

## MINUTES

### BOARD OF TRUSTEES UNITARIAN UNIVERSALIST ASSOCIATION

October 21-22, 2006

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held on October 21-22, 2006 at 25 Beacon Street, Boston, Massachusetts.

#### MEMBERS

PRESENT: Adair, Allen-Thompson, Ballester, Blevins, Brody, Carley, Comstock, Conley, Courter, Friedman, Gallagher, Greene, Lund, Loughery, Marx, Olson Peebles, Ortman, Payne-Alex, Rickter, Saunders, Shanti, Sharp, Solomon, Stukey, Wilde, and Sinkford

#### MEMBERS

ABSENT: King

#### ALSO

PRESENT: K. Montgomery, T. Brennan, N. Lawrence, C. Burke and observers

Gini Courter, Moderator, called the meeting to order at 8:30am on Saturday, October 21, 2006. It was announced that Paul Rickter would lead Sunday's worship service. Trustees and visitors were introduced and the agenda was approved.

#### **APPROVAL OF JUNE BOARD MEETING MINUTES**

The minutes of the June 2006 meeting of the Board of Trustees were approved as written.

#### **APPROVAL OF GENERAL ASSEMBLY MINUTES**

The minutes of the 2006 General Assembly were approved as written.

#### **APPROVAL OF EXECUTIVE COMMITTEE MINUTES**

The minutes of the August 8-11, 2006 meeting of the Executive Committee were approved as written by the Executive Committee and ratified by the Board of Trustees.

### **APPROVAL OF CHECK SIGNING AUTHORIZATIONS**

The following check signing authorizations were approved by consensus:

VOTED: To remove Jerry Gabert and add Tim Brennan as a signer on the Washington Office for Social Justice and General Assembly Bank of America accounts. A single signature is required for up to \$4,999, with two signatures required for amounts \$5,000 and over.

VOTED: To remove Jerry Gabert and add Tim Brennan and Marcy Bailey-Adams as signers on the Royal Bank of Canada account. A single signature is required for up to \$4,999, with two signatures required for amounts \$5,000 and over.

VOTED: To remove Jerry Gabert and Rev. Diane Miller and add Timothy Brennan and Rev. Elizabeth Miller as signers on the Council on Church Staff Finances and Group Insurance Plans E\*Trade accounts. A single signature is required for up to \$4,999, with two signatures required for amounts \$5,000 and over.

VOTED: To add Rev. Elizabeth Miller as a signer on the UUA Group Insurance Plan, Council on Church Staff Finance and Council on Church Staff Finance - LREDA Eastern Bank accounts. A single signature is required for up to \$4,999, with two signatures required for amounts \$5,000 and over.

VOTED: To authorize the Unitarian Universalist Funding Panel to close its checking account at Citizens Bank and open a new checking account at Wainwright Bank

VOTED: To add Timothy Brennan and Hillary Goodridge as signers on the new Wainwright Bank checking account. Sue Adams is authorized to sign any checks for \$500 or less.

### **APPROVAL OF MINISTERIAL HOUSING**

The Board received a memo from the Treasurer dated September 14, 2006 reporting housing allowances for ministers employed by the Association that had been approved by him by authority of Board action of January 25-26, 1997, said allowances having been approved by him prior to the effective date.

### **EXECUTIVE VICE PRESIDENT'S REPORT**

Kay Montgomery, Executive Vice President, reported on the following new hires: Scott Ullrich as Periodicals Business Manager, Kat Liu as Assistant Director in the Washington Office of Advocacy, Kat Manker-Seale and Laura Manning as Youth Ministry Associates, and Marshall Hawkins as Editor in Publications.

She described new security procedures in the Boston buildings and the transition to the new Content Management System for the UUA web site, as well as the impact of the proposed health care plan on UUA staff.

### **TREASURER'S REPORT**

Tim Brennan, Treasurer, reported on his first months in his new role and on the finances of the Association, saying that the audit was well underway and would be completed for review by the Audit Committee on November 13. He noted that his future priorities included cash management, changes in the General Investment Fund, shareholder activism, a review of the Annual Program Fund formula, LEED certification for UUA buildings, and the establishment of the health plan trust.

### **SECRETARY'S REPORT**

Paul Rickter, Secretary, reported on the process for elections at the Portland General Assembly and described his conversations with persons who are in discernment concerning running for President in 2009.

### **FIRST VICE MODERATOR'S REPORT**

First Vice Moderator Jackie Shanti reported on the discussions concerning a process for dismissal of volunteers and described her role as an observer at the recent Unitarian Universalist Service Committee board meeting.

### **REPORT OF THE CONGREGATIONS WORKING GROUP**

Members of the Congregations Working Group reported on their discussions, including a conversation about General Assembly workshops, process on the 2006 General Assembly Responsive Resolution on racism and classism, an update on our international work, a discussion with Kay Montgomery regarding crisis planning for the Association, and a review of the recommendations of the Special Review Commission. It was announced that the Uncompahgre Unitarian Universalist Society in Grand Junction, CO had changed its name to the Unitarian Universalist Congregation of the Grand Valley.

### **REPORT OF THE GROWTH WORKING GROUP**

Members of the Growth Working Group reported on their discussions, including a review of the recommendations of the Pathways Review Panel and the status of the Wellsprings Congregation, discussions concerning the Growth Team, and ministerial training.

### **REPORT OF THE ASSOCIATION WORKING GROUP**

Members of the Association Working Group reported on their discussions, including a review of the recommendations of the Special Review Commission, a review of the Report from Allies for Racial Equity, an update on the process for acceptance of Independent Affiliates, proposed Bylaw changes regarding the Board of Review (it was agreed that these proposed changes should be further reviewed by legal counsel), a discussion of the work of the Panel on Theological Education, and a proposed Bylaw change that would describe the Moderator as the “Chief Governance Officer.”

M (Payne-Alex), S, and

VOTED: That the recommendations of the Special Review Commission be endorsed by the Board.

M (Payne-Alex), S, and

VOTED: That the full Board approve the use of the Checklist for Reviewing Independent Affiliate Applications for use by the Board in its process. The checklist is as follows:

- The UUA Board of Trustees determines that the organization is likely to be of substantial benefit to the Unitarian Universalist Movement.

UUA Bylaws (Section C-2.2) Purposes.

The Unitarian Universalist Association shall devote its resources to and exercise its corporate powers for religious, educational and humanitarian purposes. The primary purpose of the Association is to serve the needs of its member congregations, organize new congregations, extend and strengthen Unitarian Universalist institutions and implement its principals.

- An attested copy of its charter and copy of its purpose, objectives and bylaws;
- Number of members or member groups in the organization;
- List of the principal officers with
  - dates of their term of service
  - personal mail addresses

- congregational membership or congregation where settled
- Principal mail address of the organization
- Contribution contemplated by Rule 3.8.9;
- Financial statement showing income and expenses for the latest fiscal year preceding the date of filing and showing assets, liabilities and net worth as of the end of such fiscal year;
- Date upon which its governing board met during the twelve months immediately preceding the date of filing; date/location of Annual Meeting;
- Yearly reports of its governing body and its principal officers sent to members during the twelve months immediately preceding the date of filing;
- Evidence that it enjoys tax exempt status or the reason it does not
- Statement outlining how its purpose, mission, and structure model interdependence through engagement, coordination or collaboration of effort and resources with other groups or organizations;
- Statement outlining how the organization supports the transformation of institutions and our world to be aligned with those values expressed in our Principles:
  - The inherent worth and dignity of every person
  - Justice, equity and compassion in human relations
  - Acceptance of one another and encouragement to spiritual growth in our congregations
  - A free and responsible search for truth and meaning
  - The right of conscience and the use of the democratic process within our congregations and in the society at large
  - The goal of work community with peace liberty and justice for all
  - Respect for the interdependent web of all existence of which we are a part.

M (Payne-Alex), S, and

VOTED: That the Board communicate to the Panel on Theological Education that the Board is open for new ideas and structures for funding theological education to best serve the needs of our congregations. The Board is particularly interested in how our process of support and funding is accountable to our member congregations in tangible and measurable ways.

M (Payne-Alex), S, and

VOTED: That the Board place on the agenda of General Assembly 2007 a motion that would add the following language to Section 8.8, "the Moderator shall serve as Chief Governance Officer of the Association".

### **FINANCIAL ADVISOR'S REPORT**

Dan Brody, Financial Advisor, reported on the finances of the Association, saying that he was pleased with the new health insurance plan, the reduction of the General Investment Fund fee, our increased emphasis on socially responsible investing, and the financial stability of Beacon Press. He noted that, in the future, he would be paying attention to unrestricted bequest income, the Liberal Religious Charitable Society, financial reporting and the chart of accounts, the cost of future capital campaigns, endowment policies, the role of the Audit Committee, internal rent allocations, and asset management.

### **REPORT OF THE LIVING OUR FAITH WORKING GROUP**

Members of the Living Our Faith Working Group reported on their discussions, including issues that had come up at the 2006 General Assembly, the recommendations of the Special Review Commission, contact with congregational presidents, an update on the Gulf Coast Relief program, the monitoring schedule for a policy governance manual, and a meeting with Bill Sinkford on anti-racism, anti-oppression, multi-cultural work.

### **ANTI-RACISM/ANTI-OPPRESSION ASSESSMENT AND MONITORING TEAM REPORT**

The Board's Anti-racism/ Anti-oppression Assessment and Monitoring Team reported on their work and discussions.

### **FINANCE COMMITTEE REPORT**

Lyn Conley, Chair of the Finance Committee, reported on that committee's deliberations. A motion was made and seconded to approve the 2007 General Assembly registration rates. After discussion about the section on childcare, this motion was tabled with the understanding that the executive committee was authorized to approve the registration fees.

M (Conley), S, and

VOTED: To approve the FY07 operating budget as presented.

M (Conley), S, and

VOTED: To approve the FY07 capital expenditures budget as presented.

M (Conley), S, and

VOTED: To approve the name, "Now is the Time" for the new comprehensive campaign.

M (Conley), S, and

VOTED: The Board affirms the direction for the "Now Is the Time" Comprehensive Capital Campaign contained in the draft case statement presented by the Administration to the Finance Committee on October 19, 2006.

M (Conley), S, and

VOTED: To approve the establishment of the new UUA Self-Funded Health Plan.

M (Conley), S, and

VOTED: To set November 27, 2006 as the cut-off day for enrollment in the new health care plan.

M (Conley), S, and

VOTED: To appoint Tim Brennan as Acting Trustee of the new Health Care Plan Trust until new trustees are appointed by the UUA Board of Trustees.

M (Conley), S, and

VOTED: To endorse the Congregational Properties and Loan Commission's Green Construction Resolution of October 10, 2006 and to urge collaboration with other appropriate organizations and ensure that appropriate information be sent to congregations prior to implementation.

**MINISTERIAL FELLOWSHIP COMMITTEE REPORT**

M (Shanti), S, and

VOTED: To approve the vote of the Ministerial Fellowship Committee (October 1, 2006) to remove affiliated status from all rules of the MFC by amending Rule 22 as follows:

**22. LIST OF MINISTERS**

The Committee shall maintain lists of ministers who are in Full Fellowship, and Associate Fellowship, ~~and Affiliated Status~~. The Committee shall determine all matters' form and content pertaining to the lists of ministers in Ministerial Fellowship ~~and the list of ministers affiliated~~ with the Unitarian Universalist Association and determine when and in what manner said lists or any of them shall be published.

M (Shanti), S, and

VOTED: To approve the vote of the Ministerial Fellowship Committee (October 1, 2006) to change the Professional Appearance Rule 17 to read:

“For any given professional vacancy, a minister who has visited a congregation in any professional capacity after the most recently settled minister has announced his or her resignation to the congregation shall not be recommended to that congregation by Ministry and Professional Leadership for twelve months following the visit.”

**GENERAL ASSEMBLY REPORT**

Discussion was held concerning General Assembly and possible ways of providing more comprehensive programming for children.

**PRESIDENT'S REPORT**

President William G. Sinkford reported on the work of the Association on race and culture, saying that the entire UUA staff now claims a mission to support our transformation as a faith community in a multitude of ways and that the Identity-Based Ministries Staff Group had been created to support traditionally marginalized communities. The JUUST change consultancy program was added to resources for congregations and a Spanish language hymnal is in development. Sinkford noted that there were those who thought he had retreated from anti-racism work and assured trustees that this was not so and assured them that, with his leadership now established, they could expect to be hearing much more from him about racism, about reconciliation, and about truth-telling. He noted that there are currently 55 seminarians

of color in the Association and expressed concern about whether our congregations would be ready to receive their ministry.

The President also noted that the talks of consolidation between Meadville/Lombard and Starr King had ended with the critical issues that surfaced in those talks left unaddressed. About 70% of our ministers, he said, now prepare for seminary at non-UU schools and said that this would be a central focus for the Panel on Theological Education at its upcoming meeting. He noted that he was convening groups to discuss lay theological education and expected to bring a report of that work to the Board's January meeting.

### **BEST PRACTICES COMMITTEE REPORT**

John Blevins, Chair, reported on the work of the Best Practices Committee. Motions were made to establish a new committee for the governance transition and to post working group notes immediately following board meetings. Both motions were tabled until the time of the January meeting of the Board of Trustees.

### **MODERATOR'S REPORT**

Moderator Gini Courter reported on a consultation on cultural misappropriation that she had convened in September. She said that the group had discussed questions surrounding this matter, asked how we might covenant as a group, and attempted to define cultural misappropriation. She pointed to resources and described a process to be used before the 2007 General Assembly that would develop a leadership covenant and share that covenant broadly, saying that it would be important to hold the spiritual base of such a covenant throughout General Assembly, to prepare for reactions, and to have a clear process to be used when mistakes were made. Courter said that this information would be shared in a variety of settings.

### **EXECUTIVE SESSION**

The Board voted to go into Executive Session to discuss a report from the Congregations Come First Team and Committee on Committees' appointments and, when it returned to regular session, said that the report from the Congregations Come First Team would be made public after it had been presented to other important stakeholder groups and that committee appointments would be entered into the regular minutes of the meeting.

### **COMMITTEE ON COMMITTEES' REPORT**

M (Stukey), S, and

VOTED: To approve the following appointments, effective immediately. Terms run until December 31, 2007.

**JOURNEY TOWARD WHOLENESS TRANSFORMATION  
COMMITTEE**

**Michael Sallwasser**, Long Beach, CA.

**ACCESSIBILITIES COMMITTEE**

**Barbara Meyers**, Fremont, CA

**NOMINEES FOR THE INTERNATIONAL COUNCIL OF  
UNITARIANS AND UNIVERSALISTS, EXECUTIVE  
COMMITTEE**

Member – at – large : **Marjorie Matty**

Member – at – Large: **Barbara Beach**

**CLOSING**

Elizabeth Greene provided closing words and the meeting was adjourned at 2:50 p.m. on Sunday, October 22, 2006.

Respectfully submitted,

/s/ Kathleen Montgomery  
Recording Secretary

**BOARD OF TRUSTEES - FUTURE MEETING DATES**

**Board Meetings**

January 19-21, 2007

April 20-22, 2007

**June 19-20 & 25, 2007 - GA**

October 19-21, 2007

January 18-20, 2008

April 18-20, 2008

**June 24-25 & 30, 2008 - GA**

October 17 – 19, 2008

January 16 – 18, 2009

April 17 – 19, 2009

**June 23-24 & 30, 2009 - GA**

**Finance Committee Meetings**

January 18, 2007

April 19, 2007

October 18, 2007

April 19, 2007

October 18, 2007

January 17, 2008

April 17, 2008

October 16, 2008

January 15, 2009

April 16, 2009

**General Assemblies**

June 20-24, 2007 – Portland, Oregon

June 25-29, 2008 – Ft. Lauderdale, Florida

June 24-28, 2009 – Salt Lake City, Utah

June 23-27, 2010 – Minneapolis, Minnesota

**Deadlines for materials to be included in Board Packets**

2007 - January Board Packet Deadline – December 19, 2006

2007 - April Board Packet Deadline – March 20, 2007

**2007 – June Board Packet Deadline – May 21, 2006 - GA**

2007 - October Board Packet Deadline – September 17, 2007

2008 - January Board Packet Deadline - December 17, 2007

2008 - April Board Packet Deadline – March 17, 2008

**2008 - June Board Packet Deadline – May 19, 2008 - GA**

2008 - October Board Packet Deadline – September 22, 2008

2009 - January Board Packet Deadline – December 19, 2008  
2009 - April Board Packet Deadline – March 16, 2009  
**2009 – June Board Packet Deadline – May 18, 2009**