lives and communities by practicing listening and being open to what's now.

10. Learn and teach Compassionate Communication – Create ways to introduce, teach, model, and practice the principles of nonviolent (compassionate) communication in our primary relationships, families, congregations and in our Association – make it part of the relational culture of our UU world.

18. Honoring fear, dealing with fear – Develop widely available, age-appropriate programs (e.g., spiritual practices, leadership training, curriculum) to address individual, congregational, national and global fear.

24. Skills for Courageous Conversations – As part of right relations, to encourage teaching and learning interpersonal communications skills that deepen authentic meaning and community through dialogue as a spiritual practice.

40. Effective dynamic communication styles – We need to develop more dynamic oral communications skills to help us reach across cultural and generational lines and connect with people in today's world.

26. Diverse religions and cultures can coexist – Develop programs that model these skills to use in our own congregations and in the larger community.

61. Ways to ameliorate income gap – Develop training materials to help congregations and districts to educate their congregants about managing money and gaining access to financial help programs.

69. Building social and process skills for relationships – Please make it a priority and create ways to increase social skills at our UU congregations, through workshops, sermons, mentors, support groups, retreats, etc.

87. Universalism, a courageous hospitality – Equip congregations to engage in courageous hospitality. Teach them skills for engaging in healthy, respectful conflict, because courageous hospitality may involve discomfort when encountering diversity.

98. More love, Baby! – Foster dialogue in how to support each other in an interdenominational search for individual truth in a community setting: More love, Baby!

Within: Transformation

Convergence Statement #22 (6%): To create an engaging, vibrant community of all ages that will grow and thrive to transform the self, the faith, and the world.

Convergence Statement #30 (3.8%) To grow inclusive communities of faith which transform people's lives and the larger world.

Convergence Statement #1 (3.7%) To promote and support spiritual transformation of individuals and communities so as to serve justice.

Convergence Statement #29 (2.3%) To create an inclusive and multicultural spiritual community that acts to transform lives through loving relationships.

Convergence Statement #28 Infuse congregations with a spirit of love, hope, and justice, transforming lives to form beloved community.

Convergence Statement #26 (1.8%) Thoughtfully and openly connect all in interdependent community through transformative vision of peace, justice, compassion.

Convergence Statement #6 (1%) Our commitment as a spiritual community is to provide pathways to personal transformation.

Convergence Statement #25 (0.3%) We will transform lives and communities by practicing listening and being open to what's now.

23. Mission as mythic transformation – The UUA shall support intellectual, spiritual, and emotional wholeness among our members by transforming the mythic stories of individuals who can then transform their communities.

36. Transform lives to transform the world – The mission of our faith community is to transform lives by increasing rational, emotional, and spiritual wholeness and thereby transform our community and our world.

37. Save souls and enable transformation – Provide leadership to support transformation, both personally and communally.

67. Transform lives through the power of love – 1. Our UUA purpose should include what congregations should be for – communities that transform lives through the power of love. 2. And move GA to August.

**Convergence Statements and Recommendations that point to
“Among” ENDS statements
(what are we trying to create among our moral owners?)**

Among: Whom Do We Want With Us?

Among: Whom Do We Want With Us?: Diversity

Convergence Statement #11 (10%) Build and grow anti-oppressive anti-racist faith community that embraces and is accountable to marginalized people.

Convergence Statement #22 (6%): To create an engaging, vibrant community of all ages that will grow and thrive to transform the self, the faith, and the world.

Convergence Statement #30 (3.8%) To grow inclusive communities of faith which transform people’s lives and the larger world.

Convergence Statement #9 (2.7%) Connecting to the sacred, weave multi-cultural/intergenerational partnership, transforming the earth community through love and justice.

Convergence Statement #29 (2.3%) To create an inclusive and multicultural spiritual community that acts to transform lives through loving relationships.

Convergence Statement #27 (1.6%) To effect change, we must affirm and recognize individuals of divergent experiences by listening respectfully.

Convergence Statement #18(1.2%) Our religious communities become truly intergenerational as faith development is recognized as a lifelong task.

4. Become a multicultural religious institution – A substantial multicultural worship resource book online (free)

12. Creating lifelong UUs – Create a system that defines congregational life as a partnership among all ages and intentionally includes everyone equally, programmatically, financially, and spiritually.

46. Multigenerational integration – All generations (child, youth and adult) coming together as one congregation

47. Becoming intergenerational community – Create a group of Intergenerational Consultants who can visit groups of congregations and provide training for intergenerational programs and worship.

52. Embracing diversity, fostering unity – For engaging all kinds of diversity develop resources and curricula for engaging particular kinds of diversity (spiritual, political, economic, ability) while also fostering unity.

60. Focus on the 40-year-olds – Provide tools and templates for congregations to welcome, include, and retain people in their 30s and 40s.

64. Classism in our denomination – UUA staff and Board use available resources and talents to further sensitize entire UU movement to class as identity-based ministry, with goal of full association representation.

72. To support diverse family constellations – Develop resources and materials for welcoming, outreach to, inclusion, and retention of diverse families including polyamorous, single parent, children with special needs, foster, teen parents, etc.

77. Define spirituality: Help great turning – Put 7th principle first! We are all a part of the universe; therefore we can accept difference and act with synergistic sustainability.

80. How welcoming are UUs to political conservatives? – Welcome people of different political opinions arrived at from our common UU values. Allow Republicans the same safe space to come out of the closet.

97. Minority scholarships to promote equality – Encourage and support congregations to promote education and scholarships for living wage jobs and as a means to move towards economic equality.

103. Whole and holy worship: Body, mind, spirit – Allocate resources for multicultural, multi-sensory, pangenerational worship training that extends beyond written materials, including but not limited to music, silence, touch, movement, and art.

Among: Whom Do We Want With Us?: Youth

Convergence Statement #12 (12.4%) Support, integrate, and retain youth and young adults to keep our congregations vibrant and growing.

Convergence Statement #23 (2.1%) The denomination must support, empower, hear, and minister to and with its children and youth.

Convergence Statement #15 (0.8%) Recognize that youth are the lifeblood to the continuing vitality of our faith and community.

9. Keeping youth in the faith – Think of youth and young adults as constant “new members.”

13. Education, integrating, and retaining youth – Make the continuing connection of youth and young adults with our congregations central to our mission in order to keep our congregations vibrant.

42. Youth involvement with intergenerational community – Youth and adults need to all be actively engaged in intergenerational community that is beyond a one-size-fits-all model for the wider UU movement to be sustained.

59. Youth ministry and retaining youth – The UUA will provide communication to boost awareness among congregations about all available resources for youth and young adult programs.

81. This is the children's world too – Invest in our future by supporting policies enhancing the quality of life for children/youth and providing them a genuine voice in society and congregations.

86. Commitment to support youth retention – Ensure that spiritual support is present in programming starting in childhood and continuing through young adulthood.

88. How can we become more anti-racist? – Inspired by the lead of youth and young adults, urgently transform our congregations, districts and affiliated organizations into anti-racist/anti-oppressive faith communities.

Among: Whom Do We Want With Us?: Leadership

Convergence Statement #4 (4.4%) Endow liberal religious scholarship, enabling globally relevant spirit and justice centered lay and professional ministries.

Convergence Statement #26 (1.8%) Thoughtfully and openly connect all in interdependent community through transformative vision of peace, justice, compassion.

41. Access to depth – We encourage the UUA to invest in recognizing, fostering, and honoring depth in our lay leaders and congregations through GA, District and congregational programming and support.

71. Introduction to wilderness; Make faith relevant – 1. Leadership matters: Invest in parish, community, and lay ministerial excellence. 2. Read Don't Think of an Elephant by George Lakoff. (subtitle: Know Your Values and Frame the Debate--The Essential Guide for Progressives)

Among: How We Are Together

Among: How We Are Together: Justice

Convergence Statement #14 (4.4%) We promote, teach, and practice right relations as essential and fundamental to our faith.

29. Peacemaking for all beings – To consider human caused suffering of non-human animals part of a matrix of justice issues and incorporate this understanding in UUA policies, events, and publications.

33. Make a just and equal world for all – Make anti-racism, anti-oppression and multiculturalism a continuing process for all congregations and the UUA as stated in the resolution last year.

35. Infuse AO/AR/MC into everything we do – Create a bountiful toolbox for use by congregations in making AO/AR/MC work integral to congregational life and to their work in the world.

64. Classism in our denomination – UUA staff and Board use available resources and talents to further sensitize entire UU movement to class as identity-based ministry, with goal of full association representation.

65. Grow our faith in anti-oppressive ways – Right relations through the truth telling, healing, including all marginalized groups, changing systemic power imbalances, and confronting and eradicating racism and all forms of oppression.

76. Being peace church in a military town – Develop guidelines, including pastoral care, acknowledging how frightening and essential the peace church discussion is; use our military UU members as resources.

78. Cross lines of race, class and culture – Recognize the white-privileged, class-specific, first-world veneer in Unitarian Universalism; guide and aid congregations in living our faith across race, class, and cultural issues.

85. Urban congregations – Help urban congregations who are an important component of the “Grow Our Faith” campaign with our visibility and higher potential to reach multicultural future members.

88. How can we become more anti-racist? – Inspired by the lead of youth and young adults, urgently transform our congregations, districts and affiliated organizations into anti-racist/anti-oppressive faith communities.

91. UUA becoming a peace denomination – Become a peace-making denomination practicing non-violence personally, in our families, congregations, and communities and actively working for a non-violent and just world.

93. Reparations/Healing for racist history – Tell the truth about the Black Empowerment controversy, make it widely known, apologize, and allocate funds to be controlled by people of color organizations.

97. Minority scholarships to promote equality – Encourage and support congregations to promote education and scholarships for living wage jobs and as a means to move towards economic equality.

Among: How We Are Together: Congregation Connections

Convergence Statement #10 (2.1%) To foster networks of spiritual growth among UUs through congregational life and non-congregational organizations.

Convergence Statement #26 (1.8%) Thoughtfully and openly connect all in interdependent community through transformative vision of peace, justice, compassion.

31. UU evangelism: Sharing our faith – Increase visibility by Living Our Faith out loud: Embrace/fund electronic media (YouTube); Informed hospitality; Articulate our faith/know our history; Create relationships among congregations

50. To grow UU, how do we best spend our \$\$\$ - Instead of unilateral programs we encourage the UUA to support congregational efforts (with professional consultation) that result in sustainable efforts to grow existing and emerging congregations.

53. Creating caring ministry with each other – It would be most helpful in getting lay leaders to attend GA if they could expect workshops that would help them do their jobs better.

66. Making connections between congregations – Encourage a full range of opportunities for congregational connections as part of and in addition to District services and programs.

Among: How We Are Together: Hospitality and Welcome

63. Promote and create belonging for all – Visitor and new member resources, printed materials of known “dos and don’ts” for new members. Encourage congregations to learn from each other by expanding the role of cluster groups with districts as enablers.

87. Universalism, a courageous hospitality – Equip congregations to engage in courageous hospitality. Teach them skills for engaging in healthy, respectful conflict, because courageous hospitality may involve discomfort when encountering diversity.

96. Offer a spiritual home for all seekers – Identify best practices in welcoming and nurturing seekers from other traditions; provide congregations with resources to develop their own programs.

99. Meeting the needs of those who come – Focus the marketing campaign on how our churches meet these needs, and provide tools and training for congregations.

Among: How We Are Together: Other

Convergence Statement #3 (0.8%) To bring unity out of the many with mindfulness and respect by actively promoting compassionate communication.

32. From compassion to giving more money – Foster congregational cultures of abundance through Wayne Clark’s practices in *Beyond Fundraising: A Complete Guide to Congregational Stewardship*.

58. Wise use of resources for the good of the world – Study annual GA costs and benefits (human, financial, and natural resources). Present alternatives reflecting innovative technologies and strengthening the role of districts/regions.

77. Define spirituality: Help great turning – Put 7th principle first! We are all a part of the universe; therefore we can accept difference and act with synergistic sustainability.

79. Can we use non-supernatural language? – Make it clear that the concept of inclusive language applies to the whole spectrum of belief.

95. Model the future of religious relationship – The UUA and the ministry and lay leadership of our faith community should understand that our mission is to model the future of religious relationships.

Among: Governance

3. Election reform in the UUA – A committee [should] be appointed to review the election process and make recommendations for a process genuinely representative of

the congregations and in particular for 2009, that an election committee be appointed to oversee the process.

8. Beyond 18th century polity – Review congregational polity for the 21st century. Dispel myth it only means individualism. Reclaim meaning of responsibility with congregations and Association. Examine polity for cultural assumptions.

14. Model fair non-patriarchal process – Understanding that democracy comes in many forms, engage in and support the exploration of these many forms and methods: UUA Board – District – Congregation

15. Giving vision providing practice of the life we want – Actively encourage congregations to have a vision of where they are going and regularly strive to nurture that vision.

45. Fundamental UU governance and reform – Explore ways to increase communication to, and input from, member congregations as a way of affirming congregational polity democratic process, and accountability.

82. Use democratic process to determine the future of YRUU – Democracy is essential to work with the youth ministry, and we must ensure that we are communicating with one another throughout that ministry up from congregation to district, to UUA as well as from top-down.

Convergence Statements and Recommendations that point to

“Beyond” ENDS statements

(what are we trying to create beyond our organization, out in the world as a whole?)

Beyond: Interfaith Considerations

1. Be open to interfaith connections – Having come as far as we have, UUs can lead in the 21st century toward a more functional (rather than dysfunctional) approach to interfaith relationships.
5. Interfaith community organizing – Interfaith community organizing amplifies our moral voice, strengthens and deepens relationships within and beyond our congregations, changes the world in each community through ACTION.
51. Interfaith justice work: Repair the world – Support and model broad-based interfaith communities of trust that will encourage UU congregations to engage in interfaith justice ministries at local, regional, and state levels.
98. More love, Baby! – Foster dialogue in how to support each other in an interdenominational search for individual truth in a community setting: More love, Baby!

Beyond: Greater Awareness of UU

6. National public awareness of UU – Development and implementation of a national program to promote name recognition and public awareness of Unitarian Universalism to benefit personal, local, and regional promotion.
31. UU evangelism: Sharing our faith – Increase visibility by Living Our Faith out loud: Embrace/fund electronic media (YouTube); Informed hospitality; Articulate our faith/know our history; Create relationships among congregations
43. Nurture the unifying spirit of the world – We want the UUA Board to provide resources and opportunities to embody and share our “good news” with/in and beyond our circles.
44. Truly know and share UU good news – Inspired by the inherent mystery of the interconnected web of [all] existence, we join as change agents with other life-affirming movements around the world.
48. One minute speeches elevator on cable TV – 1) Protestant history 2) What we are 3) 7 principles lead to social action and the various ways to God 4) Keep it short, use “I” statements.

57. How can we make UUism a household term? – That the Board condemn usage of acronymic naming for groups within Unitarian Universalism, as it makes UUism less accessible for newcomers and reinforces a “closed clique” mindset both within individual congregations and within the faith as a whole.

73. Good news: Media communication: UU TV? – Develop ways to tell our stories, i.e., documentaries such as UU projects in New Orleans, for wide distribution. 2. Develop matrix website designs for use by congregations.

90. Articulating our faith to the world – Unitarian Universalism needs a concise statement in non-intellectual language, not a wordy list of principles, that describes our faith and mission in the world.

99. Meeting the needs of those who come – Focus the marketing campaign on how our churches meet these needs, and provide tools and training for congregations.

104. Dialogue with the world: UU mass media – Create advisory board promoting use of mass media, presenting UU values, accomplishments and influences to world community; emphasize free YouTube, radio/TV broadcasts, etc.

Beyond: Growth

50. To grow UU, how do we best spend our \$\$\$ - Instead of unilateral programs we encourage the UUA to support congregational efforts (with professional consultation) that result in sustainable efforts to grow existing and emerging congregations.

54. Secrets of growing a small congregation – Institute a series of such workshops emphasizing being welcoming and advertising the presence of the congregation.

65. Grow our faith in anti-oppressive ways – Right relations through the truth telling, healing, including all marginalized groups, changing systemic power imbalances, and confronting and eradicating racism and all forms of oppression.

70. Ten times in twenty years – Adopt the goal of increasing the total number of UUs by a factor of 10 in the next 20 years (12.2% annual growth rate).

74. Start more churches and train ministers to do it – Encourage entrepreneurial new starts by passionate ministers and lay leaders. Re-establish starting new churches as part of mission.

85. Urban congregations – Help urban congregations who are an important component of the “Grow Our Faith” campaign with our visibility and higher potential to reach multicultural future members.

Beyond: World We’re Trying to Create

Beyond: World We're Trying to Create: Earth Community

Convergence Statement #8 (6.8%) To move from domination to a new paradigm of partnership and sustainable Earth community.

Convergence Statement #13 (5.9%) Change our relationship with the Earth from one of exploitation to one of sustainability.

Convergence Statement #19 (3.1%) As UUs we must now lead the turn from our current Empire Culture to Earth Community.

Convergence Statement #17 (2.8%) Create a culture of peace and justice to support and sustain the web of life.

Convergence Statement #7 (2.2%) To promote UU values and engage the world to hasten the transformation to Earth community.

Convergence Statement #2 (1.6%) To imagine and realize a just global earth community of all beings.

7. Creating Earth community – As set forth by the Earth, create a sustainable earth community by nurturing partnerships and democratic institutions, locally and globally.

20. Earth community as beloved community – UUA affirms and promotes Beloved Community as encompassing all beings in a just and sustainable earth community.

25. Create a safe just world for all ages – Support inclusive initiatives promoting sustainability, peacemaking, and lifespan health and education resources to create a safe, peaceful, just world community: sources 1st, 6th, 7th principles.

30. Our religious response to an imperiled earth – Create an office within the UUA that integrates its vision into every aspect of our denomination.

55. Living locally welcoming our neighbors – Provide a mechanism for congregations to share resources that help them reconnect with their local communities to positively transform lives and promote sustainable local economies.

68. UUs lead: The great turning to earth community – As a faith community, we recognize our planetary crisis and responsibility to exemplify AND accelerate the transformation (Great Turning) from Empire to Earth Community.

89. How shall we better embody our 7th principle? – The UUA should provide more informational, educational, and fiscal resources to embody the 7th principle as an environmental imperative.

92. Sustaining the earth – Acknowledge our reverence for the earth, and the urgent need to change our relationship with the earth from one of exploitation to one of sustainability.

Beyond: World We're Trying to Create: Iraq

16. How to get the Senate/President to stop the Iraq war – Encourage congregations to fax petitions to our politicians, telephone representatives, have small meetings where you ask your politicians questions, church vigils on busy street corners

19. UUA more aggressive to get troops out of Iraq – We call on the UUA Board to reaffirm existing AIW for peace and to generate unified action for complete withdrawal for US troops from Iraq.

Beyond: World We're Trying to Create: Justice Work

Convergence Statement #20 (5%) Empowering us to act courageously, transforming the world into a just, peaceful, non-oppressive community.

Convergence Statement #1 (3.7%) To promote and support spiritual transformation of individuals and communities so as to serve justice.

Convergence Statement #17 (2.8%) Create a culture of peace and justice to support and sustain the web of life.

Convergence Statement #9 (2.7%) Connecting to the sacred, weave multi-cultural/intergenerational partnership, transforming the earth community through love and justice.

Convergence Statement #5 UUs proclaim a call for fearless commitment to love, truth-seeking, peace and justice.

Convergence Statement #28 Infuse congregations with a spirit of love, hope, and justice, transforming lives to form beloved community.

21. Restorative retributive criminal justice – The current practices of the criminal justice system [are] dehumanizing our ministries in violation of most of UU's seven principles. Restorative justice is a growing grassroots movement that is capable of restoring humanity to the criminal justice system.

34. Be a voice and work for global peace – The UUA of Congregations will be a peace denomination.

49. Empty the prisons – The UUA should take on a major initiative to empty the prisons by using better alternatives.

51. Interfaith justice work: Repair the world – Support and model broad-based interfaith communities of trust that will encourage UU congregations to engage in interfaith justice ministries at local, regional, and state levels.

56. Support for immigration reform long-term – Become a leading faith community in support of 12 million undocumented. Do and Act! Don't just talk about "justice-seeking people," live this diversity cause. Forget about commercial advertising.

75. Pro-Habeas Corpus anti-torture advocacy – The UUA should speak out unequivocally, loudly, and often for restoring rights of habeas corpus to all persons regardless of nationality and for rejecting torture under all circumstances. We should take the lead among faith groups on this issue.

100. Immigration: A humane just economic policy – Continue to push for a just and humane comprehensive immigration reform policy to include research on the financial cost and contributions of undocumented immigrants.

Beyond: World We're Trying to Create: Other

Convergence Statement #22 (6%): To create an engaging, vibrant community of all ages that will grow and thrive to transform the self, the faith, and the world.

Convergence Statement #30 (3.8%) To grow inclusive communities of faith which transform people's lives and the larger world.

Convergence Statement #24 (3.5%) To enable congregations to live lives of meaning and purpose through experiencing the sacred, spiritual practice and service.

Convergence Statement #16 (3.1%) Covenant to deepen our spiritual practice, explicitly connecting our faith with action.

Convergence Statement #21 (0.9%) Transforming the world through courageous love, cooperative action, and humble power.

Convergence Statement #25 (0.3%) We will transform lives and communities by practicing listening and being open to what's now.

22. Whom do we serve? Underlying dimensions – We want to serve more than ourselves. By challenging ourselves to live according to our UU roots and values, we will diversify our congregations, broaden our influence, and serve a broken world.

Convergence Statements and Recommendations that point to questions of moral ownership:

Convergence Statement #10 (2.1%) To foster networks of spiritual growth among UUs through congregational life and non-congregational organizations.

2. Support non-congregational organizations – Support, encouragement, and resources from the Association can and should still be extended to non-congregational organizations that enrich or support congregational life.

3. Election reform in the UUA – A committee [should] be appointed to review the election process and make recommendations for a process genuinely representative of the congregations and in particular for 2009, that an election committee be appointed to oversee the process.

30. Our religious response to an imperiled earth – Create an office within the UUA that integrates its vision into every aspect of our denomination.

38. Grow and support liberal congregations – Support and grow our congregations by supporting lifespan RE, excellent worship and community work. Celebrate our theological diversity, our covenantal heritage, and our liberal faith.

50. To grow UU, how do we best spend our \$\$\$ - Instead of unilateral programs we encourage the UUA to support congregational efforts (with professional consultation) that result in sustainable efforts to grow existing and emerging congregations.

82. Use democratic process to determine the future of YRUU – Democracy is essential to work with the youth ministry, and we must ensure that we are communicating with one another throughout that ministry up from congregation to district, to UUA as well as from top-down.

Recommendation that points to Executive Limitations

39. Promoting right relations with church staff – The UUA should develop an accreditation process moving congregations to become model employers practicing justice seeking and right relations with regard to all staff.

To: UUA Trustees

From: John Blevins, for the Governance Working Group

Date: 22 Sept 2008

Subject: Preparation for Governance Work at our October 2008 Meeting:

Package #2 - POLICY and ISSUES Work (8 pages)

This document is to help us review and adopt proposed changes to our draft policies.

I have included here only the issues and proposed changes, to avoid reproducing the full policy draft. If you want to see the full text of any Policy Section, you may do so at <http://uua.org/aboutus/governance/policy/index.shtml>

I intend to have electronic copies of all these documents available for each of you at our October meeting, but I'm still working on the method of delivery. I'll let you know what we get worked out.

Feel free to send questions, comments, additions, to the Governance WG at uua-gov@uua.org at any time.

See you in October,

John Blevins

Convener, Governance Working Group

Governance Policy Revisions for Review by full Board, Oct, 2008

From: Governance Working Group, Sept 22, 2008

Change #1 including “full diversity” in values statements

SECTION 2: Leadership Covenant and Expectations

2.0 POLICY TITLE: *GLOBAL LEADERSHIP COVENANT AND EXPECTATIONS*

The President of the Unitarian Universalist Association of Congregations shall minister to and lead the Association, **in all its full and rich diversity**, in order to implement the shared vision of the covenanted community as adopted by the Board of Trustees in collaboration with the President, hereinafter known as the *Shared Vision (Ends)*.

Change recommended:

Add the phrase “**in all its full and rich diversity**,” as shown above.

Rationale: Sec 2.1.1 (Treatment of People) spells out our diversity picture in detailed language. This change brings the intent of that language to the entire section, by placing it in the “global” preamble. It is intended to integrate this core value more fully into our Executive Limitations.

Does this work?

Issue #2 Oversight of professional ministry?

Under 2.1 Treatment of People

2.1.5 Fail to acknowledge and respond to sexual, discriminatory or other misconduct by persons employed as paid staff, by members of our professional ministry, or by volunteers of the Association.

Brody asks: *Is this the President’s responsibility? How does it relate to the MFC?*

GovWG comments: *MFC is a Committee of the Board. But is its work “Board work” in support of the work of the Board? The apparent answer is NO.*

Or is it “staff work”? Or is there another alternative? Still needs deliberation.

Essential question: What part of our organization should have operational oversight of our professional ministry?

Issue #3 Compensation consultation?

2.2 POLICY TITLE: *TREATMENT OF CONGREGATIONS*

With respect to member congregations or those congregations seeking membership, the President shall not cause or allow conditions, procedures, decisions or services that are untimely, disrespectful, inequitable, discriminatory or not transparent.

2.2.5 Fail to provide information necessary to help our congregations remunerate all staff with fair, equitable, and geographically consistent compensation packages.

Brody recommends removing this entire item, as it appears to Dan to be an “end” rather than an “exec limit”.

GovWG comment: Do you feel that this service is adequately called for in the Global Policy statement, and your intentions in this area will be met in any reasonable interpretation, or do you wish to call it out in particular, if you see it as a required service?

{Note: This item was moved here from 2.5, COMPENSATION OF RELIGIOUS PROFESSIONALS AND CHURCH STAFF allowing deletion of that paragraph.}

Issue #4 Replace 3.1.3 with new language? Clarity re: agenda contents?

3.1 POLICY TITLE: *GOVERNING STYLE*

The Board will govern with an emphasis on (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 chief executive 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.

On any issue, the Board must insure that all divergent views are considered in making decisions, yet must resolve into a single organizational position.

Accordingly:

3.1.3. The Board will ~~enforce upon itself whatever discipline is needed to~~ govern with excellence. Discipline will apply to matters such as attendance, preparation for meetings, policy-making principles, and respect of roles. Although the Board can change its governance process policies at any time, it will observe them scrupulously while in force. In accordance with this discipline, the Board will only allow itself to address a topic if the following criteria have been met, and it is not appropriate for Board members to talk about the topic's content until these questions of appropriateness above are settled:

- A. The issue is shared among Board members, and for example , the majority of the Board believes that it deserves Board time;
- B. The issue is the responsibility of the Board and not the President;
- C. If the Board has dealt with the subject before in a policy, the Board will consider what it has already said on the subject and if the subject has already been addressed the Board will either reaffirm or change its decision;

The focus of the subject is at an appropriate, and typically systemic level, and is not just a fix for a specific problem. If the subject is below the Board's broad policy threshold, the Board will seek to broaden the subject to reflect a class of related topics or issues. The Board will seek to address the subject or issue in a broad proactive style rather than as a single issue, in a reactive manner.

{Dan Brody suggests a rewrite of 3.1.3, as follows. It would replace 3.1.3 above.}

3.1.3. The Board will enforce upon itself whatever discipline is needed to govern with excellence. Discipline will apply to matters such as attendance, preparation for meetings, policy-making principles, and respect of roles. Although the Board can change its governance process policies at any time, it will observe them scrupulously while in force. The Board will address an issue only if the CGO determines that the following criteria have been met:

- A. A substantial portion of the Board believes that the issue deserves Board time;**
- B. The issue is the responsibility of the Board;**
- C. If the Board has dealt with the issue before, there is new information that compels reconsideration;**
- D. The focus of the issue is at a systemic level, and is not just a fix for a specific problem. If the issue is below the Board's broad policy threshold, the Board will seek to broaden the issue to include a class of related issues in a proactive style.**

Change #5 Replace 3.1.7.F with new language? Simplifying.
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3.1.7.F. Speak as the Board of Trustees of the UUA on matters of witness in our own work as an Association, e.g., supporting welcoming congregations; ordaining women; ordaining b/g/l/t ministers; the transformation of our congregations and associational bodies in becoming anti-racist, anti-oppressive, and multi-cultural; socially responsible investment of resources; supporting freedom of conscience in the witnessing of congregations and ministers; etc.

{Dan Brody suggests a rewrite of 3.1.7.F, as follows. This would replace the entirety of 3.1.7.F above}

F. Speak as the Board on matters of witness in our own work as an Association, including the transformation of our congregations and

Association in becoming anti-racist, anti-oppressive, and multi-cultural.

Issue #6 Need for Board gift policy?

GovWG question: Should the Board, in Section 3, have its own “gift policy” which relates specifically to Trustees? GovWG recommends YES. See the GovWG proposal for new Section 3.3.2.D below.

Issue #7 Trustee employment with UUA? see 3.2.C

3.3 POLICY TITLE: BOARD AND BOARD MEMBER CODE OF CONDUCT

The Board commits itself and its members to acting in adherence to the UUA bylaws, as well as ethical, businesslike, and lawful conduct, including respect for others, proper use of authority and appropriate decorum when acting as Board members.

1. Members must act in accordance with our covenant with member congregations. As Board members, our primary purpose is to serve our member congregations regardless of personal relationships with staff, affiliations with other organizations, or any personal interest.
2. Members must avoid conflict of interest with respect to their fiduciary responsibility.
Conflict of interest is defined as [insert Massachusetts legal definition here.](#)
 - A. There will be no self-dealing or business by a member with the organization. Members will annually disclose their involvements with other organizations, with vendors, or any associations that might be, or might reasonably be seen as being, a conflict.
 - B. When the Board is to decide upon an issue about which a member has an unavoidable conflict of interest, that member shall absent herself or himself without comment from not only the vote, but also from the deliberation.

If the member holds valuable insight into the relevant situation, the individual chairing may permit comment as long as the Board takes care to pursue its due diligence.

- C. Board members will not use their Board position to obtain employment in the organization for themselves, family members, or close associates. ~~Should a Board member wish to apply for employment, the Board member must first resign from the Board and wait one year before employment by the UUA.~~ **{DBrody replaces this language with:} “A Board member may not apply for or accept employment with the Association within one year after the end of the member’s service on the Board.”**

Issue #8 Finalize “speaking with one voice” policy?

3.3.3. Trustees covenant with each other to follow a practice of "Speaking with one voice".

This requires that each Trustee has had reasonable opportunity to participate in the debate of the issues and opportunities before the committee or Board. The Trustee may have disagreed with the Board’s decision, and consistent with the right of conscience may say so publicly. However, once the Board makes a policy decision, and even if an individual Trustee does not fully support the Board’s position, each Trustee agrees to do their best to act in alignment with that policy in the spirit of moving our organization ahead in accordance with our democratic principles.

If a Trustee finds that they cannot in good conscience adhere to this policy and covenant, then that Trustee bears the responsibility to consult with the Moderator or First Vice-Moderator and determine an acceptable course of action.

GovWG question: Is this language satisfactory for our 2009 Policies? Or do you want to work on it some more?

[Note to Board: We have not yet reviewed this language in relation to our Board covenant. Who shall undertake this?]

Change #9 Length of terms for Board officers?

3.6 POLICY TITLE: *ELECTION OF OFFICERS AND OFFICER ROLES*

The General Assembly elects the Moderator and Financial Advisor.

The Board elects the First and Second Vice Moderators, the Secretary and Assistant Secretary **for terms as determined by the Board.**

The Board appoints the Recording Secretary and Treasurer of UUA.

{Dan Brody noted that we had not specified the terms of office for Board officers.}

The GovWg offers the following phrase: “for terms as determined by the Board.” as shown in the paragraph above.

Is this Acceptable?

Issue #10 Trustees serving on committees outside the Board? 3.7.2

3.7 POLICY TITLE: BOARD COMMITTEE PRINCIPLES

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:

Current language for 3.7.2:

3.7.2 Board members may serve on staff operational committees, as individuals, at the invitation of the President or of committees established by the General Assembly.

Proposed language:

3.7.2 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 Board members may serve on staff operational committees at the invitation of the President.

3.7.2.2 Board members may serve on General Assembly operational committees, at the invitation of those committees established by the General Assembly.

Issue #11 Conflict of interest policy needs work

3.7 POLICY TITLE: BOARD COMMITTEE PRINCIPLES

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:

13. No person appointed to a Board or UUA committee may participate in that committee's deliberations if they are likely to result in a recommendation or decision that could be a conflict of interest for that member. In the event of a dispute resulting from this rule, the Committee on Committees shall act as arbiter and make a final recommendation to the UUA Board of Trustees.

{Dan Brody believes that this conflict of interest policy for committee members is too narrow. From Dan, "For example, it does not prevent me from participating in a decision that would lead to the hiring of my brother-

in-law. I expect that the Audit Committee’s work on conflict of interest will result in a conflict of interest policy for committee members. I suggest putting in a placeholder here. “ [q.v. 3.3.2.C]

GovWG: We presume Dan also includes all Trustees, not just Board “committee members”.

Issue #12 Committee Structure

Conversations around appropriate committee structure continues.

Dan Brody has noted that six committees which are described in Bylaws Section 7.1 are not created by Board resolution, but are created by Bylaws. These are: Investment Committee, Audit Committee, Executive Committee, Finance, MFC, and Rel. Educ. Credentialing Committee.

The GovWG, in conjunction with the Committee on Committees, continues work to clarify the issues and language around these committee structure questions, and will bring them forward as we can, along with transition plans for agreed upon changes, if any.

As any change is made the Board must develop the set of governance policies that insure that our full fiduciary and spiritual duties are fulfilled going forward.

Issue #13 Board member gift policy

GovWG recommends adding to Section 3.3, “3.3 POLICY TITLE: *BOARD AND BOARD MEMBER CODE OF CONDUCT*”, a new policy to address gifts to Trustees.

3.3.2.D. Board members will not accept gifts, or pledges of behavior, of any kind, from any source, that could in any manner be interpreted as attempting to inappropriately influence Trustee behavior or voting.

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