



Awaken compassion. Transform lives. Bless the world.

Addendum to Contract dated November 15, 2011 between Unity Consulting and the Unitarian Universalist Association.

This addendum outlines the current understanding between Unity Consulting and the Linkage Working Group of the project background, goals, deliverables, process and timetable. It's understood that the process and timetable may adjust somewhat as we work through the project.

Project Background

The UUA Board of Trustees originally articulated their Sources of Accountability and Authority in their January 2009 board meeting. They are now defined as:

1. Our member congregations
2. Current and future generations of Unitarian Universalists
3. The heritage, traditions, and ideals of Unitarian Universalism
4. The vision of Beloved Community
5. The Spirit of life, love, and the holy

The Linkage Working Group (LWG) has been charged to create and maintain a system that insures the UUA's Ends reflect the Sources' values and desired outcomes. The LWG feels the board has advanced its linkage practice of connection with member congregations through Appreciative Inquiry and Open Space Technology processes at General Assembly, through their 2010 Healthy Relationships project, and now through the Gathered Here process, and advanced its linkage practice of connection with the Spirit of Life, Love and the Holy through its work with the Board Worship Team. They're also working with the District President's Association to develop a linkage toolkit with a set of easy-to-use methods for dialoguing and collecting information around the congregational Sources' values. However, they've been challenged by the task of how to effectively connect with the other non-congregational Sources (Sources 2-4) and asked Unity Consulting for a proposal for how we might partner together to develop a linkage practice for connection with these Sources.

Project Goals

Through this project, the UUA Board of Trustees will:

- Own a shared narrative about why the non-congregational Sources are named as sources by the UUA Board.
- Adopt a regular, theologically grounded practice of identifying and connecting with non-congregational Sources, a deep practice that allows trustees to use what these Sources have to say about mission and the future of the UUA to intentionally inform their work.
- Inform their development of and on-going work in this practice with the deep knowledge and wisdom held by people within our Unitarian Universalist movement who are not currently serving on the board.
- Benefit elsewhere in their individual lives from this deep practice

Project Deliverables

A theoretical, theological, and historical framework for linkage with non-congregational Sources that:

- Identifies why the non-congregational Sources are named as sources
- Identifies the theological underpinnings for these Sources.
- Clarifies how these Sources “speak” as sources (through living people? through other means than living people? How do we “hear” both? What unique perspectives does each Source offer?)

A regular practice of connecting with non-congregational Sources that:

- Takes trustees from testing the practice to having it be a regular, reliable part of their trustee work.
- Includes a process for orienting new trustees to the practice.

Proposed Process

The table below outlines the process we'd propose to meet your objectives. Here's a key to the abbreviations and terms used in the table:

Core team (CT):	A team of 3-5 board members who will work with Unity Consulting to develop and test the practice.
Advisory team (AT):	A group of 3-5 Unitarian Universalists who have deep knowledge and wisdom they could offer the core team at designated points in this project.
Non-congregational (n-c) Sources:	<p>These four Sources:</p> <ul style="list-style-type: none">• Current and future generations of Unitarian Universalists• The heritage, traditions, and ideals of Unitarian Universalism• The vision of Beloved Community• The Spirit of life, love and the holy
Shared narrative:	The story of how and why the non-congregational Sources are named as sources for the UUA Board of Trustees.
Study protocol:	<p>Sets of readings and reflections (one set for each n-c source) to provide a theoretical and theological that will enable Board members to address the following questions about each of the non-congregational Sources:</p> <ul style="list-style-type: none">• How does each Source speak?• What unique perspectives does each Source offer?• What are the theological underpinnings of each Source?• Who are the real living people, if any, who in some way represent each Source?
Operational interpretations:	In response to the four bulleted questions above, statements for each of the non-congregational Sources of how the Board understands these Sources operationally.

Linkage practice: Grounded theoretically & theologically through the study protocol, the linkage practice would include ritual, reflection, dialogue, discernment, & articulation for connecting to each of the n-c Sources, noting where the practice is common & unique.

We'd envision any conversations listed in the table to last no more than 2 hours.

Process Step	Approximate "by when" Date	Step Objectives	Unity Consulting (UC) Role	BoT Core Team (CT) Role
1. Name the BoT Core Team	12/2011	Board names its "core team" (CT) for this project	n/a	Board names the CT
2. Compose shared narrative	2/15/2012	Through facilitated small group phone conversations with current and recent past Trustees, draft the shared narrative about why the non-congregational (n-c) Sources are named as sources for the UUA BoT.	<ul style="list-style-type: none"> • Develop conversation guide, set up and facilitate up to 5, 1.5-hour calls with about six Trustees per call; • Compile & summarize call notes; • Facilitate conversation w/CT and draft the narrative 	<ul style="list-style-type: none"> • Each participate in one call & take notes; • Review the compiled call notes and discuss with UC the highlights to include in the narrative; • Review and comment on narrative draft.
3. Develop study protocol & write operational interpretations of n-c Sources	3/25/12 in time for progress report to be in April BoT meeting packet	Design and evaluate a theoretical & theological framework of readings & reflection that will help CT members write operational interpretations of the n-c Sources and serve as a study protocol to orient current & future BoT members to the meaning of these Sources. This step will involve	<ul style="list-style-type: none"> • Recommend Advisory Team (AT) members; • Prepare materials for, set up, & facilitate AT-CT conversation about a study protocol; • Draft the study protocol for each n-c Source; • Facilitate conversation 	<ul style="list-style-type: none"> • Approve AT members & invite their contribution to project; • Participate in AT-CT conversation about study protocol w/UC; • Review & comment on UC's first draft of study protocol;

		selection and conversation with a small “dream team” (AT) of UUs with knowledge & wisdom about these Sources.	<p>w/CT to refine the study protocol</p> <ul style="list-style-type: none"> • Facilitate CT process to evaluate the study protocol for them to write operational interpretations of n-c Sources • Make any final revisions to study protocol & assist CT in preparing project interim report for BoT meeting packet 	<ul style="list-style-type: none"> • Evaluate the study protocol to write operational interpretations for the n-c Sources; • Debrief the study protocol evaluation with UC • Work with UC to prepare project interim report for BoT meeting packet
4. Present project status and operational interpretations of n-c Sources to BoT	4/20/12	Develop a brief CT presentation for the April BoT meeting on the study protocol and operational interpretations of the n-c Sources, and how this information could inform linkage with any n-c Sources at GA 2012	<ul style="list-style-type: none"> • Prepare agenda for and facilitate call with CT about the objectives of this step 	<ul style="list-style-type: none"> • Participate in call w/UC about the objectives of this step; • Prepare & deliver presentation for BoT meeting
5. Develop a deep linkage practice for connecting to each of the n-c Sources	12/2012	Grounded theoretically & theologically through the study protocol, develop a deep linkage practice of ritual, reflection, dialogue, discernment, & articulation for connecting to each of the n-c Sources, noting where the practice is common & unique.	<ul style="list-style-type: none"> • Prepare agenda & materials for, set up and facilitate a AT-CT conversation to develop the practice; • Draft the practice guide materials 	<ul style="list-style-type: none"> • Participate in the AT-CT conversation to develop the practice; • Review & comment on the practice guide materials

6. Test the practice	3/15/12 in time for report in April 2013 BoT meeting packet	Focused on a chosen powerful question, conduct an abbreviated form of the linkage practice with the n-c Sources to analyze & revise it.	<ul style="list-style-type: none"> • Facilitate conversations & provide coaching to CT as they chose a powerful question & conduct the linkage practice; • Draft the practice guide for this specific abbreviated linkage test; • Debrief the linkage test with the CT & make any final revisions to the practice guide materials & project report to the BoT 	<ul style="list-style-type: none"> • Choose powerful question to test the linkage practice; • Review & comment on the practice guide for this specific abbreviated linkage test; • Conduct the abbreviated linkage test; • Debrief the linkage test with UC; reflect on benefits to trustees as individuals and as board members • Review & comment on the project report to the BoT
7. Socialize the practice	8/2013 for the new board orientation retreat	Orient the full BoT to the linkage practice for n-c Sources	<ul style="list-style-type: none"> • Facilitate discussion with CT to choose/design the socialization method; • Develop any additional orientation materials to accompany or explain the study protocol and practice guide materials; • Facilitate the BoT orientation 	<ul style="list-style-type: none"> • Participate in call w/UC to choose/design the socialization method; • With UC's facilitation support, lead the BoT orientation to the linkage practice