

MINUTES
BOARD OF TRUSTEES
UNITARIAN UNIVERSALIST ASSOCIATION

March 22, 2012

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held by electronic communications on Thursday, December 15, 2011.

MEMBERS

PRESENT: Averett, Bartlett, Brody, Carlson, Courter, Cullen, Friedman, Grubbs, Harrison, Jackoway, Janamanchi, Kreicker, Laskowski, Loughrey, Lund, Manley, Phinney, Pupke, Ritchie, Shanti, Stewart, and Tino

MEMBERS

ABSENT: Greene, King, Morales, Morrill, and Raible-Clark

ALSO

PRESENT: Brennan, Molla, and observers

Gini Courter, Moderator, called the meeting to order at 8:10 pm on Thursday, March 22, 2012. The agenda was approved.

REPORT OF THE GOVERNANCE WORKING GROUP

M (Harrison), S, and

VOTED AND PASSED:

Policies 2.4, 2.4A, 2.4B, 2.4.2, 2.4.4, 2.4.4A, 2.4.4C: Accept as written.

Policy 2.4.3: Accept as written, noting that there may be ways to present the data that make it easier to demonstrate compliance. For example, it would have been easier for trustees to clearly see that compliance is demonstrated if the lowest wage paid was shown and compared to living wage level.

Policy 2.4.4B: Accept report but finding that the operational definition is incomplete as it does not demonstrate that the level of benefits is reasonable and fair.

Policy 2.4.4D: Accept policy noting that the stated policy in the monitoring report is not the same as our official policy posted on uua.org. The next time this policy is monitored this should be corrected.

Policy 2.5: Accept report as written. The GWG recommends that the Board discuss whether this policy adequately reflects our values. The policy is very directive and

merely requires informing the congregations. Do we want to prepare a more general statement? Do we want to include benefits? For example: Shall not fail to support congregations in their efforts to assure fair and equitable compensation and benefits.

Policy 2.6: Accept report noting that the operational definition and data presented are incomplete and not in alignment. We also request more clarity on the role of the various experts in the operational definition.

Donna Harrison reported that the Governance Working Group discussed a process for collaborative work on Operational Definitions that preserves the respective roles of Board and Staff. She stated that such a process should be conducted by the Board as a whole, and that the Board would allocate sufficient time this collaboration with the President and staff.

FUNDRAISING APPEAL AT GENERAL ASSEMBLY 2012

Brennan reported that Terry Sweetser, Vice President of Stewardship and Development, requested that one fundraising appeal at General Assembly 2012 be directed to the ongoing support of the Arizona Immigration Ministry.

M (Pupke), S (Laskowski), and

VOTED AND PASSED:

That this year's General Assembly special collection once again be directed for the Arizona Immigration Ministry. Our work for immigration justice is not done with Justice GA; we must continue to organize our congregations and foster relationships with our partners to fight for justice for immigrants experiencing discrimination, needless suffering, and human rights abuses within U.S. borders.

Shanti will notify the GA Planning Committee.

BOARD LONG RANGE PLAN

Courter asked for volunteers to work on the Board's long range plan. The following agreed to join this group:

Averett
Grubbs
Laskowski, team leader
Manley
Shanti
Stewart

DISTINGUISHED SERVICE AWARD AT GENERAL ASSEMBLY 2012

Tino will reach out to the Accountability Group regarding the appropriateness of making the award at this General Assembly. He will report back to Richie and the Distinguished Service Award Committee. The Committee will come to the Board with a recommendation in April.

RESOLUTION ON COVENANT

Harrison proposed that the following responsive resolution on right relationships be presented for consideration at General Assembly 2012:

BE IT RESOLVED that the UUA Board of Trustees investigate how we might develop a covenant of right relationships for all of our work together, and report back to this General Assembly next year.

BE IT RESOLVED that the Board and/or UUA staff provide opportunities to learn the skill of compassionate witness so that when one of us forgoes the covenant, we have the skill to lovingly call that person to account and invite them back into covenant, so that we may all share in the ministry of creating our beloved community.

The following Board members volunteered to work on this: Cullen, Friedman, Harrison, Jackoway, and Tino.

FINANCIAL ADVISOR'S REPORT

Brody reported that, on the advice of the consultant to the UU Organizations Retirement Plan, the Retirement Plan Committee had voted to recommend removing one underperforming mutual fund from those offered to plan participants.

M (Brody), S (Lund), and

VOTED AND PASSED:

That the Unitarian Universalist Association, on behalf and for the benefit of the Unitarian Universalist Organizations Retirement Plan, accept the recommendations of the Retirement Plan Committee to remove the Eaton Vance Large-Cap Value A from the list of investment choices for participants in the Plan and transfer amounts invested in that fund to American Funds Washington Mutual Funds R5.

Further, to authorize the Treasurer, Timothy Brennan, and the Executive Vice President, Kathleen Montgomery, each individually, acting singly or together, to execute and deliver documents to effect the foregoing, all with such terms and conditions as are approved by the signatory, with such officer's signature being conclusive evidence of approval; and to ratify and approve all that the Treasurer, Timothy Brennan, has done or may do in connection with said investment.

SERVICE ORGANIZATION VISIT

Cullen and Grubbs suggested that the members of the Board who are interested visit the UU Urban Ministry during the April meeting. It was agreed that the visit would take place on Thursday, April 19. Cars will leave 25 Beacon at 9:00 AM and return in time for committee meetings starting at noon. Volunteer drivers were solicited.

REPORT OF THE COMMITTEE ON COMMITTEES

Bartlett reported that the Committee on Committees has been looking at how we make appointments and adjusting the process over the last two years. The concern is that when we transition to the smaller board, there will not be enough people to handle all of the appointments. She reported that Brody had proposed forming an Appointments Committee that would have only one member of the Board – the Board liaison. This committee would make recommendations to the Board, and the Board would make the appointments, as is currently the practice. The Committee on Committees has not yet discussed this proposal, and so this will not be on the agenda until May or June.

There was also some discussion about whether this Appointments Committee might have a role in selecting which of the current board members would continue after the new, smaller board is formed.

Bartlett also reported that the Committee on Committees would be making proposals for on the process for nominating trustees for the 2013 Board. Many issues need to be resolved: a common application, fairness, timing, and creating job descriptions. This work needs to be coordinated with the Nominating Committee, which will be appointing the seven new board members.

UNITY CONSULTING ARRANGEMENT AND DPA PROJECT

Laskowski reported that the work with Unity Consultants is underway. They have conducted a series of conference calls with current and former trustees to establish a shared narrative of sources. Their reports will be included in the April board packet.

Laskowski also reported on a call between the District Presidents' Association and three trustees – Harrison, Tino, and Laskowski – to discuss overall governance roles for the UUA board, districts, and regions. The DPA president, Cathy Burek, will report the results of these deliberations to the Board at a future meeting.

The meeting was adjourned at 10:05 pm on Thursday, March 22, 2012.

Respectfully submitted,

/s/ Kathleen Montgomery
Recording Secretary