

Thursday, October 20, 2022

CLOSED SESSION (3 hours)

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

END CLOSED SESSION

Friday, October 21, 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 August 8, 2022 UUA Board Meeting Minutes DRAFT September 12, 2022 UUA Board Meeting Minutes 	Charles Du Mond
				Staff Reports	Susan Frederick-Gray Carey McDonald Andrew McGeorge
				UUA Fund for Theological Education	
				Financial Secretary's Report	Sam Trumbore

••••• *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	Accountability Update	
				General Assembly Update (GA MAP)	Susan Frederick-Gray LaTonya Richardson
				Board Policy on Endorsements During UUA Presidential Campaign	
2:00	3:00	4:00	5:00	Closing	

Saturday, October 22, 2022

Pacific	Mountain	Central	Eastern	Item	With
8:00	9:00	10:00	11:00	Bylaws	
				Review Plan for the Year	
				Governance Working Group	
				Article II Study Commission Update	
				Other Business – as needed	
				Voting (on items discussed earlier)	

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

EXECUTIVE SESSION

Pacific	Mountain	Central	Eastern	Item	With
11:00	12:00	1:00	2:00	Executive Session	

EXECUTIVE SESSION

Board of Trustees

MEETING: August 8, 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, Chris Chepel (Co-Financial Advisor), Barbara de Leeuw, Charles Du Mond (Co-Moderator), Suzanne Fast, Susan Frederick-Gray (President), Sherman Logan, Elizabeth Mount, John B. Newhall, JeKaren Olaoya, Meg Riley (Co-Moderator), Adam Robersmith, Justine Sullivan, David Stewart (Co-Financial Advisor), Sam Trumbore, Bill Young (Secretary)

ADDITIONAL PARTICIPANTS: Carey McDonald (Recording Secretary & Executive Vice President), Andrew McGeorge (Treasurer), Stephanie Carey Maron, Shige Sakurai, Chris Buice (chaplain), Darrick Jackson, Stephanie Samson, Mac Goekler, Susan Goekler, Jacqueline Russell, Adrienne York-Minor, David Jackoway, Mr. Barb Greve, Christina Rivera, Sofia Betancourt, Carrie Stewart, Sara Green

Meeting Minutes

Co-Moderator Charles Du Mond opened the meeting at 7:05, noting the Board did not meet in July since there had been so much work in preparation for General Assembly. The Board reviewed its covenant, as adopted in February 2021. Members and participants broke into small groups for a brief personal check-in.

Board members introduced themselves, welcoming new trustees Justine Sullivan and Adam Robersmith, and new Co-Financial Advisors David Stewart and Chris Chepel.

Consent Agenda

The Consent Agenda included the General Assembly 2022 minutes. With two small changes, these were unanimously approved, with Suzanne Fast abstaining.

Resignation Rule

The Board unanimously approved new rules 5.5.1, 7.4.1, and 8.6.1 clarifying the procedure by which elected and appointed UUA leaders may resign, with Suzanne Fast abstaining.

Debriefing General Assembly

What went well?

Overall

- The rapid response to the SCOTUS ruling on abortion rights in the Roe case was smooth, well-prepared. President Susan Frederick-Gray had good comments at beginning of General Session that day were important, and she then represented us in the community at the larger Portland event.



- The Ware Lecture, an interview format with Dr. Ibram Kendi, was relevant and well-received.
- Worship and music created wonderful experiences, and represented years of collaboration with the Association of UU Music Ministries.
- Theological content during General Sessions was really valuable.
- The schedule worked well: the pacing of this GA was more spacious, which helped attendees build relationships and not get overwhelmed. The time of day was a useful late start in the day was useful for Eastern time zones.
- Our new production company was excellent to work with.

Business

- Delegates were enthusiastic and energetic, including overwhelming support for a Business Resolution affirming future bylaw changes.
- Making changes to the rules of procedure and doing the procedural work of business in advance made for streamlined experience during General Sessions, and created time on the schedule for the Article II Study Commission.
- Discuss.uua.org was a good resource we can cultivate more in future years.
- Having the mini-assembly before GA was a game changer.
- Voting online via the delegate platform was smooth and accessible.
- Separate delegate registration was important for economic accessibility.

Board's role

- No Board meeting before GA was really helpful for giving the Trustees the time they needed to fully participate in GA.
- Daily Board check-ins worked well.

What can we improve?

Accessibility and Participation

- Online access and tech for programs outside Main Hall was not great.
- Need more community for online participants; e.g. virtual participants in the General Sessions wanted breakout groups.
- Congregations could have sent more delegates, how do we get the word out better?
- May want to track COVID stats post-GA, the risk of being there ended up being higher than anticipated for some attendees; how do we help attendees who have to isolate post-GA and incur costs?
- How can we help participants find and access the information they need in real time? There is a lot of content to sort through, how do we do wayfinding?

Business Process

- Recommend fewer pre-GA webinars for next year.
- The structure for mini-assemblies could be improved, such as giving more time after delegates submit amendments for the Board to review them.
- Should explicitly include in the Rules of Procedure the ability of the Board to propose amendments after the mini-assembly.

EXECUTIVE SESSION

The Board moved to executive session at 8:15 pm for the purpose of considering appointments. It was later reported that:



DRAFT – NOT YET APPROVED BY THE BOARD

- Sam Trumbore was elected as Financial Secretary for a term of two years
- John Newhall was re-elected vice moderator for a term of two years

The meeting ended at 9:15 pm

Respectfully submitted,

/s/ Carey McDonald

Recording Secretary



Board of Trustees

MEETING: September 12, 2022, 6:00 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, Chris Chepel (Co-Financial Advisor), Barbara de Leeuw, Charles Du Mond (Co-Moderator), Suzanne Fast, Susan Frederick-Gray (President), Sherman Logan, Elizabeth Mount, John B. Newhall (Vice Moderator), JeKaren Olaoya, Meg Riley (Co-Moderator), Adam Robersmith, Justine Sullivan, David Stewart (Co-Financial Advisor), Sam Trumbore (Financial Secretary), Bill Young (Secretary)

ADDITIONAL PARTICIPANTS: Carey McDonald (Recording Secretary & Executive Vice President), Andrew McGeorge (Treasurer), Stephanie Carey Maron, Shige Sakurai, Denise Rimes, Cathy Seggel, James Snell, Marva Williams, Mary Heafy, Stephanie Samson, Rob Spirko, Janette Lallier, Melissa Carvill-Ziemer, Sofia Betancourt, Joel Martin, Dick Burkart, Lannie Macandrea, Adrienne York-Minor, David Jackoway, Rachel Wade-Harper

Meeting Minutes

EXECUTIVE SESSION

The meeting began at 6:00 pm in Executive Session, for the purpose of discussing conflicts of interest.

OPEN SESSION

Co-Moderator Charles Du Mond started the open portion of the meeting at 7:05 pm, and participants did a brief personal check-in in breakout groups.

There was no consent agenda.

Presidential Benefits

President Susan Frederick-Gray reviewed the recommendation from ad hoc group of Trustees reviewing presidential benefits. In addition to UUA staff standard benefits, the group recommended:

- The President should have the same benefits regardless of whether they have previous experience as a UUA staff member, and certain benefits are currently based on staff tenure. The group recommended the President begin accruing leave at the most senior accrual rate at the start of their term.
- Affirm that the President will receive one full year of paid sabbatical upon completion of a full term, with sabbatical pro-rated for any President who serves substantial partial portions of a term.



- Clarify that the Board and Co-Moderators set the President’s compensation and benefits, prior to president taking office, and would be involved in any special benefit approvals, such as taking leave.

Suzanne Fast moved, Sherman Logan seconded, Board unanimously approved the proposed presidential benefits addendum (attached).

GA 2024 and Beyond Proposal

Executive Vice President Carey McDonald gave an overview of the proposal, developed with President Frederick-Gray and General Assembly and Conference Services Director LaTonya Richardson, to begin alternating years of multi-platform and all-virtual General Assemblies. Trustees showed broad support for both types of gatherings going forward, highlighting the accessibility of virtual GA and the opportunity for in-person experiences. It was noted that some participants would prefer to never go back to in-person portions, due to the potential cost, inaccessibility, and exclusivity. Trustees affirmed GA should be a powerful experience of faith, including through ritual that honors transitions like the Service of the Living Tradition, and that the GA funding model may need to evolve to make this approach financially sustainable. Discussion asked what the right timeframe would be (e.g. what about multi-platform every third year rather than every other year?), and when to start an alternating pattern, given the timing of election cycles for President and Moderator.

Board members noted that creating any “host production site” options for a virtual GA could lead to an imbalanced experience for participants, since most UUA leaders would not be online. They asked about more ways to engage attendees beyond just the few days of GA, such as through regional assemblies or other learning opportunities. They agreed to share an outline of this proposal with core GA stakeholders over the coming months to receive their feedback.

EXECUTIVE SESSION

The Board moved to Executive Session at 8:05 for the purpose of considering appointments and the Presidential Search Committee process.

The meeting ended at 9:15 pm.

Respectfully submitted,

/s/ Carey McDonald

Recording Secretary



Attachment – Presidential Benefits Addendum

Except for the provisions included in this addendum, the President receives the same benefits according to the same provisions outlined in the Benefits Summary, the *UUA Employee Manual*, and benefits plan documents as all other regular (not temporary or newly hired), full-time, salaried UUA staff. These terms apply to a single person serving full-time as President. The UUA Board of Trustees sets the salary and any deviations from standard staff benefits for the UUA President.

Salary

The President's salary will be reviewed and potentially adjusted in the year prior to a Presidential election. During a President's term, the President's salary and benefits will change according to regular cost of living adjustments (COLA) and other parameters approved for the rest of staff. The Board may review the President's salary and benefits during a President's term if warranted and in dialogue with the President.

The UUA Board of Trustees reviewed the President's salary in February 2022 with data provided by the UUA Director of Human Resources and the UUA's compensation consultants. In setting the salary, the Board aimed for the mid-point of comparable non-profits based on national data. The President's compensation for FY 2024 will be at least \$260,000 and will be finalized to include any relevant COLA included in the FY24 budget adopted by the Board in April 2023.

If a President is an ordained minister, then as with other ordained ministers working on the UUA staff, a portion of this salary may be set aside annually as a housing allowance; and, they will receive an additional 7.65% of salary as an offset for their FICA costs as the UUA does not contribute the employer portion of FICA for clergy.

A former president is not eligible for a COLA or other salary or benefits increases or reductions during their sabbatical time, unless required by benefits plan documents.

Time Off and Leaves

Vacation

The President receives the maximum number of vacation days that accrues from their start date at the maximum accrual amount according to the *UUA Employee Manual*. The President is immediately eligible to use accrued vacation. Unused vacation each year will roll over.

As of the 2023 fiscal year, the maximum vacation is 20 days (140 hours) which is accrued at the rate of 5.83 hours per pay period (twice a month). Per UUA policy, once the employee has 140 hours accrued, accruals stop until the balance drops below 140 hours. If a current UUA staff person is elected to the office of President, any unused vacation, within the limits set by the UUA Employee Manual will roll



over. The President's time off, except for leaves of absence, is approved by the Controller and regularly reviewed by the chair of the Audit & Risk Committee.

Sabbatical

A President shall receive a 12-month paid sabbatical at the conclusion of one or more full term(s) in office. Any President serving less than a full term, but at least three years in office, shall receive 9 months of sabbatical, provided there is no ethical misconduct by the President. For any President serving less than three years, there will be no provision for sabbatical and the personnel provisions for severance from the *UUA Employee Manual* shall apply. The former president does not accrue vacation time during their sabbatical. Any accrued, but unused Vacation Time from the President's active service will be paid out at the end of their active term before their sabbatical begins.

Leaves of Absence

The *UUA Employee Manual* allows for leaves of absence under reasonable circumstances. A leave of absence for the President should be requested by the President from the Moderator(s) of the Board. The Executive Vice President and Director of Human Resources should be consulted when a leave of absence is being considered for the President. Final approval of a leave of absence should be made by the Board, based on the recommendation from the Moderator(s). Every effort should be made to protect privacy and the Board's approval should not require full details of the situation, just a high-level summary and recommendation(s) from the Moderator(s). This process applies to both paid and unpaid leaves of absence.

Family and Medical Leave and Parental Leave

The President is immediately eligible for the maximum allowable provisions for Family and Medical Leave and Parental Leave as outlined in the *UUA Employee Manual*. In alignment with the *UUA Employee Manual*, Family and Medical Leave and Parental Leave should be communicated with as much notice as possible to the Board of Trustees, the Executive Vice President and the Director of Human Resources, and with at least 30-day notice of anticipated departure and return dates unless circumstances prevent such notice.

Expenses

Travel Expenses

The President's travel and expenses are set according to regular budgeting processes. The President's travel and expenses are provisionally approved by the Controller and regularly reviewed by the chair of the Audit & Risk Committee

Moving Expenses

If the President moves to the Boston area, moving expenses will be reimbursed per current UUA policy as outlined in the *UUA Employee Manual*.



Financial Secretary's Report

October 20, 2022

The Values & Resources Working Group has had a light workload so far this fall. We have not reviewed any financial reports as they will be presented for the Board to review at our meeting this week. Andrew George let us know that he felt the income stream was good due to bequests. Spending is in line with projections.

Four special items were discussed at our two meetings.

1. We reviewed the Presidential Benefits package.
2. The Murray Grove Association made a request for a large withdrawal from their endowment. Because the UUA holds that endowment, this raised some concerns by our financial advisors during our discussion during the meeting. Andrew George is following up with them. Our Financial Advisor(s) are willing to counsel them about their financial situation and ways they might handle the needs for the money that wouldn't potentially threaten the financial integrity of their Endowment.
3. Established by a gift the UU Congregation of Shelter Rock in 1983, the Theological Education Endowment Trust is held by the UUA. Its primary purpose has been to fund our two UU Seminaries, Meadville Lombard and Starr King. More money (\$2.25 million so far) is being raised for that purpose as part of the The UUA President and Office of Stewardship and Development. The question is where should the money be put for safe keeping. The Trust has language that if the UUA and or its successor organization dissolve that the funds could revert to the UU Congregation of Shelter Rock. Donors for this purpose would not want their gift to revert to Shelter Rock. A new fund needs to be established that would allow the funds to continue to be used for its original purpose independent of the UUA.
4. We had a discussion of a medical care facility called the "Dolittle Home." It was established upon the death of Ms. Dolittle using her estate for charitable purposes as a nursing home that now cares for about 30 people. Lately the Home has been losing money and their Board of Directors are getting quite old. They would like to sell the property to a larger conglomerate who would take over operations. The deed however says that if the estate were to stop functioning as it is currently incorporated, it should go to the Universalist Convention. We are the successors. They cannot sell because the property should go to us. The current Trustees are looking for ways to cut us out of the deal. This could be a significant amount of money were we to receive the property then sell it. We talked about what Ms. Dolittle would have wanted and the charitable purposes we might direct that money towards that she would have wanted.

Ongoing Projects

Not much progress on ongoing projects due to the four items listed above that have occupied our attention. We are very interested in having some Board education in January about the Board's fiduciary responsibility and how we can fulfill that obligation. We are also interested in continuing work started by Kathy Burek looking at reparations for Unitarian Indian Schools.

Respectfully Submitted,

Sam Trumbore

Financial Secretary



MEMORANDUM

To: UUA Board of Trustees

From: Rev. Susan Frederick-Gray, President, and Carey McDonald, Executive Vice President

Re: Update on UUA staff programs and operations

Date: October 20, 2022

—

This memorandum provides a written update on key areas of work for the UUA staff for the October meeting of the UUA Board of Trustees.

Organizational Updates

Digital First Organization

The UUA is moving ahead in becoming a “digital first” organization, where operations are primarily online with a central office facility and focused opportunities for in-person work. This builds on the flexibility and staff connection practices built through the COVID pandemic, including a weekly all staff Thriving Thursdays block. Staff travel costs remain projected at budgeted levels, down approximately 40% from pre-pandemic, and teams have mostly focused their in-person travel for staff retreats. In the coming years, we will be cultivating organizational norms for a digital first workplace, such as exploring multiplatform all staff meetings with multiple satellite locations.

Note that we are avoiding making any decisions about usage or changes to the UUA’s space at 24 Farnsworth for the time being, while we explore the reality of a digital first organization. The building and the InSpirit bookstore are open to the public from 10 am to 4:00 pm on Tuesdays, Wednesdays and Thursdays. We entertain a limited number of rentals, including now the UU Service Committee. We will likely want to engage these facilities-related topics with a new president. We remain committed to working closely with Beacon Press on any decisions since they are currently the largest users of the space.

Human Resources and JEDI

In September, Rob Molla left the UUA after 15 years as Director of Human Resources. We are currently in the early stages of hiring his successor. In the interim, Carey McDonald is taking on direct supervision of the Human Resources team of three staff members, and the HR Director’s duties are being split between Carey and the rest of the team. The next HR Director will focus on implementing plans for core system improvements, including the payroll/HR software platform ADP, completing a compensation equity review for staff, and revising HR policies and the employee manual.

We have revised the UUA’s workplace and event COVID safety guidelines to defer to CDC recommendations going forward, rather than trying to determine our own safety guidelines. Masks and vaccines continue to be required for staff, and staff are expected to take rapid tests before travel.

Our workplace commitments to Justice, Equity, Diversity and Inclusion (JEDI) are focused on a few new areas this year: developing a new multimodal framework for the staff learning and practice community, engaging consultants focused on transformative healing practices, and intentionally discussing boundaries and feedback practices. We continue to support the JEDI Team, which had an August retreat, as well as staff identity-based affinity groups. We hosted the fourth BIPOC staff retreat online and in Provincetown, MA in September.

Supporting Presidential Transition

Working with the UUA Secretary and the Election Campaign Practices Committee, we have developed guidelines that explain the UUA staff support available to nominated presidential candidates and their campaigns. This includes hosting candidate forums, communication through various channels, coverage through UU World, and administering the voting software. At the same time, we are refining plans to recognize the close of President Susan Frederick-Gray's tenure, including events at GA and an opportunity for donors to financially support a key priority in Susan's honor. In the months ahead, we will be working with the Board to create transition plans to onboard a new president.

Adaptive Challenges

In August and September, UUA staff at every level of the organization engaged a series of conversations called "What's Up in Unitarian Universalism?" We imagine this type of annual landscape assessment could be part of an annual planning cycle. The conversations identified the following:

Challenges

- Exhaustion, burnout, trauma mindset, need for pastoral connection
- Staff pressures (need to be flexible and adapt, rising conflict, shortages of leaders), which are also becoming lay leader pressures
- Will people and money "come back"? Unsure of purpose/direction for faith communities post-pandemic
- Acute dynamics for religious education, children, youth and families

Strengths

- Continued commitment to multiplatform worship, accessibility
- Willingness to collaborate and experiment
- Increased community partnership in ministry and in justice and organizing
- Letting go of some things, and focusing on connection (quality over quantity)

These adaptive challenges and strengths inform the investment in mission and programmatic areas outlined in this memo. We would like to explore annual ways of bringing these conversations to the Board and engaging them across our Association.

Mission and Programmatic Updates

The following highlighted areas are key investments in the mission and programmatic priorities of the UUA, especially related to recommendations from the 2020 Widening the Circle of Concern report. A handful of other areas of new program development are also in process, and we will plan to report on those in future Board meetings.

Mosaic Hub

We are excited to be bringing together the UUA's work on anti-racism and multiculturalism for congregational leaders under a single umbrella, the Mosaic hub. The mission of the Mosaic Hub is to

offer resources, connection, support and inspiration for dismantling racism and oppression, and fostering belonging and liberation, in UU congregations and communities. A core cross-staff team has formed, with Co-Director of Lifespan Faith Engagement Anna Bethea as the project lead. The Mosaic Hub work includes lifespan curricula development, facilitated learning and practice communities for congregational leaders, an online resource library, and a new web portal and communications approach via an email list. We are hiring a two-year project manager position and have allocated dedicated project funds. The Mosaic team is planning for a formal launch in early 2023.

Children, Youth and Families

We are focusing energy and attention on the steep declines in religious education participation, concerns arising from professional religious educators, and the challenges families are facing. This year, we will be hosting “Threshold” conversations with professional religious educators to talk about the future of faith development. These are imagined as a follow-up to the Essex conversations from two decades ago that developed the next generation vision for faith development in our congregations. As approved in the FY23 budget, we are hiring a program associate to develop resources and conversations on revitalizing ministry with children, youth and families

Additionally, following a year of planning, we have consolidated our regional youth staff and programs together into the Lifespan Faith Engagement office and hired Shannon Harper as LFE Co-Director for Youth and Emerging Adult Ministries. The new YEA team in LFE will be working on a national youth strategy and unified programmatic approach to ensure opportunities are standardized across regions in the coming years.

Virtual Hymnal

We are beginning the process to develop a virtual hymnal as the primary successor to the UUA’s print hymnals. This will provide a flexible, subscription-based platform to offer the musical resources needed for vibrant and inclusive worship in our congregations and communities. We have been in conversation and partnership with the Association for UU Music Ministries (AUUMM) about the scope and priorities of this project, and have developed a concept paper which outlines the goals and approach. In the coming months, the UUA plans to appoint a virtual hymnal advisory group and hire a two-year part time project manager (included in the FY23 budget) who will report to the Minister of Worship Arts and collaborate with the Publications Office. The advisory group, working with the project manager and other UUA staff, will engage a broad range of stakeholders in developing the full project plan to bring this to life. That plan will set forth the editorial, musical, financial and technological determinations about the platform and establish how the collection is managed.

Lay Leadership Development

We know that developing pathways for lay leadership development continues to be a priority for the UUA. In addition to sustaining and aligning our existing leadership development trainings and online resources, we are hiring a lay leadership development associate as approved in the FY23 budget. This role will do outreach to leaders, including graduates of UUA leadership trainings, and create opportunities for leaders to both network and identify places within the larger Association where they can offer their gifts. We continue to work with appointed and elected leaders to improve support for volunteers in the UUA. This includes ongoing collaboration with district boards in the Pacific Western Region to move towards regional integration.

	C	D	E	F	G	H
2	Unitarian Universalist Association	FY21	FY22	FY23	FY22	Percent
3	Overview	Results	Results	Budget	1Q23 Fcst	Inc/(Dec)
4	Current Operations					
5						
6	\$ in Thousands					
7	Income:					
8	Income for General Support					
9	Annual Program Fund	8,070	8,441	8,125	8,125	0.0%
10	Unrestricted Gifts	1,291	1,536	1,400	1,400	0.0%
11	Leadership Annual Giving	231	331	500	500	0.0%
12	Bequest Income	1,060	1,742	750	750	0.0%
13	Administrative Fees	2,283	2,343	2,823	2,829	0.2%
14	Investment Income	2,419	2,368	2,571	2,571	0.0%
15	Publications Income	641	641	864	864	0.0%
16	Net Lease Income	1,236	1,146	1,111	1,110	-0.1%
17	Other Current Fund Income	584	745	751	751	0.0%
18	Total Income for General Support	17,815	19,293	18,895	18,900	0.0%
19						
20	Income for Designated Purposes					
21	Campaign Income	899	1,113	1,192	1,192	0.0%
22	UUCSR Veatch Grants	2,579	2,018	2,466	2,471	0.2%
23	Grants and Scholarships	807	838	921	921	0.0%
24	Ministerial Aid Funds	516	512	469	469	0.0%
25	Holdeen and International Trusts	1,380	1,185	2,073	2,176	5.0%
26	Income for Other Purposes	2,561	2,317	2,057	2,073	0.8%
27	Total Inc for Designated Purposes	8,743	7,983	9,179	9,302	1.3%
28	Total Income	26,558	27,275	28,074	28,203	0.5%
29						
30	Expenses:					
31	Board & Volunteer Leadership	107	233	369	384	4.1%
32						
33	Programs:					
34	Organizing Strategy	1,005	981	1,310	1,292	-1.4%
35	International Programs	2,072	1,678	2,144	2,254	5.1%
36	Congregational Life	4,317	4,725	5,243	5,124	-2.3%
37	Ministries and Faith Development	4,952	5,628	6,487	6,623	2.1%
38	UU Funding Program	1,521	1,043	1,491	1,496	0.3%
39	Crisis Relief & Misc. Programs	255	281	143	143	0.0%
40	Communications	1,188	1,328	1,558	1,559	0.1%
41	Publications	1,110	1,235	1,287	1,324	2.9%
42						
43	Total Programs	16,420	16,899	19,663	19,814	0.8%
44						
45	Administration	1,955	2,068	2,126	2,178	2.5%
46	Contingency/Salary Increase	0	0	739	492	-33.4%
47						
48	Infrastructure					
49	Stewardship and Development	2,027	2,212	2,541	2,586	1.8%
50	Information Technology Services	1,581	1,663	1,718	1,756	2.2%
51	Internal Services	2,887	2,923	3,481	3,556	2.1%
52	Total Infrastructure	6,495	6,798	7,739	7,897	2.0%
53						
54	Total Expenses	24,976	25,998	30,636	30,765	0.4%
55						
56	Depreciation Spending	0	0	620	620	
57	Depreciation Spending Laptops	0	0	40	40	
58	Church Staff Finances Reserve	0	0	125	125	
59	Beacon Press Occupancy Cost	0	0	300	300	
60	PPP Loan Usage	0	0	575	575	
61	Regional UUCEF Release	0	0	0	0	
62	COIC Implementation Funds	0	0	507	507	
63	PWRA Cancellation Fees	0	0	0	0	
64	Received Prior Year Surplus	0	0	395	395	
65						
66	Current Section Excess/(Deficit)	1,581	1,277	0	0	
67						

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23	Holdeen & International Trusts	1,380	1,185	2,073	2,176	5.0%
24	Income for Other Purposes	2,561	2,317	2,057	2,073	0.8%
25		8,743	7,983	9,179	9,302	1.3%
26	Total Income	26,557	27,275	28,073	28,203	0.5%
27						
28	Board & Volunteer Leadership					
29	Board of Trustees	50	79	136	136	0.0%
30	Board Committees	21	88	88	98	11.3%
31	Moderator	2	10	20	20	0.0%
32	Nominating Committee	1	12	13	18	38.5%
33	Commission on Appraisal	1	21	17	17	0.0%
34	Ministerial Fellowship Committee	29	20	75	75	0.0%
35	Commission on Social Witness	2	3	20	20	0.0%
36	Total Board & Volunteer Leadership	107	233	369	384	4.1%
37						
38	Programs:					
39	Organizing Strategy	1,005	981	1,310	1,292	-1.4%
40						
41	International Office	215	228	249	253	1.6%
42	Holdeen International Partners	131	130	154	29	-81.3%
43	Holdeen India Program	1,501	1,136	1,473	1,751	18.8%
44	UU-UNO	225	183	267	221	-17.4%
45	Total International	2,072	1,678	2,144	2,254	5.1%
46						
47	Congregational Life					
48	Congregational Life	1,535	1,872	2,138	2,208	3.3%
49	Southern Region	627	646	739	840	13.7%
50	New England Region	836	865	901	931	3.3%
51	CL-Combined Staff Costs	275	264	272	32	-88.2%
52	Central East Region	1,012	1,047	1,165	1,083	-7.0%
53	Office of Congregational Stewardship Services	33	31	28	28	0.0%
54	Total Congregational Life	4,317	4,725	5,243	5,124	-2.3%
55						
56	Ministries and Faith Development					
57	Resource Development Office	581	608	726	843	16.2%
58	Youth and Young Adult Ministries	512	705	1,020	1,007	-1.3%
59	Director of Ministries and Faith Development	657	729	660	675	2.3%
60	Multicultural Programs	53	273	407	410	0.6%
61	Director of Ministerial Credentialing	162	136	140	143	2.3%
62	Director of Transitions	346	351	395	404	2.3%
63	Office of Church Staff Finances	679	765	994	1,031	3.8%
64	Office of UUA Health Plan	262	297	214	184	-13.8%
65	Director of Professional Development	203	202	209	215	3.1%
66	Worship Arts	88	117	208	184	-11.3%
67	Scholarships and Ministerial Ed Grants	299	293	334	344	3.0%
68	Continuing Education	37	55	105	105	0.0%
69	Aid Funds	589	574	537	537	0.0%
70	Panel on Theological Education	485	523	539	539	0.0%
71	Total Ministries and Faith Development	4,952	5,628	6,487	6,623	2.1%

	D	E	F	G	H	I
1	Unitarian Universalist Association	FY21	FY22	FY23	FY23	Percent
2	Summary	Results	Results	Budget	1Q23 Fcst	Inc/(Dec)
3	Current Operations					
72						
73	UU Funding Program	1,521	1,043	1,491	1,496	0.3%
74	Crisis Relief & Misc. Programs	255	281	143	143	0.0%
75						
76	Communications					
77	IPW Office	414	541	725	765	5.5%
78	Periodicals Office	774	787	832	794	-4.6%
79	Total Communications	1,188	1,328	1,558	1,559	0.1%
80						
81	Publications					
82	Publications Administration	515	576	579	596	2.9%
83	UUA Bookstore	594	659	707	728	2.8%
84	Total Publications	1,110	1,235	1,287	1,324	2.9%
85						
86	Total Programs	16,420	16,899	19,663	19,814	0.8%
87						
88	Administration					
89	Office of the President	452	515	515	528	2.4%
90	Office of the Executive Vice President	1,026	1,042	1,131	1,149	1.5%
91	Contingency Expense	0	0	431	184	-57.4%
92	Salary Increase	0	0	308	308	0.0%
93	Human Resources	477	511	479	502	4.9%
94	Total Administration	1,955	2,068	2,865	2,670	-6.8%
95						
96	Infrastructure:					
97	Stewardship and Development					
98	Vice President, Development	794	723	793	808	1.9%
99	APF Campaign	349	470	570	585	2.6%
100	StewDev Events	0	38	96	96	0.0%
101	Friends Campaign	352	330	399	401	0.6%
102	Charitable Gift and Estate Planning	86	198	209	215	2.5%
103	Comprehensive Campaign	447	453	473	481	1.6%
104	Total Stewardship and Development	2,027	2,212	2,541	2,586	1.8%
105						
106	Information Technology Services	1,581	1,663	1,718	1,756	2.2%
107						
108	Internal Services:					
109	Finance					
110	Treasurer and Vice President of Finance	506	468	418	446	6.8%
111	Financial Services	798	827	831	851	2.4%
112	Total Finance	1,305	1,295	1,249	1,297	3.9%
113						
114	Facilities					
115	24 Farnworth Street	1,582	1,628	2,232	2,259	1.2%
116	Total Operations Services	1,582	1,628	2,232	2,259	1.2%
117						
118	Total Internal Services	2,887	2,923	3,481	3,556	2.2%
119						
120	Total Infrastructure	6,495	6,798	7,739	7,897	2.0%
121	Total Expenses	24,976	25,998	30,636	30,765	0.4%
122						
123	Depreciation Spending	0	0	620	620	
124	Depreciation Spending Laptops	0	0	40	40	
125	Church Staff Finances Reserve	0	0	125	125	
126	Beacon Press Occupancy Cost	0	0	300	300	
127	PPP Loan Usage	0	0	575	575	
128	Regional UUCEF Release	0	0	0	0	
129	COIC Implementation Funds	0	0	507	507	
130	PWRA Cancellation Fees	0	0	0	0	
131	Received Prior Year Surplus	0	0	395	395	
132						
133	Current Section Excess/(Deficit)	1,581	1,277	0	0	

Memo: Establishing a UUA Panel on Theological Education Fund
Submitted by: Susan Frederick-Gray, President, Carey McDonald, Executive Vice
President and Andrew McGeorge, Treasurer.
October 5, 2022

Request: We request the Board approve the creation of “The Fund for Unitarian Universalist Theological Education.” We submitted this proposal to the Values and Resources group in advance of the Board and received their affirmation of the approach and support for the approval of this fund.

Recommended Motion: *The Board approves the creation of an endowed fund named “Fund for Unitarian Universalist Theological Education” according to the governance document presented by the President and staff. Distributions in the form of grants from the Fund will be determined by the Panel on Theological Education according to the governance document and the regular processes in place for distributions from the Trust for Theological Education.*

Background Context: The UUA has a committee of the President called the Panel on Theological Education (The Panel). The Panel was established in 1983 through the Theological Education Endowment Trust Agreement from the Congregation of Shelter Rock with the UUA which established the Trust for Theological Education (the Trust). The Trust is held by and administered by the UUA to support theological education.

Initially a UUA Board of Trustee committee, the Panel was moved to the Office of the President during the previous governance transition to Policy Governance. The Panel determines annual grants from the Trust distribution to support theological education, continuing education for religious professionals, grants and scholarships, including for individual UUs completing their doctoral work and scholarly research that will contribute to theological education and Unitarian Universalism’s impact and presence in theological education. The primary beneficiary of the Trust distributions (at least 60% of annual distributions) are our two UU identity theological schools – Meadville Lombard Theological School (MLTS) and Starr King School for the Ministry (SKSM). This provides at least a \$200,000 annual unrestricted grant to each school. The Fund also supports Renaissance modules that offer continuing education for UU Religious Educators and the Unitarian Universalist Ministers Association’s Ministerial Formation Network which provides vocational advisors and coaching for UU seminarians.

The Trust provides a vital source of regular and ongoing support for our UU identity schools in a time of tremendous change in theological education. Over the last decade, we’ve seen well-established seminaries close their doors entirely or fold their programs into larger institutions. This continues to be a precarious time. Our UU identity schools have a unique role as stewards of our history, heritage, and theology. In addition, they provide a vanguard of transformative religious education rooted in Unitarian Universalism that shapes the future of our tradition and our ministry, even beyond those

they train. (The full Gift Acceptance policy needs updating and the Jay Pacitti in Stew/Dev will be working on this to bring to the Board in the future)

In 2013, the UUA and MLTS and SKSM signed a Memorandum of Understanding to ensure right relations among our three entities and our shared commitment to nurturing transformational leadership and the distinct value of UU identity theological schools. This MOU was renewed in 2018. In both agreements, the UUA committed to increase the corpus of the Trust (raise more money for the Trust). In 2020, the Commission on Institutional Change report, Widening the Circle of Concern, also called on the UUA to provide more financial support to our UU theological schools and for individuals seeking professional religious credentials in order to lower the economic barriers for BIPOC, disabled, trans and non-binary, and poor and working-class people seeking religious professional credentials in our movement. It is because of these commitments and the recommendations of the COIC, that we are initiating dedicated efforts to grow endowed funds for theological education.

As we have begun to do substantial fundraising to increase the corpus of the Trust for Theological Education, we also reviewed the original Trust documents. The documents create a great deal of flexibility which has served the Association well. However, because the Trust was established by a gift from the UU Congregation of Shelter Rock, the Trust has language that if the UUA and all of its successor organizations dissolve, the funds could revert to the UU Congregation of Shelter Rock.

Over the last year, the UUA President and Office of Stewardship and Development, have secured over \$2.25 million dollars in gifts and pledges to support funding for theological education through the Panel. We plan to continue substantial fundraising. However, it does not make fiduciary sense for these significant dollars to be raised by the UUA and be subjected to the dissolution clause of the original gift that created the Trust. Therefore, we propose the creation of a separate endowed fund to receive these contributions. The distribution of the funds would be handled by the Panel on Theological Education, according to the current purpose and practices of the Panel and according to the new Fund's Governance Document (attached). In practice and distribution, the funds would be managed as if they are one fund.

Below I have excerpted the relevant portions of the UUA Gift Administration Policies and Guidelines that relate to the receipt of gifts for Permanent Named Funds. Given that the establishment of a permanent named "Fund for Unitarian Universalist Theological Education" is in alignment with existing projects and priorities of the Association (including the recommendations of the COIC), we believe that if a gift was given for the purpose of establishing this Fund the staff could proceed without Board approval. However, in this case, the President and Director of Stewardship and Development, Rev. Lauren Smith, are recommending the creation of this permanent endowed fund to receive gifts and therefore believe it is important to have Board approval.

I am excited and grateful to be able to propose this Fund to the UUA Board of Trustees. Increasing support for our UU identity theological schools and for professional religious

formation has been a key priority of mine that was waylaid due to the pandemic. Our strong fundraising this past year is a testament to the importance of this investment.

This proposal is the result of a collaborative effort, spearheaded by the Rev. Lauren Smith, Director of Stewardship and Development, and in partnership with the Office of the President and Finance, including the Treasurer and CFO, Andrew McGeorge. I want to specifically acknowledge the tremendous research and legal work of Jay Pacitti, the UUA's Donor Relations Director. Jay did the bulk of the research in the process, legal implications and drafting of this proposal. I also want to offer appreciation to Phil Murray, the UUA's former Endowment Funds Senior Accountant (now retired), who helped in our early work to research the initial Trust and its limitations with respect to dissolution.

UUA Gift Administration Policies and Guidelines

The gift administration policies and guidelines set forth in this document are meant for internal administrative purposes only. Any proposed gift of \$10,000 or more that lies outside these guidelines or that is restricted to programs or projects that are not a part of existing Board-approved programs and projects for the Association will be brought to the UUA Board of Trustees for its approval and acceptance. The UUA Board of Trustees must give its approval before the UUA may accept any proposed gift that appears to subject the Association to litigation or to legal or financial liability. The UUA President or Executive Vice President, acting with the Treasurer may accept any gifts that fall within the guidelines included in this document and restricted gifts of less than \$10,000.

PERMANENT NAMED FUNDS

1. The UUA welcomes gifts that establish permanent funds for the benefit of the Association and UU entities.
 2. The suggested minimum contribution for a permanent named fund is \$50,000.*
 3. Gifts establishing permanent funds for Board-approved initiatives, such as for the training of lay and professional religious leaders, will be reviewed by the Gift Council and appropriate UUA staff on a case by case basis in order to ensure that the institution can fulfill the donors' wishes.
 4. Permanent funds restricted to purposes not already approved by the Board (i.e., for undergraduate education or for specialized studies in fields such as law or art) will be accepted only if the Board of Trustees is satisfied that the administration of such gifts will not place an undue burden on UUA staff and volunteer energies.
3. In accordance with the Internal Revenue Code, the UUA cannot accept gifts that provide a scholarship for a particular person.

4. Contributions will be invested and managed according to the Investment Policies and Guidelines of the Association, as adopted by the UUA Board of Trustees from time to time.

5. The UUA will make full disclosure of its Investment Policies and Guidelines and Fund performance to prospective donors upon request. Annual reports of performance and use of the funds will be made to donors of named funds.

**Note: There is confusion about this amount. The policy from 2005 lists this as \$50,000, but an updated policy from 2015 lists it at \$500,000, but that was not brought to the Board for approval. We recognize that the threshold for creating permanent named funds needs to be higher than \$50,000 and is one of the pieces needing update in the policy.*

Fund for Unitarian Universalist Theological Education Governing Document

August 31, 2022

Name and Purpose

Desirous of supporting Unitarian Universalist theological education and of making professional and credentialed ministry, in many contexts and communities, a financially viable option for a broader range of people, the Unitarian Universalist Association (“UUA”) has created the Fund for Unitarian Universalist Theological Education (the “Fund”). The Fund’s purpose is to broadly support Unitarian Universalist theological education, as directed by the Panel on Theological Education (“POTE”), or such future successor body established by the UUA’s Board of Trustees (“Board”).

Guidelines for Granting and Distribution

The POTE or its successor shall have discretion to grant funds in keeping with the UUA’s then-applicable goals for supporting theological education in its many forms, including but not limited to the following:

- Support for Unitarian Universalist identity seminars
- Support for PhD scholarship related to Unitarian Universalism
- Support for professional formation of Unitarian Universalist religious educators
- Support for various aspects of ministerial formation, including but not limited to:
 - o programs created by or in partnership with the Unitarian Universalist Ministers Association,
 - o grants to individuals in ministerial formation for necessary non-seminary expenses incurred by the requirements of the ministerial credentialing process, and
 - o Direct scholarship support of individuals attending seminary
- Support for other individual or programmatic theological education and development for professional and/or credentialed ministry in Unitarian Universalism



Fund Management Guidelines

Contributions to the Fund will purchase units in the Unitarian Universalist Common Endowment Fund and will be invested in keeping with the established policies of the UUA as adopted from time to time by the Board.

The Fund shall be classified as a UUA Board-restricted fund. The balance of the Fund may be reduced below the value of the amounts contributed to the Fund by market losses and by distributions, but under no circumstances may the value be reduced below 50% of the Fund's value on July 1 of any fiscal year.

The UUA's administrative leadership may from time to time update this governing document as needed to align with the purposes of the POTE or its successor, or to clarify administrative aspects of the document.

If in the judgment of the UUA's administrative leadership, it is deemed impossible or impracticable to carry out the above-stated purposes, the Board shall determine a purpose as near as possible to the Fund's original intent.

Reporting

Annually as needed, a report about the POTE or its successor's work shall be produced by the Ministries and Faith Development representative to that body in collaboration with Stewardship and Development.

This Fund was approved by the UUA Board of Trustees on October __, 2022 .





UNITARIAN
UNIVERSALIST
ASSOCIATION

General Assembly Update

Rev. Susan Frederick-Gray & LaTonya Richardson

uua.org



UNITARIAN
UNIVERSALIST
ASSOCIATION



uua.org



Faithfully Becoming

Focus Areas

- Adaptive & Resilient
- Theologically Rooted
- Skilled in Faithful Praxis
- Connected in Community



Guiding Principles

- **Cohesive** – feels like one event across multiplatform spaces, creates opportunities for connection
- **Inclusive** – full participation for online and onsite registrants, recognizing all experiences may not be identical, but with special attention on online connection
- **Accessible** – intentionally design event to be accessible across platforms and honor commitments to disability justice
- **Covenanted** – live up to the participant covenant and UU values, providing meaningful experiences for both onsite and online participants
- **Compassionate** – create expectations and experiences for participants, volunteers and staff that are reasonable and rewarding, giving and receiving care and grace



Thematic Arc

- WED: Faithfully Becoming **Connected**
- THURS: Faithfully Becoming **Curious**
- FRI: Faithfully Becoming **Courageous**
- SAT: Faithfully Becoming **Covenanted**
- SUN: Faithfully Becoming **Beloved Community**



2023 GA Registration Rates

	Nov 2022 – Feb 2023	Mar – Apr 2023	May – Jun 2023
Full Virtual Registrants	\$250	\$275	\$300
Business-only Virtual Suggested donation: \$150	Donation \$100/\$150/\$200	Donation \$100/\$150/\$200	Donation \$100/\$150/\$200
Adult (age 25+) In-Person	\$500	\$550	\$600
Adult In-Person One-Day (Wed/Thur, Friday, or Sat/Sun)	\$300	\$325	\$350
In-Person Reduced*	\$300	\$325	\$350
In-Person Youth (10 th grade – age 18)	\$300	\$325	\$350
Children (0-9 th grade)**	\$0 with onsite adult	\$0 with onsite adult	\$0 with onsite adult
*In-Person Reduced rates are offered to: Emerging Adults (age 18-24), UUA Aspirant & Candidate Ministers, Retired Ministers & Spouses, and Surviving Spouses of Ministers.			
**Children who have not yet entered high school (or its equivalent) are welcome to attend GA events with their parents or guardians at no cost, but are still required to register.			

Article II Purposes and Covenant

Section C-2.1. Purposes.

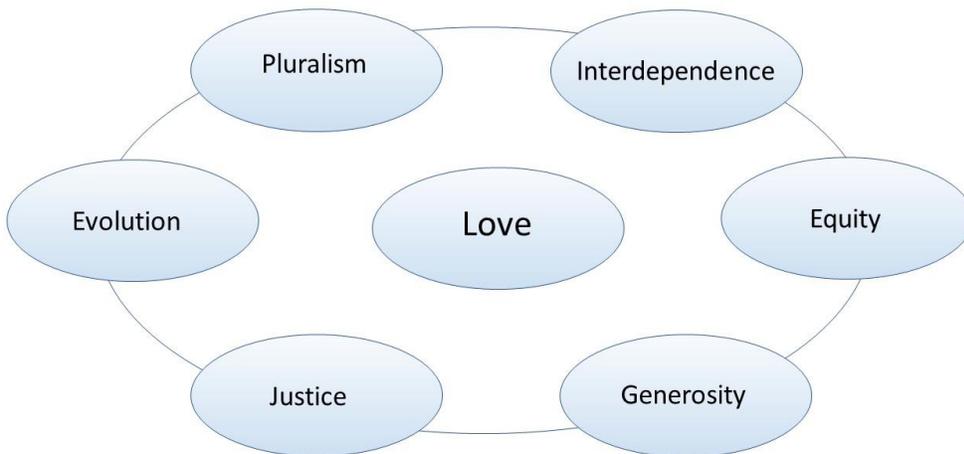
The Unitarian Universalist Association shall devote its resources to and exercise its organizational powers for religious, educational, and humanitarian purposes. Its primary purposes are to equip congregations for vital ministry, to support and train leaders both lay and professional, to heal historic inequities, and to advance our Unitarian Universalist values in the world. We will transform the world by our liberating love.

Section C-2.2. Values and Covenant.

Love is the enduring force that holds us together.

As Unitarian Universalists in religious community, we covenant, congregation-to-congregation and through our association, to support and assist each other in engaging our ministries. We draw from our heritages of freedom and reason, hope and courage, building on the foundation of love.

Love inspires and powers the passion with which we embody our values. Inseparable from one another, these shared values are:



Justice. We work to be diverse multicultural Beloved Communities where all people thrive.

We covenant to dismantle racism and all forms of oppression within individuals and our institutions. We are accountable to each other for this work.

Generosity. We cultivate a spirit of gratitude and hope.

We covenant to freely share our faith, presence, and resources. Compassionate generosity connects us one to another in relationships of mutuality.

Evolution. We adapt to the changing world.

We covenant to collectively transform and grow spiritually and ethically. Evolution is fundamental to life and to our Unitarian Universalist heritages, never complete and never perfect.

Pluralism. We celebrate that we are all sacred beings diverse in culture, theology, and experience.

We covenant to learn from one another and openly explore the depth and breadth of our many wisdoms. We embrace our differences and commonalities with love, curiosity, and respect.

Equity. We declare that every person has the right to flourish with dignity and worthiness.

We covenant to use our time, wisdom, attention, and money to build and sustain a fully inclusive and accessible community of communities.

Interdependence. We honor the sacred interdependent web of all existence. With humility we understand our place in the web.

We covenant to care for and respect the earth and all beings by fostering relationships of mutuality. We work to repair the bonds we have broken.

Section C-2.3. Inspirations.

As Unitarian Universalists, we draw upon, and are inspired by, the full depth and breadth of sacred understandings, as experienced by humanity. Grateful for the religious lineages we inherit and the pluralism which enriches our faith, we are called to ever deepen and expand our wisdom.

Section C-2.4. Inclusion.

Systems of power, privilege, and oppression have traditionally created barriers for persons and groups with particular identities, ages, abilities, and histories. We pledge to replace such barriers with ever-widening circles of solidarity and mutual respect. We strive to be an association of congregations that truly welcome all persons who share our values. We commit to structuring congregational and associational life in ways that empower and enhance everyone's participation.

Section C-2.5. Freedom of belief.

Nothing herein shall be deemed to infringe upon the individual freedom of belief which is inherent in the Unitarian Universalist heritages or to conflict with any statement of purpose, covenant, or bond of union used by any congregation unless such is used as a creedal test. In expressing our beliefs, we do so in the spirit of love, in ways that further Beloved Community.