

MINUTES

BOARD OF TRUSTEES UNITARIAN UNIVERSALIST ASSOCIATION

April 19-20, 2008

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held on April 19-20, 2008 at 25 Beacon Street, Boston, Massachusetts.

MEMBERS

PRESENT: Adair, Ballester, Blevins, Brody, Burke, Carley, Comstock, Conley, Courter, Friedman, Gallagher, King, Laskowski, Lund, Loughrey, Marx, McNatt, Olsen, Payne-Alex, Rickter, Saunders, Shanti, Solomon, Urbikas, Wooldridge, and Sinkford

MEMBERS

ABSENT: Greene

ALSO

PRESENT: Brennan, Lawrence, Montgomery, and observers

Gini Courter, Moderator, called the meeting to order at 8:30am on Saturday, April 19, 2008. It was announced that Pat Solomon would lead Sunday's worship service. Rosemary Bray McNatt provided opening words. Trustees and visitors were introduced and the agenda was approved.

APPROVAL OF JANUARY BOARD MEETING MINUTES

The minutes of the January 2008 meeting of the Board of Trustees were approved as written.

APPROVAL OF EXECUTIVE COMMITTEE MINUTES

The minutes of the March 11, 2008 meeting of the Executive Committee were approved as written by the Executive Committee and ratified by the Board of Trustees.

SECRETARY'S REPORT

Paul Rickter, Secretary, reported on plans for the candidates' forum at General Assembly and said that elections would be held electronically. Discussion was held concerning the Association's historic relationship to Antioch College, a proposed General Assembly resolution on youth empowerment, and a system for streamlining appointment of substitute Religious Education Credentialing Committee, Ministerial Fellowship Committee and Regional Subcommittees on Credentialing Committee members.

M (Rickter), S, and

VOTED: We, the Trustees and President of the Unitarian Universalist Association request with all due respect that the Trustees and Chancellor of Antioch University participate in all feasible plans to prevent the imminent closure or suspension of operations at Antioch College of Yellow Springs, Ohio.

M (Rickter), S, and

VOTED: To place the following Youth and Young Adult Empowerment Resolution on the agenda of the 2008 General Assembly:

WHEREAS the Unitarian Universalist Association Bylaws state that our Association promotes "the full participation of persons in all of its and their activities and in the full range of human endeavor without regard to . . . age"; and

WHEREAS statement #12, "Support, Integrate, and Retain youth and young adults to keep our congregations vibrant and growing" in the Open Space Technology Process at General Assembly 2007 received the largest number of votes, 773 votes (representing 12.4 % of the votes cast); and

WHEREAS the future of our denomination benefits from the full participation of youth and young adults to enliven, grow and sustain our Unitarian Universalist movement, principles and ideals, including the use of the democratic process within our congregations and society at large; and

WHEREAS Youth and Young Adult empowerment is an attitudinal, structural and cultural process whereby young people gain the ability, authority and agency to make decisions and implement change in their own lives and the lives of other people to create intergenerational equity; and

WHEREAS unique opportunities at the congregational, district and continental level for youth and young adult self-direction

create synergy for a larger youth and young adult identity and promote communication and connections between local youth and young adults across the continent;

THEREFORE BE IT RESOLVED that the 2008 General Assembly of the Unitarian Universalist Association urges the Unitarian Universalist Association, its congregations and district structures to:

1. Invite ministerial support to youth and young adults through inclusive worship and intentional presence; and
2. Invest financial support in youth and young adult leadership bodies and programs when viable; and
3. Provide support for youth and young adult staff and volunteers to receive suitable training and resources, including self-directed anti-racism and anti-oppression trainings; and
4. Attend to the needs of youth and young adult constituents with marginalized identities by providing resources and opportunities within the congregation and at the district and continental levels.

M (Rickter), S, and

VOTED: When it is determined by the chair of the Religious Education Credentialing Committee, Ministerial Fellowship Committee or one of the chairs of a Regional Subcommittee on Candidacy that there is an urgent need to appoint a temporary substitute in one of those Board-appointed committees that requires action in the best interest of the Association before the Board can meet and act, the Board hereby delegates its authority to make such an appointment to any two of the officers of the Association (president, moderator, financial advisor, secretary, executive vice president as recording secretary, treasurer, vice moderators), subject to ratification at the next Board meeting. A person appointed to a committee, as described in this resolution, is entitled to the rights of indemnification provided by Bylaw Section 10.12.

EXECUTIVE VICE PRESIDENT'S REPORT

Kay Montgomery, Executive Vice President, reported on recent staff hires: Alicia Forde as Program Coordinator for Multicultural Congregations and Aisha Hauser as Children and Families Resource Coordinator. She announced that the UUA would soon begin managing

the Green Sanctuary program as a result of conversations with Ministry for the Earth. The print UUA Directory, she said, would appear in abbreviated form next year in response to concerns about conservation issues; trustees discussed this matter and agreed that the use of the internet made this a feasible decision. Additionally, she described the results of the Google AdWords marketing campaign.

TREASURER'S REPORT

Tim Brennan, Treasurer, reported on the Building Loan and Guarantee program, changes in the endowment fund (UUCEF) fund managers and the current asset allocation targets and performance of UUCEF. He noted that a new budgetary process was being used and presented key changes in the fiscal year 2009 budget. Brennan described recent shareholder advocacy.

FINANCIAL ADVISOR'S REPORT

Dan Brody, Financial Advisor, reported on long-term tracking for the Annual Program Fund, spending by UUA congregations, the Friends program, unrestricted bequest income and the value of the UUA endowment fund. He noted that there were three important decisions for fiscal year 2010: the level of spending on stewardship and development for future campaigns, how to pay for those expenses, and a spending policy for the endowment fund. Brody noted that the first year of the UUA health plan had been a great success.

BEACON PRESS REPORT

Helene Atwan, Director of Beacon Press, reported on recent books published by the press as well as future books and strategic plans for Beacon's future.

REPORT OF THE CONGREGATIONS WORKING GROUP

Members of the Congregations Working Group reported on their discussions, including the beginning of a dialog on the nature of "congregation," the crisis preparedness plan for General Assembly, new congregations, and relationships with international organizations.

M (Wooldridge), S, and

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

Unitarian Universalist Congregation of the Chesapeake
California, MD

M (Wooldridge), S, and

VOTED: To accept the following congregation into the Unitarian Universalist Association with agreed upon membership reporting and reversionary clause arrangements.

Washington Ethical Society
Washington, D.C.

REPORT OF THE GROWTH WORKING GROUP

Members of the Growth Working Group reported on their discussions, including a new DVD on growth, a report on Wellsprings, and “breakthrough congregations” at General Assembly. There will be a panel discussion at General Assembly, with the panelists composed of five lifelong Unitarian Universalists describing their experience. Other conversation on growth included the centrality of congregations to the work of the Association and actions to address the District Presidents’ Association’s concerns regarding our culture and growth.

REPORT OF THE ASSOCIATION WORKING GROUP

The members of the Association Working Group reported on their discussions, including conversation about how Independent Affiliate organizations serve the Association, the election process for Moderator and President, and the Youth and Young Adult Empowerment Resolution.

REPORT OF THE GOVERNANCE WORKING GROUP

John Blevins, convener of the Governance Working Group, reported on discussions held by that Working Group.

M (Blevins), S, and

VOTED: To affirm Sections 2,3, and 4 of the Governance Policy Manual, as distributed by email, and to be posted on UUA.ORG.

M (Blevins), S, and

VOTED: To affirm that all Monitoring Reports received from staff and voted “in compliance” by the Board will be posted on UUA.ORG. This is primarily to support our call for openness and transparency in our work.

M (Blevins), S, and

VOTED: To affirm that the “moral owners,” for Governance purposes, are our member congregations. We will use the “member congregations” language as the name of choice whenever possible. We note that the “Owner” language may still be used for governance educational purposes.

M (Blevins), S, and

VOTED: To affirm the plan to begin receiving monitoring reports from staff in July 2009.

REPORT OF THE LIVING OUR FAITH WORKING GROUP

Members of the Living Our Faith Working Group reported on their discussions, including their decision to table a vote on alternate board meeting locations, a conference call with the Journey Toward Wholeness Transformation Committee chairs, funding of the Gulf Coast Volunteer Center, and the possibility of a meeting with the steering committee of DRUUMM at General Assembly.

ANTI-RACISM/ANTI-OPPRESSION/MULTICULTURAL TEAM REPORT

Members of the A/R, A/O, MC Team reported on their conversations, saying that they would begin examining process observations for trends, that A/R, A/O Board monitoring needed to be strengthened, that protocols needed to be created for the conduct of Board members, that multicultural and institutional change competency training needed to be provided to all new Board members, that the goals for A/R, A/O work needs to be incorporated into policy governance work, and that training for white allies had proven helpful.

YOUTH MINISTRY DISCUSSION

Discussion was held concerning changes in youth ministry based on last summer’s Summit Report. The Board voted to go into Executive Session to discuss those changes and, when it returned to regular session, asked that the following motion be placed in these minutes.

M (Payne-Alex), S, and

VOTED: The administration shall make the transition in youth ministry an institutional priority now. This process must be transparent and those responsible for implementation must be in authentic relationship with the youth community and its elected leadership. During this transition, the administration must provide monthly

progress reports to the Board. The administration shall ensure that UUA support for youth ministry programming is maintained throughout the transitional period.

GENERAL ASSEMBLY PLANNING COMMITTEE REPORT

Eva Marx, board representative to the General Assembly Planning Committee, reported on plans for the 2008 General Assembly.

FINANCE COMMITTEE REPORT

Lyn Conley, chair of the Finance Committee, reported on discussions held by that Committee.

M (Conley), S, and

VOTED: To approve the Fiscal Year 2009 Operating Budget. Further the UUA Board directs the Administration to provide funding for the “Youth Transition Team” at a level comparable with the current year’s YRUU Steering Committee funding.

M (Conley), S, and

VOTED: To approve the Fiscal Year 2009 Capital Expenditures budget.

M (Conley), S, and

VOTED: To receive the Fiscal Year 2010 Operating Budget.

M (Conley), S, and

VOTED: To approve \$58 as the Annual Program Fund Fair Share amount for Fiscal Year 2010.

M (Conley), S, and

VOTED: To authorize the UUA Administration to enter into a legal agreement with HIVOS to support our common partners in India.

M (Conley), S, and

VOTED: To authorize the Treasurer of the UUA to establish a \$500,000 line of credit to help manage cash flow, with a variable interest rate not to exceed prime. Any use of the line of credit shall be reported at the next meeting of the Finance Committee of the UUA Board.

M (Conley), S, and

VOTED: To request the General Assembly Planning Committee to authorize a fundraising appeal at General Assembly 2008 to support the UUSC/UUA Gulf Coast Volunteer Center.

BOARD VOTES FOR GA

The Board voted on matters to come before the 2008 General Assembly. Their votes were as follows:

Rule 12.2.1 Establishing Districts

FOR

Vote: 24-0-0

(Comstock, Saunders to speak)

Article VII Committees of the Board of Trustees

FOR

Vote: 24-0-0

(Carley, Shanti to speak)

Youth, Young Adult Empowerment Resolution

FOR

Vote: 24-0-0

(Burke, Urbikas to speak)

PRESIDENT'S REPORT

President Sinkford mentioned the recent "Compassion Forum" broadcast recently and resulting in thoughtful conversation with political candidates on the intersection of religion and public life. He noted that Meg Riley, Director of our Advocacy and Witness Staff Group, chairs the board of "Faith in Public Life," the organization that sponsored the event. He has, Sinkford said, been preaching about the need for Unitarian Universalism to move in from the margins and assume our rightful place in the center of the discourse in the public square.

He said that this summer he will be attending a gathering of 100 world religious leaders just prior to the G-8 Summit in Japan. The hope of this gathering is to craft a statement of

religious imperative to be delivered to the gathering of political leaders from the eight largest industrial nations. In the fall, he will lead a small delegation to Africa. The goals of the trip are to visit emerging UU groups in Kenya and Nigeria, meet with Bishop Desmond Tutu to learn more about the Truth and Reconciliation Process, visit social service and social justice partners of our congregations and UUSC, and a visit to Goree in West Africa, the prison where, Sinkford said, some of his ancestors were held before they were forced onto the slave ships owned, no doubt, by some of his other ancestors.

He noted the filling of the Emerson Chair at Harvard Divinity School by Dan McKanan, a Transcendentalist scholar. Sinkford concluded by discussing the shift in language among many Unitarian Universalists toward language of vision, mission, and ministry.

MULTICULTURAL AND INSTITUTIONAL CHANGE COMPETENCIES

Paula Cole- Jones met with the board for discussion of the work on multicultural change competencies she had done with Board members in January.

DISCUSSION OF UUA HEALTH PLAN

Kathy Burek, Chair of the UUA Health Plan Trust, reported on the Health Plan, saying that the new plan had performed well in its first year. It began with 587 employees enrolled in 2007 and is projected to reach 700 by July 1. At the end of 2007 there was a \$944,000 surplus, \$500,000 better than projected. Benefits have been enhanced and the average cost increase for 2008 was 4%. She noted that the enrollment targets were facilitated by enrolling UUA Boston staff and that expanding enrollment depends on congregations that need to understand the moral obligations in fair compensation and may need help in budget planning for the cost of insurance. An independent evaluation of the plan will be conducted by the spring of 2009.

MFC REPORT

Jackie Shanti, Board member on the Ministerial Fellowship Committee, reported on proposed MFC Rule changes corresponding to changes proposed on the agenda of the 2008 General Assembly.

M (Shanti), S, and

VOTED: To approve the following changes to the Rules of the Ministerial Fellowship Committee:

Section 11.9. Procedure on Appeal. An appeal to the Board of Review ~~shall~~ *may* be heard by a panel of the Board selected as provided in its rules. The *Board of Review* or panel hearing an appeal shall ~~not try the case de novo but shall only limit its~~

review to an examination of the Ministerial Fellowship Committee's decision, and the information presented to the Committee, including the documents and other evidence compiled during the Fellowship Review, and the reasons articulated by the Ministerial Fellowship Committee for its decision terminating the minister's fellowship. ~~review the record made before the Ministerial Fellowship Committee, except that the Board of Review by rules may permit the introduction of newly discovered evidence.~~ If the minister requests consideration of newly discovered evidence, not previously presented to the Ministerial Fellowship Committee, then the matter shall be returned to the Ministerial Fellowship Committee for consideration of that evidence before the Board proceeds with the appeal. These Bylaws and the rules of the Ministerial Fellowship Committee shall be binding upon the Board of Review or its panel. The Ministerial Fellowship Committee's determination of fact and/or credibility will not be overturned unless no reasonable fact finder could have reached such determination, and disputes of fact are to be resolved in favor of the Ministerial Fellowship Committee's Review Team's determination. ~~The panel shall uphold the decision of the Ministerial Fellowship Committee if it can be sustained by a reasonable view of the record.~~ The Board of Review or its panel may set aside the decision of the Fellowship Committee only where necessary to correct or prevent manifest injustice. The Board of Review or its panel may remand the case in whole or in part to the Committee or take such other action as may be just. ~~The decision of the panel, which shall be the decision of the Board,~~ Board of Review or its panel shall set forth its finding and conclusions and ~~shall be served~~ will serve upon the affected minister and the Ministerial Fellowship Committee. The decision shall be entered in the fellowship records and shall be final and binding upon all parties. No appeal shall be allowed from the decision of the Board of Review. The Board of Review shall make rules to carry out the intent of this section.

EXECUTIVE SESSION

The Board voted to go into Executive Session to discuss personnel matters, the Distinguished Service Award, and Committee on Committee appointments. When it returned to regular session it was agreed that the latter two matters would be entered into the regular minutes of the Board.

DISTINGUISHED SERVICE AWARD

M (Comstock), S, and

VOTED: To give the 2008 Award for Distinguished Service to the Cause of Unitarian Universalism to the Rev. Dr. Forrest Church.

REPORT OF THE COMMITTEE ON COMMITTEES

M (Solomon), S, and

VOTED: Commitment to Anti-Racism, Anti-Oppressions, & Multiculturalism

One of the most important tools we have in our tool kit is the strength and clarity of our commitment to become an anti-racist, anti-oppressive, multicultural faith community. We are building on years of work, with gratitude to those who have brought us thus far on our way.

The UUA Board of Trustees calls on UUA committees to accept accountability and demonstrate a commitment to transformation and transparency. Board policy states that members of UUA committees must be able to demonstrate functional competency in anti-racism, anti-oppression, and multiculturalism. In addition, each committee is charged with developing standards and goals for embodying the commitment to anti-racism, anti-oppression and multiculturalism in its work. Toward that end, the Board expects that all committees will engage in anti-racism and anti-oppression consultation.

The administration allocates resources to support this expectation, so that the leadership of the Association can be assisted in acquiring skills and capacity in AR/AO/MC competencies. Committee chairs and staff liaisons are required to make arrangements with Congregational Services for committee consultation. It is acceptable if the committee wishes to make its own arrangements for consultation with an appropriate independent group. A committee that has not yet received appropriate consultation is expected to meet this requirement within one calendar year, and at least every four years thereafter; the Board regards this as a minimum standard.

In addition, Congregational Services is charged to work through committee staff liaisons to make committee members aware of opportunities to gain competence. New members of elected committees should expect to attend the yearly AR/AO training

following General Assembly at no charge. UUA programs such as JUUST CHANGE, Jubilee Workshop, or Building the World We Dream About also are offered regularly through congregations, districts and regions.

In order to monitor compliance with this important initiative, the Committee on Committees will require a bi-annual update from each committee regarding trainings and consultations held or planned during the past two years, participation by committee members in other training opportunities, and protocols that have been established that provide the use of an AR/AO/MC lens in committee work.

M (Solomon), S, and

VOTED: To approve the following committee appointments:

Fifth Principle Task Force (to June 2010)
Esther Rosado

St. Lawrence Foundation for Theological Education
(to May, 2011)
Rev. Mark Harris (reappointment)

New England RSCC
Rev. David Blanchard, New England RSCC
(June 2008 meeting only)

Anti Racism/Anti Oppression Multicultural Team (AR/AO/MC)
(to June 2009)
Anna Olsen

CLOSING

Aymie Manning provided closing words and the meeting was adjourned at 3:45 pm.

Respectfully submitted,

/s/ Kathleen Montgomery
Recording Secretary

BOARD OF TRUSTEES SCHEDULE

*The board normally meets as follows in **January and April**:*

Thursday: Committee Day: Anti-Racism/Anti-Oppression/Multiculturalism Assessment and Monitoring Team; Committee on Committees; and Finance Committee meet. Whole board activities begin with Thursday dinner.

Friday: Working Group Day

Saturday: Board meeting

Sunday: Board meeting followed by Coordinating Council meeting

*In **June**, the Board meets before and after the General Assembly. The schedule allows Board member participation in UU University and UUMA Ministry Days. Working groups normally do not meet at the June meeting. In election years (odd years), newly elected trustees must attend Anti-Racism / Anti-Oppression training for leaders following General Assembly.*

*In **October**, the Board meeting is one day longer, with Committee Day on Wednesday. In October of odd years (2009, 2011 ...) the Board meeting is preceded by a retreat for new board members beginning on Tuesday or Wednesday.*

June 2008, Fort Lauderdale, Florida:

Tuesday, June 24 – Board of Trustees meeting

Monday, June 30 – Board of Trustees meeting

(Board packet deadline: **May 19, 2008**)

October 2008, Develop Ends with District Presidents, location TBD:

Wednesday, October 15 – Meet with DPA & UUMA

Thursday, October 16 - Committees

Friday, October 17 – Working Groups

Saturday, October 18 – Sunday October 19 – Board of Trustees meeting

(Board packet deadline: **September 22, 2008**)

January 2009, Boston, Massachusetts:

Thursday, January 15 - Committees

Friday, January 16 – Working Groups

Saturday, January 17 – Sunday, January 18 – Board of Trustees meeting

(Board packet deadline: – **December 19, 2008**)

April 2009, Boston, Massachusetts:

Thursday, April 16 - Committees

Friday, April 17 – Working Groups

Saturday, April 18 – Sunday, April 19 – Board of Trustees meeting

(Board packet deadline: **March 16, 2009**)

June 2009, Salt Lake City, UT:

Tuesday, June 24 – Wednesday, June 25 – Board of Trustees meeting
Wednesday, June 25 – Sunday June 29 – General Assembly
Monday, June 30 – Board of Trustees meeting
(Board packet deadline: **May 18, 2009**)

October 2009, Boston, Massachusetts:

Wednesday, October 14 – Retreat
Thursday, October 15 – Committees
Friday, October 16 – Working Groups
Saturday, October 17 – Sunday October 18 – Board of Trustees meeting
(Board packet deadline: **September 21, 2009**)

January 2010, Boston, Massachusetts:

Thursday, January 14 - Committees
Friday, January 15 – Working Groups
Saturday, January 16 – Sunday, January 17 – Board of Trustees meeting
(Board packet deadline: – **December 21, 2009**)

April 2010, Boston, Massachusetts:

Thursday, April 15 - Committees
Friday, April 16 – Working Groups
Saturday, April 17 – Sunday April 18 – Board of Trustees meeting
(Board packet deadline: **March 15, 2010**)

June 2010, Minneapolis, MN:

Tuesday, June 22 – Wednesday, June 23 – Board of Trustees meeting
Wednesday, June 23 – Sunday June 27 – General Assembly
Monday, June 28 – Board of Trustees meeting
(Board packet deadline: **May 17, 2010**)

October 2010, Boston, Massachusetts:

Thursday, October 16 - Committees
Friday, October 17 – Working Groups
Saturday, October 18 – Sunday October 19 – Board of Trustees meeting
(Board packet deadline: **September 29, 2010**)

January 2011, Boston, Massachusetts:

Thursday, January 20 - Committees
Friday, January 21 – Working Groups
Saturday, January 22 – Sunday, January 23 – Board of Trustees meeting
(Board packet deadline: – **December 20, 2010**)

April 2011, Boston, Massachusetts:

Thursday, April 14 - Committees
Friday, April 15 – Working Groups

Saturday, April 16 – Sunday April 17 – Board of Trustees meeting
(Board packet deadline: **March 14, 2011**)

June 2011, Charlotte, NC:

Tuesday, June 21 – Wednesday, June 22 – Board of Trustees meeting

Wednesday, June 22 – Sunday June 26 – General Assembly

Monday, June 27 – Board of Trustees meeting

(Board packet deadline: **May 16, 2011**)