

MINUTES

BOARD OF TRUSTEES UNITARIAN UNIVERSALIST ASSOCIATION

April 21-22, 2007

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held on April 21-22, 2007 at 25 Beacon Street, Boston, Massachusetts.

MEMBERS

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

MEMBERS

ABSENT: Carley

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, April 21, 2007. Charlie Ortman provided opening words. It was announced that Linda Olson Peebles, Sue Stukey, and Ed Wilde would lead Sunday's worship service. Trustees and visitors were introduced and the agenda was approved.

APPROVAL OF JANUARY BOARD MEETING MINUTES

The minutes of the January 2007 meeting of the Board of Trustees were approved as written.

APPROVAL OF EXECUTIVE COMMITTEE MINUTES

The minutes of the February 2-3, 2007 meeting of the Executive Committee were approved by members of the Executive Committee and ratified by the Board of Trustees.

APPROVAL OF BANK ACCOUNTS

By consensus, it was agreed to name Tim Brennan, Kathleen Montgomery, Jan Sneegas, and Marcy Bailey-Adams as signers on the GIF Checking account at Eastern

Bank. A single signature is required up to \$4,999, with two signatures required for amounts \$5,000 and over.

APPROVAL OF ART AND LEGAL SCHOLARSHIPS

By consensus, the following scholarships were approved:

MARION BARR STANFIELD ART SCHOLARS

Joo Young Choi (Lily Sparks)	Community Church, Boston, MA	\$5,000
Hillary Feinstein	First UU, San Antonio, TX	\$1,000
Rebecca Genne-Bacon	First UU Hunterdon Co, Baptistown, NJ	\$3,000
Mark Paskowski	Northshore UU, Danvers, MA	\$3,000
Toby Rzepka	Church of the Larger Fellowship	\$3,000
Garner Takahashi-Morris	Thomas Jefferson Mem, Charlottesville, VA	\$3,000
Ashleigh Wilkinsin	First UU, Baltimore, MD	\$3,000
		Total \$21,000

PAULY D'ORLANDO ART SCHOLAR

Jeanette Eberhardy	Old Ship, Hingham, MA	\$1,000
		Total \$1,000

OTTO M. STANFIELD LAW SCHOLARS

Caroline Bredeson	First Unitarian, Des Moines, IA	\$1,000
Jane Bowman	White Bear Lake UU, Mahtomedi, MN	\$5,000
Richard Freud	UU Fellowship, Stony Brook, NY	\$1,000
Raia Jane Hirsch	UU Fellowship, Columbia, SC	\$4,000
Susan Kaplan	W. Seattle UU Fellowship, Seattle, WA	\$5,000
Nancy Sims	1st UU, Ann Arbor, MI	\$4,000
		Total \$20,000

EXECUTIVE VICE PRESIDENT'S REPORT

Kay Montgomery, Executive Vice President, reported on her trip to India to meet with Holdeen Program partners and invited trustees to the Melcher Book Award, given this year to Debby Applegate for *The Most Famous Man in America*, a biography of Henry Ward Beecher.

TREASURER'S REPORT

Tim Brennan, Treasurer, reported on the recent meeting of the Audit Committee, the fiscal year '09 budget, the General Investment Fund, and the Association's work on socially responsible investing.

SECRETARY'S REPORT

Paul Rickter, Secretary, reported on the process for congregational certification, saying that fifty congregations had not yet certified. He said that in October he would be asking the board to review the bylaw concerning certification with the goal of increasing clarity. He noted that he continued his conversations with persons in discernment about running for office as UUA president in 2009 and said that this year's elections were uncontested.

REPORT OF THE LIVING OUR FAITH WORKING GROUP

Members of the Living Our Faith Working Group reported on their meeting, saying that they had reviewed the current status of the Gulf Coast work and the creation of a disaster preparedness plan by the Administration. They met with the leadership of the Journey Toward Wholeness Transformation Committee about their report on district work and discussed with Judith Frediani the status of the Tapestry of Faith project.

M (Rickter), S, and

VOTED: The UUA Board welcomes with appreciation the UUA-UUSC Gulf Coast Relief Results & Assessment Report. We encourage all Unitarian Universalists to read the report in order to be better informed of our multiple layered responses to Gulf Coast disasters and implications for responses to future disasters.

M (Rickter), S, and

VOTED: The Board receives with gratitude the report of the Journey Toward Wholeness Transformation Committee and authorizes its widespread distribution.

REPORT OF THE CONGREGATIONS WORKING GROUP

Members of the Congregations Working Group reported on their meeting, saying that they had discussed international issues, issues of restorative justice with Rev. Fred Muir and staff, and the question of whether to create a category of relationship for congregations that have some relationship to the Association but are not members of the UUA.

M (Marx), S, and

VOTED: That the following be added as the second of the five policy guidelines for the work of the International Office:

The UUA will address issues of oppression in its international work while respecting the diversity of religious, social, and cultural expression.

Acceptance of New Congregations

M (Allen Thompson), S, and

VOTED: To accept the following congregations into the Unitarian
Universalist Association:

Unitarian Universalist Church of Hot Springs
Hot Springs, Arkansas

REPORT OF THE GROWTH WORKING GROUP

Members of the Growth Working Group reported on their meeting, saying that they had discussed the growth team report and the District Presidents' concern regarding ministers' training concerning growth. They had met with Ken Beldon from the WellSprings Congregation, they said, and were pleased with the progress in that congregation.

REPORT OF THE ASSOCIATION WORKING GROUP

Members of the Association Working Group reported on their meeting, saying that they had discussed a Rule change for the Religious Credentialing Committee, the Consultation on Ministry To and With Youth the Multicultural and Institutional Competencies Report, UUA election processes, and Independent Affiliate applications.

M (Payne Alex), S, and

VOTED: To approve the following change to the wording in the Religious
Education Credentialing Committee Rule #7:

FROM: "No Participant shall be considered for status in more
than one Religious Education Credentialing program level at the
same interview."

TO: "No participant shall request to be considered in more than
one Religious Education Credentialing program level at the same
interview."

M (Payne Alex), S, and

VOTED: Whereas the UUA Board of Trustees understands that issues of
accessibility and oppression influence the breadth and diversity
of viable, qualified candidates for At-Large positions, including
President and Moderator; and

Whereas the UUA election process for At-Large positions, including President and Moderator, previously relied on the candidates to inform our member congregations about the candidates' position on issues of importance and vision for the future of our faith; and

Whereas the UUA Board believes that it is the responsibility of the Board to ensure that congregations have timely, high quality information about At-Large Candidates, including President and Moderator, to engage in our democratic process; and

Whereas the UUA Board of Trustees believes that fuller engagement of our member congregations with the Association's democratic process will enliven and deepen the sense of purpose and mission of Unitarian Universalism;

It is moved that:

The UUA Executive Team shall implement a plan to provide timely, high quality information to congregations regarding At-Large candidates and their perspective on issues pertaining to the focus and mission of the Association. Planning for the Association's information technology systems shall include strategies to support congregational participation in our democratic process.

M (Payne Alex), S, and

VOTED: that the full Board grant Independent Affiliate Status to the following organizations:

Council of Unitarian Universalists Camps and Conferences
Unitarian Universalist Urban Ministry

VOTED: Applications submitted by the following organizations were not approved because they do not currently meet the criteria for Independent Affiliate status. They will receive written communication reflecting the Board's deliberations.

Unitarian Universalist Men's Network
Unitarian Sunday School Society
Collegium
Faithful Fools Street Ministry
Lambda Ministers Guild

**New Massachusetts Universalist Convention
Project Harvest Hope
The Unitarian Universalist Psi Symposium
Unitarian Universalist Retired Ministers and Partners
Association
Unitarian Universalist for Ethical Treatment of Animals
District President's Association
Council on Church Staff Finances
Unitarian Universalist for Social Justice
Unitarian Universalist Peace Fellowship
Covenant of Unitarian Universalist Pagans**

REPORT OF THE GOVERNANCE WORKING GROUP

Members of the Governance Working Group reported on their meeting, saying that they had discussed agenda items for the future, qualities to be sought in trustees, the publishing of working group meeting notes, and the ongoing work of the Openness Implementation Committee.

M (Blevins), S, and

VOTED: The Openness Implementation Committee (OIC) shall continue its work during the transition to the Board's new governance model until Dec 31, 2009. The Secretary of the UUA will inform the OIC of the Board's commitment to continually support the intent of By-Law Rule G-2.1

PANEL ON THEOLOGICAL EDUCATION DISCUSSION

Discussion was held concerning the work of the Panel on Theological Education and excellence in ministry.

M (Gallager), S, and

VOTED: To direct the Panel on Theological Education to present recommendations to the Board of Trustees that would make the funding of ministerial formation, development, and excellence the first priority for the use of the Panel's resources, rather than the current singular focus on support for theological schools. The Board asks that the Panel present a timeline for the preparation of these recommendations to the Board for its June 2007 meeting.

Trustees asked that it be noted that this motion was adopted unanimously.

REPORT OF THE ANTI-RACISM, ANTI-OPPRESSION AND MULTICULTURAL ASSESSMENT AND MONITORING TEAM

Members of this Team reported on their meeting, saying that they plan to develop a list of reading requirements and suggestions for members of the Board of Trustees, that AR/AO/MC training will be held for trustees in October, that they would be experimenting with new process observations guidelines and they would be making recommendations concerning confronting uncomfortable issues among board members

FINANCIAL ADVISOR'S REPORT

Dan Brody, Financial Advisor, reported on annual income for the Association and provided a long-term analysis of those numbers. He discussed decisions concerning the UUA Health Plan, the Audit Committee, and the General Investment Fund, saying that the policy goals for the General Investment Fund were to preserve endowment value and avoid fluctuations in payout.

FINANCE COMMITTEE REPORT

Lyn Conley, Chair of the Finance Committee, reported on the work of that Committee.

M (Conley), S, and

VOTED: To approve the Fiscal Year 2008 Capital Expenditures budget.

M (Conley), S, and

VOTED: To receive the Fiscal Year 2009 Operating budget.

M (Conley), S, and

VOTED: To approve the Recommended Salary Ranges for UUA Congregations for calendar year 2008.

M (Conley), S, and

VOTED: To approve the FY09 Annual Program Fund "ask" at a \$2.00 increase to a total of \$56.00 per member.

AUDIT COMMITTEE REPORT

M (Saunders), S, and

VOTED: To amend the charter of the UUA Audit Committee by appending the following to the list of the committee's Functions and Responsibilities:

- Assisting the Trustees of the UUA Employee Benefits Trust (EBT) in the following ways:
 - Recommending the selection of an auditing firm
 - Receiving and reviewing the EBT audit (after it has been approved by the EBT Trustees), and making appropriate comments and recommendations to the UUA Board of Trustees and to the EBT Trustees
 - Responding to requests from the EBT Trustees or the EBT Trust Committee for advice or other assistance on financial, operational, or other issues

MINISTERIAL FELLOWSHIP COMMITTEE REPORT

Discussion was held concerning the Ministerial Fellowship Committee.

M (Ortman), S, and

VOTED: To affirm the current policy of the Board of Trustees that the chair of the MFC is solely responsible for the selection of the MFC Executive Committee and that the MFC is accountable solely to the UUA Board.

The Board, recognizing the newly forged conversations between the Board and the UUMA Executive Committee, expresses hope that questions and issues between the Board and the UUMA will find resolution and satisfaction in these conversations.

GENERAL ASSEMBLY PLANNING COMMITTEE REPORT

Eva Marx reported on plans for the 2007 General Assembly and the recommendation of the Planning Committee that the 2010 General Assembly be held in Minneapolis in light of accommodations made concerning possible union activity there before that General Assembly.

M (Adair), S, and

VOTED: To reconsider motion to rescind the decision to locate the 2010 General Assembly in Minneapolis, Minnesota.

M (Ortman), S, and

VOTED: To approve Minneapolis, Minnesota as the site of the 2010 General Assembly.

M (Marx), S, and

VOTED: To approve Charlotte, North Carolina as the site of the 2011 General Assembly.

PRESIDENT'S REPORT

President Bill Sinkford opened by acknowledging the tragedy of the mass killings on the Virginia Tech campus and asking for a moment of silence.

Sinkford said that he had joined over 200 religious leaders in Washington, D.C. to advocate for the passage of the Hate Crimes and Employment Non-Discrimination acts, saying that many senators and representatives had agreed to sign on as co-sponsors and that the preparatory staff work by the Human Rights Campaign, with strong support from the UUA's Washington Office, was excellent.

He reported on the plans to support ministers and seminarians of color, Latina/o and Hispanic persons in or entering our ministry. The first four congregations to participate have been selected and their ministers have enthusiastically agreed to participate; Sinkford said that he would be hosting a gathering for leaders from those four congregations in Portland, at General Assembly, so that a mentoring/support system can develop among them.

A PowerPoint presentation on the results of the UUA's advertising tests has been distributed to trustees, with extra copies available as needed through Harlan Limpert.

Sinkford noted that he had been considering how to best use his final two years as UUA president and had identified eight primary goals and a series of "deliverables" under each goal.

BOARD VOTES AT GENERAL ASSEMBLY

Discussion was held concerning the Board votes on proposed Bylaw changes at General Assembly.

Section 8.8. Moderator: 24-0-0 (speakers: Payne-Alex and Comstock)

Section 11.9. Procedure on Appeal: 24-0-0 (speakers: Olson Peebles and Ortman)

Section 12.9. Procedure on Appeal: 24-0-0 (speakers: Olson Peebles and Ortman)

Discussion was held concerning the need for greater clarity about the term “Chief Governance Officer” in the proposed Bylaw Section 8.8. It was agreed that the following language would be used to describe that role.

The term Chief Governance Officer is used to define the board member who is responsible for assuring the integrity of the process used by the board and the General Assembly so that each behaves in consistency with its rules and in keeping with best practices.

EXECUTIVE SESSION

The Board voted to go into Executive Session to discuss the Distinguished Service Award and Committee on Committees’ appointments. When it returned to regular session, it was agreed that those decisions would be entered into the regular minutes of the meeting.

REPORT OF THE DISTINGUISHED SERVICE AWARD COMMITTEE

M (Gallager), S, and

VOTED: To approve Dr. Leon Spencer as the recipient of the 2007 Distinguished Service Award to the Cause of Unitarian Universalism.

COMMITTEE ON COMMITTEES’ REPORT

M (Stukey), S

VOTED: **YRUU Adults-at-Large**
(Two year terms beginning July 1, 2007.)

Jan Taddeo, Herndon, VA.
Marion Hirsch, Chapel Hill, NC.
Nguyen Weeks, Cambridge, MA

Nominees for ICUU Executive Committee

Rev. Gary Smith, President
Marjorie Matty, At-large. (appointed in January)
Barbara Beach, At-large. (appointed in January)

Nominating Committee

(To fill vacancy left by Ivan Cotman and effective after the close of General Assembly)

Leon Spencer

Funding Panel for UU Social Responsibility

(beginning immediately and extending through December 2007)
Bob Johnsen, Washington, DC.

APF Chairs

(beginning immediately and extending through December 2007)

Ballou Channing District

Rev. Bob Thayer

St. Lawrence District

Suzanne McNamara

Pacific Northwest District

Jerry Regan

Central Midwest District

Neil Lichtman

Ohio Meadville District

Gerry Blomgren

Pacific Central District

Rita Butterfield

M (Stukey), S

VOTED: To approve the following change in the charge to the
Accessibilities Committee:

ACCESSIBILITIES COMMITTEE

Committee of the Board – Appointed

Charge adopted: **April, 2007**

The Accessibilities Committee is a committee of the UUA Board that provides information helpful to the Board in a continued assessment and evaluation of how current policies (or lack thereof) impact the ability of our congregations to meet the need of people living with disabilities. Meeting the needs of people living with disabilities in this context includes:

- The removal of barriers to participation or involvement in congregational life, including, but not limited to, leadership, fellowship, social action, religious education and worship.

- Congregational advocacy on local and national levels in regard to issues concerning the lives of people living with disabilities.
- Association-wide commitment to increased accessibility of gatherings of Unitarian Universalists (i.e. General Assembly, District meetings, trainings, associate and affiliate organizations, etc.)

Charge: ~~The Accessibilities Committee (AC) provides strategic planning, implementation, oversight, and support to our congregations, districts and the Association to fulfill our commitment to the removal of all barriers—attitudinal, physical, and programmatic—that prevent the full participation of persons with disabilities in the life of our Association.~~

- ~~1. Advise the Board and staff on the development of a strategic plan towards implementation of the recommendations of the Accessibilities Task Force, ensuring that information and resources reflect current understanding and efforts of disability communities.~~
- ~~2. Monitor and assess progress in implementing the recommendations and report on this progress annually to the Board of Trustees at its April meeting.~~
- ~~3. Advocate regarding disability issues in the UUA, and help create a climate of support, care and affirmation for people with disabilities.~~

(Remainder of charge remains the same)

M (Stukey), S

VOTED: To approve the following change to the Charge for the Congregational Properties and Loans Commission:

CONGREGATIONAL PROPERTIES AND LOAN COMMISSION
Committee of the Board – Appointed

Charge adopted: **April 22, 2007**

Charge: The Congregational Properties and Loan Commission (CPLC):

1. Manages the assets of the congregational properties program, the loan guarantee funds, and all UUA capital campaign and other funds designated for building or land purposes;
2. Develops, recommends and implements policy and guidelines for loans, loan guarantees and grants, including fees, terms, and interest rates;
3. Monitors collection of loan repayments;
4. Negotiates financing or refinancing bank lines of credit;
5. Reports regularly to the UUA Board of Trustees on these activities.

- Oversight: Board of Trustees
- Staff Liaison: Director of Congregational Fundraising Services
- Membership: Six voting members appointed by the Board of Trustees
plus the UU Financial Advisor, with vote.
- Term: Two years, normally beginning January 1 of even-numbered years with reappointment allowed three times for a maximum of eight years.
- Qualifications: CPLC members must hold membership in a UU congregation. Ideal members will have knowledge of financing, strategic planning, fundraising, and real estate.
- Time commitment: Four one-day meetings each year (January, March, June, September), all held in Boston. Limited time commitment required between meetings.

CLOSING

Julian Sharp provided closing words and the meeting was adjourned at 3:00 pm on Sunday, April 22, 2007.

Respectfully submitted,

/s/ Kathleen Montgomery
Recording Secretary

BOARD OF TRUSTEES - FUTURE MEETING DATES

Board Meetings

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

June 19, 2007

October 18, 2007

January 17, 2008

April 17, 2008

June, 2008

October 16, 2008

January 15, 2009

April 16, 2009

June, 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

June 22-26, 2011 - Charlotte, North Carolina

Deadlines for materials to be included in Board Packets

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