

Board Business Meeting Agenda:

Tuesday, October 21, 2014

This meeting will be held as a conference call.

7:09 pm Central (8:00 pm Eastern) Call to Order

Board Members Present: Bill Sasso, Doug Cauble, Tom Sommerfeld, Eric Huffer, Dave Martin, Cindy Landrum, Kyrie Bock joined at 7:48

MA Staff Present: Ian Evison, Lisa Presley, Nancy Heege

7:05 pm Central: Opening Readings:

MidAmerica Vision Statement

Covenant of the Board of the MidAmerica Region of the UUA 09.06.14

7:09 pm Consent Agenda-**Motion to accept Tom Sommerfeld, second Cindy Landrum, approved unanimously – Attachment A)**

- Appointment of Dave Martin as Timekeeper
- Minutes of the 9/6/2014 MidAmerica Board Business Meeting
- Minutes of the 9/23/2014 MidAmerica Board Business Meeting
- Preliminary plan for November Board Retreat (arrival, Thursday, 11/13; departure Sunday morning, 11/16)
- Learning Network Covenant Timeline/Process Diagram
- Learning Network Covenant "Frequently Asked Questions"
- Learning Network Covenant "Questions for Congregational Engagement"

7:08 pm Review and possible adoption of recommendation(s) from the Governance Model Working Group – **report by Dave Martin, followed by discussion of the Chait Model of Governance, straw vote taken to ask the working group to draft a formal recommendation and model for adoption at November meeting, all in favor**

7:40 pm Review and possible adoption of recommendation(s) regarding Financial Audit/Review from the Financial Committee – **No action, but status report by Tom Sommerfeld**

7:55 pm Review and possible adoption of proposed covenant among the Midwest Unitarian Universalist Conference, the MidAmerica Region, and the /Mountain Desert District – **motion for adoption by Tom Sommerfeld, second by Dave Martin, discussion, motion to amend by Eric Huffer to strike the geographical reference in the first paragraph, second by Tom Sommerfeld, amendment approved unanimously, vote taken on motion to adopt covenant, approved unanimously – (Attachment B)**

8:05 pm Status Report on the Regional Advisory Council and UUA Board/GA outreach Efforts –**Board members checked in to report that congregational calls are ongoing, reports are due to Bill Sasso by October 31st**

8:10 pm Status Report on UUA Board outreach effort regarding General Assembly

8:12pm Preliminary Thinking re site of May, 2015 Board Retreat (Charlotte) **shelved**

8:17m Review and discussion of MidAmerica Region Transition Fund – **question by Bill Sasso regarding where we are in regards to completing the transition, about 70% of budget spent to date, explanation by Lisa Presley regarding the intent of the fund to cover through the audit of the first year of the Region's creation, transition and the fund appear to be progressing appropriately**

8:25pm Process Observer Comments – **Group assessment - Board stayed on task, work on governance model worked toward serving a new era in UUism, Board honored covenant, discussion of calls and discussion of governance, and discussion of MUUC covenant demonstrated commitment to stakeholders, may not have explicitly demonstrated accountability to marginalized groups**

8:28 pm Closing Words (Cindy Landrum)

8:30 pm Adjournment - **motion to adjourn by Tom Sommerfeld, second by Dave Martin, approved unanimously**

Board Business Meeting Minutes:

Saturday, September 6, 2014

3:00 pm Call to Order by Bill Sasso

Present: Board Members - Bill Sasso, Charlotte Preston, Eric Huffer, Tom Sommerfeld, David Martin, Douglas Cauble, Janis Cheney, Kyrie Bock, Cynthia Landrum
MidAmerica Staff – Lisa Presley, Nancy Heege

3:03 pm Opening Reading: MidAmerica Vision Statement

"The MidAmerica Region [is] building a new era in Unitarian Universalism, where UUs visibly live our faith, create connections, grow our membership, [and] welcome all persons who share our UU values."

3:04 pm Consent Agenda

- Minutes of the August 5th Board Meeting
- Staff Survey Summary
- Staff Report
- 6/30/14 MidAmerica Financial Reports
- Transition Budget Report
- Highest Priority Objectives for the MidAmerica Board
- Timelines for 2015 MidAmerica Region Annual Business Meeting
- Appointment of Kyrie Bock as Process Observer and Charlotte Preston as Timekeeper

• Moved by Janis Cheney, second by Tom Sommerfeld

Financial Report removed, Vote taken, with unanimous acceptance of Consent Agenda w/finance report removed

Report from Lisa Presley on financial report, Tom Sommerfeld moved and David Martin seconded acceptance of updated Financial Report, vote taken with unanimous acceptance of updated financial report

3:09 pm Review and possible adaptation of MidAmerica Board Covenant, discussion of covenant, and minor changes made in the language, motion for acceptance of revised covenant by Doug Cauble, second by Tom Sommerfeld, vote taken, and revised covenant adopted unanimously (Attachment A)

3:11 pm Discussion and action on elaborated Communications Policy

* Board outreach to incoming congregational leaders motion for acceptance of proposed Communication Policy by Charlotte Preston, second by David Martin, discussion of having live link to HR policies in section 3(b) & 3(c), motion by Cindy Landrum to amend to strike highlighted language in those areas and substitute the language suggested by Nancy Heege: "and should be brought to the attention of the MA Board President and the Director of Congregational Life regarding Field Staff"

"and should be brought to the attention of the MA Board President and the Lead Field
MidAmerica Region, UUA

10/10/2014 2 WCS

Staff regarding MA staff" and add Personnel, second by Tom Sommerfeld, vote taken, amendment approved unanimously, vote taken on amended policy and guide, approved unanimously (Attachment B)

3:25 pm Discussion and action regarding conduct of a financial audit or a financial review – explanation of process and differences by Lisa, recommendation by Lisa to form an audit committee to work with staff to develop an audit recommendation,

3:35 pm Discussion/possible action forming an Audit Committee- motion for acceptance by Tom Sommerfeld, second by Cindy Landrum, motion to amend to add determining what level of financial review is appropriate, moved by Janis Cheney, Tom Sommerfeld second, vote taken on amendment, approved unanimously, motion to amend by Janis Cheney to change “and/or” in final paragraph regarding membership of committee, Dave Martin second, vote taken on amendment, approved unanimously, motion to change Audit Committee to Financial committee by Charlotte Preston, second by Kyrie Bock, amendment approved with one abstention, vote taken on creation of Financial Committee as amended, approved unanimous, Tom Sommerfeld moved that Kyrie be appointed to committee, second by Janis Cheney, approved unanimously, committee will consist of President, Treasurer, Kyrie Bock, Ian Evison, and/or designee (Attachment C)

3:40 pm Discussion and action on Board workshop at Regional Assembly – discussion on whether to do it, motion by Charlotte Preston that board commits to doing one, leaving content until later, second by Doug Cauble, approved unanimously

4:00 pm Review and possible adaptation of Guidance Document for the MidAmerica Nominating Committee and Board job descriptions- motion by Doug Cauble to provide both the original guidance document and newly developed guidance to Nominating Committee, approved unanimously (Attachment D)

4:10 pm Discussion and possible action on formal statement of MidAmerica Board Governance – Dave Martin made a motion to establish Governance Model Taskforce composed of Janis Cheney, Dave Martin, and Eric Huffer to continue discussion of an appropriate governance model, and bring the recommendation to the board at a subsequent meeting, seconded by Tom Sommerfeld, approved unanimously

4:11 Approval of newly refined Board Objectives – motion for adoption by Eric Huffer, second by Dave Martin, approved unanimously (Attachment E)

4:15 pm Review and adaptation of Process for Business Submitted by Congregational Action for Regional Assembly 2015- motion for adoption with date changes by Janis Cheney, second by Tom Sommerfeld, approved unanimously, also without objection, the attachment is considered a working document not formally approved (Attachments F & F2)

4:30 pm Review status of proposed MidAmerica/Midwest UU Conference Covenant – conference call scheduled for coming week, process is ongoing
MidAmerica Region, UUA
10/10/2014 3 WCS

4:35 pm Form and charge a Learning Network Covenant working group – deferred to September 23rd Board Conference Call

4:45 pm September 23rd Board Conference Call status – confirmed

4:34 Discussion and approval of Appointment of Robert Gallegly to nominating committee based on recommendation of nominating committee, motion for appointment by Eric Huffer, second by Tom Sommerfeld, approved unanimously

4:46 pm Executive Session- entered at 4:39, exit at 4:46

4:58 pm Closing Words – by Bill Sasso

5:00 pm Adjournment- motion by Dave Martin, second by Doug Cauble, approved unanimously

4:50 pm Process Observer Comments

MidAmerica Region Board Meeting

September 23, 2014

7:00 PM Central- Call to Order

Board members Present: Bill Sasso, Charlotte Preston, Eric Huffer, Tom Sommerfeld, Dave Martin, Kyrie Bock, Doug Cauble, Janis Cheney, Ian Evison, Cindy Landrum joined at 7:07

MidAmerica Staff Present: Nancy Heege, Lisa Presley

7:01 PM – Opening Readings

Vision Statement

Board Covenant

7:06 PM Consent Agenda

Appointment of Process Observer David Martin & Charlotte Preston as timekeeper

7:08 PM Review and Possible Adaptation of the Learning Network Covenant – Tom

Sommerfeld dropped suggestion that congregations covenant, and it reverted back to delegates covenanting

In response to comments from folks in the region, Cindy Landrum made some changes to the covenant

Tom Sommerfeld moved to accept amendment proposed by Cindy Landrum, second by Eric

Huffer, some discussion regarding the wording, vote taken, new version adopted unanimously, Cindy Landrum & Bill Sasso will work to make the examples more active

tense(Attachment A).

7:30 PM Discussion regarding MidAmerica Board Governance Model/Statement-report from

Dave Martin, proposed that group will do further research of Chait model, get info out prior

to October conference call, discuss then and possibly adopt, possibly start learning process at

November retreat, Bill Sasso is putting this on the agenda for each meeting.

7:45PM Report from Communications Working Group – report from Charlotte Preston,

Recommendations for board workshop at Regional Assembly, added by Charlotte Preston to

talk about the stories that are being shared or need to be shared, Janis Cheney suggested

adding discussion of covenant

8:00 Discussion of Outreach by Board – members reported progress, Nancy Heege will send

out list of contacts in electronic form, Bill Sasso will also send out information about request

from UUA board regarding annual fund outreach

8:10 Sabbatical Insights (Ian) – appreciative of the gift of a sabbatical, shared experiences of

talking to millennials and their role in the future, David Martin suggested sharing a session on this at Regional Assembly, Cindy Landrum reminded him of Gen-X as a group to consider as well.

8:15 Executive Session-not needed

8:16 PM Process Observer Comments-Board was on task, participated and prepared,

ARAOMC recognized in discussion regarding Gen-X, Board honored covenant,

8:20 PM Closing Words – Ian Evison

8:30 PM Adjournment-moved by Tom Sommerfeld, second Janis Cheney, vote taken,

approved unanimously

Covenant of the Board of the MidAmerica Region of the UUA

As we work together to govern boldly, empowering the MidAmerica Region of the Unitarian Universalist Association, we, the Board of the MidAmerica Region promise ourselves and each other . . .

- To keep spirituality present within us as individuals and as a community, to remember always that we are doing religious work, and to remember that our Unitarian Universalist message can be transformative.
- To show up for meetings prepared, actively participate, and learn together and from each other.
- To communicate within agreed-upon response times using agreedupon communication methods.
- To hold a safe space when we gather and work together: holding good intentions, being respectful, listening deeply, including all voices and honoring them. To that end, we encourage use of wisdom from our youth:
 - recognize that our intentions may be different from our impact;
 - speak up at the beginning of discomfort, and not wait until anger or frustration overwhelms us.
 - speak one at a time.
- To hear every voice at the table, voice disagreements, seek to understand and then to be understood. Our shared intention is not always to reach unanimity, but rather to leave the meeting with a commitment that each participant can affirm decisions reached, so the Board will speak with one voice to the public.

- To locate authority in the Board, not in the individual board member.
 - To honor and respect our commitments to Anti-Racism, Anti-Oppression, and MultiCulturalism. To honor and respect our commitments to congregations, Youth and other constituencies as we work together.
 - To have fun and laughter in our shared experience, and to celebrate.
 - To embody the spirit of generosity and the experience of abundance in our work together.
 - To be in active and intentional relationship with other groups, part of a larger web of interdependence.
- We will keep this covenant present before us, and when we are having trouble keeping this promise, we will lovingly remind one another of our covenant.

Drafted August 25, 2013, and adopted October 3, 2013

Revised: 05 September 2014

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"MidAmerica as a Learning Network of Faith Communities:"

Proposed as a Provisional Covenant of the MidAmerica Region, UUA

Approved September 23, 2014 by the Board of Trustees, MidAmerica Region, Unitarian Universalist Association, for publication preliminary to inclusion on the MidAmerica Annual Business Meeting Agenda in April 2015.

The Learning Network Covenant

In keeping with the multifaceted sources of our Unitarian Universalist tradition -- direct experience of mystery and wonder; words and deeds of prophetic people; wisdom from the world's religions; and teachings from the Jewish, Christian, Humanist, and earthcentered traditions -- we, the delegates present at the 2015 MidAmerica Regional Assembly, do covenant to become a "Learning Network" as follows.

- We will recognize and celebrate each of our congregations as a community engaged in learning, collaboration, innovation, and action, and grounded in the Unitarian Universalist tradition. We will explore together the new opportunities possible within our Region, strengthening these capacities and envisioning what we might become.
- We will engage those new opportunities through a learning process of dialogue, reflection, consultation, experimentation, and democratic decision-making. We strive to (1) express and embody our covenantal relationship within our Region and our Association; (2) work together to support and nurture our congregations and our larger movement within and beyond MidAmerica; and (3) work together to support and nurture our Region.

- We will encourage our congregations to affirm a congregational version of this covenant, and actively explore the new opportunities possible in our region.
- Within these processes of learning, we will welcome the participation of noncongregational UU groups situated within MidAmerica, such as professional society chapters, campus ministries, social justice networks, schools and camps, and other organizations "beyond congregations."

Examples of How Congregations Might Embody This Covenant

- Collaborate intentionally to learn and act together with geographically proximate congregations, or with those who share affinities, in a virtual or in-person format.
- Select recognized congregational leaders as delegates to Regional Assembly, and create opportunities for discussion of MidAmerica business items within the congregation in advance of Regional Assembly.

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- Engage actively with learning opportunities that relate to the congregation's context, such as workshops at Regional Assembly and General Assembly, webinars and other educational options.
- Create "Board-to-board" meetings wherein the trustees leaders of two or more congregations share insights and experience related to issues of governance or mission.
- Organize or participate in a social action initiative with another UU congregation or as part of a larger (e.g., statewide) social justice effort.

Motivation, Intention, and Process

In April, 2013, the delegates of the Central Midwest, Heartland, and Prairie Star Districts of the UUA voted overwhelmingly to reorganize themselves into a single governance unit, the MidAmerica Region. While the delegates understood that this larger organization would achieve significant economies of scale, they also aspired to create a "New Era in UUism" within the Region.

Since that vote, both the Board and the Staff of MidAmerica have worked hard and accomplished much to integrate the three organizations into a single entity. In doing so, we believe that we have laid the groundwork for the new era. The covenant proposed here opens a broad, participative process of envisioning the possibilities of that new era and bringing them into reality. The active participation of our congregations and other UU communities throughout this process is essential if we are to create something truly new, authentic, powerful, and true to our Unitarian Universalist tradition.

On April 26, 2014, the MidAmerica Board approved posting an earlier draft of the proposed learning network covenant for public review and comment. We received several suggestions during the review period, and have incorporated many suggestions [into this version](#).

The covenant above is published preliminary to inclusion on the Agenda of the MidAmerica Region Annual Business Meeting to be held in April, 2015. In doing so, we hope to engage congregational representatives in an open, moderated, and constructive value exploration and planning process in order to improve aspects of the MidAmerica Region's governance, programs and services, or administration.

Questions or comments regarding this version of the Learning Network Covenant are welcome, and should be emailed to Board@midamericauua.org -- please include your

name and the name of your congregation or organization. Thank you!

A Covenant among the Midwest Unitarian Universalist Conference, the MidAmerica Region of the Unitarian Universalist Association, and the Mountain Desert District of the Unitarian Universalist Association.

In gratitude for the inspiration, courage, dedication, and effort that previous generations of Unitarians, Universalists, and Unitarian Universalists have provided to strengthen the presence, values, influence, and impact of Unitarian Universalism, we, the Boards of Trustees of the Midwest Unitarian Universalist Conference, the MidAmerica Region, and the Mountain Desert District covenant as follows:

1. We recognize and affirm each of our respective organizations as being autonomous, and as working for the betterment of Unitarian Universalism within the MidAmerica and the Mountain Desert District.
2. We affirm our Unitarian Universalist principles as expressing the values that we will embody in our interactions with each other, and in our work as we further Unitarian Universalism in the areas we serve.
3. We recognize that while we share a common purpose, the ways in which we further that purpose are both distinct and interdependent in the following ways:
 - a. The Midwest Unitarian Universalist Conference (with the assistance of the Midwest Unitarian Universalist Foundation) serves as the manager of an Endowment, with oversight of the investments and the prudent responsibility for their allocation in accordance with the Conference's objectives and the Endowment's purposes.
 - b. The MidAmerica Region and the Mountain Desert District both provide services and programs, and each functions as an intermediate governance unit within the Unitarian Universalist Association.
 - c. The MidAmerica Region and the Mountain Desert District are each responsible for the election of Trustees to the Midwest Unitarian Universalist Conference Board of Trustees in accordance with the bylaws of the Midwest Unitarian Universalist Conference, and, where applicable, with their respective bylaws.
4. We commit ourselves to intentional, ongoing, open, and timely communication among our organizations, especially when any organization is considering actions that have implications for the work of the other organizations.
5. We agree to respond in a timely manner to each other's requests for reports and information.
6. Should we encounter any challenges in keeping this covenant, we will raise our concerns with the other parties in the most constructive manner possible as we work in good faith to achieve a mutually acceptable resolution of any issue.

Approved by the Board of Trustees the Midwest Unitarian Universalist Conference

Date: _____

Certified by: _____

Approved by the Board of Trustees of the MidAmerica Region of the Unitarian Universalist Association

Date: _____

Certified by: _____

Approved by the Board of Trustees of the Mountain Desert District of the Unitarian Universalist
Association

Date: _____

Certified by: _____