

MINUTES

BOARD OF TRUSTEES UNITARIAN UNIVERSALIST ASSOCIATION

June 23-29, 2004

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held on June 23-29, 2004 at the Westin Hotel in Long Beach, California.

MEMBERS

PRESENT: Adair, Allen-Thompson, Arnason, Ballester, Blevins, Carley, Conley, Courter, Dame, Dowdell, Ladd, Lund, Marx, McGavin, McIntyre, Olson Peebles, Ortman, Payne-Alex, Redd, Rickter, Saunders, Shanti, Solomon, Stukey, Wight, Wilde, and Sinkford

MEMBERS

ABSENT: None

ALSO

PRESENT: K. Montgomery, J. Gabert, N. Lawrence, T. Fitzgerald, J. Sharp, and observers

Gini Courter, Moderator, called the meeting to order at 1:00 p.m. on Wednesday, June 23, 2004. Kathryn McIntyre provided opening words. Trustees and visitors were introduced and the agenda was approved.

APPROVAL OF APRIL BOARD MINUTES

The minutes of the January 2004 meeting of the Board of Trustees were approved as written.

ACCEPTANCE OF INDEPENDENT AFFILIATES

By consensus, the following organization was approved as a new Independent Affiliate for the period beginning July 1, 2004 and extending through June 30, 2005:

Southwest Unitarian Universalist Women (SUUW)

By consensus, the following organizations were approved for Independent Affiliate renewal status for the period beginning July 1, 2004 and extending through June 30, 2005:

California Unitarian Universalist Legislative Ministry
Seventh Principle Project
Faithful Fools Street Ministry
Latina/o Unitarian Universalist Networking Association
Ministerial Sisterhood Unitarian Universalist
The Mountain Retreat & Learning Centers, Inc.
Unitarian Universalist Peace Fellowship
Unitarian Universalist Council on Church Staff Finances

EXECUTIVE SESSION

The Board voted to go into Executive Discussion to discuss strategic communication and matters connected to personnel.

GREETINGS FROM THE PRESIDENT OF THE UNITARIAN UNIVERSALIST MINISTERS' ASSOCIATION

The Rev. Kendyl Gibbons, President of the Unitarian Universalist Ministers' Association, met with the board to present recent activities and interests of the UUMA. The trustees warmly thanked her for her work.

FINANCE COMMITTEE REPORT

Lyn Conley, Finance Committee Chair, reported on recent deliberations of the Finance Committee.

M (Conley), S, and

VOTED: To authorize the Executive Committee to make adjustments as needed to General Assembly fee structure for GA '05.

M (Conley), S, and

VOTED: That the Board of Trustees set the FY06 Annual Program Fund per member request at \$51. Large congregations will continue to be offered the option of contributing an amount equal to 4.2% of their annual operating budget.

M (Conley), S, and

VOTED: That the Board of Trustees authorize the UUA Administration to spend up to \$10,000 to conduct a collaborative study with the Unitarian Universalist Service Committee to investigate possible areas of collaboration between the UUA and the UUSC.

FINANCIAL ADVISOR'S REPORT

Larry Ladd, Financial Advisor, reported on the history of the role of Financial Advisor, saying that the Financial Advisor needs to have a high degree of technical knowledge and experience in finance, needs to know where to find the expertise that he or she lacks, needs to have an understanding of and commitment to good governance practices, needs knowledge of industry practices of not-for-profit organizations, and needs to understand the political environment of the Association.

APPROVAL OF STARR KING SCHOOL FOR THE MINISTRY CITATION

M (Dame), S, and

VOTED:

Be It So Resolved that in this year 2004:

On the occasion of the Centennial Celebration of the Starr King School for the Ministry;

And in recognition of the innovative, fearless and visionary role that Starr King has played in education for ministry, which has not only prepared imaginative leaders for our movement but also inspired change in the education of ministers far and wide;

And in thankfulness for the ministry of so many men and women whose years of faithful service to our congregations and our movement could perhaps be counted, but whose spiritual influence is beyond measure;

And in appreciation for the steady stream of congregational pastors, community ministers, preachers, prophets, religious educators, spiritual directors, historians, theologians, denominational leaders, teachers, writers, innovators, justice makers and gadflies who have been grounded in ministry through their study at Starr King;

And in anticipation of the next hundred years of service to our movement and beyond;

The Board of Trustees of the Unitarian Universalist Association does hereby greet, salute, congratulate, honor and applaud the Teachers, Students, Staff, Trustees and Benefactors of the Starr King School for the Ministry.

PRESIDENT'S REPORT

President William Sinkford reported on the work of the Growth Team, saying that that team had identified four leverage points where minor changes could well yield large results: 1) bringing leaders of our growing congregations together to learn from, support, and inspire one another, and to collect those learnings so they can be shared; 2) increased support for small group ministry; 3) increased support for multi-racial families, families of color, and family ministry in general; and 4) resource development on hospitality.

He reported that conversations have begun with the Unitarian Universalist Service Committee about a deeper level of collaboration and partnership and that there is a plan to employ a consultant to review the work of the UUA and the UUSC in order to identify ways in which the partnership could be expanded and the common work deepened. Additionally, the President suggested that the Board would be the appropriate place for leadership in convening a new Common Ground process for youth programming.

GREETINGS FROM THE GENERAL ASSEMBLY PLANNING COMMITTEE

Linda Friedman, Chair of the General Assembly Planning Committee, welcomed trustees to the site of the 2004 General Assembly and described plans for the General Assembly.

EXECUTIVE VICE PRESIDENT'S REPORT

Kay Montgomery, Executive Vice President, reported that Terry Sweetser had accepted permanent appointment as Vice President for Stewardship and Development; that Tim Ashton, longtime Mass Bay District Executive, had resigned in order to return to parish ministry, that Anne Heller had been appointed Interim District Executive for the Mass Bay District beginning August 15; and that Jim Austin, Director of Information Technology Services, had resigned and that a search had begun for his replacement.

BOARD STATEMENTS AT GENERAL ASSEMBLY AND BOARD ACTIVITY AT GENERAL ASSEMBLY

The Board reviewed Board statements on General Assembly business and coordinated their work at General Assembly.

DISCUSSION OF CONGREGATIONAL PRESIDENTS AT GENERAL ASSEMBLY

Discussion was held concerning funding for congregational presidents at General Assembly for future years.

ACCEPTANCE OF NEW CONGREGATIONS

M (McGavin), S, and

VOTED: To approve the application of and accept into membership in the
Unitarian Universalist Association:

Florence UU Fellowship
FLORENCE, OREGON

M (McGavin), S, and

VOTED: To approve the application of and accept into membership in the
Unitarian Universalist Association:

Open Circle UU
BOULDER, CO

BOARD MISSION AND COVENANT STATEMENT

M (Ortman), S, and

VOTED: **Mission:**
We come together as a faith community of religious leaders
--committed to anti-oppression, anti-racism and
multiculturalism--to focus and direct the resources of the
Unitarian Universalist Association toward the health, growth
and transformation of our congregations, our movement, and
our world.

Covenant:
We covenant with one another to work together in faith,
hope, and love, all the while upholding the spirit and
promoting the values expressed in our Unitarian
Universalist Principles and Purposes.

To these ends we agree to:

Presume good faith and stay in relationship even in disagreement
or conflict; to:
Welcome the diverse perspectives and styles each of us brings
Be honest and direct with each other
Be supportive of leadership

Actively listen to each other
Ask questions, rather than making assumptions, about suspicions or concerns
Speak out when something is of serious concern
Work collaboratively with each other and with the moderator, the president, and the staff
Respect each others' different places on the Journey Toward Wholeness
Practice confession and forgiveness

Maintain Accountability; to:
Be prepared to do our work
Follow through on commitments
Be responsible for self-care
Be attentive to managing the energy level and spiritual tenor of Board of Trustees' meetings
Take ownership of Board of Trustees' decisions
Renegotiate agreements when we think it will benefit the work
Respect boundaries around notes and confidentiality
Exercise/encourage individual/collective power to further the benefit of our congregations, our Association, and our world
Weigh each of our decisions using our anti-oppression values

Practice process; to:
Be respectful of Board of Trustees' time and mindfully present when doing Board business
Focus on policy issues, not management
Work toward balance between inclusive process/closure on substantive matters
 Minimizing side comments and making an effort not to interrupt
 Avoiding repeating established points
Not re-do the work of working groups and committees
Continually review our Board processes using our anti-oppression values
Make our Board, working group, and committee processes public, open, and as welcoming as possible while honoring certain business processes which require confidentiality, and individuals' rights to privacy in personnel matters.

EXECUTIVE SESSION

The Board voted to go into Executive Session to discuss committee appointments and, when it returned to regular session, agreed that those appointments would be entered into the regular minutes of the meeting.

COMMITTEE ON COMMITTEES REPORT

M (Dame), S, and

VOTED: To approve the following committee appointments for the period beginning immediately and extending through June 2005 unless otherwise noted:

Growth Working Group
Jackie Shanti – Convener

Committee on Committees
Sue Stukey, Chair

Our Association Working Group
Julian Sharp

Mid-Atlantic RSCC (extending through December 2005)
Rev. Fred Muir, Chair

GENERAL ASSEMBLY FEEDBACK DISCUSSION

Trustees discussed the 2005 General Assembly and expressed their concerns and wishes for future General Assemblies.

CLOSING

The meeting was adjourned at 11:10 a.m. on Tuesday, June 29, 2004.

Respectfully submitted,

/s/ Kathleen Montgomery
Recording Secretary

FUTURE MEETING DATES

Board Meetings

October 15-17, 2004
January 21-23, 2005
April 15-17, 2005
June 21-22 & 28, 2005
October 14-16, 2005
January 20-22, 2006
April 21-23, 2006
June 20-21 & 27, 2006
October 20-22, 2006
January 19-21, 2007
April 20-22, 2007
June 20-21 & 26, 2007
October 19-21, 2007
April 20-22, 2007

Finance Committee

October 14, 2004
January 20, 2005
April 14, 2005
October 13, 2005
January 19, 2006
April 20, 2006
October 19, 2006
January 19, 2007
April 19, 2007
October 18, 2007
April 19, 2007

General Assembly

June 23-27, 2005 – Fort Worth, Texas
June 22-26, 2006 - St. Louis, Missouri
June 21-26, 2007 – Portland, Oregon

Deadline for materials to be included in Board Packets:

2004 - October Board Packet Deadline – September 13, 2004
2004 - October Late Board Packet Deadline – October 12, 2004
2005 - January Board Packet Deadline – December, 21, 2004
2005 - January Late Board Packet Deadline – January 17, 2005
2005 - April Board Packet Deadline – March 15, 2005
2005 - April Late Board Packet Deadline – April 11, 2005
2005 - October Board Packet Deadline – September 13, 2005
2005 - October Late Board Packet Deadline – October 12, 2005
2006 - January Board Packet Deadline – December, 27, 2005

2006 - January Late Board Packet Deadline – January 17, 2006
2006 - April Board Packet Deadline – March 21, 2006
2006 - April Late Board Packet Deadline – April 17, 2006
2006 – June Board Packet Deadline – May 23, 2006
2006 - October Board Packet Deadline – September 18, 2006
2006 - October Late Board Packet Deadline – October 16, 2006
2007 - January Board Packet Deadline – December, 19, 2006
2007 - January Late Board Packet Deadline – January 15, 2007
2007 - April Board Packet Deadline – March 20, 2007
2007 - April Late Board Packet Deadline – April 16, 2007