

**Report to UUA Board** (draft 2 as of 22 March 2009, to be finalized 16April)  
**From Governance WG**  
**April 18th, 2009**

**For the Consent Agenda;**

Thirteen policies, as voted upon by the Board electronically during March 2009 have been placed on the Consent Agenda for action on Saturday, April 18. Upon adoption, these policies will be integrated into the current UUA Governance Policy Manual as posted on UUA.ORG. The text of the policies appears in the Consent Agenda section of the Board Agenda.

**MOTIONS**

The Governance WG brings (4 or 5???) motions to the Board. (Decide on Motion 1&2 combined to replace separate motions 1 & 2 – the numbered format vs the current draft format). **Overview of MOTIONS:**

**Motion 1 & 2:** Adopt ENDS

**Motion 3:** Adopt Sources of Accountability

**Motion 4:** Adopt annual monitoring calendar

**Motion 5:** Adopt entire revised Policy Manual, and agree to begin operation under new Policy Manual in October, 2009.

**Motion #1:**

**Move that we adopt the Global ENDS (Vision) Statement, for inclusion in the UUA Governance Policy manual.**

**Global END Statement:**

**Grounded in our covenantal tradition, the UUA will inspire people to lead lives of humility and purpose, connection and service, thereby transforming themselves and the world.**

**Motion #2:**

**Move that we adopt the ENDS statements, for inclusion in the UUA Governance Policy manual.**

**Our ENDS are growing Unitarian Universalist congregations that. . .**

**Unlock the Power that Transforms Lives**

**• In our congregations, people deepen their spiritual lives. They:**

- Develop a personal spiritual practice
- Participate in meaningful worship
- Learn and practice empowered leadership and generosity.

- Find their ministry in the world
- **Our congregations are:**
  - Vibrant—joyful and excited about their ministries
  - Intentionally multi-generational and multi-cultural.
  - Networked with each other
- **Congregations are:**
  - Active participants in ministerial preparation and development
  - Shared ministries
  - Agents of mission and extension

**Invite people into congregations that live out covenant through:**

- A strong, articulated sense of UU and community identity
- High expectations of their members
- Full participation in Associational life
- An open and inclusive outreach and welcome
- Embracing and struggling with issues of oppression and privilege

**Move toward sustainability, wholeness and reconciliation through ministries, partnerships, and alliances.**

- Our congregations answer the call to ministry and justice work:
  - Grounded in the communities in which they live
  - Nationally, internationally
  - With interfaith partners and alliances
- The public engages in meaningful dialogue and takes action informed by our prophetic voice and public witness.

**These are all at equal priority and are to be achieved within a justifiable cost.**

**OR**

*(Motion #1 and #2 combined, into a consistently numbered version)*

**Move that we adopt the following ENDS statements, for inclusion in the UUA Governance Policy manual.**

**UUA ENDS Statement, formatted for publication and adoption**

**22March2009**

With the counsel of governance consultant Susan Stratton-Radwan, the Governance WG proposes reformatting our working draft ENDS statement, while applying the following guidelines:

1. Add policy numbering for consistency with the rest of the policy manual.
2. The global End should be a complete statement that acts as the umbrella statement. All other policies should be a derivative of the Global End. Level 2 policies should be complete statements in themselves. All policies that follow should be further explanation of Level 2.

Hence, our proposed UUA ENDS Statement:

### **Global Statement**

#### **1.0 Our ENDS are growing Unitarian Universalist congregations that *transform, invite and seek wholeness.***

- 1.1 Congregations that unlock the power that transforms lives.
- 1.2 Congregations that invite people to live out covenant.
- 1.3 Congregations that move toward sustainability, wholeness and reconciliation through ministries, partnerships, and alliances.
- 1.4 These are all at equal priority and are to be achieved within a justifiable cost.

### **And the expanded Statement**

#### **1.0 Our ENDS are growing Unitarian Universalist congregations that *transform, invite and seek wholeness.***

##### **1.1 Congregations that unlock the power that transforms lives.**

- 1.1.1. In our congregations, people deepen their spiritual lives. They:
  - a. Develop a personal spiritual practice
  - b. Participate in meaningful worship
  - c. Learn and practice empowered leadership and generosity
  - d. Find their ministry in the world
- 1.1.2. Our congregations are:
  - a. Vibrant—joyful and excited about their ministries
  - b. Intentionally multi-generational and multi-cultural.
  - c. Networked with each other
- 1.1.3 Congregations are:
  - a. Active participants in ministerial preparation and development
  - b. Shared ministries

- c. Agents of mission and extension

**1.2 Congregations that invite people to live out covenant.**

- a. A strong, articulated sense of UU and community identity
- b. High expectations of their members
- c. Full participation in Associational life
- d. An open and inclusive outreach and welcome
- e. Embracing and struggling with issues of oppression and privilege

**1.3 Congregations that move toward sustainability, wholeness and reconciliation through ministries, partnerships, and alliances.**

1.3.1. Our congregations answer the call to ministry and justice work:

- a. Grounded in the communities in which they live
- b. Nationally, internationally
- c. With interfaith partners and alliances

1.3.2 The public engages in meaningful dialogue and takes action informed by our prophetic voice and public witness.

**1.4 These are all at equal priority and are to be achieved within a justifiable cost.**

**Motion #3:**

**Move that we adopt the Sources of Accountability and Authority (owners) Statement, for inclusion in the UUA Governance Policy manual**

**Sources of Authority and Accountability (owners):**

- Our member congregations
- Current and future generations of Unitarian Universalists
- The heritage, traditions, and ideals of Unitarian Universalism
- The vision of Beloved Community
- The Spirit of life, love, and the holy

**Motion #4:**

**Move that we adopt the Annual Monitoring Calendar, for inclusion in the UUA Governance Policy manual.**

Calendar follows, on 3 pages.

**UUA GOVERNANCE POLICY MANUAL**  
**APPENDIX 3A. MONITORING SCHEDULE BY POLICY OR TOPIC**  
*(Revised January 2009\_ draft version\_3)*

<b>Policy</b>	<b>Policy Title</b>	<b>Method of Monitoring</b>	<b>Frequency</b>	<b>Date</b>
1.0	Ends	Internal: Reviewed by Board Report to General Assembly	Annual	Jan April June Oct
2.0	Global Leadership Covenant	Internal	Annual	May
2.1	Treatment of People	Internal	Annual	July
2.2	Treatment of Congregations	Internal	Annual	Aug
2.3	Treatment of Staff	Internal	Annual	Sept
2.4	Compensation & Benefits	Internal	Annual	Oct
2.5	Compensation of Religious Professional & Church Staff	Internal	Annual	Oct
2.6	Availability of Benefits for Related Organizations	Internal	Annual	Nov
2.7	Financial Planning and. Budgeting	Internal	Annual	Dec
2.8	Financial Condition & Activities	Internal	Annual	Dec
2.9	Grants, Contracts & Partnerships	Internal	Annual	Jan
2.10	Asset Protection	Internal	Annual	Feb
2.11	External Relations	Internal	Annual	Mar

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2.12	Emergency Presidential Incapacity	Internal	Annual	Mar
2.13	Election Practices	Internal	Annual	April
2.14	Communication & Support to Board	Direct Inspection	Annual	April
3.0	Global Governance Commitment	Direct Inspection	Annual	Oct
3.1	Governing Style	Direct Inspection	Annual	Oct
3.2	Board Job Description	Direct Inspection	Annual	Oct
3.3	Board & Board Members' Code of Conduct	Direct Inspection	Annual	Oct
3.4	External Relations	Direct Inspection	Annual	Jan
3.5	Agenda Planning	Direct Inspection	Annual	Jan
3.6	Election of Officers & Officers' Roles	Direct Inspection	Annual	Jan
3.7	Board Committee Principles	Direct Inspection	Annual	Jan
3.8	Board Committee Structure	Direct Inspection	Annual	April
3.9	Cost of Governance	Direct Inspection	Annual	April
4.0	Board-President Linkage	Direct Inspection	Annual	April
4.1	Unity of Control	Direct Inspection	Annual	April
4.2	Accountability of the President	Direct Inspection	Annual	June
4.3	Partnership with the President	Direct Inspection	Annual	June
4.4	Monitoring Presidential Performance	Direct Inspection	Annual	June
4.5	Presidential Compensation & Benefits	Direct Inspection	Annual	June

**UUA GOVERNANCE POLICY MANUAL**  
**APPENDIX 3A. MONITORING SCHEDULE BY POLICY OR TOPIC**  
– “Year at-a-glance” *(Revised January 2009\_ draft version\_3)*

<p>JAN (BOT)  1.0 Ends (TBD)  2.9 Grants, Contracts &amp; Partnerships</p> <p>Board means policies:  3.4 External Relations  3.5 Agenda Planning  3.6 Election of Officers/Roles  3.7 Board Committee Principles</p>	<p>FEB  2.10 Asset Protection</p> <p>Board means policies:  4.2 Accountability of President  4.3 Partnership with President  4.4 Monitoring Presidential Perf.  4.5 Presidential Compensation &amp; Benefits</p>	<p>MAR  2.11 External Relations  2.12 Emergency Presidential Incapacity</p>	<p>APRIL (BOT)  1.0 Ends (TBD)  2.13 Election Practices  2.14 Communication &amp; Support to Board</p> <p>Board means policies:  3.8 Board Committee Structure  3.9 Cost of Governance  4.0 Board-President Linkage  4.1 Unity of Control</p>
<p>MAY  2.0 Global Leadership Covenant</p>	<p>JUNE (BOT/GA)  1.0 Ends (TBD); Reviewed by General Assembly</p> <p>Board means policies:  4.2 Accountability of President  4.3 Partnership with President  4.4 Monitoring Presidential Perf.  4.5 Presidential Compensation &amp; Benefits</p>	<p>JULY  2.1 Treatment of People</p>	<p>AUG  2.2 Treatment of Congregations</p>
<p>SEPT  2.3 Treatment of Staff</p>	<p>OCT (BOT)  1.0 Ends (TBD)  2.4 Compensation &amp; Benefits  2.5 Compensation of Religious Professional &amp; Church Staff</p> <p>Board means policies:  3.0 Global Gov Commitment  3.1 Governing Style  3.2 Board Job Description  3.3 Board Code of Conduct</p>	<p>NOV  2.6 Availability of Benefits for Related Organizations</p>	<p>DEC  2.7 Financial Planning &amp; Budgeting  2.8 Financial Condition &amp; Activities</p>

**Motion #5:**

**Move that we adopt the entire UUA Governance Policy manual, as revised to incorporate the policies, including the ENDS and Sources statements, as adopted at this meeting, and that we begin operation in accordance with these policies concurrent with our meeting in October, 2009.**

The revised and updated Policy manual, including the actions taken at this meeting, will be posted at

<http://uaa.org/aboutus/governance/policy/index.shtml>  
replacing the current version, at the earliest possible date.

**Information Items from the Governance WG:**

**1. Plenary Report on Governance at GA**

A report from the Governance WG (and/or Moderator) will be delivered during plenary at GA 2009, to report out our governance work and our ENDS and Sources documents to the assembly.

**2. Meeting with District Presidents at GA**

A small team of Board members, to be selected at this meeting, will meet with the District Presidents (DPA) on Wed June 24th, at GA, for purposes of exploring shared interests, such as:

- a) How might we more tightly link, or align, the goals of the districts and the Association?
- b) How to better understand who the "moral owners" of the districts are. Congregations? Congregational leadership, including ministers? Others?

**3. New Trustee orientation on governance planned.**

A web-based orientation on governance for new Trustees is planned for Aug or Sept 2009.

**4. October 2009 Governance Topics.**

We are planning for Susan Stratton-Radwan to join us at our Oct 2009 meeting, for purposes of:

- a) mentoring us on reviewing and responding to staff monitoring reports, which we will be receiving prior to our October 2009 meeting.
- b) provide a process observation from a governance perspective.
- c) possibly another governance training topic, to be determined.