

Thursday, March 24, 2022

CLOSED SESSION (3 hours)

Pacific	Mountain	Central	Eastern	Item	With
3:00	4:00	5:00	6:00	Vespers	
				Extended Check-In	
				Getting to Know One Another	

Friday, March 25, 2022

Pacific	Mountain	Central	Eastern	Item	With
8:00	9:00	10:00	11:00	Board Covenant	
				Consent Agenda <ul style="list-style-type: none"> Draft January 21-22, 2022 UUA Board Meeting Minutes Draft February 14, 2022 UUA Board Meeting Minutes 	Charles Du Mond
				Staff Reports <ul style="list-style-type: none"> Budget Update Beacon Press Agreement Introduction of Shige Sakurai, Director of Equity, Belonging, and Change 	Susan Frederick-Gray Carey McDonald Andrew McGeorge Shige Sakurai

EXECUTIVE SESSION (30 minutes)

••••• *BREAK* – 10am-11am PT / 11am-12pm MT / 12pm-1pm CT / 1pm-2pm ET •••••

Pacific	Mountain	Central	Eastern	Item	With
11:00	12:00	1:00	2:00	General Assembly <ul style="list-style-type: none"> Business Resolution about General Assembly Planning Committee Review Business Agenda Webinars Forums Rules of Procedure 	
				Closing	

Saturday, January 22, 2022

Pacific	Mountain	Central	Eastern	Item	With
8:00	9:00	10:00	11:00	Presidential Search Committee	
				<ul style="list-style-type: none"> Board Discussion of UUA Co-Presidents 	
				Article II Study Commission Updates	

••••• *BREAK* – 10am-11am PT / 11am-12pm MT / 12pm-1pm CT / 1pm-2pm ET •••••

Pacific	Mountain	Central	Eastern	Item	With
11:00	12:00	1:00	2:00	Voting on Items Presented Earlier in the Meeting	
				Board Meetings in Fiscal Year 2023 <ul style="list-style-type: none"> Discussion of Possible In-Person Meeting 	
				Other Business (as needed)	

EXECUTIVE SESSION (2 hours)

Board of Trustees

MEETING: January 21-22, 2022, all times noted as Eastern Time

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

MEMBERS PRESENT: Kathy Burek, Barbara de Leeuw, Charles Du Mond (Co-Moderator), Suzanne Fast, Susan Frederick-Gray (President), Sherman Logan, Elizabeth Mount, John Newhall, JeKaren Olaoya, Lucia Santini Field (Financial Advisor), Meg Riley (Co-Moderator), Sam Trumbore, Bill Young (Secretary)

Meeting Minutes

FRIDAY, JANUARY 21

ADDITIONAL PARTICIPANTS: Carey McDonald (Recording Secretary & Executive Vice President), Andrew McGeorge (Treasurer), Stephanie Carey Maron, Marcus Fogliano, LaTonya Richardson, Lauren Smith, Christopher Hartley, Jessica York, Brent Lewis, Chris Buice and Danielle Di Bona (chaplains), Adrienne York-Minor, Jesse Ford, Stephanie Samson, Sofia Betancourt, Meg Richardson, Dick Burkhart

Opening

Co-Moderator Charles Du Mond started the meeting at 11:05 AM, and members read through the Board's covenant.

Consent Agenda

The Board unanimously approved the consent agenda, with one abstention (Fast). The consent agenda included minutes from the October, November, and December Board meetings.

President and Staff Report

President Susan Frederick-Gray reviewed the memo which Executive Vice President Carey McDonald had sent to the Board. This included updates on the UUA's COVID response, keeping travel and office safety restrictions in place because of the surge in cases due to the Omicron variant. She also addressed the evolving work on justice, equity, diversity, and inclusion in the workplace, including hiring Shige Sakurai as the next Director of Equity, Belonging, and Change and the creation of a new position in Human Resources for staff relations and learning.

Staff Report - Financial Overview

Treasurer/CFO Andrew McGeorge gave a financial update with the Q2 forecast. He noted that the limited usage of the UUA's space has made it easier to complete capital projects, and that expenses are closely tracking the budget at this stage in the year.



Director of Stewardship and Development Lauren Smith shared that congregational giving through the Annual Program Fund has been much stronger than the anticipated decline due to the pandemic, and that legacy giving is on the rise. She described how the UUA's fundraising approach is moving away from campaigns to drive operating budget. Instead, there will be more regular opportunities for restricted giving that supports the operating budget, alongside restricted giving for special purposes. She asked Board members to share the newly revamped Faithfy crowdfunding platform and invite congregations to do a collection to support the Disaster Relief Fund.

Staff Report - Leadership Development

EVP McDonald and Jessica York, Director of Congregational Life, described the current work by UUA regional staff to standardize leadership trainings and opportunities, and investing in leadership development resources through Leader Lab and the online UU Institute. They noted that the National Advisory Council is on hiatus, since it has moved away from its "linkage" function and its members have been absorbed in regionalization efforts and supporting the Article II Study Commission. They shared a proposal to develop a national network of lay leaders who have been through leadership experiences, which would create a pathway to leadership beyond congregations and with the wider Association.

Financial Secretary Report

Financial Secretary Kathy Burek gave an update on the Values & Resources Working Group, which had been planning for the Board's budget for the following year. This will include a recommendation for how often the Board should anticipate meeting in person, likely at least one additional trip separate from General Assembly. It may also address costs for a bylaw rewriting process. She further noted the group has been discussing how to engage the topic of reparations called for in the Commission on Institutional Change's 2020 recommendations.

The meeting took a break from 1:05 pm – 2:05 pm.

Bylaws Working Group Report

Barbara de Leeuw gave an update from the Deep Divers bylaws working group. She noted they have met with all UUA committees as well as former members of the Commission on Institutional Change, and will continue to reach out to UU stakeholder groups to discuss the approach to bylaw revisions. Barbara described the teams' approach as creating bylaws that operate like a strong skeleton for an organization, where more systems and context can be built through policies and rules that are more flexible. She noted the current UUA bylaws are rooted in past challenges and can divert resources from urgent and more timely work.

Board members were asked to review first draft of a business resolution affirming a rewrite of the UUA bylaws, which could be approved as a draft at the February Board meeting.

Discussion noted the need to reference the Article II Study Commission's process, and how it informs the bylaws rewrite. They also affirmed that as the Board moves forward with a stripped-down version of the bylaws, they will need to show where other elements will be moved to (e.g. show a draft of rules that the Board would intend to adopt). They also raised the need to be able to experiment specifically



with General Assembly, and the possibility of a separate resolution that suspends bylaws related to GA to create that flexibility.

Ministerial Fellowship Committee Rule Changes – with Jackie Clement

MFC Co-Chair Jackie Clement explained the requested rule changes from the Ministerial Fellowship Committee. These changes were proposed to make parts of the fellowshiping process more accessible, including making the internship requirement more flexible. She said the MFC wanted to allow Black Lives UU, and potentially other covenanting communities, to sponsor ministerial candidates, which currently is only allowed for UUA member congregations. Discussion noted that not all covenanting communities would be prepared to support a ministerial candidate through an sponsorship, so there may be other ways to address this concern than allowing all covenanting communities to sponsor.

Board members deferred votes on proposed changes to a future meeting.

General Assembly Business

The Moderation Team which leads GA business discussions (“ModSquad”) reviewed its role. It includes Trustees Kathy Burek, Barbara de Leeuw, John Newhall, Elizabeth Mount, Suzanne Fast, Sam Trumbore, JeKaren Olaoya, and Sherman Logan.

Discussion reviewed the proposed changes to bylaw rules that would create a new amendment and voting process for GA, which were set to be approved at the February meeting. This new process would require amendments to be submitted in advance and reviewed at mini-assemblies prior to GA, so that discussion time during GA could be focused on issues rather than procedure. A new system of voting by ballot, which allows voting to take place over hours rather than seconds, would make voting equally accessible for online and onsite participants. Having all amendments reviewed in advance makes it possible to build ballots around GA business items and remove any need for live voting.

Trustees reviewed GA logistics and safety protocols. They agreed that some members would attend GA in person, and others online. Board members who are attending GA in person were asked to plan to arrive in Portland on Tuesday June 21, 2022. Those who were acting as part of the ModSquad and attending in person were asked to arrive on Monday.

General Session Ideas

Board members brainstormed ideas for how to make GA general sessions more meaningful and inclusive:

- Invite participation from people who have been through UUA leadership experiences.
- Provide theological reflection on each business item, as the foundation for voting discernment.
- Include more voices on stage, showcase affinity/identity groups.
- Host panel discussions on the intersection of theology and democracy.
- Honor elders, former district leaders, and the transition from districts to a single region in the Pacific West which is anticipated for spring 2022
- Report on UUA socially responsible investing.

Co-Moderator Du Mond closed the meeting with a reading at 5 pm.



SATURDAY JANUARY 22

ADDITIONAL PARTICIPANTS: Carey McDonald (Recording Secretary & Executive Vice President), Andrew McGeorge (Treasurer), Stephanie Carey Maron, Marcus Fogliano, Chris Buice and Danielle Di Bona (chaplains), Cathy Seggel, Denise Rimes, Jaimie Dingus, James Snell, Stephanie Samson, Sofia Betancourt, Elias Ortega, Becky Brooks, Carrie Stewart, Meg Richardson, Adrienne York-Minor, Dick Burkhart, Brian Lewis

Opening

Co-Moderator Meg Riley opened the meeting with a reading and reviewed the guidelines for Board meeting observers (see Appendix).

Presidential Search Committee Discussion

Cathy Seggel, Jamie Dingus, Denise Rimes, and James Snell from the Presidential Search Committee joined the meeting. They described the PSC's process to date, noting they hope to open applications in early April. The PSC had sent suggested edits to the Board's draft of a job description for the president. They recommended making sure the description was appealing, ordered responsibilities by priority with a focus on the role as the spiritual leader of the Association, and accurately described the relationship between the Board and the President. Board members agreed to review the PSC's edits and approve a final version at the February meeting.

Accountability Commission

Co-Moderator Meg Riley recapped the recommendations from the Design Team, which were presented last fall, and conversations with leaders she had held since then. She noted that the Design Team recommended separating the function of convening UU identity groups from the role of advising and guiding UUA work. She endorsed the recommendation to sunset the Council on Cross Cultural Engagement, and instead create a roundtable of UU identity groups. Co-Moderator Riley also expressed the hope of creating an accountability commission that can be generative and helpful for the UUA staff and Board, with its members appropriately supported and compensated for their effort.

Discussion on the plans for an accountability commission raised the following issues:

- Desire to avoid recreating cycles of mistrust, or a system that will inevitably lead to a breakdown in relationship between UUA leaders. Recognition that this is similar to the experience of the Journey Towards Wholeness Transformation Committee.
- Noting two different modes of impact, which do not easily co-exist – being an outside prophetic voice and naming dynamics in the overall system to make recommendations, or providing internal expertise in decision-making as a thought partner. The accountability commission may want to focus on the latter more than the former. Learning from the experience of the 2012 Justice GA Accountability Group, the most important thing was being in the room as decisions are made.



- Acknowledgement that the Board must hold its own responsibility to advance anti-racism and full inclusion. The accountability commission will need to help the Board fulfill this role.
- Concern that an accountability process centered around public critique can have impacts on donors and relationships that hurt the ability of UUA staff and Board to do their work; suggestion that communication expectations for the commission be structured or formalized as regular reporting.

Co-Moderator Riley named the urgency of moving forward with this commission and agreed to share a draft proposal with the Board for future discussion. She noted that with a basic charge and appointments in place, the commission will likely evolve its work, process, and focus as it continues.

The meeting took a break from 1:15 pm – 2:15 pm.

Article II Study Commission

Reporting for the A2SC, Becky Brooks shared that the Commission has continued to meet with UU stakeholder groups, such as the UU Ministry for Earth, youth communities, and religious professionals of color. The A2SC also presented in December at the UUA's virtual Compass event, which offered a program of spiritual deepening open to all UUs.

Becky said the A2SC plans to get feedback on four key questions, including through a survey for individuals to complete and by hosting virtual panel discussions on each question. She noted that all congregational resources for engaging the A2SC's process are now live, which includes materials from UU Wellspring.

EXECUTIVE SESSION

The Board moved into executive session at 2:45 pm for the purpose of considering appointments and personnel issues.

It was later reported that:

- Ida Mae Jones was removed from the Election Campaign Practices Committee.
- Former UUA President Bill Sinkford was designated as the recipient of the 2022 Award for Distinguished Service to the Cause of Unitarian Universalism.

The meeting ended at 5:05 pm.

Respectfully submitted,

/s/ Carey McDonald

Recording Secretary



Appendix

Board of Trustees Guidelines for Meeting Observers

The Board welcomes guests to observe the board meeting. We are glad you are here. We hope you will participate when invited. This may include during break-out groups or when asked to offer information or answer questions in the chat. Occasionally, a staff member or guest may be invited to unmute to share a report or information useful to the Board. We welcome comments in the chat that are informative and related to the Board's active discussion.

Observers are asked to avoid disrupting or distracting from the meeting, including by using the chat box to change the conversation or argue with the Board. Observers should refrain from asking the Board questions during the meeting so that Trustees can focus on their agenda and discussion. Clarifying questions about the meeting can be directed to the staff meeting host.

Monthly Board open houses are an opportunity to ask questions of Board members about their work and the Association. Additionally, questions may always be emailed to board-contact@uaa.org.

The Board reserves the right to close the chat or remove participants who are disruptive to the meeting or to other observers.



Board of Trustees

MEETING: February 14, 2022, 7:00 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: Kathy Burek, Barbara de Leeuw, Charles Du Mond (Co-Moderator), Suzanne Fast, Susan Frederick-Gray (President), Elizabeth Mount, John Newhall, JeKaren Olaoya, Lucia Santini Field (Financial Advisor), Meg Riley (Co-Moderator), Tom Schade, Bill Young (Secretary)

ADDITIONAL PARTICIPANTS: Carey McDonald (Recording Secretary & Executive Vice President), Andrew McGeorge (Treasurer), Stephanie Carey Maron, LaTonya Richardson, Becky Brooks, David Jackoway, Stephanie Samson, Dick Burkhart

Meeting Minutes

Co-Moderator Meg Riley opened the meeting at 7 pm, small-group check-in

MFC Rule Changes

The Board unanimously approved certain changes to rules of the Ministerial Fellowship Committee which were discussed at the January meeting. These addressed the standards for ministerial internships, and the limits for serving multiple positions in a congregation (see *Appendix 1*).

Bylaw Rules on General Assembly Business

Executive Vice President Carey McDonald reviewed the final draft of proposed rules in the UUA Bylaws related to the voting, amendment, and discussion process for business at General Assembly (GA). To make a multi-platform GA accessible, the changes will stretch out the voting process from 3-4 days to 3-4 weeks. This will make it easier for delegates to talk with their congregations about how to participate in the democratic process. Amendments will be submitted and reviewed in mini-assemblies weeks before GA, during GA voting will take place by ballot, and responsive resolutions will have a clearer standard and definition.

The Board unanimously approved Bylaw Rule 4.18.5, Rule 4.18.6, and Rule 4.16.2 (see *Appendix 2*).

Business Resolution on Rewriting the Bylaws

President Susan Frederick-Gray and Trustee Barbara de Leeuw reviewed the final draft of the proposed business resolution (see *Appendix 3*) which charged the Board to rewrite the UUA Bylaws. They highlighted the need for this effort based on past governance recommendations from UUA commissions, as well as the need for flexibility in helping the Association address its current challenges.

Discussion noted the intent to pass a draft version, which will then be publicly available for review and comment. Board members will review that feedback over



the coming months, and make any necessary changes in time for the final agenda deadline.

The Board unanimously approved the resolution draft, replacing the word “agile” with “dynamic.”

Secretary Bill Young noted that no additional business resolutions or proposed bylaw changes were received from petitions or other UUA entities by the February 1 deadline.

Board members reviewed the schedule for public webinars to discuss proposed business items. They also planned to consider whether to have a chat forum on business items for delegates to post comments prior to GA.

Presidential Job Description

Board members reviewed the final version of the president’s job description (see *Appendix 4*), which had received edits from the Presidential Search Committee, Board members and UUA staff. They agreed to give final approval via Slack chat, so that there was time for detailed review.

Note: Board members later gave unanimous approval to the job description via Slack.

EXECUTIVE SESSION

The Board moved into Executive Session at 8:15 pm for the purpose of considering appointments.

The following appointments were later confirmed:

- Olivia Calvi was appointed to the Election Campaign Practices Committee.
- Mandy Goheen was appointed to the Commission on Social Witness.

The meeting ended at 9:00 pm.



Respectfully submitted,

/s/ Carey McDonald

Recording Secretary

Appendix 1

Approved changes to the Rules of the Ministerial Fellowship Committee:

Rule 12. Internships

All Candidates are required to complete satisfactorily a full-time or part time supervised internship. Interns must complete at least 1,000 hours over one to two full congregational years. (2A) [Full-time internships must be for at least nine months. Part-time internships extend over a total of 18 months at a minimum of 20 hours per week.] Supervision will be provided by a minister who is in Full Fellowship 2B) Equivalent experience, e.g., fieldwork placements or supervised ministries, may be considered on a case by case basis.

Rule 18A. Three-Year Rule

A minister is not eligible ~~[for settlement]~~ to serve in a paid, professional role in a congregation for at least three years following previous engagement in a professional capacity in that congregation. This includes but is not limited to interns, field-education students, interims ministers, contract ministers, Ministerial Settlement Representatives, religious educators, etc. Waivers may be granted by application to the MFC.



Appendix 2

UUA Bylaw Rules for General Assembly Business Process – FINAL 2.7.22

Rule 4.18.5. Amendments to business agenda items on the Final Agenda

This rule defines the process for amending items on the General Assembly final agenda under Section 4.14. This rule does not address any proposed changes to Article II under Section C-15.1(c).

- a) Delegates may submit amendments to any item which is scheduled for a vote on the General Assembly final agenda. Proposed amendments are due to the Secretary fourteen (14) days after the Board of Trustees has published the final agenda; amendments received after that date will not be considered. The Secretary will determine the format for amendments to be submitted, and a description of this format will be included in the final agenda. Each delegate may submit up to three amendments in total for all business items.

Amendments will be considered by mini-assemblies according to this rule. Amendments must meet the following standards to be considered:

1. They must address the same topic and goal as the item they are amending;
 2. They cannot reverse or invalidate the item;
 3. They must match the structure of the UUA Bylaws and Rules; and
 4. They cannot conflict with other rules, bylaws or adopted statements.
- b) The Moderator will review all submitted amendments to determine whether they meet the standards in this rule. If so, they will be considered at a business amendment mini-assembly. The Board of Trustees will promptly post all the amendments that will be considered.
 - c) The Board of Trustees will host one or more online business amendment mini-assemblies to discuss and vote on proposed amendments. These mini-assemblies must be held at least ten days before the start of the General Assembly, and be open to all delegates. If an amendment receives sufficient delegate support, it may be considered on the General Assembly final agenda. That support will be determined by the following process:
 1. Delegates will use an online poll to vote on whether to add a proposed amendment to the General Assembly final agenda.
 2. Proposed amendments that receive support from at least 33% of delegates voting in the mini-assembly will be added to the General Assembly final agenda. This support is based on the total number of delegates who vote for or against the proposed amendment, and does not include abstentions.
 - d) Regardless of the level of support in the mini-assembly online poll, the Board of Trustees may choose to incorporate any proposed amendment into the final agenda.
 - e) The Board of Trustees must publish the final language for all items on the final agenda at least seven days before the start of the General Assembly. This will include any proposed amendments that received sufficient support



at a business amendment mini-assembly, unless the amendment is withdrawn by the initial delegate who submitted it.

Rule 4.18.6. Schedule and ballot voting on agenda items

Delegates will use electronic ballots to vote on items on the General Assembly agenda. These ballots must individually verify delegate credentials. The agenda will list when items will be considered for discussion and voting, which must be during a scheduled business session. Ballot voting will remain open for at least one hour after the end of the business session when the items on the ballot are considered. The Moderator will determine the composition of each ballot.

Rule 4.16.2 Responsive resolutions

Responsive resolutions are brief, advisory statements that express the sentiment of the delegates. They must be in response to a substantive portion of a report by an officer or committee reporting to a regular General Assembly, per Section 4.16. Responsive resolutions are not binding and do not set policy for the Association. They may not act as a substitute for other types of business items, such as business resolutions, budget motions, study/action issues, bylaw amendments, or actions of immediate witness. The Moderator will determine whether a proposed responsive resolution may be added to the final agenda under



Appendix 3

Proposed Business Resolution General Assembly Consideration June 2022

Renewing UUA Bylaws for Theologically Grounded and Mission-Focused Governance

Against the backdrop of a looming ecological catastrophe a multiracial, multicultural democracy struggles to emerge and survive, in the face of ferocious resistance. Unitarian Universalism is called to more effective and powerful leadership to create spirit-filled, liberating, inclusive, and holistic communities that foreshadow the world of our dreams: communities that have dismantled white supremacy culture, and all forms of oppression, and communities where everyone can thrive.

To meet this moment, the UUA needs to be nimble, unified, innovative, and bold. But we are hampered by our overly complicated and inefficient governance, enshrined in our bylaws which date from our founding more than 60 years ago and have been patched and mended piecemeal ever since. This creates obstacles for meaningful participation in the UUA's governance. It diverts precious resources (including volunteers) toward maintaining the structure that has been, rather than freeing our energies to live our mission in ways that meet today's need.

Our bylaws were built for a very different time and for a different purpose. In June 2020, the Commission on Institutional Change issued its report, Widening the Circle of Concern. The report identifies significant challenges in our governance structure that prevent us from living faithfully into a liberatory expression of Unitarian Universalism where all can thrive. The 1993 Commission on Governance and 2014 Strengthening Governance reports included calls to make significant changes to governance, including the leadership structure, the role of covenant in governance, and meaningful engagement in decision making by congregational delegates.

We need bylaws that provide role clarity, accountability to our values, and flexibility that allows for innovation and meaningful participation so we can unleash the leadership gifts of our people and the impact and values of our Association in the wider world. The COVID-19 pandemic exacerbated the reality that many of our bylaw-codified volunteer positions require unreasonable time expectations. Our structure is rooted in outdated models of volunteer labor that don't represent the reality of many people's lives today, nor the diversity in leadership we need for our Association.

During 2020 and 2021, thousands of UUs along with over one hundred core leaders volunteered for UU the Vote making it one of the most successful Association-wide justice efforts. During this same period, many of our bylaw standing committees went unfilled. People want to offer their gifts to the Association. However, our structures serve the institution as it was, rather than what it needs to be. We are following the lead of many congregations who have updated their bylaws to remove many standing committees recognizing changing models of volunteerism and the need for flexibility and innovation.

The pandemic also created the opportunity to hold the General Assembly virtually. This has allowed even more innovative ways to gather and engage our congregations and delegates in governance. It also reveals how the current bylaws



fundamentally constrain our ability to reimagine General Assembly in ways that have long been called for by delegates. The UUA bylaws contain significant inconsistencies and outdated sections because the mechanism to amend them is costly in terms of leaders' and delegates' time and attention. This is why a wholesale re-write rather than piecemeal changes is needed.

In conclusion, the time to reimagine our bylaws to create a dynamic, accountable, flexible and responsive governance system is now.

Therefore the 2022 General Assembly of the Unitarian Universalist Association calls on the UUA Board of Trustees to conduct a thorough review and rewrite of the UUA Bylaws. This review should involve stakeholders in collaborative discernment and conversation about considered changes. These new bylaws should create a governance system that supports the UUA in accountably achieving its mission and aspirations consistent with our core values.

This process will be mindful of the specific work of the Article 2 Study Commission charged to renew Article 2 of the UUA bylaws. There should be communication across these efforts so that they are supportive of each other and so all of our bylaws reflect our Association's purpose and core values.

These values and goals should guide the new bylaws framework:

- a. Reflect our theological commitment to liberation and inclusion
- b. Provide accountability to our long-standing anti-racist and anti-oppressive commitments
- c. Create flexibility, allowing for innovation and experimentation
- d. Provide clarity of role and authority among leaders and groups that support diverse leadership
- e. Enhance meaningful participation in governance by UU congregations, delegates, stakeholders.
- f. Address foundational areas of governance required in bylaws, leaving details of policy and procedures to documents that can be revised between General Assemblies.
- g. Written in plain language to be understandable and clear.

Finally, the hope of the 2022 General Assembly is that substantial bylaw replacement will be brought to the General Assembly for consideration at the 2023 and/or 2024 General Assembly.



Appendix 4

Updated: January 20, 2022
Position Title: President of the Unitarian Universalist Association
Staff Group: Office of the President
Reports To: UUA Board of Trustees
Location: Boston-preferred
Position Type: Salaried, full time

Purpose: The President is the primary public and spiritual leader of Unitarian Universalism within the UUA. The President serves as Chief Executive Officer of the UUA under policy-based governance, with responsibility for implementing the Association’s mission and Aspirations/Ends as set by the Board of Trustees, including the recommendations of the Commission on Institutional Change’s report, [Widening the Circle of Concern](#). The President has primary responsibility for the strategic leadership of the Association and its staff, is empowered to speak for the Association in alignment with policies and priorities, and has a substantial role to play in fundraising. The President is responsible for leading in alignment with UU values and ethical leadership.

The Member congregations of the UUA elect the President to represent and lead our faith on a path to Beloved Community, in collaboration with an elected Moderator, Financial Advisor and members of the Board of Trustees. The President works collaboratively to develop and advance the mission, aspiration and values of the Association. Historically, there have been times of conflict and challenge between the President and other elected leaders. However, in the past few years, the President and the Board have prioritized building a mutually supportive and cooperative relationship. As the UUA continues to pursue the transformative changes towards equity and liberation which were recommended by the Commission on Institutional Change, the President must be committed to transparent, shared, and effective leadership. “We live in a time when systemic change is essential and cooperation among all leaders is necessary to move toward being an authentically inclusive, mission-focused faith grounded in the values of our religious heritage.” (Commission on Institutional Change’s Findings Related to the Southern Regional Lead Hiring Decision, Spring 2017, hereinafter “Commission Findings”).

The President must possess an “understanding of power and privilege as well as a sense of urgency around transforming the Association.” (Commission Findings). The President should embrace “centering the voices of the marginalized will be part of becoming whole as a faith and as a people.” (Aisha Hauser, accepting the Angus H. MacLean Award, 2018). The President should lead us to create a Unitarian Universalism that can welcome the questions, gifts, and talents of all who are attracted by this faith tradition.

Principal Responsibilities

1. Acts as the primary pastoral, spiritual and prophetic leader of Unitarian Universalism, including speaking on behalf of the UUA and UU values and faithful commitments. Provides a pastoral and ceremonial presence in key moments for the Association and our values, and, as able, for our congregations and institutions.
2. Serves as the Chief Executive Officer, responsible for the effective management and deployment of the resources of the Association in service of its mission,



aspirations, and priorities. This includes strategic leadership, defining and communicating priorities, supervision and guidance of staff, and resource allocation and budgeting. Directly supervises the Executive Vice President and Treasurer/Chief Financial Officer (both appointed by the Board of Trustees), other senior executive positions, and an Executive Assistant.

3. Represents Unitarian Universalism in the public square with a prophetic and pastoral voice, including engaging with the press, news media, social media and other media platforms and outlets. Participates in public actions and advocacy for UU values in the democratic process.
4. Strengthens the UUA and UU congregations and institutions by cultivating and inspiring financial stewardship. Helps set fundraising strategy, engages and solicits major donors to the UUA, and promotes an overall culture of generosity within Unitarian Universalism.
5. Nurtures and sustains strategic relationships with external leaders and groups both within and beyond Unitarian Universalism. This includes peer relationships with leaders of other denominations and religious organizations, including international UUA partners. This also includes peer relationships with presidents and executive directors of other UU and interfaith organizations.
6. Serves as an ex-officio, non-voting member of the Board of Trustees, which holds accountability for monitoring the President's success in leading the organization in its mission and executing priorities. Follows the expectations and limits set by the Board's policy-based governance. Engages Trustees in generative and strategic conversation about key questions facing the Association, and provides them with regular updates on the work of the staff.
7. Ensures continuity of the strategic, staffing, programmatic and financial resources required to keep the UUA moving towards justice, equity, diversity and liberatory practices. Oversees the UUA's ongoing work to implement the recommendations of the Commission on Institutional Change's report.
8. Maintains relationships with historically impacted communities within Unitarian Universalism, including Black, Indigenous and People of Color, disabled, LGBTQ+ and other marginalized communities.
9. Attends to the overall culture of the UUA workplace. This includes ensuring policies and practices within the UUA that supports our aspiration to be a workplace where all people of all identities can thrive. This particularly includes hiring and personnel practices as well as attention to workplace dynamics and support for justice, equity, diversity and inclusion practices.



Expected Knowledge and Skills

Note that these qualifications may be met as a result of lived experience, volunteer work, professional experience, and/or formal or informal training. If you are excited about this role, but are unsure whether you meet 100% of the requirements, you are encouraged to inquire.

- 10-15 years of relevant professional experience, with a preference for work in religious, nonprofit, government, academic or similar environments.
- 5-7 years of experience in management and supervision, with prior executive-level experience in a mid-size or larger organization preferred

(e.g., supervising other supervisors). Demonstrated ability to lead diverse, high-functioning teams is required.

- Profound and embodied understanding of Unitarian Universalism, including its history, theologies, and practices.
- Expresses personal and professional commitment to counter white supremacy, patriarchy, colonialism, and other systems of oppression.
- Outstanding skills in written and verbal communication, especially with religious, philosophical, justice, and political ideas. Strong preaching and public speaking skills are required.
- Exceptional professional skill set in leading institutions and organizations to become more just, equitable, diverse, and inclusive.
- Successful experience in strategic planning, budgeting, evaluation, and goal setting is expected.
- Commitment to creating an open, equitable and supportive workplace is required.
- Demonstrated ability to build trust and inspire action and collaboration across UU groups and communities. Significant existing relationships with multiple types of UU leaders, groups and communities is expected.
- Must understand the explicit structures and patterns of the UUA as an organization, as well as the implicit dynamics of UU leaders, groups, and histories within the Association, especially those that have perpetuated white supremacy culture. Prior experience as a staff member or volunteer of the UUA or other national UU organizations is especially valuable.
- Experience leading successful fundraising initiatives, including capital campaigns, major donor solicitation, and motivating small-dollar and grassroots donors.
- Experience and understanding of effective and relational community organizing, political action, issue advocacy and partnership with frontline movements. Willingness to personally engage in direct political action if needed.
- Comfort with acting as a public faith leader, with a sense of inner spiritual grounding. Status as an ordained minister is not required.
- Exceptional personal and professional ethical standards.
- Demonstrated ability to exercise clear leadership in complex and fraught environments; low-ego, non-anxious and trauma-informed leadership style is preferred. Strong emotional and pastoral intelligence and good listening skills are required.
- Bachelor's degree expected, and master's degree in a relevant area preferred (e.g., divinity, theology, nonprofit management, etc.) or possess other applicable professional, educational, and lived experience.
- Working knowledge of Microsoft Office Suite (Excel, Outlook, PowerPoint, and Word), and able to use other online platforms including Zoom meetings.



Potential nominees must be:

- A member in good standing of a UUA member congregation (per UUA By-Laws).
- Resident of the United States
- At least 18 years of age (per MA law).
- Able to travel extensively and work both weekdays, weekends, and evenings.

- Able to spend a significant amount of time in Boston.

Compensation and Benefits

TBD

About the UUA

The Unitarian Universalist Association is a progressive religious denomination headquartered in Boston's waterfront Fort Point Innovation District with offices in Washington, DC and at the United Nations in New York City. Our faith community of more than 1,000 self-governing congregations brings to the world a vision of religious freedom, tolerance, and social justice. Our normal workweek is 35 hours, we pay 80% contribution towards health insurance premiums, 10% towards retirement (after one year), and have generous paid time-off policies. We are a great place to work and we value diversity. The UUA is an Equal Opportunity Employer and is committed to the full inclusion of all. As part of this commitment, the UUA will ensure that applicants and staff with disabilities are provided reasonable accommodations. If reasonable accommodation is needed to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits and privileges of employment, please contact the Office of Human Resources at (617) 948-4648 or humanresources@uua.org. For more information on the UUA, visit us online at UUA.org and uuworld.org. Support for the Mission and Values of the Association The Unitarian Universalist Association is a progressive and historic religious denomination. While it is not generally required or expected that an applicant/employee identify as a Unitarian Universalist (UU) or be a member of a UU congregation in order to work at the UUA, all UUA staff members are expected to perform their job duties in accordance with the UUA's values, principles, and mission.



In particular, the following points, drawn from the Seven UU Principles, are of particular importance for the UUA's work environment and staff culture:

- The inherent worth and dignity of every human being: We affirm the need for a human-centered workplace that allows our diverse staff to flourish. We also understand that our wider culture and society oppresses and denies human dignity, and we seek to counter the effects of that oppression in our hiring and workplace culture so that each person feels whole and valued.
- Justice, equity and compassion in human relations, and the goal of world community with peace, liberty and justice for all: We speak openly and publicly of our support for social and political issues, including LGBTQ equity, racial justice, climate justice, gender equity, and reproductive justice.
- The interdependent web of existence: We recognize that the liberation of all people is interwoven, and we work to counter patriarchy, white supremacy, colonialism, homophobia, transphobia, ableism, environmental exploitation, and other interrelated systems of marginalization.

**New and Changes in Congregational Status
March 2022
UUA Board of Trustees Meeting**

NEW CONGREGATION:

None since last update

DISSOLVED CONGREGATIONS:

None since last update

ITEMS FOR INFORMATION, AND REPORTING TO THE BOARD:

NAME CHANGE: Thomas Jefferson, Louisville, KY to All Peoples UU, Louisville, KY

COVENANTING COMMUNITIES DISCONTINUED*:

River Raisin UU Fellowship, Adrian, MI

- UU Community Cooperatives, Boston, MA
- Sun Point Farm, Derry, NH
- Fellowship of God Light Ministries (FOG), Dallas, TX

*CCs are discontinued if they do not recertify two years in a row AND don't respond to field staff inquiries. This is the first time since we've started the program that we've had communities stop communicating for two years in a row.

NEW COVENANTING COMMUNITIES APPROVED

- Thoreau Unitarian Universalist of Fort Bend, TX
- Unitarian Universalists of Merced, Merced, CA

Heather Bond
Budget and Safe Congregation Manager
Congregational Life



The UUA Board of Trustees affirms the UUA's long-term commitment to Beacon Press as an essential way that the UUA carries out its mission to advance UU values in the world. Recognizing Beacon's unique role as an independent department of the UUA, the Board supports a financial agreement with Beacon Press which includes the following elements:

- Define the long-term resources and capital necessary for Beacon's success as a publisher;*
- Estimate Beacon's occupancy costs to the UUA;*
- Provide comprehensive financial terms between the two entities which take into account a wide range of financial possibilities, including potential subsidies and surplus sharing; and*
- Ensure the UUA will guarantee Beacon's financial obligations.*

This affirmation is based on the version of the agreement reviewed at the March 2022 Board Meeting, with the recognition that the language will be finalized by the Administration.

UUA Board of Trustees
Financial Secretary's Report
March 21, 2022

FY 22-23 Budgets

The Values & Resources Working Group will meet this coming Wednesday, March 23, 2022, to receive a preview of the proposed FY 22-23 budgets from the administration. After that session, I will provide an update for this report.

As we review the proposed FY 22-23 budget, the Board should keep in mind the following Board Policies and Bylaws which govern preparation of the UUA's annual Operating Budgets. These restrictions are intended to ensure the fiscal health of the UUA, and to ensure that spending is sustainable over the long term.

- Board Policy 2.6.1.1, requiring submission of a balanced budget

A balanced operating budget for each of the Association's business segments based on reasonable planning assumptions, including projections of revenue and expenses for the fiscal year beginning on July 1. The budget must include revenue and expense projections for each budget section, including current operations, congregational loans, Beacon Press, General Assembly, and the Unitarian Universalist (UU) Common Endowment Fund.

- Board Policy Manual Appendix 2D: limiting the amount that can be drawn from the UUA's investments:

The amount made available for expenditure from the Association's endowment in a fiscal year shall be a weighted average of:

- the prior year's spending adjusted for inflation (weighted at 70%), and
- 5.5% of the trailing four-quarter average market value of the endowment as of the previous December (weighted at 30%).

However, the spending rate must be at least 4.5% and not more than 6.25% of the trailing four-quarter average market value of the endowment as of the previous December.

- Bylaws Rule G-10.1.2 (b)

The Current Fiscal Year budget shall contain a separate expense category provision for contingencies, the amount of which shall be a minimum of 3% of

the total of all unrestricted expense categories, exclusive of the provision for contingencies.

The Values & Resources Working Group will be reviewing these policies to determine whether they continue to serve us well, or whether changes might be needed.

Accountability Team Budget

The Working Group discussed the need for funding for the independent accountability group recommended by the Commission on Institutional Change.

Reparations

The Values & Resources Working Group feels that the independent accountability body recommended by the Commission on Institutional Change should be part of any discussions and decisions about reparations. We look forward to the appointment of such a group.

Compensation for Volunteers

The Working Group discussed the barriers faced by younger UUs in volunteering for leadership in our Association. Many have job and family responsibilities which make the time and lost wages that come with volunteer service difficult, as these roles have traditionally been organized. There are provisions for providing compensation for lost wages; the Working Group will continue to discuss the budget implications of those.

Financial Updates

The Working Group received monthly financial reports from UUA Staff, and received a financial update from Treasurer and Chief Financial Officer, Andrew McGeorge. In that way, we oversee the financial position of the UUA.

Future Issues

The UUA Board oversees the benefit plans of the Association. The Working Group believes that the Board should set aside time to receive a briefing on how these plans are structured, and the financial and human impacts of these plans. We suggest that such a briefing be scheduled in May, prior to the retirement of the Director of the UUA Health Plan.

Respectfully Submitted,

Kathy Burek

Financial Secretary

Business Resolution General Assembly Planning Committee

The Commission on Institutional Change, in their report, "Widening the Circle of Concern," recommended that the Board of Trustees examine the bylaws of the Association with the purpose of streamlining and clarifying the Association's governance structure.

The Board of Trustees has proposed a multi-year process to rewrite the Association's bylaws.

One of the guiding principles of the proposed bylaw revision is to separate the governance responsibilities of the elected Board of Trustees (and their committees) from the implementation responsibilities of the Association staff and staff volunteers.

Over the decades, the planning and implementation of General Assembly has required professionalized staff. For example, the General Assembly and Conference service director negotiated contract changes with hotels and conference centers throughout the pandemic.

The General Assembly Planning Committee has not held a governance role in many years. Increasingly, the General Assembly Planning Committee has focused on questions of implementation rather than governance. As such, the GAPC no longer appropriately belongs in the bylaws.

Additionally, having to shift first to completely virtual General Assemblies due to the pandemic, and now to multi-platform modalities, requires a committee structure that is flexible and able to recruit volunteers with the skills needed for events as they change.

The Board of Trustees extends sincere gratitude to the many General Assembly Planning Committee volunteers who, over the years, worked to provide meaningful opportunities for Unitarian Universalists to gather and build community. Their efforts grew and expanded the General Assembly in wonderful ways. Many thanks to each of you for your ministry.

BASED ON THE FOREGOING, NOW, THEREFORE, BE IT RESOLVED,

GENERAL ASSEMBLY 2022 hereby suspends until further notice the membership and activities required by the bylaws of the General Assembly Planning Committee. This action creates flexibility to explore more inclusive and innovative GA planning structures.

OPENING CELEBRATION / BANNER PARADE / GENERAL SESSION I

Wednesday, June 22, 2022

6:30 PM - 9:00 PM ET 5:30 PM - 8:00 PM CT 4:30 PM - 7:00 PM MT 3:30 PM - 6:00 PM PT

Duration: 150 minutes

ET			CT			MT			PT			Item	Live / Pre-recorded / Onstage / Online	Presenter(s)	Notes
Duration	Start	End	Duration	Start	End	Duration	Start	End	Duration	Start	End				
0:50	6:30 PM	7:20 PM	0:50	5:30 PM	6:20 PM	0:50	4:30 PM	5:20 PM	0:50	3:30 PM	4:20 PM	Opening Celebration			
0:10	7:20 PM	7:30 PM	0:10	6:20 PM	6:30 PM	0:10	5:20 PM	5:30 PM	0:10	4:20 PM	4:30 PM	Break			
0:15	7:30 PM	7:45 PM	0:15	6:30 PM	6:45 PM	0:15	5:30 PM	5:45 PM	0:15	4:30 PM	4:45 PM	Banner Parade			
0:01	7:45 PM	7:46 PM	0:01	6:45 PM	6:46 PM	0:01	5:45 PM	5:46 PM	0:01	4:45 PM	4:46 PM	Call to Order	Live Onstage & Online	Charles Du Mond and Meg Riley	
0:20	7:46 PM	8:06 PM	0:20	6:46 PM	7:06 PM	0:20	5:46 PM	6:06 PM	0:20	4:46 PM	5:06 PM	Welcome (introduction/welcoming/theological framing)	Live Onstage & Online	Meg Riley, Charles Du Mond, Susan Frederick-Gray, and Sofia Betancourt	
0:10	8:06 PM	8:16 PM	0:10	7:06 PM	7:16 PM	0:10	6:06 PM	6:16 PM	0:10	5:06 PM	5:16 PM	Business Review and Voting Process Video	Pre-recorded	Charles Du Mond and Carey McDonald	
0:05	8:16 PM	8:21 PM	0:05	7:16 PM	7:21 PM	0:05	6:16 PM	6:21 PM	0:05	5:16 PM	5:21 PM	Present the Rules of Procedure	Live Onstage	Charles Du Mond	
0:25	8:21 PM	8:46 PM	0:25	7:21 PM	7:46 PM	0:25	6:21 PM	6:46 PM	0:25	5:21 PM	5:46 PM	Introductions: •Youth & Young Adult Leadership •Systemic Justice Team •Safety Team •Chaplains •Conflict & Covenant Team •Accessibility & Inclusion Team	Pre-recorded & Live Onstage		each group will submit a 3-minute video, and then we'll introduce the group members by name onstage and online.
0:05	8:46 PM	8:51 PM	0:05	7:46 PM	7:51 PM	0:05	6:46 PM	6:51 PM	0:05	5:46 PM	5:51 PM	Theological Reflection	Live Onstage or Online	Sofia Betancourt (or other)	
0:01	8:51 PM	8:52 PM	0:01	7:51 PM	7:52 PM	0:01	6:51 PM	6:52 PM	0:01	5:51 PM	5:52 PM	Closing Words	Pre-recorded	Board Member	
0:01	8:52 PM	8:53 PM	0:01	7:52 PM	7:53 PM	0:01	6:52 PM	6:53 PM	0:01	5:52 PM	5:53 PM	Announcements and Recess	Live Online	Meg Riley	

End Time	9:00 PM
Over/Under	0:07

End Time	8:00 PM
Over/Under	0:07

End Time	7:00 PM
Over/Under	0:07

End Time	6:00 PM
Over/Under	0:07

GENERAL SESSION II

Thursday, June 23, 2022

12:30 PM - 3:30 PM ET

11:30 AM - 2:30 PM CT

10:30 AM - 1:30 PM MT

9:30 AM - 12:30 PM PT

Duration: 180 minutes

ET			CT			MT			PT			Item	Live / Pre-recorded / Onstage / Online	Presenter(s)	Notes
Duration	Start	End	Duration	Start	End	Duration	Start	End	Duration	Start	End				
0:01	12:30 PM	12:31 PM	0:01	11:30 AM	11:31 AM	0:01	10:30 AM	10:31 AM	0:01	9:30 AM	9:31 AM	Call to Order	Live Onstage	Charles Du Mond	
0:01	12:31 PM	12:32 PM	0:01	11:31 AM	11:32 AM	0:01	10:31 AM	10:32 AM	0:01	9:31 AM	9:32 AM	Opening Words	Pre-recorded		
0:07	12:32 PM	12:39 PM	0:07	11:32 AM	11:39 AM	0:07	10:32 AM	10:39 AM	0:07	9:32 AM	9:39 AM	Update from GA Care Team (if necessary)	Live Onstage or Online		
0:02	12:39 PM	12:41 PM	0:02	11:39 AM	11:41 AM	0:02	10:39 AM	10:41 AM	0:02	9:39 AM	9:41 AM	Preliminary Credentials Report	Live Onstage	Bill Young	
0:10	12:41 PM	12:51 PM	0:10	11:41 AM	11:51 AM	0:10	10:41 AM	10:51 AM	0:10	9:41 AM	9:51 AM	Theological Framing	Live Onstage or Online	Sofia Betancourt (or other)	
1:00	12:51 PM	1:51 PM	1:00	11:51 AM	12:51 PM	1:00	10:51 AM	11:51 AM	1:00	9:51 AM	10:51 AM	Article II Study Commission: General Introduction and Purpose	Live Onstage & Online	Article II Study Commission	
0:15	1:51 PM	2:06 PM	0:15	12:51 PM	1:06 PM	0:15	11:51 AM	12:06 PM	0:15	10:51 AM	11:06 AM	Break (with music and/or slides)	Pre-recorded		
0:25	2:06 PM	2:31 PM	0:25	1:06 PM	1:31 PM	0:25	12:06 PM	12:31 PM	0:25	11:06 AM	11:31 AM	President's Report	Live Onstage	Susan Frederick-Gray	
0:07	2:31 PM	2:38 PM	0:07	1:31 PM	1:38 PM	0:07	12:31 PM	12:38 PM	0:07	11:31 AM	11:38 AM	Side With Love Collection	Pre-recorded	Ashley Horan	
0:03	2:38 PM	2:41 PM	0:03	1:38 PM	1:41 PM	0:03	12:38 PM	12:41 PM	0:03	11:38 AM	11:41 AM	Music	Live Onstage or Pre-recorded		
0:05	2:41 PM	2:46 PM	0:05	1:41 PM	1:46 PM	0:05	12:41 PM	12:46 PM	0:05	11:41 AM	11:46 AM	Rules Review and Voting Process Video	Pre-recorded	Charles Du Mond	
0:30	2:46 PM	3:16 PM	0:30	1:46 PM	2:16 PM	0:30	12:46 PM	1:16 PM	0:30	11:46 AM	12:16 PM	Discussion of Thursday's Ballot (Amendments)			
0:03	3:16 PM	3:19 PM	0:03	2:16 PM	2:19 PM	0:03	1:16 PM	1:19 PM	0:03	12:16 PM	12:19 PM	Energy Break	Live Onstage or Online		
0:17	3:19 PM	3:36 PM	0:17	2:19 PM	2:36 PM	0:17	1:19 PM	1:36 PM	0:17	12:19 PM	12:36 PM	Commission on Social Witness Report (including intro of AIWs)	Pre-recorded & Live Onstage or Online	Pippin Whitaker	part of this can be recorded and part may have to be live
0:01	3:36 PM	3:37 PM	0:01	2:36 PM	2:37 PM	0:01	1:36 PM	1:37 PM	0:01	12:36 PM	12:37 PM	Closing Words	Pre-recorded		
0:01	3:37 PM	3:38 PM	0:01	2:37 PM	2:38 PM	0:01	1:37 PM	1:38 PM	0:01	12:37 PM	12:38 PM	Announcements and Recess	Live	Meg Riley	

End Time	3:30 PM
Over/Under	0:08

End Time	2:30 PM
Over/Under	0:08

End Time	1:30 PM
Over/Under	0:08

End Time	12:30 PM
Over/Under	0:08

GENERAL SESSION III

Friday, June 24, 2022

12:30 PM - 3:30 PM ET

11:30 AM - 2:30 PM CT

10:30 AM - 1:30 PM MT

9:30 AM - 12:30 PM PT

Duration: 180 minutes

ET			CT			MT			PT			Item	Live / Pre-recorded / Onstage / Online	Presenter(s)	Notes
Duration	Start	End	Duration	Start	End	Duration	Start	End	Duration	Start	End				
0:01	12:30 PM	12:31 PM	0:01	11:30 AM	11:31 AM	0:01	10:30 AM	10:31 AM	0:01	9:30 AM	9:31 AM	Call to Order	Live Onstage	Meg Riley	
0:01	12:31 PM	12:32 PM	0:01	11:31 AM	11:32 AM	0:01	10:31 AM	10:32 AM	0:01	9:31 AM	9:32 AM	Opening Words	Live Onstage or Online		
0:07	12:32 PM	12:39 PM	0:07	11:32 AM	11:39 AM	0:07	10:32 AM	10:39 AM	0:07	9:32 AM	9:39 AM	Update from GA Care Team (if necessary)	Live Onstage or Online		
1:00	12:39 PM	1:39 PM	1:00	11:39 AM	12:39 PM	1:00	10:39 AM	11:39 AM	1:00	9:39 AM	10:39 AM	Article II Study Commission: Values and Sources of Inspiration	Live Onstage & Online	Article II Study Commission	
0:15	1:39 PM	1:54 PM	0:15	12:39 PM	12:54 PM	0:15	11:39 AM	11:54 AM	0:15	10:39 AM	10:54 AM	Break (with music and/or slides)	Pre-recorded		
0:10	1:54 PM	2:04 PM	0:10	12:54 PM	1:04 PM	0:10	11:54 AM	12:04 PM	0:10	10:54 AM	11:04 AM	Theological Framing	Live Onstage or Online	Sofia Betancourt (or other)	
0:20	2:04 PM	2:24 PM	0:20	1:04 PM	1:24 PM	0:20	12:04 PM	12:24 PM	0:20	11:04 AM	11:24 AM	Co-Moderator/Board Report	Live Onstage & Online		
0:30	2:24 PM	2:54 PM	0:30	1:24 PM	1:54 PM	0:30	12:24 PM	12:54 PM	0:30	11:24 AM	11:54 AM	Discussion: Business Resolution 1 (Affirming Bylaws)	Live	Moderator Team	
0:03	2:54 PM	2:57 PM	0:03	1:54 PM	1:57 PM	0:03	12:54 PM	12:57 PM	0:03	11:54 AM	11:57 AM	Music	Live Onstage or Pre-recorded		
0:30	2:57 PM	3:27 PM	0:30	1:57 PM	2:27 PM	0:30	12:57 PM	1:27 PM	0:30	11:57 AM	12:27 PM	Discussion: Business Resolution 2 (GAPC)	Live	Moderator Team	
0:01	3:27 PM	3:28 PM	0:01	2:27 PM	2:28 PM	0:01	1:27 PM	1:28 PM	0:01	12:27 PM	12:28 PM	Closing Words	Pre-recorded		
0:01	3:28 PM	3:29 PM	0:01	2:28 PM	2:29 PM	0:01	1:28 PM	1:29 PM	0:01	12:28 PM	12:29 PM	Announcements and Recess	Live Onstage	Charles Du Mond	

End Time	3:30 PM
Over/Under	0:01

End Time	2:30 PM
Over/Under	0:01

End Time	1:30 PM
Over/Under	0:01

End Time	12:30 PM
Over/Under	0:01

GENERAL SESSION IV

Saturday, June 25, 2022

12:30 PM - 3:30 PM ET

11:30 AM - 2:30 PM CT

10:30 AM - 1:30 PM MT

9:30 AM - 12:30 PM PT

Duration: 180 minutes

ET			CT			MT			PT			Item	Live / Pre-recorded / Onstage / Online	Presenter(s)	Notes
Duration	Start	End	Duration	Start	End	Duration	Start	End	Duration	Start	End				
0:01	12:30 PM	12:31 PM	0:01	11:30 AM	11:31 AM	0:01	10:30 AM	10:31 AM	0:01	9:30 AM	9:31 AM	Call to Order	Live Onstage	Meg Riley	
0:01	12:31 PM	12:32 PM	0:01	11:31 AM	11:32 AM	0:01	10:31 AM	10:32 AM	0:01	9:31 AM	9:32 AM	Opening Words	Pre-recorded		
0:07	12:32 PM	12:39 PM	0:07	11:32 AM	11:39 AM	0:07	10:32 AM	10:39 AM	0:07	9:32 AM	9:39 AM	Update from GA Care Team (if necessary)	Live Onstage or Online		
1:00	12:39 PM	1:39 PM	1:00	11:39 AM	12:39 PM	1:00	10:39 AM	11:39 AM	1:00	9:39 AM	10:39 AM	Article II Study Commission: Covenant	Live Onstage & Online	Article II Study Commission	
0:15	1:39 PM	1:54 PM	0:15	12:39 PM	12:54 PM	0:15	11:39 AM	11:54 AM	0:15	10:39 AM	10:54 AM	Break (with music and/or slides)	Pre-recorded		
0:03	1:54 PM	1:57 PM	0:03	12:54 PM	12:57 PM	0:03	11:54 AM	11:57 AM	0:03	10:54 AM	10:57 AM	Announcement of Election Results	Live Onstage	Bill Young	
0:05	1:57 PM	2:02 PM	0:05	12:57 PM	1:02 PM	0:05	11:57 AM	12:02 PM	0:05	10:57 AM	11:02 AM	Theological Framing	Live Onstage or Online	Sofia Betancourt (or other)	
0:30	2:02 PM	2:32 PM	0:30	1:02 PM	1:32 PM	0:30	12:02 PM	12:32 PM	0:30	11:02 AM	11:32 AM	Discussion of AIWs	Live Onstage or Online	Pippin Whitaker & ModSquad	
0:03	2:32 PM	2:35 PM	0:03	1:32 PM	1:35 PM	0:03	12:32 PM	12:35 PM	0:03	11:32 AM	11:35 AM	Music	Live Onstage or Pre-recorded		
0:40	2:35 PM	3:15 PM	0:40	1:35 PM	2:15 PM	0:40	12:35 PM	1:15 PM	0:40	11:35 AM	12:15 PM	Responsive Resolutions	Live Onstage or Online	ModSquad	
0:05	3:15 PM	3:20 PM	0:05	2:15 PM	2:20 PM	0:05	1:15 PM	1:20 PM	0:05	12:15 PM	12:20 PM	Theological Reflection	Live Onstage		
0:01	3:20 PM	3:21 PM	0:01	2:20 PM	2:21 PM	0:01	1:20 PM	1:21 PM	0:01	12:20 PM	12:21 PM	Announcements and Recess	Live	Meg Riley	

End Time	3:30 PM
Over/Under	0:09

End Time	2:30 PM
Over/Under	0:09

End Time	1:30 PM
Over/Under	0:09

End Time	12:30 PM
Over/Under	0:09

GENERAL SESSION V / CLOSING CELEBRATION

Sunday, June 26, 2022

3:30 PM - 5:30 PM ET 2:30 PM - 4:30 PM CT 1:30 PM - 3:30 PM MT 12:30 PM - 2:30 PM PT

Duration: 120 minutes

ET			CT			MT			PT			Item	Live / Pre-recorded / Onstage / Online	Presenter(s)	Notes
Duration	Start	End	Duration	Start	End	Duration	Start	End	Duration	Start	End				
0:01	3:30 PM	3:31 PM	0:01	2:30 PM	2:31 PM	0:01	1:30 PM	1:31 PM	0:01	12:30 PM	12:31 PM	Call to Order	Live Onstage		
0:02	3:31 PM	3:33 PM	0:02	2:31 PM	2:33 PM	0:02	1:31 PM	1:33 PM	0:02	12:31 PM	12:33 PM	Opening Words & Chalice Lighting	Live Onstage or Online		
0:20	3:33 PM	3:53 PM	0:20	2:33 PM	2:53 PM	0:20	1:33 PM	1:53 PM	0:20	12:33 PM	12:53 PM	Final Report from the GA Care Team	Live Onstage or Online		
0:03	3:53 PM	3:56 PM	0:03	2:53 PM	2:56 PM	0:03	1:53 PM	1:56 PM	0:03	12:53 PM	12:56 PM	Music	Live Onstage		
0:10	3:56 PM	4:06 PM	0:10	2:56 PM	3:06 PM	0:10	1:56 PM	2:06 PM	0:10	12:56 PM	1:06 PM	Theological Reflection	Live Onstage or Online	Sofia Betancourt (or other)	
0:10	4:06 PM	4:16 PM	0:10	3:06 PM	3:16 PM	0:10	2:06 PM	2:16 PM	0:10	1:06 PM	1:16 PM	Angus H. MacLean Award for Excellence in Religious Education	Pre-recorded or Live Onstage/Online		not sure if this will continue to be a part of GA, and if not, it allows more time for other existing components
0:15	4:16 PM	4:31 PM	0:15	3:16 PM	3:31 PM	0:15	2:16 PM	2:31 PM	0:15	1:16 PM	1:31 PM	Award for Distinguished Service to the Cause of Unitarian Universalism	Pre-recorded or Live Onstage/Online	Board Member and Recipient	
0:10	4:31 PM	4:41 PM	0:10	3:31 PM	3:41 PM	0:10	2:31 PM	2:41 PM	0:10	1:31 PM	1:41 PM	President's Award for Volunteer Service	Pre-recorded or Live Onstage/Online	Susan Frederick-Gray and Recipient	
0:08	4:41 PM	4:49 PM	0:08	3:41 PM	3:49 PM	0:08	2:41 PM	2:49 PM	0:08	1:41 PM	1:49 PM	Beacon Press	Live Onstage	Helene Atwan	
0:07	4:49 PM	4:56 PM	0:07	3:49 PM	3:56 PM	0:07	2:49 PM	2:56 PM	0:07	1:49 PM	1:56 PM	Installation of Newly-Elected Leaders	Live Onstage & Online	Bill Young and Newly-Elected Folks	if the election is contested, this will have to be live
0:07	4:56 PM	5:03 PM	0:07	3:56 PM	4:03 PM	0:07	2:56 PM	3:03 PM	0:07	1:56 PM	2:03 PM	Invitation to GA 2023	Pre-recorded	LaTonya Richardson	
0:03	5:03 PM	5:06 PM	0:03	4:03 PM	4:06 PM	0:03	3:03 PM	3:06 PM	0:03	2:03 PM	2:06 PM	Recognition of All Who Made GA Possible	Pre-recorded	Charles Du Mond and Meg Riley	
0:02	5:06 PM	5:08 PM	0:02	4:06 PM	4:08 PM	0:02	3:06 PM	3:08 PM	0:02	2:06 PM	2:08 PM	Final Credentials Report	Live	Bill Young	
0:02	5:08 PM	5:10 PM	0:02	4:08 PM	4:10 PM	0:02	3:08 PM	3:10 PM	0:02	2:08 PM	2:10 PM	Closing Words & Distinguishing of Chalice	Live Onstage and Online	Meg Riley , Charles Du Mond, and Susan Frederick-Gray	
0:01	5:10 PM	5:11 PM	0:01	4:10 PM	4:11 PM	0:01	3:10 PM	3:11 PM	0:01	2:10 PM	2:11 PM	Adjournment	Live Onstage	Meg Riley, Charles Du Mond, and Bill Young	
0:08	5:11 PM	5:19 PM	0:08	4:11 PM	4:19 PM	0:08	3:11 PM	3:19 PM	0:08	2:11 PM	2:19 PM	Music	Live Onstage	Meg Riley, Charles Du Mond, and Bill Young	

End Time	5:30 PM
Over/Under	0:11

End Time	4:30 PM
Over/Under	0:11

End Time	3:30 PM
Over/Under	0:11

End Time	2:30 PM
Over/Under	0:11

Pre-GA 2022 Webinars, Chat Forums, Mini-Assembly, & Important Deadlines

Webinar	Date	Time (75 minutes)	Board Facilitators	Additional Facilitators
Discussion of Proposed Business Resolutions	Sat. 4/9	4pm ET / 3pm CT / 2pm MT / 1pm PT	Charles Du Mond Bill Young Tom Schade Sherman Logan Kathy Burek Sam Trumbore Barbara de Leeuw ?	
Discussion of Proposed Business Resolutions	Wed. 4/13	7pm ET / 6pm CT / 5pm MT / 4pm PT	Charles Du Mond Bill Young Tom Schade Sherman Logan Kathy Burek Sam Trumbore Barbara de Leeuw ?	
In-Depth Look at the GA 2022 Rules of Procedure	Tue. 4/19	7pm ET / 6pm CT / 5pm MT / 4pm PT	Charles Du Mond John Newhall Kathy Burek Suzanne Fast	
What Does Multiplatform Mean?	Thu. 5/26	7pm ET / 6pm CT / 5pm MT / 4pm PT	Charles Du Mond Meg Riley Suzanne Fast Elizabeth Mount	Larry Stritof Donny Plante
GA 2022 Business Orientation	Wed. 6/1	7pm ET / 6pm CT / 5pm MT / 4pm PT	Charles Du Mond Meg Riley Elizabeth Mount Tom Schade	
GA 2022 Business Orientation	Sat. 6/4	4pm ET / 3pm CT / 2pm MT / 1pm PT	Charles Du Mond Meg Riley Elizabeth Mount Tom Schade	

Chat Forum	Dates	Volunteer Moderators
Business Resolutions		Barbara de Leeuw ?
Rules of Procedure		Charles Du Mond Tom Schade

Mini-Assembly	Date	Time (2 hours)	Board Facilitators
Bylaw Changes and Business Resolutions	Sat. 6/11	4pm ET / 3pm CT / 2pm MT / 1pm PT	Charles Du Mond Kathy Burek Suzanne Fast John Newhall Barbara de Leeuw

Important Deadlines

- May 1, 2022
 - Deadline to email AIW topic and description to CSW
- May 7, 2022
 - CSW will share any potential collaborators' contacts with proposers.
- May 15, 2022
 - Deadline to email a draft AIW to the CSW.
- May 25 - Final agenda out (30 days beforehand)
 - We could probably include budget info in the final agenda packet

Pre-GA 2022 Webinars, Chat Forums, Mini-Assembly, & Important Deadlines

- Longer reports made available in the portal or online
- June 1, 2022
 - CSW will provide feedback on drafts AIWs. The team writing the AIW should incorporate feedback ASAP and resubmit updated version.
- June 8, 2022 – Proposed amendments to business items are due to the Board
- June 9, 2022 – Moderator/ Mod Squad reviews submitted amendments
- June 1-15, 2022
 - Between June 1 and 15, the team proposing an AIW should focus on 1) centering the voices and perspectives of people most impacted by injustice, 2) growing connections and bringing in more people to share plans for action (actual plans as well as ideas and opportunities), and 3) incorporating feedback from interested parties.
 - Between June 1 and 15, the CSW will disseminate updated draft AIWs to promote collaboration and awareness. Drafts will be shared via the UUA website, General Assembly email list, CSW email list, and Facebook.
- June 15, 2022
 - Deadline that teams proposing AIWs should email the CSW a revised (nearly final) draft of AIWs.
- June 15, 2022 – Board posts final text of business items with incorporated amendments
- June 17, 2022
 - CSW will provide final feedback by June 17th. Proposers should respond promptly with any revisions.
- June 20, 2022
 - CSW posts final drafts of AIWs on June 20th. No additional revisions after this date.

Note: Election forum(s) may need to take place in June.