

MidAmerica Region, UUA  
Virtual Board Meeting: January 23, 2014  
7:30 p.m. Eastern Time, 6:30 p.m. Central Time

## Agenda

The Purpose of the MidAmerica Region is "... to support, enrich, and extend Unitarian Universalism in the defined geographic area. The Region shall work in collaboration with the Unitarian Universalist Association." (Bylaws, Article II, Section 1)

Informal check-in as we arrive

### In Attendance

Bill Sasso, President  
Eric Huffer, Secretary  
Tom Sommerfeld, Treasurer  
Kathy Burek, Board Member  
Cynthia Landrum, Board Member  
David Martin, Board Member  
Erin McElroy, Board Member  
Amy Taylor, Board Member  
Ian Evison, Ex Officio Board Member  
Lisa Pressley, MidAmerica Staff

1. Call to Order @7:44 Eastern Time
2. Opening Words (Dave Martin)
3. Appointment of Process Observer (Amy Taylor)
4. Reading and affirmation of Our MidAmerica Board Covenant
5. Consent Agenda
  - a. Minutes of the Nov. 16<sup>th</sup> Board Meeting
  - b. 2QFY14 MidAmerica Region Financial Reports (from Lisa)
  - c. Staff Report (from Ian)
  - d. FY2013 Year-end Financial Reports from CMwD, HLD, and PSD and report of the comments of Mark Cull (reviewing accountant) (from Lisa)  
**Year-end financial reports from Districts are not yet available due to a variety of reasons Kathy Burek moved for acceptance, second by Dave Martin, approved unanimously. (See Attachment A)**
6. Review/Discussion/Action on Proposed MidAmerica Communications Policy (from working group) **Kathy Burek moved for acceptance, second by Tom Sommerfeld, discussion regarding Item #7 regarding tension between**

- individual and speak w/one voice-Amy Taylor moved to strike #7, second by Dave Martin, motion to strike approved unanimously, discussion of open bullet #4 under guiding values, motion by Kathy Burek and second by Tom Sommerfeld, to add “For internal communications” to start of paragraph, approved unanimously, MidAmerica Communications Policy passed unanimously- The Board requested that the workgroup develop language to add to guiding values regarding communicating across differences. (see Attachment B)**
7. Review/Discussion/Action on Proposed Business Meeting Process for 2014 Multi-Site Regional Assembly (Part 2 of 2) (from working group)**motion for adoption of Process by Dave Martin, second by Cindy Landrum, motion by Kathy Burek to amend Rule 4 to insert the word “either” and changing “their” to “its”, second by Dave Martin, approved unanimously, motion by Kathy Burek to change throughout to more gender neutral pronouns ie. change his/hers to theirs, second by Tom Sommerfeld, approved unanimously, Business Meeting Process approved unanimously. (see Attachment C).**
  8. Review/Discussion/Action on Proposed Motion regarding Adoption of the 2014 Restatement of the Unitarian Universalist Organizations Retirement Plan (Lisa) **Motion for approval by Tom Sommerfeld, second by Cindy Landrum, approved unanimously (see Attachment D)**
  9. Review/Discussion/Action on Proposed MidAmerica Region Budget for FY2015 (from Lisa)**motion by Tom Sommerfeld for adoption of budget as adjusted, second by Dave Martin, budget approved unanimously (see Attachment E)**
  10. Review/Discussion/Action on Proposed Motion re Authority to Change Fair Share Program (Bill S)**motion by Dave Martin for approval, second by Tom Sommerfeld, motion approved unanimously (see Attachment F)**
  11. Review/Discussion/Action on Preliminary Agenda for MidAmerica Region Annual Meeting (April 12, 2014) (from Bill)**motion for approval by Tom Sommerfeld, second by Cindy Landrum, motion to strike Item 8 by Amy Taylor, second by Kathy Burek, motion to strike approved unanimously, motion by Kathy Burek to add credentials report and certification of quorum between Item 1&2, second by Tom Sommerfeld, approved unanimously, Preliminary Agenda approved unanimously (see Attachment G). Working group to form to address Proposed Learning Covenant process, Bill Sasso, Kathy Burek, and Eric Huffer volunteered to participate.**
  12. Review of Timelines relative to Regional Assembly **deferred to e-mail discussion**

13. Review/Discussion/Action on Motion to Merge the Heartland District, UUA, with the MidAmerica Region, UUA **motion for approval by Amy Taylor, second by Eric Huffer, approved unanimously (see Attachment H)**
14. Discussion and Planning for April 25/26 Board Meeting in Twin Cities (MN)**deferred to e-mail**
15. Board Involvement in Encouraging Congregational Support **deferred to e-mail**
16. Brief progress reports from HLD and PSD Presidents on consolidation processes (from Kathy Burek and Amy Taylor)
17. Executive Session: Entered into session for discussion of legal status of PSD office lease issue(UUA lease), returned from executive session after report.
18. Process Observer Comments-members of the board stayed on task, energy level faded toward end, ARAOMC concerns addressed as evidenced by the gender language changes, and the discussion of youth in the budget discussion, Board honored covenant, served creating new era in Unitarian Universalism (that was the focus of most of the meeting),
19. Closing Words (Eric Huffer)
20. Motion for Adjournment moved by Kathy Burek, second by Tom Sommerfeld & Amy Taylor, approved unanimously. Meeting adjourned at 10:25 Eastern Time

**Attachment A**

**Consent Agenda for January 23, 2014 MA Board Meeting**

**Minutes of the Board Meeting of the MidAmerica Region, UUA**

**Starved Rock Conference Center November 16, 2013**

In Attendance

Bill Sasso, President

Charlotte Preston, Vice President

Eric Huffer, Secretary

Tom Sommerfeld, Treasurer

Kathy Burek, Board Member

Cynthia Landrum, Board Member

David Martin, Board Member

Erin McElroy, Board Member

Amy Taylor, Board Member

Ian Evison, Ex Officio Board Member

Call to Order – approx.. 3:15pm

Opening Words-Kathy Burek

Reaffirmation of Board Covenant

Appointment of Process Observer-Charlotte Preston

Acceptance of Consent Agenda moved by Dave Martin, second by Tom Sommerfeld, no discussion, passed unanimously. Consent Agenda includes the following (see Attachment A for details):

- Minutes of 10/3/2013 MidAmerica Region Board Meeting -
- MidAmerica Transition Budget Report (latest version)
- MidAmerica Region Financial Statements and Related Reports:

- o MidAmerica Region: Understanding Our Congregations (Nov., 2013)
- o Congregational Giving, and Income and Expense Analysis (1QFY141)
- o MidAmerica Region Balance Sheet (1QFY14)
- o MidAmerica Region Budget vs Actual Report (1QFY14)
- MidAmerica Region Staff Report
- **Schedule/Timeline for Regional Assembly Information [Cindy and Amy]** -stricken
- Report from Bill Sasso re filling Midwest UU Conference Board Vacancies

6. Review/Discussion/Action on Resolution to Authorize Signatories on MidAmerica Common Endowment Fund Account - motion for approval by Tom Sommerfeld, second by Kathy Burek, no discussion, approved unanimously (see Attachment B)

7. Review/Discussion/Action on Policy Regarding Acceptance of Gifts with Conditions or Restrictions on Use . Motion for approval by Tom Sommerfeld, second by Dave Martin, no discussion, approved unanimously. (see Attachment C)

8. Review/Discussion/Action on Resolution Regarding Acceptance of Funds with Designated Uses from Prairie Star District - motion for approval by Kathy Burek, second by Dave Martin, discussion regarding specific funds, and whether all such funds should be listed specifically, amendment proposed by Bill Sasso to accept the resolution in principle, with the right to review-after discussion the amendment was withdrawn.

motion to amend by Cindy Landrum, second by Charlotte Preston that the former Districts provide the MA Board with an enumeration of donor restricted funds, the amount to be transferred, and any restrictions, - amendment passed unanimously.

motion to amend by Amy Taylor, second by Kathy Burek, to insert Heartland District after Prairie Star for inclusion, passed unanimously.

motion to amend section #1 to include Central Midwest by Cindy Landrum, second Dave Martin – passed unanimously.

Amended resolution passed unanimously. (see Attachment D)

9. Review/Discussion/Action on Resolution Regarding Acceptance of Funds with Designated Uses from Heartland District (Frank Gentile Fund) - removed

10. Review/Discussion/Action on Proposed Covenant between the MidAmerica Board, the MidAmerica Field Staff, and the UUA Director of Congregational Life (Board/Staff/DCL Covenant Working Group) - motion for approval by Kathy Burek, second Dave Martin, background on the covenant given by Kathy Burek, approved unanimously. (see Attachment E)

10.5 Motion made to fund compensation increases(including insurance) pursuant to UUA Congregational Life proposal, motion for approval by Kathy Burek, second by Tom Somerfeld, discussion of circumstances, approved unanimously.

11. Review/Discussion/Action on Resolution Regarding Recognition of Congregations in Good Standing in relation to the 2014 MidAmerica Regional Assembly -motion for approval Dave Martin, second by Tom Sommerfeld, approved unanimously. (see Attachment F)

12. Review/Discussion/Action on Resolution Regarding 2014 Regional Assembly Business Items Initiated by Congregational Action (Business Meeting Process Working Group) motion by Erin McElroy, second by Eric Huffer, discussion of voting procedures and assignment of duties at multiple sites. approved unanimously. (see Attachment G)

13. Review/Discussion/Action on Request from Springfield, Missouri, UU Congregation to reclassify as part of the MidAmerica Region -motion by Eric Huffer, second Tom Sommerfeld, approved unanimously. (see Attachment H)

13.5 Motion for approval of revised MA board position job descriptions, motion for approval by Tom Sommerfeld, second by Amy Taylor, approved unanimously. (see Attachment I)

14. Discussion: Board Role(s) in Regional Stewardship

a. UUA “Generously Investing For Tomorrow” (GIFT) Campaign in South Region - new program that includes redefining “fair share” to something based on percentage of congregational budget – sometimes called “One Ask”

b. Friends of the MidAmerica Region – letter of invitation to each of us to join Friends- **e-mail to Bill from each of us to say whether we will or won’t participate\***

c. Congregational Relationships - discussion of contact with congregations regarding giving

15. Status Reports from Working Groups and Districts:

a. Communications - see attachment- **request feedback from Board \***

b. Board/Staff/DCL Covenant -done

c. Business Meeting Process – **conference call set for 12/2 – will keep Eric in loop re credentialing\***

d. Board ARAOMC Engagement – **revisit next meeting after webinar\***

e. Prairie Star District - waiting on IRS approval of 501c3 status, can still move forward

f. Heartland District - most of assets transferred over, a little kept to wind up business, have a restitution obligation that needs to be transferred over (lawyers are being consulted)

**\* Action Items**

16. Review of Board Calendar

- Webinar: Intercultural Competency 11/14/2013
- Webinar: Intercultural Competency 11/19/2013
- MidAmerica Board Meeting (Conference Call) 1/23/2014 7:30/6:30 pm
- MidAmerica Board Meeting (Conference Call) 3/2014 TBD
- MidAmerica Regional Assembly (Multi-site) 4/11-13/2014
- MidAmerica Board Meeting (Twin Cities Area) 4/25-26/2014

17. Review of Action Items

18. Process Observer Report - low energy, ARAOMC considerations were good, need to incorporate additional down time, self care

19. Closing Words

20. Adjournment 5:40 p.m. CDT

**Notes to Accompany Financial Statements**

**Second Quarter FY14 (July 1-December 31, 2013)**

**January 22, 2014**

**Lisa Presley**

I hope I won't have to continue saying this for the whole year, but we are still in the transition part of our financial system. We have come a long way: instituted a new chart of accounts, created all new forms for submission of disbursements, sorted out the vast majority of the procedures to be followed, and several other nitpicky things.

But there are still some things that haven't been finalized. With the delay in the financial review of the three districts (part us, part the schedule of the reviewer), we haven't been able to set up all the incoming balances properly yet. Where Heartland Central MidWest has transferred the

vast majority of their funds, and where Prairie Star has transferred some, we don't yet have all the information set up about the donor/board/staff restricted accounts, and how best to show that in these records.

I mention this because much of the money that's come in is reflected on the operational income budget rather than being reflected on the balance sheet. So at this point, although our bottom line looks very rosy, it is an artificial rosiness. The "net operating income" on the statements reflects the money that's come in, some of which should be balance sheet items either as "retained earnings" (the money that we've been able to save over time in our district operations) or as "restricted funds" (money that's been received for specific purposes). Until we get the final year-end statements for the Districts, we won't be able to tease out the real bottom line number and establish a proper balance sheet.

I also want to let you know that, for the most part, the second quarter statement only really reflects operations through December 15<sup>th</sup>, as our administrator who oversees the financial aspect went on a well-deserved vacation right after being totally distracted by the quick move out of the former Prairie Star District offices. We're catching up on things in January, and the next set of statements will more accurately reflect where we are, as of that date.



**MidAmerica Region of the UUA**

**Fall 2013**

**Ian Evison, January 20, 2014**



This Fall has been a first full test of our new regional system. The Fall is the single most intense period of work for staff—program staff often going from one trip to the next without returning home between them, and administrative staff moving from one absolute priority to the next with scant moments to finish up the last thing completely or to look ahead. While we ended this season with the knowledge that there is a huge amount we need to figure out before we go through another Fall, we have a great sense of satisfaction in how our new structures have succeeded in supporting the work and in providing the basis for the first concrete examples of the new possibilities we all hoped for that we have called a “new era in Unitarian Universalism.”

I might first mention two, somewhat arbitrarily chosen, places where we have gotten the first views of what our new era in Unitarian Universalism is beginning to mean for us. It is what a colleague of

ours from the Eastern Region called the emerging new “architecture of our interdependence.” One way this has been most visible as been in the UU work for marriage equality across the region. In Illinois this came into focus on October 22 at the March for Marriage Equality in Springfield—hence this picture of the wet but spirited Kaiya Iverson from our DuPage, Illinois, congregation above. Organizationally this was exciting because it represents the coming together of a larger Illinois UU advocacy network (UUANI) under the leadership of a number of very capable organizers including Scott Aaseng.

A second minor but important example of a piece of a new era is the combined approach we have begun to take to ministerial transitions. With a larger critical mass of congregations in transition that our region provides this has allowed us to think through the entire process in a new way. As part of this Lisa Presley led a larger effort in which we enlisted other partners to create a set of resources focused on a new style of short videos. From helping ministers decide when it’s time to leave and telling the folks involved, to explaining negotiated termination, the interim process, search committee creation, whittling down the lists, and even part-time searches, they have been able to create videos for anyone nationally to use.

<http://midamericauua.org/services/transitions>.

As I write this report, it feels very good to have the congratulations come in from colleagues across the country about this new resource. It makes us hopeful that our invention of this new, more agile approach to creating resources will prime the pump for others to do this for other areas or even to improve upon what we have created here for ministerial transitions.

The backdrop to these emerging new ways of doing business has been a continuation of what is the normal intense work of the Fall. This is a notable accomplishment in part because it was undertaken while beginning to catch up on giving key people long overdue sabbaticals (Nancy Heege), and with the assistance one fewer administrative staff person. The program staff and the administrative staff both had gatherings at which our first question for ourselves was how this first big test of our new structure worked. Both teams named the same highs and lows. It is great to feel the new structure come alive and making it come alive has been an amazing team experience (including the support and challenge from our new board—thanks!). And, it has too often felt that the work has been at the edge of chaos, holding on just barely and keeping the work moving while creating enough of the new structures that each piece of the work could move forward. For the administrative staff—and for Sarah Greene in particular—this was brought to a head by my decision in late November that we should move up the date of our exit from the Prairie Star office from this coming June (2014) to the end of last month. There was strong consensus on the decision. The challenge compressing six months work into two weeks was exhilarating in a way. Yet, the

stress was huge and left us all feeling we must find space to give attention to getting unpacked and organized. In particular the administrative team identified four areas of critical need for the development of our administrative systems: our database, our registration system, our financial system, and the calendar of when we need to be working on what during the year.

I am honored to serve as lead staff person in this great adventure. We are proud of how much we have become a point of reference for a larger national transformation in the architecture of our interdependence. The reason we are all involved in this is our love for our movement and our wish to serve our congregations. So I was honored to have my last big public piece of work this Fall be to serve as the featured outside guest at a day of leadership development for our little congregation in Underwood Minnesota. These folks proudly hosted an absolutely packed house of congregational leaders from a dozen congregations. And they invite us all back, by the way, for their 125<sup>th</sup> anniversary. It is rumored that some of the men of the congregation even missed the deer hunting season this year to volunteer for the event.



## **MidAmerica Communications Policy**

**Purpose:** The purpose of this Communications Policy is to insure that the MidAmerica Board and staff are clear on who speaks when, under what circumstances, and about what.

### Guiding Values:

- Members of the MidAmerica Board and Staff will
  - Work together closely and keep each other “in the loop”, especially when working on parallel projects
  - Keep each other informed
  - Consult to develop consistent and coordinated communications on matters of significance (e.g., those with potential legal implications, those which could impact the reputation and image of the Region, ...)
  - For internal communications, we will communicate in a manner that best meets the needs and preferences of Board members and Staff (See current Communications Operational Policy, below)
  - Practice active listening, recognizing that communication needs to be a two-way, mutual, process
- Routine communications should be handled in a timely and efficient manner

### MidAmerica Communication Policy:

#### *Policies for Communicating to Congregations and Other Stakeholders*

1. The President of the MidAmerica Region or a designated spokesperson for the board speaks when formal governance communications are necessary. The Regional Lead or a designated spokesperson speaks for the Region when formal communications regarding programs or services are necessary.
2. In most cases, the project leader closest to an activity (such as Regional Assembly) is the primary communicator.
  - a. The President of MidAmerica will serve as spokesperson for Board Meetings/Board Policies
  - b. Congregational Life Staff will serve as spokespersons for programming.
3. Scope for communications policy:
  - a. The staff or board project leader will serve as spokesperson for events & activities they are leading
  - b. Matters involving Field Staff are governed by UUA HR policies, which may be found at **<cite titles of document and insert live link>**.
  - c. Matters involving MidAmerica Staff are governed by MidAmerica HR policies, which may be found at **<cite titles of document and insert live link>**.
  - d. Communications with persons who might bill for time, such as with legal counsel or CPA
    - i. Individual board members do not engage in expense-generating contacts, unless authorized by the Board to do so.
    - ii. President of MidAmerica or person designated by board action may generate such expenses within the approved MidAmerica Region’s budget, as governed by Financial Policies, or with the prior approval of the Board
  - e. Situation or topic of local interest or scope -recommended initial contact is local minister or president (e.g., for press release or inquiry)

Attachment B – Communications Policy Approved by MidAmerica Board January 23, 2014, ~~except as noted for redlined language~~

- f. Situation or topic of regional interest it is recommended initial contact is the President of MidAmerica (for governance topics) and/or the Regional Lead (for programs or services).
  - g. Situation or topic of national or international interest, Board members should refer to appropriate UUA staff person if known. If appropriate staff person is not known, refer contact to Regional Lead.
4. All communications should have a clearly identified author
  5. All communications should have a clear context to aid the audience’s understanding
  6. Individual Board members do not speak for or make promises on behalf of the MidAmerica Board

**Current Communications Operational Policy (2013-2014):**

Preferences for Contacting Board Members and Staff:

Name	Contact Preference
Amy Taylor	Email (phone or text if urgent)
Bill Sasso	Email (unless traveling-will send contact info as needed)
Cindy Landrum	Face Book message to let her know to check email
Charlotte Preston	Email
Dave Martin	Email
Eric Huffer	Email
Erin McElroy	Face Book message to let her know to check email
Kathy Burek	Email
Tom Sommerfeld	Email (unless traveling-will send contact info as needed)
Ian Evison	Prefer email for general things. Phone works best for complicated things that need working out. Texting works best for quick, immediate message (if you want, for example, to get a message to me while I am in a meeting or in route).

Formatted Table

- Email subject line – include indication of urgency, if less than 1 week
- Email turn-around expectation – 1 week, unless otherwise stated in the subject line

## **Attachment C**

### **Proposed Annual Meeting Business Process (Part 2 of 2)**

#### **Item 2.A. Rules of Procedure**

## **RULES OF PROCEDURE**

**First Annual Meeting of the MidAmerica Region, UUA**

**April 12, 2014**

#### **RULE 1. ORDER OF BUSINESS**

Consideration of and action upon items must proceed in the order set forth in the Final Agenda unless during the meeting that order is changed by majority vote.

#### **RULE 2. PARTICIPATION IN DEBATE**

Speakers recognized by the President shall identify themselves by name and congregational affiliation. Participation in debate is limited to delegates. The President may waive this requirement.

#### **RULE 3. MEANS OF VOTING**

So long as a quorum is present, action on any question, unless the Bylaws otherwise provide, will proceed by vote of the delegates. A vote will be called by the President, but the voting process at each site will be conducted by the Site Chair. When a vote is called, we will use a phased process. In the first phase, a visual report from each site will be communicated to the President. After all reports have been received, the President will announce each site's result. If, in the judgment of the President, these results leave room for uncertainty, the second phase will entail a counted vote at every site. Counted votes will be conducted at each site simultaneously under the supervision of the Site Chairs. When each site has completed its voting process, its results will be communicated to the President. When all results have been received at the chair-site, the President will announce the individual site results and the overall result. The required proportion of votes cast by delegates to approve any action or resolution will be as set forth in the Bylaws or these Rules of Procedure.

#### **RULE 4. PRESENTATION OF ITEMS**

The provisions of Rule 5 notwithstanding, the Board will, at their discretion, move the item as printed on the Final Agenda or move an amended version of the item.

#### **RULE 5. AMENDMENTS**

Except for clarifying amendments, amendments to the main motion and motions to refer, table or to call the question will not be in order until there has been at least ten minutes of debate, if that much is needed, on the merits of the main question as moved. No amendment or other change to any motion under consideration will be entertained unless it is submitted in writing. However, the President may waive this requirement.

#### **RULE 6. TIME LIMITS**

The following time limits are imposed on all business transacted by the assembly. If, however, there is no objection from the floor, the President may grant minor extensions of time. Any time limits imposed by this rule may be extended by a two-thirds vote.

- a) No person may speak on any motion for more than two minutes, and not more than once, so long as there are others who have not spoken who desire the floor, except that persons having special information may, with the permission of the President, reply to questions.
- b) Twenty minutes is allowed for discussion of any proposed bylaw amendment, rule change, resolution, or action on a report that is on or admitted to the Final Agenda, unless the time limit is extended in the manner provided in the first paragraph of this Rule 6. Whenever possible, the discussion time will be equally divided by proponents and opponents and by the alternate recognition of Pro and Con speakers.
- c) A motion to call the previous question on the main motion shall not be in order if there are potential speakers at both Pro and Con microphones and the original or extended time for discussion has not expired. A motion to call the previous question on a motion to amend the main motion is in order after 8 minutes of discussion concerning the amendment.

#### **RULE 7. MULTI-SITE ORDER OF SPEAKING**

The President will rotate recognition of speakers across the various sites, alternating pro and con speakers.

#### **RULE 8. COMMITTEE OF THE WHOLE**

At any stage of the meeting, the President, without a vote of the assembly, at their discretion from time to time may order the meeting resolved into a Committee of the Whole or reconvened in regular Session. While the meeting is acting as a Committee of the Whole, the following Special Rule will apply: The Presiding Officer, without a vote of the Committee of the Whole, may permit reconsideration of any action taken by the Committee of the Whole and other departures of the Rules of Parliamentary Procedure if it appears to them that the work of the Committee of the Whole will thereby be expedited. When the assembly is reconvened, the only motion in order will be to adopt the recommendation of the Committee of the Whole. A motion recommended by the Committee of the Whole will not be subject to amendment, debate, or delay.

#### **RULE 9. PROCESS REGARDING MULTI-SITE COMMUNICATIONS DIFFICULTIES**

The 2014 MidAmerica Region Annual Meeting will be conducted as a multi-site, virtual meeting. Given that we rely on communications technology to meet in four physically remote sites, should we experience difficulties with inter-site communications, the following rules will apply.

- a) If any site loses primary communication capabilities, the Meeting will automatically recess for five (5) minutes to attempt to reconnect the primary communication services. The President will announce the situation and recess to the sites still in communication. In the event that the President is located at the site that has lost primary communications, the Vice-President will announce the situation and recess to the sites still in communication.
- b) If primary communications have not been successfully restored after five minutes, but secondary communications remain operational, the meeting will continue with the site experiencing difficulties using secondary communications capabilities. If the President is at the site experiencing difficulties, the Vice-President will assume responsibility to chair the remainder of the multi-site meeting.
- c) If the status of secondary communications is ambiguous after five minutes, the President may (1) resume the meeting, (2) extend the recess, or (3) adjourn the meeting.

- d) Should one (or more) site(s) experience a complete failure of all communications capabilities, the President will notify the other sites of the situation, and after the five-minute recess, the meeting will continue, with those sites in communication with each other meeting together as a multi-site, virtual meeting, and the other site(s) meeting independently, conducted by the Site Chair(s). In this case, business will be limited to that included on the Final Agenda, and no amendments will be in order at either the multi-site virtual meeting or the independent meeting(s). When in effect, this Rule 9(d) supersedes elements of Rules 1, 3, 5, 8, (above) and 10 (below) that would allow changes to these rules or to the Final Agenda and its component business items. In this situation, all votes at these meetings will be held as counted votes, and will be tabulated and reported by the MidAmerica Board of Trustees as soon as possible.
- e) In the event that the synthesis of votes taken on a motion essential to the programs, services, and/or integrity of the MidAmerica Region is somehow ambiguous, the MidAmerica Board of Trustees is empowered to resolve the ambiguity in a manner that attempts to honor the intentions of the delegates as the Board understands them. Any ambiguous outcomes that are not considered essential will be referred to the subsequent MidAmerica Region Annual Meeting for resolution.

**RULE 10. AMENDING THE RULES OF PROCEDURE**

These Rules of Procedure will be adopted by a two-thirds vote and may be amended, suspended, or repealed during the course of the assembly only by a two-thirds vote.

**Item 2.B. Other Relevant Annual Meeting Information**

**APPROVAL OF THE MINUTES:** Per MidAmerica Region Bylaws, Article Six, Section 8. “Minutes of Regional Business Meetings,” the minutes of each Business Meeting of the Region will be approved by the Regional Board within three (3) months of the Business Meeting during a regular Board meeting.

**Item 2.C. Delegate Credentials**

The Bylaws of the MidAmerica Region of the UUA state that congregations have the same numbers of membership-based delegates at the Regional Annual Business Meeting as are permitted at the UUA General Assembly. The MidAmerica Bylaws also grant delegate status to the following persons engaged by a congregation: (a) any minister in fellowship with the UUA; (b) any other individual credentialed by the UUA (religious education professionals, musicians); and (c) any employed religious education director. Delegate status is also conferred on any minister emeritus/emera so designated by February 1<sup>st</sup> 2014. Members of the Church of the Larger Fellowship resident in MidAmerica are afforded one delegate for every 50 CLF members, or fraction thereof. Details can be found in Article III; Section 3 of the MidAmerica Region Bylaws. Delegate cards in the appropriate numbers will be mailed to congregations prior to the Annual Business Meeting – watch for a [insert color] envelope. Delegates must bring their delegate credentials to the Annual Business Meeting site of their choice and register for their voting credentials no later than 60 minutes before the business meeting begins. Voting materials will be made available on the [MidAmerica website](#) by (future date) (click on underlined words)



For further information, please contact the Region office at 312-636-9724 or email [midamerica@uua.org](mailto:midamerica@uua.org).

#### Frequently Asked Questions about Delegate Credentials

*When should we receive our Delegate Credential Cards?* The Delegate Credential Cards should reach your church office no later than [**future date**].

*When will delegates receive voting materials?* Voting materials will be emailed to all those registered for the Regional Assembly by [**future date**] and available on the MidAmerica website on [**future date**]

*How many delegates is each congregation entitled to send to Annual Business Meeting?* The list on the next page, sorted alphabetically by state and then city, shows the number of delegates each congregation may send to Annual Meeting. It also includes the number of professional delegates. Should you believe that the number of either type of delegate is in error, please contact our Lisa Presley, Congregational Life Consultant, at [lpresley@uua.org](mailto:lpresley@uua.org).

*How is the number of delegates determined?* The District follows the same formula as does the UUA for member congregation delegates when determining delegates for General Assembly – “certified member congregations are entitled to that number of such delegates determined as follows: the number of delegates of a certified member congregation shall be equal to the number of members of the congregation divided by fifty, plus one delegate for any fraction remaining; provided that each certified member congregation shall be entitled to at least two delegates.” Professionals serving congregations are entitled to be delegates in addition to the above member delegates, provided they are in fellowship, are credentialed by the UUA, or are employed as religious education directors. As well, ministers emeritus/emerita awarded such standing by February 1, 2014, are also entitled to delegate credentials. Congregations must be in good standing with the Region, which is signified by a financial contribution to the Region or one of the predecessor Districts during the previous fiscal year (July 1, 2012 to June 30, 2013).

*How are membership numbers determined for each congregation?* The congregational membership is reported/certified with the UUA in February each year. The number of certified members as reported by February 1, 2014, is used to determine number of member delegates for each congregation for the April 2014 Regional Business Meeting. If a congregation fails to certify by February 1, 2014, the last number so certified will stand as its membership number.

[A LIST OF CONGREGATIONS WITH NUMBERS OF MEMBER DELGATES AND PROFESSIONAL DELEGATES ALLOWED WOULD APPEAR HERE]

*Proposed Motion regarding Adoption of the 2014 Restatement of the Unitarian Universalist Organizations Retirement Plan*

Whereas the MidAmerica Region of the Unitarian Universalist Association is committed to assisting its employees prepare for their retirement years, and

Whereas the Unitarian Universalist Organizations Retirement Plan (the "Plan") is the retirement plan sponsored by the Unitarian Universalist Association, therefore

Be it resolved that the MidAmerica Region of the Unitarian Universalist Association hereby adopts the 2014 Restatement of the Unitarian Universalist Organizations Retirement Plan and commits to complying with all the provisions of the Plan and the elections made by our organization in the 2014 Employer Participation Agreement until such time as we submit an updated Employer Participation Agreement to the UUA Retirement Plan Committee and they acknowledge receipt of same; and

Be it further resolved that the intended implementation date of the Restated Plan is the first day of the month of February, 2014, following submission of our 2014 Employer Participation Agreement to the UUA Retirement Plan Committee and receipt of an acknowledgment from said Committee.

Group	Account	Sub-Account	Name	sub-sub MA FY14	sub MA FY14	MA FY14	Actual Dec 15, 2013	sub-sub MA FY15	sub MA FY15	MA FY15	Adjustments	
40000	INCOME ACCOUNTS											
41000	Congregational Contributions					\$ 490,941	\$ 158,460.38			\$455,630	\$ 5,000	
	41100		Full Share Current Year		\$ 666,333			\$ 650,900				decreased to reflect expected FY14 membership numbers
	41150		Full Share Current Year Discount		\$ (175,392)			\$ (195,270)				increased to reflect FY13 performance
	41200		Full Share Prior Years		\$ -							
42000	UUA Grants					\$ 79,560	\$ 17,367.00			\$70,164		
	42100		APF Grants		\$ 79,560			\$ 70,164				1% over FY14 actual
	42300		Other UUA Grants			\$ -						
43000	Program Registration Fees					\$ 61,600	\$ 15,959.00			\$43,100		
	class		Lifespan Religious Education			\$ 7,000		\$ 7,000				
		subclass	Renaissance Module - Fall	\$ 3,000			\$ 3,000				(net -200)	held same
		subclass	Renaissance Module - Spring	\$ 3,000			\$ 3,000				(net -200)	held same
		subclass	REALL	\$ 1,000			\$ 1,000				(net -500)	held same
	class		OWL		\$ 8,500			\$ -				
		subclass	All Track	\$ 8,500			\$ -				(net -1900)	deleted income
	class		YMWLS		\$ 15,000			\$ 15,000			(net -5500)	held same
	class		Youth Ministry Events		\$ 4,700			\$ 4,700			(total net -2300)	held same
		subclass	Fall Youth Training Event	\$ 1,500			\$ 1,500				(net 0)	held same
		subclass	Spring Youth Event	\$ 3,200			\$ 3,200				(net 200)	held same
	class		Young Adult Ministry Events		\$ 4,000			\$ 4,000			(total net -3400)	held same
		subclass	Fall Young Adult Event	\$ 2,000			\$ 2,000				(net -500)	held same
		subclass	Spring Young Adult Event	\$ 2,000			\$ 2,000				(net -500)	held same
	class		Regional Assemblies		\$ 7,400			\$ 7,400			(net 0)	
	class		Trainings		\$ 5,000			\$ 5,000			(net 0)	
		subclass	Large Church Conferences									
		subclass	in-person trainings	\$ 5,000								
	class		Camp StarTrail		\$ 10,000			\$ -				
44000	Congregational Consulting Fees					\$ 7,300	\$ 2,575.00			\$7,300		held same
	44100		Honorarium		\$ 6,300			\$ 6,300				
	44200		Travel Equalization		\$ 1,000			\$ 1,000				
	44300		Non Full Share Premium		\$ -			\$ -				
45000	Interest/Investment Income - Operating					\$ 19,000				\$ 19,000	\$ 6,000	
	45100		Interest income - Operating									
	45200		Unrealized Gain/Loss - Restricted									
	45300		Unrealized Gain/Loss - Operating									
	45500		Income from Investments		\$ 19,000			\$ 19,000				held same
46000	Grant Funding					\$ 83,274	\$ 40,768.50			\$ 83,274		

Group	Account	Sub-Account	Name	sub-sub MA FY14	sub MA FY14	MA FY14	Actual Dec 15, 2013	sub-sub MA FY15	sub MA FY15	MA FY15	Adjustments		
	46100		MUUC/MUUF		\$ 83,274				\$ 83,274				held same
	46200		Other Grant Funding		\$ -		\$ 20.00		\$ -				
47000	Fundraising					\$ 17,000	\$ 4,950.00			\$ 17,000	\$ 3,000		
	47100		Friends of Region		\$ 17,000				\$ 17,000				held same
48000	Miscellaneous and Pass Through Funds					\$ 61,840	\$ 3,715.00			\$61,300			
	48100		Chalice Lighter		\$ 60,300				\$ 60,300				
		48110	CL Fall Call	\$ 20,000				\$ 20,000					held same
		48120	CL Winter Call	\$ 20,000				\$ 20,000					held same
		48130	CL Spring Call	\$ 20,000				\$ 20,000					held same
		48140	CL Special Call										
		48150	Social Justice Fund	\$ 300				\$ 300					held same
	48200		Special Collections				\$ 200.00						
	48300		Scholarship Funds										
	48500		Miscellaneous Income		\$ 1,540		\$ 4,184.20		\$ 1,000				reduced
49900	Transfers												
	49910		Transfer from Dedicated Funds			\$ 3,200				\$ 2,300			
			Ann Conf Program Planning		\$ -								moved to event income section
			Chalice Lighter Admin		\$ 800				\$ 300				included in CL money above
			Youth Fund		\$ 600				\$ -				
			Tech Escrow Fund		\$ 1,800				\$ 2,000				net 0
	49920		Transfer from Reserve Funds			\$ -	\$ 53,092.90						computer and software below
													amounts from districts; not yet allocated
			<b>Total Income Lines</b>			\$ 823,715	\$ 301,291.98			\$759,068	\$ 14,000		
											\$ 773,068		
50000	EXPENSE ACCOUNTS												
51000	Administrative Expenses												
	51100		General and Office Expenses			\$ 8,700				\$8,280			
		51101	Rent		\$ 2,000		\$ 61.95		\$ 3,180				
		class	office										(moved to transition budget for MA)
		class	storage	\$ 2,000				\$ 3,180					
		51110	Postage and Shipping		\$ 2,500		\$ 49.48		\$ 2,000				(includes PO box rental)
		51120	Printing and Copying		\$ 400		\$ 600.80		\$ 800				(includes letterhead, etc.)
		51130	Office Supplies		\$ 3,000		\$ 48.01		\$ 1,500				
		51140	Office Expenses - Other		\$ 500		\$ 453.93		\$ 500				
		51150	Business Report/Government Filings		\$ 300				\$ 300				
	51200		Equipment and Leases			\$ 10,750				\$5,000			

Group	Account	Sub-Account	Name	sub-sub MA FY14	sub MA FY14	MA FY14	Actual Dec 15, 2013	sub-sub MA FY15	sub MA FY15	MA FY15	Adjustments		
		51210	Equipment Purchase: Regional		\$ 1,000		\$ 451.32		\$ 1,000			(guesstimates)	
		51220	Equipment Maintenance		\$ 1,500				\$ 1,000			(guesstimates)	
		51230	Copier Lease		\$ 2,250				\$ -			(no longer existing)	
		51240	Postage Meter Lease		\$ -				\$ -				
		51250	Equipment Purchase: UUA for Cofunded		\$ 2,000				\$ -			(see technology escrow)	
		51260	Technology Escrow		\$ 2,000				\$ 3,000		\$ 1,000		
		51270	Software/Updates		\$ 2,000		\$ 121.94		\$ -			(see 51450 below)	
	51300		Insurance			\$ 4,000	\$ 2,895.32			\$3,000			
		51310	Liability		\$ 4,000				\$ 1,500				
		51320	Workers' Compensation		\$ -				\$ 1,500				
	51400		Communications			\$ 24,550				\$21,090			
		51410	Telephone		\$ 15,300		\$ 1,296.58		\$ 10,800				
		51420	Internet		\$ 7,190		\$ 560.00		\$ 5,490				
		51430	Conference Calling		\$ -				\$ -				
		51440	Print Communications		\$ 800				\$ 500				
		51450	Electronic Communications		\$ 1,260				\$ 4,300			(Huddle, constant contact, QB, survey monkey)	
	51500		Contracted and Other Services			\$ 9,400				\$46,124			
		51510	Technical		\$ 500				\$ 500				
		51520	Bookkeeping		\$ -		\$ 7,969.50		\$ 34,000			(moved from staff expenses as contracted service)	
		51530	PR/Marketing		\$ -				\$ 2,000		\$ 2,000	(per Charlotte Preston request)	
		51535	Bank Fees		\$ 1,000		\$ 52.00		\$ 1,000			(scanner cost)	
		51540	Merchant Service Fees		\$ 2,000		\$ 349.82		\$ 2,000				
		51550	Software/Web Services		\$ 900		\$ 704.32		\$ 1,624			(costs of all web services)	
		51570	Audit and Accounting Services		\$ 5,000				\$ 5,000			(cost of first year audit in transition budget)	
		51580	Legal Services		\$ -				\$ -			transition costs this year	
	52000		Administrative Committees/Projects			\$ 600				\$600			
		52100	Endowment		\$ -				\$ -				
		52110	Heritage Project		\$ 600				\$ 600				
61000			Board and Governance Expenses			\$ 21,800				\$27,700			
	61100		District/Regional Trustee Expenses		\$ -								
	61200		President Expenses		\$ 2,000				\$ 2,000				
		61210	DPA Expenses	\$ 500			\$ 400.00	\$ 500					
		61220	Other President Expenses	\$ 1,500				\$ 1,500					
	61300		Board Meeting Expenses	\$ 18,000	\$ 18,000		\$ 6,284.00		\$ 20,000		\$ 4,000		
		61310	Meeting Venue										
		61320	Travel										
		61330	Board Communication										
	61380		Board Linkage		\$ 1,000				\$ 1,000		\$ 500		
	61390		Board Expense - Other		\$ 600				\$ 4,000			ra expenses; multicultural	
	61400		Nominating Committee Expense		\$ 200				\$ 200			cc	
	61450		Childcare		\$ -				\$ 500		\$ 500	cost to allow participation; could include escort	

Group	Account	Sub-Account	Name	sub-sub MA FY14	sub MA FY14	MA FY14	Actual Dec 15, 2013	sub-sub MA FY15	sub MA FY15	MA FY15	Adjustments		
						\$ 6,100				\$6,100			for underage board member(s)
<b>62000</b>	<b>Stewardship Expenses</b>												
	62100		APF Expenses		\$ 400			\$ 400			\$ 400		
	62200		Chalice Lighter Expenses		\$ 4,150			\$ 4,150					recommend expense of pass through
	62300		Fund Raising Expenses		\$ 1,550			\$ 1,550					
<b>68000</b>	<b>Pass Through Accounts</b>					\$ 56,150				\$56,150			
	68100		Chalice Lighter		\$ 55,850		\$ 515.20	\$ 55,850					held same
	68110		CL Fall Call										
	68120		CL Winter Call										
	68130		CL Spring Call										
	68140		CL Special Call										
	68150		CL Social Justice		\$ 300			\$ 300					held same
	68200		Special Collections		\$ -								
	68300		Scholarship Funds		\$ -								
<b>70000</b>	<b>Staffing</b>												
	70100		Salaries: Regional Staff			\$ 148,650	\$ 65,118.93			\$126,562			
		class	Admin 1		\$ 52,000			\$ 53,040					
		class	Admin 2		\$ 26,000			\$ 26,520					
		class	Technology Director		\$ 36,000			\$ 36,702					
		class	Bookkeeper		\$ 25,000			\$ -					
		class	Casual		\$ 9,650			\$ 10,300					
	70200		Benefits: Regional Staff			\$ 26,857	\$ 7,564.67			\$25,205			off 1
		class	Admin 1		\$ 6,119			\$ 8,741					
		class	Admin 2		\$ 6,560			\$ 4,921					
		class	Technology Director		\$ 4,236			\$ 6,959					
		class	Bookkeeper		\$ 5,942			\$ -					
		class	Casual		\$ -			\$ 583					
		class	Benefits reserve		\$ 4,000			\$ 4,000			\$ 1,000		
	70300		Travel: Regional Staff				\$ 144.64			\$0			
			all?										
	70400		Professional Expenses: Regional Staff			\$ 7,000	\$ 448.31			\$6,500			
		class	Admin 1		\$ 2,500			\$ 2,500			\$ 750		
		class	Admin 2		\$ 2,500			\$ 2,500			\$ 750		
		class	Technology Director		\$ 1,500			\$ 1,500			\$ 500		
		class	Bookkeeper		\$ 500			\$ -					
		class	Casual		\$ -			\$ -					
	71000		UUA Contribution Shared Staffing										in notes below
	72000		CoFunded Staff: Compensation to UUA			\$ 297,830	\$ 129,856.00			\$324,316			
			Lead - Ian Evison		\$ 49,557			\$ 55,614					increase by 5% over fy14 adjusted numbers
			Nancy Combs-Morgan		\$ 55,933			\$ 61,965					
			Nancy Heege		\$ 33,828			\$ 38,165					

Group	Account	Sub-Account	Name	sub-sub MA FY14	sub MA FY14	MA FY14	Actual Dec 15, 2013	sub-sub MA FY15	sub MA FY15	MA FY15	Adjustments		
			Phil Lund		\$ 58,247				\$ 64,542				
			Lisa Presley		\$ 24,768				\$ 28,542				
			Dori Davenport Thexton		\$ 65,497				\$ 72,487				
			COLA/Benefit Reserve		\$ 10,000				\$ 3,000		\$ 2,000		
	<b>73000</b>		<b>Professional Expenses: Cofunded Staff</b>										
		<b>73100</b>	<b>Professional Expenses: Professional Development</b>			\$ 12,000	\$ 1,552.03			\$12,000			
			Lead - Ian Evison		\$ 2,000				\$ 2,000				
			Nancy Combs-Morgan		\$ 2,000				\$ 2,000				
			Nancy Heege		\$ 2,000				\$ 2,000				
			Phil Lund		\$ 2,000				\$ 2,000				
			Lisa Presley		\$ 2,000				\$ 2,000				
			Dori Davenport Thexton		\$ 2,000				\$ 2,000				
		<b>73200</b>	<b>Professional Expenses: Travel/Expenses</b>			\$ 60,000	\$ 10,020.83			\$60,000			
			Lead - Ian Evison		\$ 10,000				\$ 10,000		\$ 3,000		
			Nancy Combs-Morgan		\$ 10,000				\$ 10,000		\$ 3,000		
			Nancy Heege		\$ 10,000				\$ 10,000		\$ 3,000		
			Phil Lund		\$ 10,000				\$ 10,000		\$ 3,000		
			Lisa Presley		\$ 10,000				\$ 10,000		\$ 3,000		
			Dori Davenport Thexton		\$ 10,000				\$ 10,000		\$ 3,000		
		<b>73300</b>	<b>Professional Expenses, other</b>				\$ 284.17						
	<b>79000</b>		<b>Payroll Expenses</b>			\$ 12,172	\$ 4,981.60			\$10,482			
		<b>79200</b>	<b>Taxes/Contributions</b>										
		<b>79210</b>	<b>FICA/Medicare Employer Contribution</b>		\$ 11,372				\$ 9,682				
		class	Admin 1	\$ 3,978				\$ 4,058					
		class	Admin 2	\$ 1,989				\$ 2,029					
		class	Technology Director	\$ 2,754				\$ 2,808					
		class	Bookkeeper	\$ 1,913				\$ -					
		class	Casual	\$ 738				\$ 788					
		<b>79230</b>	<b>Payroll Expenses</b>		\$ 800				\$ 800				
	<b>80000</b>		<b>Program Expenses</b>			\$ 114,850				\$95,100			
		<b>80100</b>	<b>Independent Contractors</b>		\$ 7,500				\$ 7,500				
		<b>80110</b>	<b>Honoraria</b>	\$ 5,000			\$ 1,450.00	\$ 5,000					
		<b>80130</b>	<b>Travel and Meals</b>	\$ 2,500			\$ 812.74	\$ 2,500					
		<b>80200</b>	<b>Regional Workshops and Programs</b>		\$ 87,300		\$ 3,541.10		\$ 68,800				
			YMWLS	\$ 17,500				\$ 17,500				held same	
			Youth	\$ 7,500				\$ 7,500				held same	
			Young Adult	\$ 8,000				\$ 8,000				held same	
			Renaissance	\$ 6,400				\$ 6,400				held same	
			OWL	\$ 10,400				\$ 1,900				held same	
			REALL	\$ 1,500				\$ 1,500				held same	
			District Assembly	\$ 15,000				\$ 15,000				one location	
			Face to Face	\$ 5,000				\$ 5,000				held same	big church, etc.







**\* \* \* \* Preliminary Draft Version \* \* \* \***

Bill S., 1/10/14

***A Proposed Motion Clarifying Authority to Make Changes to MidAmerica "Fair Share" Program***

Whereas the Bylaws and Rules of the Unitarian Universalist Association recognize the MidAmerica Region as " autonomous and shall be controlled by its own member congregations to the extent consistent with the promotion of the welfare and interests of the Association as a whole and of its member congregations" (Section C-13.4);" and

Whereas the Bylaws of the MidAmerica Region charge its Board of Trustees to "ensure the fiscal integrity and stability of the Region" Section (Paragraph VI-5-b), such that the Board holds fiduciary responsibility for the Region, including maintenance and extension of MidAmerica's income streams as well as oversight of its expenditures;

Therefore, be it resolved that no structural changes shall be made to the MidAmerica Region's "Fair Share" program of congregational support without the formal approval of the Board and/or that of the Annual Business Meeting of the MidAmerica Region; and

Be it further resolved that the Board is open to and encourages consultative dialogue with MidAmerica congregations, the UUA, and other individuals and institutions regarding how the current "Fair Share" program might be improved.

Preliminary 2014 Annual Business Meeting Agenda  
MidAmerica Region, UUA

April 12, 2014

The Purpose of the MidAmerica Region is "... to support, enrich, and extend Unitarian Universalism in the defined geographic area. The Region shall work in collaboration with the Unitarian Universalist Association." (Bylaws, Article II, Section 1)

Agenda

1. Call to Order and Opening Words
2. Credentials Report & Certification of Quorum
3. Approval of the Rules of Order
4. Reports (Printed in Annual Business Meeting Delegate Packet)
  - a. Report of the President
  - b. Report of the Regional Lead
  - c. Report from MidAmerica Directors of the Midwest Unitarian Universalist Conference (MUUC)
  - d. FY2013 Year-end Financial Reports from CMwD, HLD, and PSD
  - e. MidAmerica Region FY2014 Financial Reports (possibly combined with Fy2015 Budget?)
  - f. Transition Budget Report
  - g. Any other reports?
5. Vote to Affirm MUUC Directors appointed to fill vacancies as specified in the MUUC Constitution
6. Report of the Nominating Committee and Election of MidAmerica Trustees, MidAmerica Nominating Committee members, and MUUC Directors
7. "New Business" for the Annual Business Meeting (if any)
8. Recognition of Board Members Completing Their Terms This Year
9. Closing Words
10. Adjournment

***Motion to Adopt the PLAN AND AGREEMENT OF MERGER of the Heartland District of the UUA into the MidAmerica Region of the UUA***

WHEREAS at the April Annual Meetings of the Prairie Star, Heartland, and Central Midwest Districts of the Unitarian Universalist Association (UUA), the delegates present, in adopting the Motion to Form the MidAmerica Region of the UUA, expressed their clear intention to have these three districts join in order to create the MidAmerica Region of the UUA (MidAmerica); and

WHEREAS MidAmerica has been incorporated as a not-for-profit corporation in the state of Iowa, and the General Assembly of the UUA recognized MidAmerica as a geographical element of the UUA in June, 2013; and

WHEREAS legal advisors have agreed that the most appropriate and efficient manner in which to combine these two entities is to merge the Heartland District (HLD) into the MidAmerica Region;

THEREFORE, BE IT RESOLVED that the MidAmerica Regional Board hereby authorizes filing of the Plan of Merger of the HLD and MidAmerica, entitled "PLAN AND AGREEMENT OF MERGER Between the Heartland District of the Unitarian Universalist Association and the MidAmerica Region of the Unitarian Universalist Association" (Plan) with the effective date of 1/1/2014, and any additional documents related to the merger as required by the State of Michigan and/or the State of Iowa; and

BE IT FURTHER RESOLVED that the MidAmerica Regional Board hereby authorizes its President, Vice-President, and/or Secretary to execute on its behalf any documents required to effect this merger with HLD.