



BOARD OF TRUSTEES
MEETING AGENDA

Monday, December 14, 2020

4:45 p.m. PT / 6:45 p.m. CT / 7:45 p.m. ET
Online Meeting via Zoom



Pacific	Central	Eastern	ITEM	LED BY
4:45 – 4:55	6:45 – 6:55	7:45 – 7:55	Opening Reading / Chalice Lighting	
4:55 – 5:05	6:55 – 7:05	7:55 – 8:05	Check-In via Breakout Groups	
5:05 – 5:07	7:05 – 7:07	8:05 – 8:07	Consent Agenda <ul style="list-style-type: none"> General Assembly 2020 <i>DRAFT</i> Minutes 	Charles Du Mond
5:07 – 5:47	7:07 – 7:47	8:07 – 8:47	Ministerial Fellowship Committee and Religious Education Credentialing Committee <ul style="list-style-type: none"> Background from Sarah Lammert Process for Integrating Appointments Committee Into New Member Process (last year, the Board voted to make the Appointments Committee responsible) 	
5:47 – 5:57	7:47 – 7:57	8:47 – 8:57	Bylaws Update	Barbara de Leeuw Charles Du Mond
5:57 – 6:07	7:57 – 8:07	8:57 – 9:07	Design Team Update	Suzanne Fast Leslie MacFadyen
6:07 – 6:12	8:07 – 8:12	9:07 – 9:12	Article II Study Commission Update	Meg Riley Kathy Burek Greg Boyd
6:12 – 6:17	8:12 – 8:17	9:12 – 9:17	Nominations / Appointments / Presidential Search Committee	Charles Du Mond
6:17 – 6:22	8:17 – 8:22	9:17 – 9:22	Commission on Institutional Change Implementation and Mission Alignment Team Update	Susan Frederick-Gray Carey McDonald
Closed Session				
6:22 – 6:52	8:22 – 8:52	9:22 – 9:52	Review / Modify / Accept Covenant for the Board	Rebecca Throop Genevieve Baldwin
6:52 – 7:02	8:52 – 9:02	9:52 – 10:02	Closing	



Rooted, Inspired, & Ready!

DRAFT MINUTES – NOT YET APPROVED BY THE BOARD OF TRUSTEES

General Assembly Business Meeting Minutes

**Fifty-Ninth General Assembly of the Unitarian Universalist Association
June 24-28, 2020**

Note: all times are Eastern Time

The 2020 General Assembly (GA) of the Unitarian Universalist Association (UUA) was held virtually due to the COVID-19 pandemic. While originally planned to take place in Providence, RI, the UUA Board approved a change to a virtual format in April 2020. GA was conducted on a custom online platform created by the UUA, based on the previous offsite delegate platform, with additional use of other applications such as Zoom meetings.

The theme of GA 2020 was “Rooted, Inspired and Ready.” This theme addressed the roots of Unitarian Universalism in the 400th Anniversary of the landing of the Mayflower and beginning of colonialism in New England through programs and partnership with a Remembrance Council of Indigenous leaders. It inspired attendees to continue the work of faithful and inclusive transformation by receiving the final report and recommendations of the Commission on Institutional Change. It helped UUs be ready to take action for electoral justice through the UU the Vote initiative.

Co-Moderators Elandria Williams and Rev. Mr. Barb Greve. convened virtually Wednesday, June 19, 2020, at approximately 7:45 p.m. 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. The Assembly adopted, by a vote of two-thirds or more, Rules of Procedure for the conduct of the meeting.

Notable Business Session Events

The Assembly received written or video reports from the President, the Co-Moderators, the Financial Advisor, the Secretary, the Board of Trustees, the General Assembly Planning Committee, the Treasurer, the UUA Staff, Beacon Press, the Commission on Social Witness, the Commission on Appraisal, the Unitarian Universalist Service Committee, and the Unitarian Universalist Women’s Federation.

The UUA Commission on Institutional Change presented its final report and recommendations in the publication entitled *Widening the Circle of Concern*. The Commission’s presentation was followed by workshops which explored the themes of the report.

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The following awards were not made at GA this year: the Award for Distinguished Service to the Cause of Unitarian Universalism, the President's Annual Award for Volunteer Service, and the Angus MacLean Award for Excellence in Religious Education.

Co-Moderators Williams and Greve completed their tenure and were honored for their three years of service in a time of transition, challenge, and renewal for the UUA. New Co-Moderators Meg Riley and Charles Du Mond were installed in their role, having been chosen in an uncontested election.

Business Agenda Items – Business Resolution and Bylaw Amendments

The Assembly adopted the following bylaw amendments and business resolutions included on the GA Business Agenda by a vote of two-thirds or more. Bylaw amendments were placed on the agenda by the Board of Trustees, and the business resolution was submitted by a petition signed by not fewer than 250 members of UUA certified congregations, with no more than 10 members from any one congregation.

Note - Underlining indicates insertion; [brackets] indicate deletion.

I. Business Resolution – Embodying Human Rights in Our Investment Decision

WHEREAS, the pursuit of social justice is at the heart of our identity as Unitarian Universalists; and

WHEREAS, we Unitarian Universalists are guided by our fundamental principles that uphold the worth of every human being; call for justice in human affairs; support the right of conscience and the democratic process; support a world community with peace and liberty for all; and declare respect for the interdependent web of existence; and

WHEREAS, we are also guided by the United Nations Universal Declaration of Human Rights and the associated UN Covenants and Conventions including the UN Convention on the Elimination of all Forms of Racial Discrimination; the UN Covenant on Civil and Political Rights; the UN Covenant on Economic, Social and Cultural Rights; and the UN Convention on the Rights of the Child.

WHEREAS, the human rights of Black, Indigenous and other People of Color, women, LGBTQI2-S (Lesbian, Gay Bisexual, Trans, Queer, Intersex, Two-Spirit) people, immigrants, workers, religious minorities, [homeless] youth and other individuals experiencing homelessness, disabled people/people with disabilities, and people affected by mass incarceration living in the United States continue to be egregiously violated; and

WHEREAS, the human rights of groups in many countries of the world also continue to be systematically violated. Such groups include but are not limited to the Rohingya of Myanmar and the Uighurs of China who are abused based on religious and ethnic identities; factory workers forced to work without adequate pay in unsafe or unhealthy conditions; immigrants from the Americas, the Middle East and Africa fleeing war, violence, and ecological

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devastation; Palestinians who have suffered for decades from expulsion, land seizure, and denial of fundamental rights based on their ethnicity; immigrants and asylum seekers warehoused in private prisons in the US; and indigenous people of the Amazon and other parts of Latin America whose lands are taken from them or destroyed; and

WHEREAS, the human rights of all people to a secure future for themselves and their descendants continue to be threatened by climate change and by war, including the possibility of nuclear war; and

WHEREAS, the current national and world systems that allow oppression and human rights violations to continue are massively affected and enabled by the policies and activities of private corporations; and

WHEREAS, Unitarian Universalists should not support or profit from corporations that are deeply complicit in human rights violations; and

WHEREAS, Unitarian Universalists should oppose human rights abuses by using their relationships with corporations as consumers and investors to end corporate complicity with human rights abuses and environmental injustice, and to ensure that corporations abide by the UN Guiding Principles on Business and Human Rights; and

WHEREAS, the UUA has a long history of investing, shareholder activism and community investing in accord with social justice concerns through the UU Common Endowment Fund (UUCEF) and its predecessors, which includes endowment funds of the UUA and of many UU congregations and affiliates and is managed by the UUA Investment Committee, and advised by the UUA Socially Responsible Investment (SRI) Committee; and

WHEREAS, the UUA has the potential to build on its pioneering role in the SRI movement by strengthening and publicly promoting the UUCEF's SRI Guidelines with regard to human rights; and

WHEREAS, clear, regular and accessible communication between the UUA SRI and Investment Committees and UU social justice groups, congregations and individual UUs concerned about social justice issues can help improve the effectiveness and impact of UUA investment screening, corporate engagement and community investment;

THEREFORE:

1. Be it resolved that the 2020 General Assembly of the UUA calls upon the UUA to cease the purchasing of securities by the UUCEF in corporations that are consistently, knowingly and directly complicit in egregious human rights violations and violations of international law ("Human Rights Violators (HRV)") and calls on congregations, affiliates and individuals also to cease purchasing such securities; and
2. Be it further resolved that this General Assembly calls upon the UUA to continue to divest the UUCEF holdings of directly held securities of HRV companies, if any, reaching full divestment of these companies within three years and calls on congregations, affiliates and individuals also to divest within this timeframe; and
3. Be it further resolved that this General Assembly calls upon the UUA to continue to work

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with its current and prospective pooled-asset managers to incorporate Human Rights Due Diligence into their investment processes;¹

4. Be it further resolved that this General Assembly calls upon the UUA to undertake a comprehensive review of the UUCEF's SRI Guidelines with regard to human rights concerns, identify significant gaps, if any, and amend the guidelines as necessary; and
5. Be it further resolved that this General Assembly requests the UUA to formalize mechanisms for communication between its SRI and Investment Committees and UU social justice groups, congregations and individual UUs concerned about social justice issues regarding development and implementation of the UUCEF's SRI Guidelines and the impact of UU SRI initiatives; and
6. Be it further resolved that notwithstanding any provision above, the UUA shall not take any action that is inconsistent with its fiduciary duty or that is incompatible with the principles of sound investment; and
7. Be it further resolved that notwithstanding any provision above, the UUA shall not take any action that precludes the use of shareholder advocacy regarding human rights issues and the purchase of the minimal shares necessary to permit the introduction of shareholder resolutions with HRV companies, moreover, the UUA will sell such shares when the engagement ends or when it seems that engagement cannot produce more results; and
8. Be it further resolved that the President and Treasurer of the UUA should prepare a written report for each General Assembly from 2021 through 2023 on our Association's progress on the above resolutions; and
9. Be it further resolved that this General Assembly encourages UUA affiliated organizations, individual UU congregations and individual UUs to examine their investments and corporate engagement plans to ensure support for the human rights of all people as defined in the Universal Declaration of Human Rights with its associated covenants and in the UUCEF's SRI Guidelines with a view to taking action to end human rights violations, such as public divestment of their holdings in HRV, supporting shareholder activism designed to end human rights violations, and investment in human rights supporting companies and ventures.

Sponsored by: UUs for Justice in the Middle East, Black Lives UU, UU Refugee and Immigration Services (UU RISE), UU Peace Ministry Network and UU Ministry for Earth. Endorsed by the UUA Investment Committee, Socially Responsible Investment Committee, UUA Board of Trustees

¹ <https://investorsforhumanrights.org/news/call-sign-ons-investor-case-mandatory-human-rights-due-diligence>

II. Bylaw Amendment – Co-Moderator Vacancy

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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. If the position of Moderator is deemed vacant under Section 8.8 (b), the Board may, but shall not be obligated to, appoint as Moderator any remaining individual(s) who had been serving in the position of Moderator when the position was deemed vacant, and may do so either as a sole appointment or with one or more other individuals.

Section 8.8. Moderator.

- (a) The Moderator shall preside at General Assemblies and meetings of the Board of Trustees and the Executive Committee. The Moderator shall represent the Association on special occasions and shall assist in promoting its welfare. The Moderator shall serve as Chief Governance Officer of the Association.
- (b) As used in these Bylaws, the term “Moderator” may refer to a single individual, or to multiple individuals, serving in the position, even though the word “Moderator” may appear in the singular form of the word. When multiple individuals are serving in the position of Moderator, if one or more of those individuals dies, is disqualified, resigns, or is removed, the position of Moderator shall be deemed vacant under Section 8.7(a).

III. Bylaw Amendment – Nominating Committee Timelines

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 issue a report with its nominations on or before March 15 of the year in which the nominees will be candidates for election. Nominations shall be filed with the Secretary of the Association and distributed [mailed]

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to all certified member congregations, associate member organizations, and trustees [on or before December 10 of each year].

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 fifty certified member congregations, including at least one congregation from three of the regions of the Association. 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 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] May 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.

Actions of Immediate Witness

The Assembly affirmed the following Actions of Immediate Witness by a vote of two-thirds or more.

I. Address 400 Years of White Supremacist Colonialism

WHEREAS, 2020 marks the 400th anniversary of the first Mayflower voyage, transporting Pilgrims from England to the North American Atlantic Coast;

WHEREAS, the Pilgrims' invasion of the Wampanoag people led to the enslavement of Indigenous peoples on the East Coast and the removal of and genocide against Indigenous peoples across the continent;

WHEREAS, many Unitarian Universalist congregations uncritically trace their origins to the Pilgrims' "Free Church" tradition – a mythos that sanctifies white supremacy and depends upon erasure of Indigenous peoples;¹

WHEREAS, white settler-colonialism is extractive, expansive,² and based in violent patriarchy – resulting in a preponderance of Missing and Murdered Indigenous Women³ and creating unsustainable conditions for all living beings;⁴

WHEREAS, the Plymouth Plantation (a for-profit corporation with stockholders in London) established the corporate pattern of using police to extract resources from Indigenous peoples,

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a pattern repeated at Standing Rock nation and other Indigenous nations that resist pipeline projects and other extractive industries;⁵

WHEREAS, the Mashpee Wampanoag Tribe, whose ancestors' lands were invaded by the Pilgrims in 1620, and who have inhabited and stewarded parts of present-day Massachusetts for more than 12,000 years, came under attack from the Trump administration in March of this year and were notified that their reservation lands were being terminated; and⁶

WHEREAS, the administration continues in this and other attacks on Indigenous peoples' lands, sacred sites, and sovereignty – even as a federal district judge has temporarily blocked the taking of the Mashpee Wampanoag's lands.⁷

THEREFORE, BE IT RESOLVED THAT we, the delegates of the 2020 General Assembly of the Unitarian Universalist Association, call upon the Unitarian Universalist Association and its member congregations to:

- Continue to gather in solidarity with the Mashpee Wampanoag Tribe, Standing Rock nation, and all Indigenous peoples struggling to preserve their lands, waters, peoples, sacred sites, and sovereignty;
- Continue to push for release of Indigenous Water Protectors from prisons, end public policies that criminalize resistance to extractive colonialism, and adopt a vision of prison abolition;
- Work nationally, statewide, and locally on public policy that is decolonizing – such as establishing Indigenous Peoples Day, including Indigenous peoples' histories in public education curricula, and eliminating racist monuments, flags, and mascots;
- Work to stop and reverse ecological harm in genuine collaboration with and taking leadership from communities most consistently and harshly impacted by extractive exploitation of land, water, air, and all beings;
- Research, identify, and acknowledge the Indigenous peoples historically and/or currently connected with the land occupied by congregations, and find ways to act in solidarity with or even partner with those Indigenous peoples; and
- Examine practices relative to Indigenous peoples, particularly the narratives regarding UU origins and US holidays including Thanksgiving.

¹ *Unitarian Universalist history often miscredits the “covenant communities” of the Pilgrims with bringing democracy and the “Free Church” to the North American continent – and with planting these values within UU tradition. This telling of UU history denies Indigenous histories, cultures, spiritual traditions, and rights.*

² *The colonial project initiated by the Pilgrims and perpetuated in our time demands more lands, waters, and resources, such that the conquest includes the whole continent, Hawaii, and other parts of the world.*

³ *This violently patriarchal model also leads to domestic violence, child abuse and neglect, and other forms of personal violence.*

⁴ *“All living beings” includes the descendants of white settler-colonialism, whose ancestors arrived on this land traumatized by generations of empire-building in their European homelands.*

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⁵ *The corporate and state retaliation against the Water Protector movement at Standing Rock nation, Cheyenne River nation, and elsewhere is the present-day manifestation of the Plymouth plantation model, with at least five Indigenous Water Protectors becoming political prisoners of the U.S. government – and numerous states adopting legislation to criminalize resistance to extractive industries.*

⁷ *The National Congress of American Indians (NCAI) declared this unjust move a “devastating blow to not only the Mashpee Wampanoag Tribe, but to all of Indian Country,” and statements of solidarity came from many entities, including the Unitarian Universalist Association.*

⁸ *NCAI insists that we must remain “vigilant and stand united.”*

II. Amen to Uprising: A Commitment and Call to Action

BECAUSE Unitarian Universalist congregations covenant to affirm the inherent worth and dignity of every person, and to promote justice, equity and compassion in human relations, we proclaim loudly, Black Lives Matter!

WHEREAS, police departments and officers across the United States have taken the lives of Black people, including George Floyd, Breonna Taylor, Tony McDade, Nina Pop, Rayshard Brooks and so many others;

WHEREAS, modern policing in the United States is a continuation of what began as slave patrols and have been used to control and harm Black people for generations;

WHEREAS, anti-racist protestors have been met by violence of an increasingly militarized police force;

WHEREAS, many of our faith communities have been complicit in creating the society and systems we currently live within; and

WHEREAS, our ancient and evolving universalist theologies call us to bring an end to all hells that exist and call for accountability and transformation, not punishment.

THEREFORE, BE IT RESOLVED THAT, as Unitarian Universalists we commit to shaping a world in which love and justice may thrive, where Black leadership, creativity, and resilience is celebrated while Black grief is honored and held with love. We will use our voices to amplify the demands of Black Lives Matter, Black Lives of Unitarian Universalism (BLUU), Diverse and Revolutionary Unitarian Universalist Multicultural Ministries (DRUUMM), Movement for Black Lives (M4BL), Black Youth Project 100 (BYP100), Undocublack, and other organizations operated by and for Black people.

THEREFORE, we call upon the UUA to collaborate with organizations that have demonstrated a commitment to the work outlined in this AIW, for example, National Bail Out, Reclaim The Block, Black Lives of UU, in education, support, and resource development for congregations and to take action through staff commitments via the Organizing Strategy Team, Lifespan Faith Engagement, Congregational Life, and other groups.

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THEREFORE, we will create systemic change within our congregations by:

- Revising agreements and policies to create alternatives to policing (including developing plans for safety and accountability);
- Choosing not to involve police departments, and deactivating security systems that mobilize police response when triggered;
- Engaging in creative, transformative, justice processes;
- Pursuing abolition of policing systems within the congregations and institutions in which we have power;
- Moving congregational and institutional resources and endowments towards Black liberation organizing and long-term redistribution; and
- Rooting ourselves in theologies of liberation and abolition.

THEREFORE, we will support uprisings with spiritual and material resources, serving as places of respite during protests, funding movements through congregational budgets, and providing spiritual care for protestors and survivors of police and state terror.

THEREFORE, we will advocate in the wider world by:

- Following the example of institutions like the Minneapolis Public School Board in ending contracts with police, and directly intervening alongside communities experiencing policing and ICE raids;
- Joining in widespread calls for immediate defunding of police departments, ending immigration detention, and abolishing ICE; and
- Advocating for reinvestment in communities that have been victimized by policing and other forms of white supremacy.

THEREFORE, we commit to making our congregations and communities authentically multicultural, multiracial, anti-oppressive spaces that dismantle anti-Blackness; resisting a culture of perfectionism, and repairing our mistakes; and, given that building the Beloved Community is an ongoing and ever evolving process, we commit to staying in this work for the long haul.

Responsive Resolutions

The Assembly affirmed the following Actions of Immediate Witness by a vote of two-thirds or more.

I. Widening the Circle: Establishing Ongoing Intersectional Accountability Commission and Sunsetting the JTWTC

WHEREAS, The Journey Towards Wholeness Transformation Committee has been at work in our faith since the Journey Towards Wholeness Transformation Committee Business Resolution was passed in 1997, and the General Assembly committed to be an Anti-Racist, Anti- Oppressive and Multicultural Faith; the General Assembly requested that the UUA Board of Trustees establish a committee to monitor and assess our transformation as an anti-racist, multi-cultural institution, and that the Board of Trustees report to the General Assembly specifically on the programs and resources dedicated to assisting our congregations; and

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WHEREAS, our faith has made progress and is still on the journey to living into what it truly means to be an Anti-Opressive, Anti-Racist and Multicultural Faith: we have passed many resolutions such as the 2015 Responsive Resolution supporting the Black Lives Matter Movement and the 2016 Reaffirmation of Commitment to Racial Justice, and the General Assembly recommitted to hold ourselves accountable to less witness and more action, supporting Black Lives Matter, and particularly examine at General Assembly 2017, 2018, and 2019, the year-to-year growth of numbers of people of color working as staff at the UUA and in our congregations; and

WHEREAS, notwithstanding the several resolutions, our Association and too many of our leaders have not sustained our collective focus on our own white supremacy culture, in that we have too often set aside or minimized that awareness, and have regularly relied on the brave work of a few people to remind the rest of us of our failure; and

WHEREAS, we have been shaken, stirred and rocked over the last three years and have reaffirmed our commitment and stayed on course towards fundamental change to dismantle white supremacy and all forms of domination and oppression within our faith; and

WHEREAS, we are seeing the impacts of oppression, racism, white supremacy, ableism, heteropatriarchy in all of its manifestations, in the disparate impact of the COVID-19 pandemic in Black, brown, Indigenous, and poor communities, and on people with disabilities, in our lives by the police and military industrial complex, and in how religious professionals, leaders and congregants that are Black, Indigenous and People of Color, Disabled, and transgender/non-binary people are treated in our congregations and covenanted communities; and

WHEREAS, the Commission on Institutional Change (COIC) was created to support our faith to identify the theological underpinnings for this work, do an external audit of privilege and power within the Association, and craft a truth and reconciliation process to help create a climate of honesty, accountability, and disclosure essential to our learning and multicultural growth as an institution, and the Commission was charged to report back to the board and General Assembly its learning, recommendations, and guidance for ongoing work; and

WHEREAS, the COIC has delivered recommendations on how to address systemic issues around diversity, equity, and inclusion for the member congregations and covenanted communities of the UUA, its administration and staff, the UUA Board and Committees, and the General Assembly; and

WHEREAS, the UUA Board is committed to being held accountable to using its power and resources to furthering the work of dismantling white supremacy culture within our institutions; and

WHEREAS, the UUA Board has accepted the COIC's report, and the UUA Board and Administration have allocated staff support and money in the upcoming budget to begin to move the recommendations of the Commission forward, and is committed to continued funding and support in future budgets.

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THEREFORE, BE IT RESOLVED THAT: the 2020 General Assembly offers profound appreciation for the Journey Towards Wholeness Transformation Committee and all of its members, past and present, for all the work to get our faith movement to this place; and

BE IT FURTHER RESOLVED THAT: we, the undersigned, ask the General Assembly to support the transition of the Journey Toward Wholeness Transformation Committee to a newly established, ongoing accountability commission to hold the UUA and our communities accountable to our commitment to institutional change. By 2021 this commission will ensure that there is a process and structure that will continue past the current makeup of the UUA Board and administration and will also be able to influence and work with the UUA Board of Trustees, the National Advisory Committee and the President's Council, as they provide recommendations on other aspects of the UUA. A Design Committee made up of and working alongside the UUA Board and stakeholders/representatives from across our faith centering communities and UU identity organizations representing marginalized identities would craft a clear charge, specific outcomes, clear milestones and a clear specification of its powers; and

THEREFORE, BE IT FINALLY RESOLVED THAT: General Assembly 2020 endorses the recommendation of the UUA Board of Trustees to sunset the Journey Towards Wholeness Transformation Committee and transition to such an established accountability commission as recommended in the Commission on Institutional Change's report.

Submitted by members of the UUA Board of Trustees.

Endorsed by: UUA Journey Towards Wholeness Transformation Committee (current and former members), UUA Commission on Institutional Change, UUA Commission on Social Witness, UUA Appointments Committee, UUA Commission on Appraisal, Diverse and Revolutionary UU Multicultural Ministries (DRUUMM), Transgender Religious professional UUs Together (TRUUsT), EqUUal Access, UU Women's Federation, Black Lives UU Organizing Collective, Association of UU Administrators Board, UU Ministers Association leadership, UU Class Conversations

II. Supporting and Investing In Youth and Young Adults in Unitarian Universalism

WHEREAS the UUA Commission on Institutional Change Report, "Widening the Circle of Concern," recognizes that:

1. The constant restructuring of youth (ages 14-18 and/or in high school or the equivalent) and young adult (ages 18-35) programming obstructs our institutional memory and hinders retention and spiritual growth of our youth and young adults;
2. Youth and young adults of color have unique struggles due to their intersecting marginalized identities in UU spaces and require additional support to convene with people who share their identities;
3. Youth and young adults have access to less capital than older age ranges and require more support to attend regional and national events like General Assembly;

WHEREAS many UU youth and young adult leaders are not valued, heard, or supported in our faith, as evidenced by the resignations of the 2020 GA Youth and YA@GA volunteer staff, and the lack of action taken after numerous responsive resolutions similar to this one, especially from 2008-2013;

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WHEREAS many youth and young adults - especially youth and young adults of color -, have been supported at the surface level, without regard for our vision and leadership in youth and young adult spaces;

WHEREAS Unitarian Universalist young adults are less likely to be connected to a specific congregation and to other UU young adults their age;

WHEREAS youth and young adults are not only the future of this faith, but our past and present, and Unitarian Universalism will benefit by supporting people raised and formed in this faith;

THEREFORE BE IT RESOLVED that the 2020 General Assembly of the Unitarian Universalist Association:

1. Requests the Unitarian Universalist Association hire and retain Lifespan Faith Engagement (national) and Congregational Life (regional) staff - at least 1 FTE per region by GA 2023 - to support youth and young adults; specifically dedicated to supporting youth and young adults of color, emerging adults (ages 18-24), older young adults as they transition to adulthood, and unchurched young adults;
2. Requests the Unitarian Universalist Association include specific and separate line items in the budget for youth and young adult events;
3. Requests that the UUA Board of Trustees require and facilitate participation of youth and young adults on the accountability commission proposed in the Commission's report; .
4. Encourages member congregations to hire and pay staff to support youth and young adults, and to financially support youth and young adults, especially those with multiple, intersecting marginalized identities, and that new ministers be charged in their call to cultivate youth and young adult ministry;
5. Requests the UUA incentivize and resource member congregations to cultivate ministries for UUs aged 18-24, with a focus on unchurched emerging adults;
6. Invites congregations to incorporate participatory and collaborative experiences of spiritual deepening - such as circle worship -, into congregational life, recognizing younger Unitarian Universalists experience worship differently; and
7. Invites congregations to incorporate input from youth and young adults in congregational decision-making processes, including youth leadership on congregational and district/regional boards, recognizing that many younger Unitarian Universalists often are excluded from decisions that directly affect their community and faith development.

Submitted by GA Youth and YA@GA

Endorsed by: former 2020 GA Youth and YA@GA staff, Liberal Religious Educator (LREDA) Board of Trustees, DRUUMM Steering Committee

III. The Pandemic: A Religious Response

A response to the General Assembly report by President Susan Frederick-Gray. Our UUA President has expressed the Association's concerns about the COVID-19 pandemic. The COVID-19 pandemic is a major tragedy for all humanity. Thousands have died and are dying. The pandemic has exposed major problems in health care.

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THEREFORE, we urge all people to:

- Become advocates for health equity and safety,
- Liberate people from the oppression that causes unnecessary suffering and death;
- Work for adequate funding for national, state, and local public-health programs;
- Urge national leaders to provide adequate support for international agencies such as the World Health Organization;
- Advocate for a national, publicly funded, comprehensive program of universal medical care,
- Assure that all people can access adequate medical care;
- Advocate for an economic recovery program prioritizing help to the poor and marginalized, to create sustainable/and resilient communities, with justice for all;
- Support congregation-based programs to promote health and safety, reduce health disparities, and ensure access to quality health care for all.

Election Results

The following individuals were declared elected as their nominations were uncontested:

Co-Moderators: Charles Du Mond, Meg Riley (*note: this was a special election to complete the term ending in 2025*)

Board of Trustees: Kathy Burek, John Newhall, Barbara de Leeuw, Bill Young, Rebecca Throop (youth trustee)

General Assembly Planning Committee: Andrea Lerner

Nominating Committee: Ben Gabel, Yadene Hailu, Carrie Stewart, Zackrie Vinczen

Credentials Report

The final credentials report of the Secretary of the Association, as corrected, was as follows: accredited and attending the 59th General Assembly of the Unitarian Universalist Association were 1872 member delegates, 409 ministerial delegates, 133 religious educator delegates, three associate member delegates, 17 delegates representing the Church of the Larger Fellowship (included in member delegate count), for a total of 2417 delegates representing 636 congregations, forty-nine states, the District of Columbia, two Canadian provinces, and Mexico.

Total registration for the Assembly was 4925, including 60 youth, representing 767 UUA congregations.

Closing

UUA General Assembly 2020
DRAFT Business Meeting Minutes

The Assembly was adjourned *sine die* by Co-Moderators Williams and Greve at approximately 5:00 p.m. on Saturday, June 27, 2020.

Respectfully submitted,

/s/ Carey McDonald,
Executive Vice President

Board of Trustees

MEETING: October 15-17, all times noted are Eastern Time

Pursuant to notice duly given, this meeting of the Board of Trustees of the Unitarian Universalist Association was held via Zoom conferencing.

MEMBERS PRESENT: Genevieve Baldwin (youth trustee), Greg Boyd, Kathy Burek, Barbara de Leeuw, Charles Du Mond (Co-Moderator), Suzanne Fast, Susan Frederick-Gray (President), Sherman Logan, Leslie MacFadyen, Patrick McLaughlin, John Newhall, Lucia Santini Field (Financial Advisor), Meg Riley (Co-Moderator), Tom Schade, Rebecca Throop (youth trustee), Bill Young

ADDITIONAL PARTICIPANTS: Carey McDonald (Recording Secretary & Executive Vice President), Andrew McGeorge (Treasurer), Stephanie Carey Maron, Marcus Fogliano, Brent Lewis, Elaine McArdle, LaTonya Richardson, Chris Buice and Danielle DiBona (chaplains), Larry Ladd, Ted Fetter, Martha Neuman, Claudia Pressley, Alex Sherwood, Stevie Carmody, Paula Cole Jones, Becky Brooks, Satya Mamdani, Maya Waller, Rob Spirko, Cheryl M. Walker, Ed Klein

Meeting Minutes

THURSDAY, OCTOBER 15, 2020

Co-Moderator Charles Du Mond opened the meeting at 1:05 pm with a shared reading of the Board's covenant.

Board covenant

Board members discussed whether the current covenant, written in 2013, needed to be updated. They agreed to engage in further discussion about the covenant at a future meeting to ensure it focuses on the relationships between Board members, the aspiration for how they will be together, and their shared commitments to the faith.

Board Orientation

Kathy Burek led Board members through an orientation to the Board's role and practices. She noted the Board's commitments to shared leadership rather than concentrating authority with the moderator, transparent meetings and decisions, anti-racist/anti-oppressive/multicultural (AR/AO/MC) leadership, and ethical conduct and attending conflicts of interest. She described the modified consensus process the Board uses for decision-making. The Board's key roles were named as fiduciary duty, setting policy, strategy and visioning, oversight and accountability, governance and acting on behalf of the General Assembly, and collaboration with administration.

President's Report

President Susan Frederick-Gray shared reflections on how the pandemic has changed the work of the UUA. She described the shift in the relationships between



congregations and with the UUA towards greater trust and interdependence, and the growing collaboration within the UUA staff and across congregations (e.g. staff sharing agreements). She highlighted the added pressure for staff and leaders in this time, linked to multiple internal flashpoints and wider organizing and justice crises in the community; she noted the UUA is preparing for potential chaos and violence across the country following the election, and is ready to shift capacity to respond.

Commission on Institutional Change Implementation

Executive Vice President Carey McDonald described the first stages of the UUA staff process for engaging the report and recommendations of the Commission on Institutional Change. He shared how the cross-staff COIC Implementation and Mission Alignment Team (CIMAT) is developing a flexible tracking system for work coming from the report as it moves through the stages of discussion, discernment, implementation, integration and sustainability.

Board members discussed what elements they hope will be part of a complete five-year implementation report, due by General Assembly 2021. These included:

- The ability to map implementation projects directly to the report's individual recommendations
- Examples of successes as well as points of struggle
- Shared goals across all implementation projects that the Board can review
- Identified choice points for priorities in subsequent years 2-5
- A way to capture and communicate ongoing learning as implementation moves ahead
- Information on the Board's own work on the governance recommendations
- A creative, imaginative, multimedia format for the report that can engage the wider UU community
- Guidance for how other UU groups and possibly congregations can link their work on implementing the report to the UUA's central tracking system.



Financial Update

Treasurer Andrew McGeorge presented the UUA's closing for the FY20 operating budget which netted \$936,000 to be used per the Board's commitment for COIC implementation, coming primarily from decreased travel expenses. He noted that the UUA's Payroll Protection Program loan is being held to sustain operations, being able to backfill congregational giving that is anticipated to decline in FY21. He also shared an updated version of the Mission Budget analysis, now tied to the UUA's three core mission areas. The analysis showed that the UUA's AR/AO/MC investment has gone up proportionally in each area since 2018

Given what the UUA has learned during the pandemic about the ability to work entirely virtually, further discussion was requested on how virtual work and travel will change once the pandemic subsides.

The meeting took a break from 3:10-4:00 pm.

General Assembly Planning

LaTonya Richardson, Director of General Assembly and Conference Services, shared feedback from 2020 General Assembly (GA) attendees' survey. Overall, responses were very positive, many attendees joined with few expectations and

were surprised and impressed with Virtual GA. She noted that there were substantial technology hurdles for attendees, suggesting more time would be needed at the next virtual GA to get people acclimated to the online platform, such as a separate would like a tech support chat room. Feedback from the business sessions appreciated the ability to engage more delegates through chat and displayed discussion queues. Some attendees wanted more time for debate and did not like the suspension of the rules to accelerate votes, some found the Action of Immediate Witness process confusing, and many and raised the desire for more opportunities to discuss business outside of general sessions.

Board members discussed the implications for this feedback on the amount of time dedicated to business sessions at GA 2021, and how to maximize the time in business sessions for high-quality engagement. It was noted that the tension between moving through the agenda without going late or disrupting other programs and always wanting more time for discussion has historically also been present at in-person Assemblies.

Article II Study Commission

Members of the Commission introduced themselves, with Cheryl M. Walker and Becky Brooks as co-chairs. The members noted they are taking an iterative approach, starting with examining why different elements are included in Article II of the UUA Bylaws. They said they are approaching their work outside the box of the current bylaw structure, that their goal is not to revise the current principles but to instead create a living statement of who we are as UUs, what we value and what the purpose of our Association is. With the timeline for the Commission's work laid out in the bylaws, the anticipated vote on the Commission's proposed changes would be at GA 2022.

Board members noted their responsibility to support the Commission its process, since they were charged and created by the Board. Commission and Board members discussed the need to have a covenant between each group, and committed to transparent communication with one another. Board members agreed to help build excitement for the Commission's work, and UUA staff noted they are integrating engagement opportunities for the Commission's process into existing venues and communications such as regional assemblies.

Youth and Young Adult Ministry Update

EVP McDonald shared updates since the September meeting regarding youth and young adult ministry. He noted the collaboration with UUA staff and GA leaders and volunteers on GA 2021 planning, and the emergence of a national virtual youth platform which youth trustees Rebecca Throop and Genevieve Baldwin had been involved with developing. He invited Board members to a virtual town hall on October 29 that would report on planning for GA 2021 as well as actions following the GA 2020 responsive resolution.

Working Groups and Committees

Board members reviewed the long list of existing working groups and committees, as well as other UUA committees and panels to ask whether they need a Board liaison, and whether they need to continue. They noted the need for future discussion and decision-making about these groups.



The Board moved to Executive Session at 5:30 pm to discuss appointments. It was later reported that CB Beal and Sofia Betancourt had been appointed to the Design Team for the developing the accountability commission called for in the COIC report.

The meeting ended for the day at 6:15 pm.

SATURDAY, OCTOBER 17

Additional participants: Carey, Andrew, Stephanie, Marcus, LaTonya Richardson, Danielle & Chris, Debra Boyd, Mary Heafy, Deb Weiner, DeReau Farrar, Sarah Jebian

Co-Moderator Du Mond opened the meeting at 1:00 pm, chalice lighting by Rebecca

Unanimously approved consent agenda – typo corrected in July, September COIC resolution attached, nominations approved but outstanding question of whether there is an additional open nominated position (will follow up with future meetings for an addendum if needed).

Rebecca & Genevieve led brief discussion on process for updating and revisiting Board covenant, drawing on the experience of building covenants in youth spaces

Bylaws Changes

Barbra de Leeuw led a conversation among Board members about possible bylaw changes the Board could propose relative to the UUA president and elections. The Board named key values to consider in the presidential selection process as affirming collaborative leadership, creating a process that is accessible to the wide range of people, broad engagement and participation of UUs. Concerns raised about the current elections process included the cost of campaigning to candidates and supporters, the divisiveness of pitting candidates against one another, and the fact that the process has historically led to similar profiles of candidates being elected. They also noted the need for the Board to be clearer in how it sets job descriptions, compensation and terms of employment for the next president.

Board members agreed they needed to have a deeper conversation about the goals for the presidential selection or election process before proposing changes, and how it relates to the role of the president overall. They recognized the need to propose changes for GA2021 in order for them to be in place by the next planned election in 2023. Barbara committed to scheduling additional conversation for Board members to work on the issue and bring their reflections back to the full group for further discussion.

Board planning for the year

Board members reviewed anticipated topics and agendas for each of the Board meetings for the rest of the church year, through June 2023. Co-Moderator Du Mond captured feedback to send a revised schedule plan to the full Board.



GA Business Planning

Members reviewed draft of GA schedule, noting it included 11 hours of general session, more time than last year, expecting to have more bylaw changes to consider this year. They noted the need for sufficient breaks in the schedule and to ensure it is accessible and humane regardless of time zone. Additionally, they named the desire to help delegates get credentialed and engaged in the business agenda of GA earlier this year, perhaps in the weeks prior through webinars or pre-GA mini assemblies.

The Board unanimously acknowledged the commitments and effort of the GA Planning Committee members in the challenge of shifting to a virtual GA plan, thanking them for their work.

Communications and reports

Board members discussed the possibility of providing post-meeting public reports, noting they have had more regular communications about their meetings in years past. They recognized the need to first get clear on the Board's goals for this type of communication, and agreed to revisit the topic at future meetings.

The meeting took a break 3:00 pm - 4:00 pm.

AUUMM Update

Members of the Association for UU Music Ministries (AUUMM) Board joined the meeting. They reported that, at their annual meeting this summer, AUUMM's members affirmed their Board's role in the continuing conversation with the UUA about the terms and treatment of musicians engaged with General Assembly. Representatives from AUUMM were planning to meet with Co-Moderator Du Mond and Greg Boyd to start a new round of negotiations towards the goal of creating a written agreement, with AUUMM withholding all participation in GA planning until negotiations are complete. UUA Board and staff noted they are continuing the commitments made last spring around compensation for musicians, hiring a production manager, and expecting respectful, collegial relationships with musicians and other worship leaders, while negotiations are taking place.

Both AUUMM and UUA Board members noted that the issues raised in the ongoing conversation are systemic and long existing, with the hope that discussions are not limited to small, technical or monetary fixes but also able and willing to ask larger questions about the role and respect of musicians in the UUA. The discussion noted that each party in this discussion has its own story about what has happened so far, and a lack of clear or timely communications helped caused conflict in the previous year. This recognition acknowledged that historic challenges of the pandemic to professional musicians and to GA planners shifting to a virtual event.

Discussion asked how all parties can develop enough trust to believe leaders and organizations can follow through with commitments and revisit them as needed, whether both the UUA and AUUMM know what they want to get out of their relationships at GA, and how the AUUMM experience reflected broader problems with the GA process as well. AUUMM members noted that their colleagues differ from other UU professional groups because many are not Unitarian Universalist, and may hold a more contractual than covenantal relationship with the UUA.



UUA and AUUMM representatives to the negotiations affirmed they will meet in the near future, and report back at future meetings on the outcome of those negotiations.

Votes and Approvals

Lucia Santini-Field moved, Kathy seconded, and the Board unanimously approved the resolution to commit to a virtual General Assembly (Appendix 2). They noted the shared intention among leaders responsible for GA planning to preserve a connection with Milwaukee, despite not being there in person.

The Board unanimously agreed to send congratulations and affirmation on the upcoming launch of the Young Unitarian Universalists Project to the leadership team of UUA staff and volunteers, youth and adults, who are working on the project.

The Board unanimously approved the Accountability Design Team charge (Appendix 1) with Leslie MacFadyen abstaining as the primary author of the charge. Board members clarified that the Design Team will recruit and engage a range of stakeholders in ways the Team determines.

EXECUTIVE SESSION

The meeting moved to Executive Session at 5:00 pm for the purpose of discussing internal Board dynamics and support for UUA staff.

The meeting ended at 6:30 pm.

Respectfully submitted,

/s/ Carey McDonald

Recording Secretary



BOARD OF TRUSTEES SCHEDULE

- **Meeting: November 2020, Zoom Meeting**
Monday, November 9, 2020; 7:45pm Eastern
- **Meeting: December 2020, Zoom Meeting**
Monday, December 14, 2020; 7:45pm Eastern
- **Meeting: January 2021, Zoom Meeting**
Friday, January 22 – Saturday, January 23, 2021
- **Meeting: February 2021, Zoom Meeting**
Monday, February 8, 2021; 7:45pm Eastern
- **Meeting: March 2021, Zoom Meeting**
Monday, March 8, 2021; 7:45pm Eastern
- **Meeting: April 2021, Zoom Meeting**
Friday, April 23 – Saturday, April 24, 2021
- **Meeting: May 2021, Zoom Meeting**
Monday, May 10, 2021; 7:45pm Eastern
- **Meetings: June 2021, Zoom Meeting**
Tuesday, June 22 – Wednesday, June 23, 2021: Board of Trustees Meeting
Wednesday, June 23 – Sunday June 27, 2021: General Assembly
Monday, June 27, 2021: Board of Trustees Meeting
- **Meeting: July 2021, Zoom Meeting**
Monday, July 12, 2021; 7:45pm Eastern
- **Meeting: August 2021, Zoom Meeting**
Monday, August 9, 2021; 7:45pm Eastern
- **Meeting: September 2021, Zoom Meeting**
Monday, September 13, 2021; 7:45pm Eastern
- **Meeting: October 2021, Zoom Meeting**
Thursday, October 14 – Saturday, October 16, 2021
- **Meeting: November 2021, Zoom Meeting**
Monday, November 8, 2021; 7:45pm Eastern
- **Meeting: December 2021, Zoom Meeting**
Monday, December 13, 2021; 7:45pm Eastern
- **Meeting: January 2022, Zoom Meeting**
Friday, January 21 – Saturday, January 22, 2022
- **Meeting: February 2022 Zoom Meeting**
Monday, February 14, 2022; 7:45pm Eastern



- **Meeting: March 2022, Zoom Meeting**
Monday, March 14, 2022; 7:45pm Eastern
- **Meeting: April 2022, Zoom Meeting**
Friday, April 22 – Saturday, April 23, 2022
- **Meeting: May 2022, Zoom Meeting**
Monday, May 9, 2022; 7:45pm Eastern
- **Meetings: June 2022, Portland, OR**
Tuesday, June 21 – Wednesday, June 22, 2022: Board of Trustees Meeting
Wednesday, June 22 – Sunday June 26, 2022: General Assembly
Monday, June 27, 2022: Board of Trustees Meeting
- **Meeting: July 2022, Zoom Meeting**
Monday, July 11, 2022; 7:45pm Eastern
- **Meeting: August 2022, Zoom Meeting**
Monday, August 8, 2022; 7:45pm Eastern
- **Meeting: September 2022, Zoom Meeting**
Monday, September 12, 2022; 7:45pm Eastern
- **Meeting: October 2022, Zoom Meeting**
Thursday, October 20 – Saturday, October 22, 2022
- **Meeting: November 2022, Zoom Meeting**
Monday, November 14, 2022; 7:45pm Eastern
- **Meeting: December 2022, Zoom Meeting**
Monday, December 12, 2022; 7:45pm Eastern
- **Meeting: January 2023, Zoom Meeting**
Friday, January 20 – Saturday, January 21, 2023
- **Meeting: February 2023 Zoom Meeting**
Monday, February 13, 2023; 7:45pm Eastern
- **Meeting: March 2023, Zoom Meeting**
Monday, March 13, 2023; 7:45pm Eastern
- **Meeting: April 2023, Zoom Meeting**
Friday, April 21 – Saturday, April 22, 2023
- **Meeting: May 2023, Zoom Meeting**
Monday, May 8, 2023; 7:45pm Eastern
- **Meetings: June 2023, Pittsburgh, PA**
Tuesday, June 20 – Wednesday, June 21, 2023: Board of Trustees Meeting
Wednesday, June 21 – Sunday June 25, 2023: General Assembly
Monday, June 26, 2023: Board of Trustees Meeting



Appendix 1 – Accountability Design Team Charge

The charge for the accountability design team is to develop framework for the Board to implement the recommendations made by the Commission on Institutional Change as it relates to accountability to identity-based groups, stakeholders and other parties within the UU community. This framework will be presented to the UUA Board of Trustees for feedback, response, and final approval. This work will be highly focused on creating PROACTIVE accountability processes.

The development of the accountability framework that will include:

- recruiting additional stakeholders onto the design team
- working with identity groups to understand their internal mechanisms and the best way for each of them to be included in the accountability process
- recommend a membership structure, appointment/selection process, initial charge, and expected commitments/supports/engagement from the UUA Board and staff for the accountability group called for in the COIC report
- presenting a proposed framework to the board no later than the April 2021 Board Meeting
- making a public presentation at UUA GA 2021



Appendix 2 – General Assembly Resolution

**FINDINGS AND RESOLUTIONS OF THE BOARD OF TRUSTEES
OF THE**

**UNITARIAN UNIVERSALIST ASSOCIATION OF
CONGREGATIONS**

CONCERNING GA 2021 IN MILWAUKEE, WISCONSIN

(ADOPTED ON OCTOBER 17, 2020)

WHEREAS, the Bylaws of the Unitarian Universalist Association (the “Association”) provide that the business of the Association shall be conducted at meetings called “General Assembly,” and that “General Assembly shall make overall policy for carrying out the purposes of the Association and shall direct and control its affairs”;

WHEREAS, since the 1961 merger of the Unitarians and the Universalists (“UUs”), the Association has held a General Assembly in June of each year (“GA”), after most schools have closed and before summer vacations have begun in an effort to maximize attendance from adults and youth, in different parts of the United States and Canada;

WHEREAS, General Assembly brings together ministers, religious educators, delegates from the majority of the over one thousand member congregations in the Association, and other UUs, to make business decisions about the functioning of the Association, to worship as a gathered faithful body, to provide informative, inspiring and educational and workshops that help attendees learn strategies for strengthening our congregations, to further the social justice work of the UU faith movement, and to engage in other related events, all to foster a sense of community, a deepening of faith, and greater connection to the UU faith tradition which traces its roots back hundreds of years;

WHEREAS, the Bylaws of the Association provide that “[t]he Board of Trustees [the “Board”] shall act for the Association between General Assemblies”;

WHEREAS, in 2018, the Board selected Milwaukee, Wisconsin, as the city in which to hold General Assembly in June 2021;

WHEREAS, the Association books convention space and lodging years in advance because, based on decades of experience planning GA, the Association knows the amount of time required to organize GA, with planning tasks including, without limitation:



- A. contracting with nationally-recognized individuals to speak and present at GA;
- B. coordinating among the Board of Trustees, UUA administration and senior leadership, staff groups, and hundreds of musicians, ministers and worship leaders;
- C. organizing volunteers from around the country to staff and/or assist with various aspects of GA; including:
 - (i) ushers for large gatherings;
 - (ii) conference room set-up;
 - (iii) event flow; and
 - (iv) technology needs (the “tech deck” is staffed by more than a dozen technology professionals); and
 - (v) Youth and Young Adult Leadership and Staff;

WHEREAS, because of the preparation required and details requiring attention, each year in September before upcoming June GA, the Association hosts several meetings where its Volunteer GA Planning Committee, Youth and Young Adult Leadership and Staff, National Volunteers and others plan logistics, including theme, focus areas, programming and scheduling. Due to current legislative restrictions, major details of the June GA cannot be planned with certainty.

WHEREAS, because of the preparation required and details requiring attention, each year in April before June GA, the Association hosts a meeting in the host city where it transports – at its expense – its Volunteer GA Planning Committee, Youth and Young Adult Leadership and Staff, National Volunteers and others to tour the space and finalize logistics regarding room assignments, set-up diagrams, assess technical needs and event flow, and to explore the surrounding neighborhood to assess the accessibility of public transport, sidewalk cutouts, wheelchair/scooter access at neighboring eateries and public restrooms and parks, as well as to identify food options for the overwhelming number of constituents with food allergies and restrictions, yet is unable to hold this meeting due to current travel and business restrictions;

WHEREAS, due to Covid-19 pandemic and the governmental restrictions and medical recommendations resulting therefrom, the Association held a virtual General Assembly in 2020 attended by over 4,924 registrants, more than 70% of whom favored a virtual General Assembly 2021 over an in-person or hybrid event;



WHEREAS, the Association has recommended a travel ban for its staff and member congregations through 2021 and until a safe and effective vaccine for Covid-19 is in place;

WHEREAS, because the Association expected over 3,000 attendees at GA 2021, it had a pending contract with the Wisconsin Center for meeting and event space from Monday, June 21, 2021 through Monday, June 28, 2021, to hold the General Assembly 2021 convention (“GA 2021”);

WHEREAS, pursuant to this contract, and other communications between the parties, the parties’ shared principal purpose was to provide the Association with space to conduct the GA 2021 convention for several thousand people;

WHEREAS, because the Association expected thousands of people from outside of Wisconsin to attend GA 2021, it entered into contracts with three hotels in Milwaukee (together, the “Lodging Contracts”) to provide lodging and additional conference meeting space. Specifically, it entered into agreements with the following facilities for the following number of room nights and dates:

Hilton (Downtown Milwaukee), for 3,630 room nights from June 21-28, 2021;

Hyatt (Downtown Milwaukee), for 1,966 room nights from June 21-28, 2021; and

Doubletree by Hilton (Downtown Milwaukee), for 742 room nights from June 21-28, 2021;



WHEREAS, the Lodging Contracts and any conference rooms reserved therein, and communications between the parties concerning the Lodging Contracts, demonstrate that the shared purpose of those contracts was to provide lodging for people to attend GA 2021;

WHEREAS, on January 21, 2020, the Center for Disease Control and Prevention (“CDC”) confirmed the first case of COVID-19 in the United States;[\[1\]](#)

WHEREAS, on March 11, 2020, the World Health Organization classified COVID-19 as a pandemic;[\[2\]](#)

WHEREAS, throughout 2020, Wisconsin Governor, Tony Evers, has issued numerous orders to ensure public safety during the pandemic including:

October

- [Gov. Evers Directs Department of Health Services to Limit Indoor Public Gatherings -October 6, 2020](#)

September

- [Gov. Evers Executive Order 90: Relating to Declaring a Public Health Emergency — September 22, 2020](#)

August

- [Gov. Evers Executive Order 86: Relating to Declaring a State of Emergency to Provide Safety and Protection to the People of Kenosha and Other Wisconsin Communities — August 25, 2020](#)
- [Gov. Evers Executive Order 84: Relating to a Special Session of the Legislature on the Use of Force by Law Enforcement — August 24, 2020](#)

July

- [Gov. Evers Executive Order 82: Relating to Declaring a Public Health Emergency — July 30, 2020](#)

May:

- [Gov. Evers Emergency Order 35: Relating to the Department of Health Services and Department of Safety and Professional Services — May 3, 2020](#)

April:

- [Gov. Evers Emergency Order 28: Safer at Home Order — April 16, 2020](#)
- [Gov. Evers Executive Order 74, Relating to suspending in-person voting on April 7, 2020, due to the COVID-19 Pandemic — April 6, 2020](#)
- [Gov. Evers Emergency Order 20: Relating to Modification of Emergency Order #16 — April 3, 2020](#)
- [Executive Order 73, Relating to a Special Session of the Legislature to Provide for an All-Mail Spring Election and Special Election for the 7 th Congressional District during the COVID-19 Pandemic — April 3, 2020](#)
- [Gov. Evers Emergency Order 19: Appropriate Use of COVID-19 Information by Law Enforcement Agencies, First Responders, and Public Safety Workers — April 3, 2020](#)

March:



- [Gov. Evers Emergency Order 12: Safer at Home Order — March 24, 2020](#)
- [Gov. Evers Emergency Order 8: Updated Mass Gathering Ban — March 20, 2020](#)
- [Gov. Evers Emergency Order 6: Order Restricting the Size of Child Care Settings — March 18, 2020](#)
- [Gov. Evers Emergency Order 5: Order Prohibiting Mass Gatherings of 10 People or More — March 17, 2020](#)
- [Gov Evers Emergency Order 4: Order Prohibiting Mass Gatherings of 50 People or More — March 16, 2020](#)
- [Gov. Evers Emergency Order 1: Order for Statewide School Closure — March 13, 2020](#)
- [Executive Order 72, Relating to Declaring a Health Emergency in Response to the COVID-19 Coronavirus — March 12, 2020](#)

WHEREAS on June 26, 2020, the Commissioner of Health for the City of Milwaukee, issued [Executive Order #4](#), COVID-19 Public Health Plan for the City of Milwaukee Pursuant to Wis. Stat. § 252.03(1) and (2) as well as Chapters 17 and 62 of the Milwaukee City Charter and Code of Ordinances;

WHEREAS, the City of Milwaukee, acting through its Commissioner of Health, immediately ordered the following until further notice: “Gathering Size Limits. “Gathering Size Limits” means the limit of individuals allowed to gather in a location. Under this Order, Gathering Size Limits are set at the lesser of: (i) 50% of the total occupancy of the location established by the City of Milwaukee, if any, (ii) one person for every 30 square feet of floor space open to the public, or (iii) 250 people, which is based on the CDC recommendations to cancel large gatherings of over 250 individuals. Nothing contained herein shall alter any requirement to ensure Physical Distancing in the manner set forth in this Order.” <https://city.milwaukee.gov/ImageLibrary/MKE-Health1/MMFSOrder4-6.26.20.pdf>

WHEREAS, on October 6, 2020, Wisconsin Department of Health Services (DHS) Secretary-designee Andrea Palm issued [Emergency Order #3](#), Limiting Public Gatherings (“order”), to slow the rapid spread of COVID-19, effective October 8, 2020 at 8:00 a.m. The order prohibits groups larger than 25% of the indoor room’s occupancy, as determined by the local municipality. For example, if the local municipality sets a capacity limit of 100 people in a given indoor room, only 25 people would be able to be in that room. The order will remain in effect for two incubation cycles of COVID-19 (2 weeks per cycle), ending on November 6, 2020. <https://www.dhs.wisconsin.gov/publications/p02792.pdf>



WHEREAS, in discussing COVID-19, the CDC website observed that “large-scale isolation and quarantine was last enforced during the influenza (‘Spanish Flu’) pandemic in 1918–1919”;^[3]

WHEREAS, the Association projects, based on having conducted decades of General Assemblies, that more than fifty percent of the attendees at GA 2021 will come from the ten states with the greatest number of people diagnosed with COVID-19;

WHEREAS, at GA 2019, 43% of the attendees were between the ages of 55-69, and 28% were age 70 or older, percentages the Association projects will reflect the ages of the attendees at GA 2021, such that at least one-third of the attendees at GA 2021 are expected to be age 65 or older, all of whom, according to the CDC, are at “high risk” for COVID-19;^[4]

WHEREAS, itineraries and seating capacity have been limited or reduced for plane, rail, or bus travel, making it more difficult and/or expensive for attendees to be present in Milwaukee for GA 2021; ^[5]

WHEREAS, while there is uncertainty in the scientific community as to precisely how long Americans will need to engage in social distancing as a result of COVID-19, reports suggest that social distancing will need to continue into 2021. ^[6]A return to the \$235 billion conference industry is far from guaranteed. ^[7]In fact, as of the date hereof, the following facilities and events, among others, scheduled to be held in 2021, have been postponed or cancelled, presumably due to the public health risks of, the national pandemic that is, and the effects of COVID-19;

- A. The CES, the largest trade show in North America, is the latest victim of COVID-19. The Consumer Technology Association will be an all digital experience for 2021, and vows to return to the Las Vegas Convention Center for a physical show in January 2022. <https://www.ces.tech/planning-for-ces-2021.aspx>
- B. Eighty-six events scheduled to take place at the Wisconsin Center have been cancelled and another 34 have been rescheduled for later dates. The cancelled events include Milwaukee’s biggest annual meeting, Northwestern Mutual Life Insurance Company’s annual meeting (July 18-20, 2021). ^[8]
- C. America’s Service Commissions (ACS) 2021 National Service Central Region Training Conference (April 20-22, 2021). ^[9]



WHEREAS, as of October 2020, school districts in Wisconsin and other states were teaching students virtually rather than in person;

WHEREAS, the square footage of the Wisconsin Center and the conference rooms set aside for the Association by the counterparties to the Lodging Contracts is insufficiently large to accommodate the number of people expected to attend GA and comply with the CDC guidelines that people maintain social distance from one another of at least six feet (24 square feet per person);[\[10\]](#)

WHEREAS, the square footage of each of the lobbies of the hotels that entered into the Lodging Contracts are insufficiently large to accommodate the number of people attending GA staying in their hotels and comply with the CDC guidelines that people maintain social distance from one another of at least six feet (24 square feet person);

WHEREAS, it is important to hold GA 2021, even if not in person, to, among other things, elect new members of the Association’s Board of Trustees and standing committees, to conduct the worship and hold the inspiring educational and spiritual workshops and social justice events to the greatest extent possible, to foster the connection and faith development General Assembly provides for UUs;

WHEREAS, the Association successfully held a “virtual” GA in 2020, and people have become more comfortable using that technology, the Association believes it will be possible to hold the business and much of the programming planned for GA 2021 by video-conference, and that preparation for a “virtual” GA will require months of preparation; and

WHEREAS, the UUA’s belief that it may conduct GA 2021 “virtually” is supported by the decision of, among other organizations such as [South by Southwest \(SXSW\)](#), a convergence of interactive, film, and music industries, [Consumer Electronics Show \(CES\)](#), one of the world’s biggest technology conferences, to hold their conventions “virtually” this year.

NOW, BASED ON THE FOREGOING, THE ASSOCIATION’S BOARD OF TRUSTEES FINDS AS FOLLOWS:

1. The Association and the counter-parties to the Lodging Contracts all have obligations yet to perform under them.
2. The public health risks of the national pandemic that is, and the consequences of COVID-19 were all supervening events that occurred after the lodging contracts were executed, events that have led to cancellation or postponement of



numerous events in Milwaukee and elsewhere in the Central region of the United States.

3. The non-occurrence of COVID-19 were basic assumptions on which the Lodging Contracts were executed.
4. The occurrence of COVID-19 has frustrated the parties' principal purpose in entering into the Lodging Contracts, *i.e.*, to provide a space for the business, educational and spiritual workshops, social justice and other events, of GA 2021, and lodging and conference room space for persons attending GA 2021.
5. Because, according to the CDC, "large-scale isolation and quarantine was last enforced during the influenza pandemic in 1918–1919, the large scale isolation and quarantine arising from COVID-19 were not foreseeable.
6. The occurrence of COVID-19 has rendered use of the hotels risky and has frustrated the parties' principal purpose in entering into the Lodging Contracts, *i.e.*, to provide lodging for thousands of people attending GA 2021 at the Wisconsin Center.
8. For the reasons set forth above, it was not foreseeable that it would be unsafe, impracticable, illegal, and impossible, to host GA 2021 in June 2021 in Milwaukee, and that the Lodging Contracts would be unnecessary.
9. COVID-19, government restrictions and/or causes beyond the reasonable control of the Association prevent the parties from performing the Lodging Contracts.
10. The impact of COVID-19 as a national pandemic is evidence of an emergency, and government restrictions, regulations, and/or causes beyond the reasonable control of the Association, render it illegal, impossible, and impractical to hold GA 2021 in person on the dates scheduled.
11. Based on the cancellation of events scheduled in 2021 listed in the recitals above, the teaching of students virtually, and the scientific uncertainty as to when the public health risks posed by the national pandemic and epidemic that is COVID-19, will abate, there is reason to believe that the public health risks will continue during all or a portion of the period from June 23-27, 2021, at least for "high risk" individuals age 65 and over who represent a significant percentage of people expected to attend GA 2021;



12. Because (a) there is scientific reason to believe that the public will need to continue to engage in social distancing due to the public health risks of COVID-19 during all or a portion of the period of the period from June 23-27, 2021, (b) the Wisconsin Center has not been contracted for the conference, (c) the Association will require time to prepare a virtual GA2021, (d) settling the Lodging Contracts for a reduced cancellation fee now enables the Association to mitigate exposure for such cancellation and “free up” the rooms that have been reserved for the Association in the Lodging Contracts, and (f) the principal purpose for which the parties entered into the the Lodging Contracts have been frustrated and the force majeure provisions in those contracts have been satisfied, the Association believes that the responsible course of action is to settle the Lodging Contracts for a reduced cancellation fee and absolve itself from all responsibilities due under the same for GA 2021.

BASED ON SUCH FINDINGS, THE ASSOCIATION’S BOARD OF TRUSTEES, IN THE EXERCISE OF ITS REASONABLE BUSINESS JUDGMENT, RESOLVES:

- A. THAT, the Association will hold GA 2021 on the dates for which it is scheduled in June 2021 “virtually,” *i.e.*, through video-conference or other online platforms, rather than having attendees jeopardize their health and safety, and/or other orders or government regulations that may be in effect on those dates;
- B. THAT, an officer of the Association is authorized to execute a cancellation agreement with the hotels, with such modifications thereto as the officer may reasonably determine, to limit the Association’s exposure from cancellation to an amount not to exceed \$500,000. [Exhibit 44].
- C. THAT, the officers of the Association are hereby authorized and directed to take such further steps as they deem necessary or appropriate to implement the intent and purposes of the foregoing resolutions.

[1] See Press Release, CDC, First Travel-related Case of 2019 Novel Coronavirus Detected in United States (Jan. 21,2020), <https://www.cdc.gov/media/releases/2020/p0121-novel-coronavirus-travel-case.html> (attached hereto as Exhibit 1).



[2] See Bill Chappell, *Coronavirus: COVID-19 Is Now Officially a Pandemic, WHO Says*, NPR (Mar. 11, 2020, 12:30 PM) <https://www.npr.org/sections/goatsandsoda/2020/03/11/814474930/coronavirus-covid-19-is-now-officially-a-pandemic-who-says> (attached hereto as Exhibit 4).

See Exec. Office of the President, Proclamation on Declaring a National Emergency Concerning the Novel Coronavirus Disease (COVID-19) Outbreak (Mar. 13, 2020), <https://www.whitehouse.gov/presidential-actions/proclamation-declaring-national-emergency-concerning-novel-coronavirus-disease-covid-19-outbreak>

Sarah Mervosh, et al., *See Which States and Cities Have Told Residents to Stay at Home*, N.Y. Times (Apr. 7, 2020), <https://www.nytimes.com/interactive/2020/us/coronavirus-stay-at-home-order.html> (attached hereto as Exhibit 8).

Philip Bump, *Nearly all Americans are under stay-at-home order. Some may have come too late*, Wash. Post (Apr. 2, 2020), <https://www.washingtonpost.com/politics/2020/04/02/nearly-all-americans-are-under-stay-at-home-orders-some-may-have-come-too-late/> (attached hereto as Exhibit 9).

[3] *Quarantine and Isolation: Legal Authorities for Public Health Orders*, CDC <https://www.cdc.gov/quarantine/aboutlawsregulationsquarantineisolation.htm> 1 (last visited Apr. 8, 2020) (attached hereto as Exhibit 10); *Quarantine and Isolation: History of Quarantine*, CDC, <https://www.cdc.gov/quarantine/historyquarantine.html> (last visited Apr. 8, 2020) (attached hereto as Exhibit 11).

[4] *Coronavirus Disease 2019 (COVID-19): Underlying Conditions*, CDC, <https://www.cdc.gov/coronavirus/2019-ncov/hcp/underlying-conditions.html> (last visited Apr. 8, 2020) (attached hereto as Exhibit 12).

[5] <https://www.ridemcts.com/who-we-are/covid-19> MCTS continues to limit riders to 15 per bus, and the MCTS Administration Building remains closed to visitors.

[6] See, e.g., Jonathan Lambert, *When will the coronavirus pandemic and social distancing end?*, ScienceNews (Mar. 24, 2020, 11:28 AM), <https://www.sciencenews.org/article/covid-19-when-will-coronavirus-pandemic-social-distancing-end> (attached hereto as Exhibit 22); Ed Yong, *How the Pandemic Will End*, The Atlantic (Mar. 25, 2020), <https://www.theatlantic.com/health/archive/2020/03/how-will-coronavirus-end/608719/> (attached hereto as Exhibit 23); Brenda Goodman, *Social*



Distancing May Need to Last Months: Study, WebMD (Mar. 25, 2020), <https://www.webmd.com/lung/news/20200325/social-distancing-may-need-to-last-months-study> (attached hereto as Exhibit 24).

[7] <https://www.forbes.com/sites/blakemorgan/2020/08/06/will-we-have-in-person-events-and-conferences-in-2021/#7bbc73c47f3a>

[8] <https://www.jsonline.com/story/money/real-estate/commercial/2020/05/14/milwaukees-convention-center-finish-2020-967-000-loss/5189726002/>

[9] https://www.visitmilwaukee.org/visitmke/media/PDF/Coronavirus/Event-Cancellations-and-Postponements_1.pdf

[10] <https://wisconsincenter.com/events/americas-service-commissions-2020-national-service-central-regional-training-conference/>



Board of Trustees

MEETING: November 9, 2020, 7:45 pm, Eastern Time

Pursuant to notice duly given, this meeting of the Board of Trustees of the Unitarian Universalist Association was held via Zoom conferencing.

MEMBERS PRESENT: Genevieve Baldwin (youth trustee), Greg Boyd, Kathy Burek, Barbara de Leeuw, Charles Du Mond (Co-Moderator), Suzanne Fast, Susan Frederick-Gray (President), Sherman Logan, Patrick McLaughlin, John Newhall, Lucia Santini Field (Financial Advisor), Meg Riley (Co-Moderator), Tom Schade, Rebecca Throop (youth trustee), Bill Young

ADDITIONAL PARTICIPANTS: Carey McDonald (Recording Secretary & Executive Vice President), Andrew McGeorge (Treasurer), Stephanie Carey Maron, Marcus Fogliano, Stevie Carmody, LaTonya Richardson, Debra Boyd, Mary Heafy, Melissa Carvill-Ziemer

Meeting Minutes

The meeting opened at 7:50 pm with a reading, and participants and observers offered a brief personal check-in.

Updates

Becky Brooks, co-chair of the Article II Study Commission, reported that the Commission is creating working groups to outline their work, communications and engagement plans for the years ahead, and a member will be participating in Board meetings going forward.

Greg Boyd shared that he and Co-Moderator Charles Du Mond are planning to join an upcoming Board meeting of the Association for UU Music Ministries (AUUMM), noting AUUMM is appointing members to negotiate an agreement with the UUA.

Consent Agenda

The consent agenda was unanimously approved, including:

- UUA personnel contingency crease of \$150,000 for one-time expenditures in this fiscal year related to pandemic or other crisis response and capacity constraints.
- General Assembly budget, as submitted by the GA and Conference Services office.

Bylaw changes

Barbara de Leeuw shared that a study session for Board members will be scheduled soon to discuss possible bylaw changes for GA 2021 on the role, selection and election of the UUA president.



Nominations and Appointments

Volunteer Application Process

Co-Moderator Du Mond described the new process document for how volunteer applications to the Nominations and Appointments Committees are received through the new virtual platform. Discussion noted that the two committees need clear procedures for coordination with each other and with UUA staff and Board members, including who follows up with candidates when.

Co-Moderator Du Mond noted that the Board agreed last year to receive appointment recommendations to the Ministerial Fellowship Committee and Religious Education Credentialing Committee through the Appointments Committee rather than directly through UUA staff, and that these procedures would be discussed and finalized at a future meeting.

The Board accepted the process document, with openness to revise procedures in the future as needed.

Presidential Search Committee

Co-Moderator Du Mond reported that a joint taskforce of members from the Nominating and Appointments Committees will be working to propose a slate of seven members for the now-vacant Presidential Search Committee. The slate is planned to be appointed once proposed and then nominated as needed to be confirmed to complete their full terms.

Volunteer Recruitment

Co-Moderators Du Mond and Meg Riley asked how Board members can help recruit volunteer leaders, noting it is a part of everyone's job. Members recognized the former leadership development pipelines do not exist in the same way (e.g. district boards), making recruiting even more critical. The Board agreed to work with the Nominating and Appointments Committees to hold open sessions and invite people who are interested in committee service to ask questions.

Members also noted it was essential to have an application process that was accessible as possible and welcomes creative responses, and expressed a desire to offer more introductory leadership training opportunities.

Follow-up to Disability Justice Training

Board members and staff checked in with what they had done in the past month to follow up on October's Disability Justice Training. Members noted that the UU disability justice community was excited that the Board had done this training and are counting on it having an impact.

The Board publicly thanked trainer Vilissa Thompson for her leadership, noting she received a copy of the UUA Commission on Institutional Change's report *Widening the Circle of Concern*.

EXECUTIVE SESSION

The Board moved to closed session at 9:05 pm to discuss its covenant and group agreements.



The meeting ended at 9:50 pm.

Respectfully submitted,

/s/ Carey McDonald

Recording Secretary



DRAFT: Mutual Expectations of the UUA Board of Trustees

And

Article II Study Commission

The UUA Board of Trustees, with gratitude to the members of the Article II Study Commission for their service, will support the work of the Commission by:

- Making time at Board meetings for the Commissioners to share their progress and any challenges they are facing
- Responding to questions and concerns from the Commissioners in a timely manner
- Ensuring that the Commission has sufficient resources to do their work
- Participate in Commission meetings through appointed Board liaisons to the Commission
- Dealing directly with any personal attacks or other non-covenantal behavior directed at Commissioners

The Board asks of the members of the Article II Study Commission that they

- Keep the Board informed of progress and challenges in a timely manner
- Ask for help/resources when needs are identified



What are the MFC and RECC?

Both the MFC and RECC are Committees of the UUA Board of Trustees:

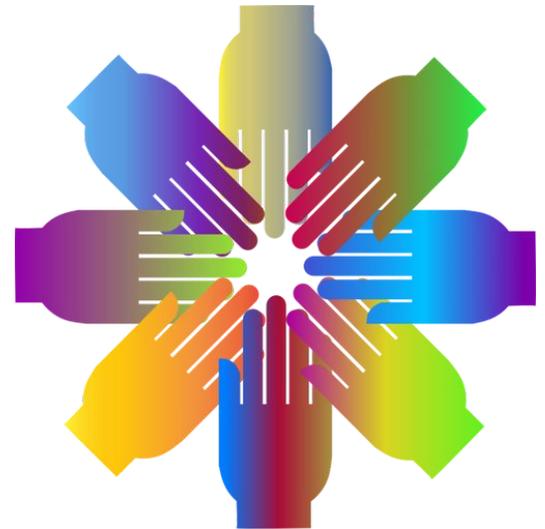
The **Ministerial Fellowship Committee (MFC)** has jurisdiction over all phases of ministerial credentialing. Candidates for ministerial fellowship are interviewed by (3 panels of) the Committee before fellowship is granted. Additionally, the MFC has the authority to remove ministerial fellowship.

The **Religious Education Credentialing Committee (RECC)** grants religious education credentials and governs the rules and policies which apply. Candidates for Credentialed Religious Educator level and Credentialed Religious Educator Master level are interviewed by the RECC before a credential is granted. Additionally, the RECC has the authority to suspend or terminate a religious education credential.

The Ministerial Fellowship Committee is a **fourteen-member committee**, comprised of 8 ministers in Full Fellowship (4 appointed by the UUMA) and 6 laypersons (3 of whom are psychologists). Typically the Committee members are diverse in identity, ministry specialties, and geographic representation - including Canada.



The Religious Education Credentialing Committee is a **seven-member committee**, comprised of one member nominated by the Liberal Religious Educators Association (LREDA) Board, three members who are lay congregational leaders, one member who is a parish minister, one member who is a minister of religious education, and one member who is a credentialed religious educator.



Competency Areas for Ministers

- ★ Worship and Rites of Passage
- ★ Pastoral Care and Presence
- ★ Spiritual Development or Self and Others(including Sexual Ethics/Boundaries)
- ★ Social Justice in the Public Square (Including AR/AO/MC)
- ★ Administration
- ★ Serves Larger UU Faith
- ★ Leads the Faith into the Future



The Religious Education Credentialing Program

- ★ Serves to promote professional development, standards, mentoring, accountability, and recognition.
- ★ The program requires in-depth study and demonstrated competency in the many facets of lifespan religious education, primarily through the development of a portfolio.
- ★ Three levels are available: Associate, Credentialed, and Master, each of which has differing requirements, and it is intended for religious education professionals who serve Unitarian Universalist congregations or the Unitarian Universalist Association (UUA).



Competency Areas for Religious Educators

- ★ Administration and Volunteer Management (All Levels)
- ★ Human a
- ★ nd Faith Development (All Levels)
- ★ Right Relations and Professional Ethics (All Levels)
- ★ UU Foundations (All Levels)
- ★ Sexual Health (Credentialed Level)
- ★ Six Sources of UU Inspiration (Credentialed Level)
- ★ Systems and Conflict (Credentialed Level)
- ★ Worship (Credentialed Level)
- ★ Educational Leadership (Master Level)
- ★ Liberal Theologies (Master Level)





A Wider Path...wider still



The stakeholders

The future which beckons



The past which informs

Building the house while we live in it



Companions on the path



Hospice: bless and release

Proposal to Suspend Bylaws and/or Put Committees on Hiatus (Draft)

For the UUA Board Meeting on 7 December 2020

1. The COIC Report (Widening the Circle of Concern) challenges us to look at our governance structures and eliminate or replace those that are complicit with white supremacy culture.
2. To work through the recommendations of the COIC Report will require large amounts of staff and volunteer time.
3. Our current bylaws and committee structures also require large amounts of staff and volunteer time.
4. Our priority is engaging with the recommendations of the COIC report.

Therefore:

5. The UUA Board will review the current bylaws and committee structures and prepare a recommendation for General Assembly to:
 - a. Suspend specific bylaws
 - b. Put specific committees on hiatus

Resulting:

6. More staff and volunteer time focused on the recommendations of the COIC Report.
7. Changes in our governance structure, bylaws, and committee structures