



Pacific	Mountain	Central	Eastern	Item	Led By
10:00	11:00	12:00	1:00	Opening Reading	
10:05	11:05	12:05	1:05	Check-In via Breakout Groups	
10:20	11:20	12:20	1:20	Consent Agenda <ul style="list-style-type: none"> Proposed Amendment to Rule for G-4.9.8 (fee vs. registered) 	Charles Du Mond Gregory Boyd
10:25	11:25	12:25	1:25	Staff Updates <ul style="list-style-type: none"> Certifications and Related Statistical Information Youth Staff and Programming 	Susan Frederick-Gray Carey McDonald
10:50	11:50	12:50	1:50	Announcement of Presidential Search Committee Members	
10:55	11:55	12:55	1:55	Open UUA Committee Letter	Meg Riley
11:00	12:00	1:00	2:00	Review General Assembly Schedule / Placeholder for Any Urgent General Assembly Business	
<i>CLOSED SESSION</i>					
11:30	12:30	1:30	2:30	Continue Discussion of Committee Appointments	
11:55	12:55	1:55	2:55	Closing	

Board of Trustees

MEETING: April 23-24, 2021. All times 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

Meeting Minutes

FRIDAY, APRIL 22

ADDITIONAL PARTICIPANTS: Carey McDonald (Recording Secretary & Executive Vice President), Andrew McGeorge (Treasurer), Stephanie Carey Maron, Marcus Fogliano, Danielle DiBona (chaplain), Mary Heafy, Laura Conkle, Greg Boyd, Darrick Jackson, Ren McFadyen, Larry Ladd, Kim Hampton, Elizabeth Mount, Martha Nichols, Mary Nordhagen, Kathryn Alexander, Lannie MacAndrea, Marie Bjork-Haugen, Meg Richardson, Darbi Lockridge

Co-Moderator Meg Riley opened the meeting at 11:00 am, recognizing it was a difficult week with the decision in the George Floyd murder trial.

Consent agenda

The consent agenda was unanimously approved, including:

- New congregations – All Souls UU Congregation in Palatka, FL; Inland Northwest UU Community, Spokane, WA
- Draft Meeting Minutes – January, February 8 and Feb 25, March 8
- Final language for bylaw amendments for sections 4.16, 9.5, 9.6 and Rule G-9.13.7
- Received Reports – Financial Secretary, Role of Liaisons

Co-Moderators Riley and Charles Du Mond officially welcomed members of the Inland Northwest UU Community who had joined the call, extended appreciation for the work they had done to establish a new congregation and offered them blessings on their journey as a community.

President's Report

Reflections

President Susan Frederick-Gray reflected on the painful year of the pandemic, noting it will also be a difficult time with congregations as the pandemic recedes.

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She recognized every leader is tired, we are all holding trauma, and communities are ripe for conflict so it is important to hold one another with compassion.

President Frederick-Gray noted that it is more complicated to reopen now that it was to quickly shut down a year ago, with many more factors to balance. There are ways to gather safely as more people get vaccinated, but indoor worship cannot be the leading edge. The UUA provided guidance on April 15 to member congregations to plan for a multi-platform operations for the coming year, following the principles of basing decisions in consent, trusting the science, being slow and flexible, and being humane and realistic. While the UU won't be able to give an "all clear", it will regularly update guidance on UUA.org, and practices will vary based on the congregation and community.

She noted that multi-platform operations will provide flexibility given the ebb and flow of the pandemic, and that it is also an important future direction for congregations to become more accessible and agile. It is important to not idealize the pre-pandemic past when there were already needs for greater accessibility, flexibility and welcoming.

President Frederick-Gray identified the three priorities of the UUA in the coming year as continuing to help congregations adapt coming out of the pandemic, to grow and deepen infrastructure for justice organizing following the successful UU the Vote campaign, and to implement the recommendations from the Commission on Institutional Change. She reiterated that the UUA's work on dismantling white supremacy and patriarchy, and commitment to organizing, has positioned the organization to be able to respond to the pandemic and come out of it stronger.

Implementation of Commission on Institutional Change Recommendations

Marcus Fogliano described the UUA's process in the past nine months of reviewing *Widening the Circle of Concern*, the Commission on Institutional Change's (COIC) final report and recommendations. They restated five-stage flexible process of discussion, discernment, project development, implementation and sustaining and monitoring which had been presented at the January Board meeting. Executive Vice President Carey McDonald noted that the UUA will be mapping the ten chapters and 36 recommendations of the WCC onto the mission and operations of the UUA, to ensure that the work of every staff team is rooted in the report. EVP McDonald and President Frederick-Gray described key implementation projects within each of the UUA's three mission areas of equipping congregations and communities, training and supporting leaders, and advancing UU values, as well as within the areas of theology and governance. The highlighted projects including collaboration with UU seminaries on theological education, developing a framework for anti-racism and full inclusion based on the Mosaic Makers program for multicultural congregations, and aligning and expanding lay leadership development opportunities.

EVP McDonald reviewed the memo on the democratic sources of accountability for the UUA's anti-racism, anti-oppression and multiculturalism work, including decades of affirmation by the General Assembly.

FY22 Budget Proposal

Treasurer Andrew McGeorge reviewed the proposed FY22 UUA Operating Budget. Referencing the more detailed budget memo, he noted the UUA was taking the opportunity coming out of the pandemic to permanently reduce its travel footprint,



which made it possible to invest in greater staff capacity in across every area of the UUA's work. He noted the usage of a portion of funds from the Federal Paycheck Protection Program to make up for anticipated shortfalls in congregational giving, and the employment of limited one-time funds for COIC implementation which were set aside at the close of FY20.

Treasurer McGeorge discussed the financial agreement which the UUA had nearly finalized with Beacon Press. The agreement defined mutual support between the two entities, provided for a reasonable contribution to the UUA's carry costs, set forth strategic reserve targets for Beacon, and provided for financial backing and relief in weak performance years with surplus-sharing in strong performance years for Beacon. He noted that Beacon's historically strong sales in FY20 and FY21 put the press on a solid financial foundation, and was enabling new investments in its staff, its authors and its mission going forward.

He also reviewed the FY22 Capital Budget. With upcoming capital investments, he noted continuing investments in information technology security, and the importance of remaining flexible with building expenses as UUA staff return more to the office in the coming year.

Director of Stewardship and Development Lauren Smith invited all Board members and participants to become Faithful Sustainers, monthly donors to the UUA at any level.

The meeting took a break from 1:35 pm – 2:30 pm

EXECUTIVE SESSION

The Board went into Executive Session to consider appointments and discuss personal work following the October disability justice training.

The meeting ended at 5:15 pm



SATURDAY, APRIL 23

ADDITIONAL PARTICIPANTS: Carey McDonald (Recording Secretary & Executive Vice President), Andrew McGeorge (Treasurer), Stephanie Carey Maron, Chris Buice (chaplain), Marcus Fogliano, LaTonya Richardson, Larry Ladd, Debra Boyd, Kim Hampton, Laura Conkle, Stephanie Samson, Meg Richardson, Becky Brooks, Alex Spitzer, Elizabeth Mount, Ed Klein, Melissa Carvill-Ziemer

Co-Moderator Charles Du Mond opened the meeting at 11:05 with a reading. He gave updates to the agenda - there would be an additional Executive Session to consider appointments at the end of the day, and a discussion on the elections process would replace the section on board liaison roles

General Assembly 2021

Proposed business resolution on suspending sections 5.8, 5.9, 5.11

Co-Moderator Du Mond said the Board had initially discussed the possibility of this resolution at the January meeting, since then had reached out to the affected committees for their input and reviewed language in the Deep Divers bylaws working group. The draft would suspend for operations of the GA Planning

Committee, Commission on Appraisal and Board of Review until 2024, giving the Board time to propose amendments for how to address these functions in the long term. He noted the Board was considering this resolution because these committees address key areas for implementation of the recommendations from the Commission on Institutional change, which also called for streamlining governance: General Assembly, system-wide oversight, and ministerial credentialing. With new nominees joining the committee each year, it has made it difficult to have conversations over time about is needed for the next phase of the UUA's work in each of these areas. He finally noted that Board heard no opposition from the BOR, was met with willingness to work together by the GAPC, and had not received any response from COA.

Discussion with Board members highlighted the value of creating flexibility, rather than having structures and systems locked down in bylaws which undermines innovation and mission commitments. They articulated the importance of directing UUA volunteer capacity and resources towards the priorities of implementing COIC recommendations and completing the Article II Study Commission project. Reviewing the language, Board members agreed on the need to clarify how the Board would address these functions if the committees were suspended and that nominations and appointments would not proceed while the committees were suspended.

The Board affirmed progress on this resolution, with the intent to revisit it at the May meeting.

GA Business Agenda

Board members reviewed the sequence of the proposed business agenda. Board members were invited sign up for opening words for each General Session.

The Moderation Team for GA business discussions and voting, or "Mod Squad," was identified as Charles Du Mond, Meg Riley, Suzanne Fast, John Newhall, Greg Boyd, Genevieve Baldwin and Tom Schade.

Board members reviewed plan and calendar for GA webinars that will introduce the business agenda and other GA highlights. They described plans to create chat forums for business items on the Whova app for GA. They also noted they will continue the first Tuesday Board open houses in the months preceding GA.

They noted the value of having American Sign Language interpretation for General Sessions this year, which should be appropriately integrated with the livestream.

Board members asked what the UUA can we learn from the Canadian Unitarian Council's process, where proposals which require votes are made public out far in advance and amendments are received before the meeting where they are considered.

Rules of Procedure

Members of the Mod Squad and EVP McDonald discussed revisions made to the Rules of Procedure this year. This year, the initial adoption of the rules would not debatable or amendable, since the Assembly must have rules in place to amend them. It also included simplified time limits displayed in a chart for easier reading.

Board members raised the previous question of whether to create a plain-language guide to the rules, noting how many delegates find the rules complicated an



inaccessible. The Board agreed that, rather than a guide which could create competing interpretations of the rules, they would rewrite the Rules of Procedure entirely this year with a plain language approach. Tom Schade and Genevieve Baldwin volunteered to write a first draft, working with the Mod Squad, EVP McDonald, legal counsel and the parliamentarian to finalize.

Board and Co-Moderators' Reports

The Board brainstormed what to address in their GA reports, including: the Article II Study Commission process, implementation of COIC recommendations, work on disability justice, greater practices of inclusion (e.g. regular open houses), preview of work gearing up to rewrite the UUA bylaws, the experience of the Board with the passing for former Co-Moderator Elandria Williams, a recap on the Board's support of the Young UU Project, and planning for future multi-platform General Assemblies and the possibility of virtual business meetings going forward.

Plain language commitments

The Board reviewed its commitments to using accessible, plain language commitments for the Rules of Procedure for this year, script and cue cards for GA business sessions, and the Board and Co-Moderators' reports. They agreed to work on bylaw revisions and the Article II Study Commission process with this in mind for the coming year. Can the Board set a commitment to review things before they are released with plain language guidelines, then a future time to evaluate whether we've met that commitment?

Plain language documents should:

- Pay attention to sentence structure and flow of paragraphs. Avoid complex sentences or paragraphs that bury the point.
- Avoid jargon and insider language and spell out acronyms.
- Avoid circular references, or things located in multiple places for no reason.
- Give clear framing so you know what the purpose is.

They recognized this commitment is not about simpler words or a lower reading level, per se. It is about making it easy to understand the key points and context of the document.

Future GA Planning

Director of GA and Conference Services LaTonya Richardson shared that she is circulating the following language with UUA stakeholders, including professional and identity groups as well as seminaries and other major GA participants:

We are seeking stakeholder feedback on rethinking the pattern of our UUA General Assembly to alternate annually between an in-person gathering and a 100% virtual gathering. Our in-person GA's will offer a substantial virtual experience and, because of that, we anticipate that attendance at in-person GA's may be reduced. Our virtual GA's honor our values of equity, inclusion, and sustainability and will be shorter in duration (i.e. over a weekend) and focus primarily on the business of the association, with significantly less attached programming. During the years that we host GA virtually, the UUA Congregational Life regional Staff will offer more robust



programming to educate, equip, and inspire professional and lay leaders. The scope of this programming will be determined by the Congregational Life Staff as they balance the needs of our member-congregations with the expectations of the UUA.

2022 and 2023 will be in-person GA's (local contracts already committed) with a substantial virtual experience for those registered. 2024 may be a 100% virtual GA in this alternating pattern. UUA Congregational Life regional Staff will host a virtual assembly in October 2021 and, beginning in 2024, the staff group will begin more robust bi-annual programming to coincide with years of virtual GA.

She said that early feedback was positive, and even asked whether the UUA should consider less often than every other year. Many wanted participation in the business sessions to be as accessible as possible. Stakeholders reported that they would be able to work with a new structure, as long as they had enough time to prepare. Some said they would consider reorienting other events to ensure they do not compete with an in-person GA.

LaTonya affirmed the need for impacted and marginalized communities to be a part of the conversation from the beginning, noting they are being built into cycles of feedback. She noted that the shape of regional events during virtual GA years was still an open question. In particular, there was a need for further conversation about what regional events would be able to offer for youth and young adult communities.

Board members discussed the need to tease out what business sessions and voting really mean in a multi-platform GA. They raised the possibility of spreading out the time to engage with delegates over months or perhaps a full year. They also noted the need to prioritize equitable multi-platform design for the business sessions, so that the experience is equally valuable for both online and in-person participants.

The Board named the following considerations in making future decisions about General Assembly:

- Getting the right approach to the business of our Association to maximize inclusion, democratic participation, and governance that advances the UUA's mission and principles
- Meaningful connection for marginalized communities
- Inspiration and in-person connection for UUs with the wider Association
- Economic accessibility (e.g. cost of travel, complications with kids, barriers to being involved in business)
- Modeling for multi-platform inclusivity at the congregational level
- Minimizing the carbon footprint from travel, especially jet airline travel
- Sustainable event for staff and volunteers, and financially sustainable
- Checking in re future GA planning – are we on the right track? Yes, will need to hold space for the Board to design business meeting at multi-platform GA in 2022. How can Board help with outreach on this early stage of conversation?



Staff agreed to provide a summary of how and with whom this proposal is being circulated. Board members said they would discuss questions about the future of GA at an open house.

The Board unanimously affirmed a commitment to making GA22 the best multi-platform experience possible, recognizing it will be an experiment with this type of event format.

The meeting took a break from 1:35 – 2:30 pm.

Article II Study Commission

Members of the Article II Study Commission (A2SC) gave an update on their process. They shared that the Commission laying groundwork for stakeholder outreach around four themes:

- Shared UU values
- Purpose or mission of Unitarian Universalism, and the role of UUA in that mission
- Inspirations (sources, learnings and history)
- Covenant

They noted their appreciation for an initial meeting A2SC members had with UUA staff to explore these stakeholder questions. They also met with UUA staff who worked on UU the Vote to discuss how communications/volunteer engagement was successful, recognizing that shifting the foundation of a faith community has much in common with community organizing. They shared upcoming communications, including an video series of Conversations with Commission member Satya Mamdani, a new RSS feed for email updates, and an appearance on the VUU YouTube series by the Church of the Larger Fellowship in June.

The A2SC wants to engage in ongoing dialogue with a range of UU leaders, seeking to avoid the “pick your brain and then we go do our work” approach which is sometimes used with stakeholders. They are creating resources for congregations to have their own deep conversations on the topics the A2SC has identified. They are working with the Nourish dinner church ministry to create a program for youth groups, and working with Wellspring to create a faith engagement program for adults. During GA, the A2SC will focus on introducing the Commission and its process, and practicing discussions which participants can lead at their congregations

A2SC members noted they have received questions from congregations adopting the proposed 8th Principle for anti-racism, anti-oppression and multiculturalism. Since the proposed 8th Principle was included in the Commission’s charge to consider, members clarified they welcome congregations to discuss and adopt the 8th Principle. They also noted that the A2SC was started in part to broaden the conversation beyond an 8th principle, so want to continue to hold a broad frame of possibilities and language for what direction the principles may take.

FY222 Budget Approval

Kathy Burek moved, Lucia Santini-Field seconded, and the Board unanimously approved the proposed FY22 operating, capital and consolidated budgets,



UUA Board Election

Secretary Bill Young recapped the planning for the contested election for #8 Board slot, noting the deadline for further petitions is May 15. He said had spoken with candidates Sam Trumbore and Jay Kiskel, both of whom have a booth at GA. He noted the candidates have also met with the Election Campaign Practices Committee (ECPC) to create a covenant of how they will conduct their campaigns.

Secretary Young reported that the election schedule is set, with delegate voting starting on start June 1 and ending midnight ET on Friday, June 25. There will be a page on UUA.org with information on the Board election, statements from candidates and links to their websites. GA delegates will receive emails about the campaign and about how to vote.

He noted there will be a candidate forum at GA facilitated by the ECPC, and that additional candidate events may be considered. There will be rules on campaigning at GA from the GAPC and ECPC. He is working with the ECPC, the GA Conflict and Covenant Team, and EVP McDonald to plan for how to respond to issues that may arise during GA.

Board members discussed whether they would make a statement about the candidates, noting the need to speak with one voice. They recognized that the leadership of Board itself is being raised an issue in the campaign. They agreed to consider making a statement at the May meeting that supports the slate put forward by the Nominating Committee, since those nominees affirms the Board's commitment to implementing the COIC report and recommendations. Board members agreed not make any endorsements prior to that meeting.

EXECUTIVE SESSION

The Board moved to executive session at 4:05 to consider appointments.

They later reported following appointments:

- Andrea Briscoe to Appointments Committee
- James Snell, Denise Rimes, Marva Williams, Jaimie Dingus, and Cathy Seggel to the nominated positions on the Presidential Search Committee
- Rev. Jason Lydon and Rev. Theresa Soto to the appointed positions on the Presidential Search Committee

The meeting ended at 4:45 pm.

Respectfully submitted,

/s/ Carey McDonald

Recording Secretary



BOARD OF TRUSTEES SCHEDULE

- **Meeting: May 2021, Zoom Meeting**
Monday, May 10, 2021; 7:45pm Eastern
- **Meetings: June 2021, Zoom Meeting**
Tuesday, June 22, 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



Board of Trustees

MEETING: May 17, 2021, 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, Leslie MacFadyen, 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, Sarah Gettie McNeill, Tim Atkins, Randy Burnham, Meg Richardson, Peter Kandis, Xolani Kacela, Darbi Lockridge, Melissa Carvill Ziemer, Mia Morse, Carrie Stewart

Meeting Minutes

Meeting opened at 7:50 pm with a brief reading.

Co-Moderator Du Mond shared that the Board would not be moving forward with a previously considered business resolution to suspend the Bylaws requirements for certain committees, noting the Board will get back in touch with these committees to discuss a collaborative and flexible path forward.

GA Business Rules of Procedure

Members noted that the previously approved Rules of Procedure for General Assembly had been rewritten as plain language version for improved accessibility. Currently under review by legal counsel and the parliamentarian, members shared the rules would be ready to finalize at next Board meeting. In the meantime, they would be described in the GA prep webinars.

Bylaw Amendments

The Board reviewed the following bylaw amendments to place on the final business agenda for General Assembly 2021:

Religious Education Credentialing Levels

The Board unanimously approved the bylaws change requested by the Religious Education Credentialing Committee to remove descriptions of religious education credentialing levels to avoid term “master” and create more flexibility for the credentialing system.

Start Date of Presidential Term



The Board unanimously approved this bylaw amendment to allow the UUA Present up to 45 days to take office. This would offer a flexible start date to create a chance for a more reasonable transition, rest from the campaign, take time to move, or say goodbye to a previous employer or congregation.

GA Registration Fees Rule

The Board unanimously approved removing the requirement to pay in order to participate as a delegate in GA business sessions. They noted this could create greater flexibility to separate business voting from GA registration. They recognized the role that GA Youth and Young Adults @GA leaders playing in raising this the need for accessibility.

Statement Supporting the Nominating Committee Slate

The Board unanimously approved the proposed statement to endorse the slate of nominees put forward by the Nominating Committee for GA 2021, with some small language clarifications.

Closing

The meeting ended at 8:30 pm



Respectfully submitted,

/s/ Carey McDonald

Recording Secretary

Board of Trustees

MEETING: June 14, 2021, 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, Leslie MacFadyen, 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, LaTonya Richardson, Laura Conkle, Meg Richardson, Becky Brooks, Thomas Earthman, Jay Wolin, Melissa Carvill-Ziemer, Sarah Skochko, Heather Rion Starr

Meeting Minutes

Co-Moderator Meg Riley opened the meeting at 7:45 pm with a reading, and participants joined a small-group check-in.

Consent Agenda

The consent agenda was approved unanimously, including:

- Rule 9.14 updated reference to Section 4.12
- Receipt of the list of credentialed ministers and religious educators and certified music leaders in 2020-21

Bylaw Rule on GA Registration

Board members reviewed a draft of a placeholder rule, to be added if the General Assembly approves the proposed G-rule change removing the requirement to pay a fee to participate as a delegate in GA business sessions. They postponed voting on the potential rule until the next Board meeting after receiving feedback from GA and Conference Services staff.

GA Business Rules of Procedure

The Board unanimously approved the plain language version of the Rules of Procedure, with language tweaks to clarify 1) discussion cannot be ended while an amendment is in order to be considered, and 2) motions to end discussion are not in order until eight minutes of discussion has occurred.

Article II Study Commission Update

Becky Brooks gave an update on behalf of the Article II Study Commission. She shared that the Commission hosted a conversation on covenant on May 19, with



current President Susan Frederick-Gray and former UUA President Bill Sinkford. Becky said that the Commission had been discussion with the 8th Principle Project on the proposal to add a principle addressing anti-racism, anti-oppression and multiculturalism. She noted the Commission's commitment to honor the organizing led by Black, Indigenous and People of Color UUs which started the 8th Principle Project, including Commission member Paula Cole Jones. She encouraged congregations to continue to discuss and adopt the 8th Principle locally. Becky also noted the Commission is encouraging UUs to stay flexible with their expectations for how language of all the principles may change, as they work towards holistic recommendations for the UUA principles, sources and all parts of Article II of the Bylaws.

Becky reported the work the Commission had been doing to get ready for General Assembly, including live workshops and a presentation in General Session. She said that after GA the Commission will be reaching out to engage congregations in discussion, in partnership with a few members of the UUA National Advisory Council.

GA Board Preparations

Board members reviewed remaining tasks to get ready for General Assembly, including recording the Board report.

EXECUTIVE SESSION

The meeting moved to Executive Session at 8:50 pm to consider appointments.

The Meeting ended at 9:35 pm



Respectfully submitted,

/s/ Carey McDonald

Recording Secretary

Registration Fee Proposed Rules Amendment

1. Remove Rule G-4.9.8. Payment of Registration Fee.

~~2268 Rule G-4.9.8. Payment of Registration Fee.~~

~~2269 All delegates, alternates and trustees must pay a registration fee in
2270 order to be admitted to the floor and vote at the General Assembly.~~

2. Replace with Rule 4.9.8. Registration.

2268 Rule 4.9.8. Registration.

2269 All delegates, alternates and trustees must register in order
2270 to be admitted to the floor and vote at the General Assembly.

Corrections to Proposed Rules of Procedure

June 22, 2021

From Kathy Burek

Rule 1: ADOPTING AND AMENDING THESE RULES OF PROCEDURE

Paragraph 2, Sentence 2: Delegates must submit any proposed amendment, or repeal ~~or suspension~~ of the rules at least twelve hours before the General Session where they want the amendment or repeal to be considered.

RULE 9: BUDGET MOTIONS

New paragraph after last sentence. Budget motions may be affirmed with a 2/3 majority vote.

UUA 2021 Annual Dashboard

Developed as part of the Association's Global Ends Monitoring (Updated June 2021)



Item	Description	2015	2016	2017	2018	2019	2020	2021
End 1.0 – Healthy and vital UU community								
1	Adult Members	156,620	154,953	153,574	154,790	154,704	152,870	148,529
2	Religious Education Enrollment	47,623	44,885	43,291	40,862	38,116	34,758	24,789
3	Non-Member Friends	191,876	99,529	88,942	77,446	72,918	64,798	63,919
4	Congregations	1,043	1,038	1,036	1,035	1,029	1,027	1,026
End 1.1 – Congregations covenanted, healthy and mission-driven								
5	Integrated Mission	-	88%	92%	-	94%	92%	-
5*	Mission-Drive	-	-	-	-	-	-	58%
6	Anti-Racism Programs	-	37%	48%	54%	52%	64%	62%
7	Safe Congregation Policies	-	62%	70%	79%	89%	94%	91%
8	Total Congregational Expenditures (millions)	\$248.5	\$251.1	\$236.6	\$226.6	\$231.3	\$231.8	\$240.5
End 1.2 – Congregations in covenant and partnership with the UUA								
9	APF Attainment	72%	71%	72%	73%	73%	66%	-
10	GA Participation	55%	52%	62%	56%	53%	75%	-
11	Certification Completion	89.5%	94.6%	95%	94%	94%	94%	99.5%
End 1.3 – Congregations are inclusive and diverse								
12	Congregational Racial Diversity (>10% people of color)	-	-	-	10%	9.9%	12.1%	50%*
13	UUA Staff Racial Diversity (people of color)	20.2%	19.5%	22.2%	24.75%	30%	32%	-

UUA Health and Impact								
14	Support of Congregations	-	-	-	69%	75%	61%	64%
15	Website Engagement (millions)	1.09	1,23	1.68	2.01	1.61	1.87	-
16	Total Income (millions)	\$24.5	\$29.1	\$27.8	\$28.6	\$31.5	\$32.0	-

Dashboard Details

Data Sources (annual)

* Congregational Certification (CC)

** Congregational Questionnaire (CQ)

*** Equal Employment Opportunity report

Remaining items sourced from UUA internal statistics

Item	Description	Definition
1	Adult Members*	Total adult members reported
2	Religious Education Enrollment*	Total religious education enrollment reported
3	Non-Member Friends*	Total non-member friends reported
4	Congregations*	Total current congregations
5	Integrated Mission/ Mission-Drive**	Percentage of “Y” responses to CQ16-17; not in CQ18; revised for FY21
6	Anti-Racism Programs**	Percentage of responses that name 1 or more programs for CQ
7	Safe Congregation Policies**	Percentage of responses that name 1 or more programs in CQ
8	Total Congregational Expenditures (millions)*	Total combined congregational operating expenditures reported from prior fiscal year
9	APF Attainment	Percentage received of total requested contribution of congregations
10	GA Participation	Percentage of total congregations who register at least one member at GA
11	Certification Completion*	Percentage of total congregations who certified their membership that year
12	Congregational Racial Diversity	Percentage of congregations reporting 10% or more POCI members
13	Staff Racial Diversity (people of color)***	Percentage of total UUA staff who identify as people of color, including those identified as white/Hispanic, indigenous, and two or more races. (calendar year report)
14	Support of Congregations**	Combined percentage of “somewhat helpful” and “very helpful” responses to question “How helpful has the UUA been to your congregation in advancing its mission and addressing key challenges?”
15	Website Engagement	Total number of unique visitors to UUA.org from March 1-February 28
16	Total Income	Total operating income, excluding GA, Beacon and Employee Benefits Trust (health plan)



Youth Ministry Update

UUA Board Meeting - June 2021

By Rev. Sara Green, Jennica Davis-Hockett,
Anna Bethea, Carey McDonald

Youth Ministry Visioning Week

Theo-ethical Mandate

Provide a clear theo-ethical **grounding & direction** for continued investment in youth ministry. Translate theo-ethical grounding into **what youth ministry could and should be**. Develop spaces for faith formation, resonance and **questions around the stories that guide our work** in youth ministry.

Reckoning w/ the Past

Provide **processing space** for the context in which **program staff** have to show up in our own work, and in which **UUA leaders** who hold ultimate responsibility for youth ministry **have to show up** in our own work. Develop clear **alternatives to patterns of rehearsed trauma** and identify spaces/resources for healing

Programming & Support

Articulate **current & potential UUA YM offerings** and how various office roles & mission statements drive what's offered to youth. Ensure that youth are being engaged at many points and can imagine their **religious lives along a spectrum of faith development & at different structural levels of UUism**. Ensure that youth and recently bridged adults **see themselves as a priority for the UUA**.

Care and Safety

Align youth ministry's philosophy of care to be inclusive, humane, and sustainable for all. **Support youth ministry staff** with the same ethos of care as they develop in their programs. Share snippets of the week that **tell the story of where we're going**.

LFE Youth Programs during the pandemic

Faith Lab: UU theology, spiritual leadership, discernment

YUUP: fledgling network for UU youth and recent bridgers to forge connections and find opportunities

Thrive: storytelling as faith formation and connection

Mental Health First Aid: teaches adults supporting youth how to recognize the signs and symptoms of mental health challenges and crises and offers practice applying appropriate steps to getting youth the help they need

Supporting Youth Leaders

Project Grants: helping UU young people invest in their communities with principles of transparency, accountability, radical equity, compassion, liberation, placed-ness and community.

Spiritual Direction: contracting with 5 spiritual directors offering one on one and group sessions for young folks navigating leadership in traumatized systems.

Board support: accompanying Nominations and Appointments committees on recruitment, supporting the implementation of guidance from youth trustees and committee members around inclusion and preparedness.

General Assembly 2021 Planning

New staff structure: shared leadership and collaboration

Training with People's Hub: from March through June, felt spirit of Elandria's vision

Focus on emergent programming:
engaging more of the GA youth community

GA Youth Staff



MAKAYLA



CAROLINE



ALIANA



MALI



ELLIE



ORIANA



PAIGE

Advised by Alex Sherwood,
Youth and Young Adults
Program Associate, UUA

NOT PICTURED:
BRADSHAW

Youth Ministry Investment 2020-21

Program Area	Youth	Young Adults
Lifespan Faith Engagement (includes GA)		
Staff	\$300,000.00	\$162,000.00
Programs/Scholarships	\$73,000.00	\$56,000.00
Regional Teams		
Staff	\$416,000.00	\$35,000.00
Programs/Scholarships	\$70,000.00	\$-
UU College of Social Justice		
Staff	\$106,000.00	\$53,000.00
Programs/Scholarships	\$14,000.00	\$30,000.00
UU@United Nations		
Staff	\$15,000.00	\$-
Programs/Scholarships	\$11,000.00	\$-
Subtotal		
<i>Combined expense</i>	<i>\$1,004,000.00</i>	<i>\$336,000.00</i>
<i>Overall UUA Admin = 24%</i>	<i>\$241,000.00</i>	<i>\$81,000.00</i>
Total	\$1,244,000.00	\$416,000.00

Questions!

To the members of the Unitarian Universalist Board:

I am currently the chair of the Open committee, up for reappointment. My other committee member, Caleb Raible-Clark was assigned to this committee a few years ago. We believe it is in the best interest of our association to dissolve this committee.

Due to life events and the pandemic, this committee has not met for two years. In that time, not one committee or member of the UUA board contact us regarding our work. Before this unexpected hiatus, we carried out our duties after working with Cheri Cody and Christian Schmidt dutifully. We reviewed the websites of various committees and checked that the notes were current and that the meeting times were public. We attended GA and observed various committee meetings to ensure they allowed observers.

We would contact committees if they were out of compliance, and issued a report to the board with the status of committees that were in and out of compliance. However, in my time serving on this committee, we never received any communications back from any other committee regarding their compliance. We never received communications from the board indicating our report was helpful or needed.

Given that we lack an enforcement mechanism to compel committees to respond to us, we feel that there is no purpose to this committee as it is not part of a larger accountability mechanism for committees. Furthermore, as times have changed and the pandemic moved many functions online, the nature of how committees operate and meet has changed to where they may no longer use websites as their main gateway to transparency. Some may be using social media more heavily to announce meeting times or use another online service to post their notes. As there is no standardized system for how information gets out to the average Unitarian Universalist given the blooming of information pathways since 2004, we feel that this committee is not serving the original intent of its formation.

We suggest that if there is a requirement for meeting notes, meeting announcements, and observers, that there be a standardized committee system, and an enforcement mechanism if committees do not communicate with the board or other committees. We envision that as part of a standardized information system for committees that the requirements as assigned to this committee could be met. Also, to meet the spirit of this committee's foundation we believe there should be an anti-oppression analysis - how are we ensuring that the work that committees do is accessible and transparent given ableist and white supremacist barriers that are inherent in the operations of Unitarian Universalism? What structures would address this and meet the spirit in the creation of this committee? How can we be pro-active and inclusive about the way committees in our association work?

Given these observations and alternatives, it is our recommendation before the board that this committee be dissolved. We are glad to do this work! However, if the work is not making the change of having committees be in compliance and the standards in which compliance was created have changed as technology has advanced, the needs this committee fills should be fulfilled in other ways.

Respectfully Submitted,
Rev. Shawna Foster
Caleb Raible-Clark