

UUA Board of Trustees
April 10-13, 2014

MINUTES
BOARD OF TRUSTEES
UNITARIAN UNIVERSALIST ASSOCIATION

April 10 to 13, 2014

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held on Thursday through Sunday, April 10 to 13, 2014 in Boston, Massachusetts.

MEMBERS

PRESENT: Averett, Eller-Isaacs, Grubbs, Harrison, Key, Ladd, Morales, Phinney, Ritchie, Sallwasser, Sharp, Snell, Stewart, and Weaver.

MEMBERS

ABSENT: None.

ALSO

PRESENT: Brennan, Cooley, Dodd, Limpert, and observers.

Jim Key, Moderator, called the meeting to order at 9:00 AM on Thursday, April 10, 2014.

Phinney moved and Eller-Isaacs seconded to approve the agenda, including the consent agenda. The promises/covenants were read and guests were introduced.

SAFE CONGREGATIONS REPORT

Debra Haffner from the Religious Institute presented a report on progress made and challenges remaining regarding the UUA's safe congregations efforts.

PROFESSIONAL BOUNDARIES REPORT

Sarah Lammert and Natty Averett provided a report on the work the board and staff is collaborating on related to professional boundaries and professional misconduct.

MFC COMPETENCIES REPORT

Howard Dana, vice-chair of the Ministerial Fellowship Committee, presented changes being considered regarding MFC competencies.

UUA Board of Trustees
April 10-13, 2014

MODERATOR'S REPORT

Jim Key presented his moderator's report.

VICE-MODERATOR'S REPORT

Donna Harrison presented her vice-moderator's report.

SECRETARY'S REPORT

Susan Ritchie presented her secretary's report.

YOUTH AND YOUNG ADULT MINISTRIES REPORT

Carey McDonald, Youth & Young Adult Ministries Director, presented his report on the status of Youth & Young Adult ministries.

INCLUSION WORKING GROUP REPORT

Julian Sharp presented a report from the Inclusion Working Group.

EMERGING CONGREGATIONS REPORT

James Snell and Terasa Cooley, Program & Strategy Office, led a conversation on emerging congregations.

RECESS

Julian Sharp shared process observations and the meeting went into recess until Friday morning.

Jim Key, Moderator, reconvened the meeting at 9:00 AM on Friday, April 11, 2014. Visitors were welcomed. Donna Harrison led the board in a centering process.

PRESIDENT'S REPORT

UUA Board of Trustees

April 10-13, 2014

President Morales presented his report and, with the help of Eric Craymer, Governance Consultant, led a discussion of the draft interpretations of the UUA's Global Ends.

MONITORING DISCUSSION

Eric Craymer presented information about Monitoring Reports and led a discussion of same.

FINANCE COMMITTEE REPORT

Sarah Stewart presented the report of the Finance Committee and a discussion of the proposed budget ensued.

LINKAGE WORKING GROUP REPORT

Susan Weaver presented the report of the Linkage Working Group.

RECESS

Susan Ritchie provided process observations and the meeting was adjourned at 4:40 PM.

Jim Key, Moderator, reconvened the meeting at 9:00 AM on Saturday, April 12, 2014. Clyde Grubbs led the board in a Centering process.

GENERAL ASSEMBLY WORKING GROUP REPORT

Donna Harrison, with participation by Susan Ritchie, James Snell, and Jim Key, led a conversation with the board on behalf of the General Assembly Working Group. As part of it, Susan Ritchie presented a history of General Assemblies over the years.

POLICY REVIEW WORKING GROUP REPORT

Rob Eller-Isaacs presented a report from the Policy Review Working Group.

ARTICLE II FOLLOW-UP REPORT

Lew Phinney presented a report regarding the Article II bylaw change.

UUA Board of Trustees
April 10-13, 2014

APPOINTMENTS COMMITTEE REPORT

Sarah Stewart updated the board on proposal for appointments.

EXECUTIVE SESSION

Sarah Stewart made a motion to move into Executive Session for the purpose of making appointments. Motion carried. Later Clyde Grubbs moved that the board move out of Executive Session.

Jim Key reported that the board voted to award the Distinguished Service Award to the Rev. Kenneth Torquil MacLean. Sarah Stewart then reported that the following appointments were approved:

1. Marcia Bowman to the Appointments Committee
2. Kevin Bolton to the UUA Retirement Committee
3. Tom Loughrey to the UUA Employee Benefits Trust
4. Hope Johnson to Chair of the Appointments Committee (she's currently a member)
5. Michael Sallwasser to be Board Liaison to the Appointments Committee

DISCUSSION OF FOSSIL FUEL DIVESTMENT

The board participated in a lengthy discussion of the resolution regarding fossil fuel divestment.

RECESS

James Snell proved process observations and at 5:05 PM Jim Key declared the meeting in recess until Sunday morning.

At 9:00 AM on Sunday, April 13, 2014 the board gathered for worship led by David Ruffin and others from Sanctuaries Boston, an emerging UU congregation.

ENTREPRENEURIAL MINISTRIES

Jim Key, Moderator, reconvened the meeting at 9:55 AM. and the board participated in a conversation about Entrepreneurial Ministries with David Ruffin.

COMMUNICATIONS

UUA Board of Trustees

April 10-13, 2014

Lew Phinney and John Hurley, the UUA's Director of Communications, presented a report on board communications.

GA FINAL AGENDA PREPARATIONS

Donna Harrison led a conversation about the agenda for General Assembly in Providence, RI in June.

APRIL 2014 UUA BOARD MEETING MOTIONS

Below are the April 2014 UUA board motions made and acted upon:

M (Phinney), S, and (Weaver)

VOTED AND PASSED:

Approve the proposed 2015 budget and accept the 2016 budget.

M (Phinney), S, and (Stewart)

VOTED AND PASSED:

That we report to this year's General Assembly that the Board has decided to postpone consideration of the GA 2009 Responsive Resolution, "Responsive Resolution on Article II" to a future date."

M (Averett), S, and (Phinney)

VOTED AND PASSED:

That the UUA Board of Trustee, charges the Congregational Boundaries Working Group to: Work with Sarah Lammert, Ministries and Faith Development, to revise the MFC process for investigating complaints so that no part of the investigation is conducted by members of the MFC and the better directly engage complainants in the process and provide equal opportunities in, and access to, the process for complainants and defendants?

Suggest any updates to policies governing the Board appointed committees and the conduct of trustees.

UUA Board of Trustees
April 10-13, 2014

Working with other UU organizations and entities to better align the work and promote best practices in this area (UUMA, UUMA social media guidelines group, LREDA, UUMN, MLCC, RECC, etc.)?

Work with Sarah Lammert and Audit Committee to present to the board metrics about sexual and other types of misconduct and to facilitate a board conversation about what do the metrics say about our risk and the scope of the issue.

Working with Sarah Lammert, develop a report to be presented at GA that addresses the following and offers an apology to victims and survivors of misconduct:

What is the background on the current process?

How are concerns about the neutrality of the MFC addressed, and how is compassionate treatment of, advocacy for, and engagement with, the complainant encouraged and accomplished?

What are the successes, challenges, areas for improvement?

How can we as the UUA provide resources beyond the congregation's ability that supports restorative justice and pastoral care for the congregation, other ministers to the congregation, and the complainant directly?

What are the authorities and what are the roles of the UUA and Board? What do we need from congregations to succeed?

Suggest to the Board specific or general information or action to be requested from the President, directly or as provided by the President's staff, in response to recommendations provided by Debra Haffner's final report of recommendations related to the sexual health of the UUA (due in several months) and those provided by Sarah Lammert.

M (Harrison), S, and (Snell)

VOTED AND PASSED:

That the required 2nd year votes for bylaws C-10.6 and C-10.7 that received the first year approval in 2013 be added to the final agenda for 2014 along with an apology for their earlier omission due to an oversight. The other items on the preliminary agenda remain unchanged.

Underlining indicates insertion; brackets indicate deletion.

Section C-10.6. Authority to Hold Funds [Held] for the Benefit of Others.

UUA Board of Trustees

April 10-13, 2014

[With the approval of the Board of Trustees, the] The Association may hold for investment and distribution funds [belonging to or] given to the Association for the benefit of a member congregation, associate member organization, independent affiliate organization, or other Unitarian Universalist organization [organizations].

[Such funds may be invested in the General Investment Fund of the Association unless they are subject to specific restrictions which require some other form of investment.]

Section C-10.7. Responsibility for [Investments] Funds Held by the Association.

(a) Board of Trustees. The Board of Trustees shall have ultimate responsibility for investing the funds [belonging to or] held by the Association.

(b) President. The President shall invest the endowment funds held by the Association in the Unitarian Universalist Common Endowment Fund LLC

[b] (c) Investment Committee. The Investment Committee shall [supervise] manage the [investments of] endowment funds held by the Association, subject to control by the Board of Trustees.

M (Snell), S, and (Eller-Isaacs)

VOTED AND PASSED:

CHARGE OF THE BOARD TO THE EMERGING CONGREGATIONS WORKING GROUP,
APRIL 13, 2014

The Board of Trustees of the Unitarian Universalist Association is informed that the UUA Administration's growth strategies arise out of a recognition of a dramatically changing religious landscape. One model of growing congregations in a steady increase in membership over a longer period of time is no longer sufficient. New technologies and entrepreneurial enterprises allow new groups to emerge quickly, but they don't always follow the same pattern of traditional congregations. Our current bylaws prescribe a path to membership that has become cumbersome and slow to navigate, and sometimes discouraging groups from affiliation. The staff is looking for ways to support existing congregations with clearer guidelines for associational connection that can more easily change over time, as well as to more adeptly respond to emerging groups.

In furtherance of improving how we welcome new congregations, communities and alternative ministries (hereinafter, for convenience, but subject to agreement on better terminology, "Alternative Ministries") into our Association, the Board desires that the Emerging Congregations Working Group continue its work. The Working Group is, charged:

1. To craft and suggest to the Board a process by which the Board can recognize emerging alternative groups as well to help the UUA staff and Board determine the ongoing viability of current Member communities and congregations.

UUA Board of Trustees
April 10-13, 2014

2. To work with the Staff of the UUA to identify Alternative Ministries and/or emerging congregations and communities that you recommend the Board consider for recognition as either a Congregation or an Alternative Ministry (under the authority granted the Board by Bylaw C-3.8 for independent affiliates), and encourage the application of these groups for recognition by the UUA.
3. Draft and Recommend changes that may be needed in our current Rules to recognize (and admit) either Alternative Ministries and/or emerging congregations and communities that the President and the UUA staff judge are pursuing Unitarian Universalist missions consistent with our Ends.
4. Draft and Recommend changes that will conform our Rules concerning admission of Congregations to reflect changes in UUA organization.

M (Harrison), S, and (Eller-Isaacs)

VOTED AND PASSED:

To adopt the following statement: The Board agreed to a set of principles or areas of agreement during the Strengthening GA discussion at the April 2014 UUA Board meeting. These principles are not yet in final form but do reflect areas of broad agreement among the members of the Board based on what we have heard through a variety of linkage conversations over several years.

The Strengthening GA working group will edit these draft statements so that they may be endorsed by the Board in June and discussed with the delegates at GA2014 in Providence. The work group will also develop the plan for facilitating these discussions both in the General Sessions and in the Board-sponsored workshop.

DRAFT Guiding Principles / Areas of Agreement

We want a process and gathering for Unitarian Universalism that is more inclusive and less privileged than what we experience with General Assembly today.

We are committed to making the changes needed to assure that the cost of participation is not an obstacle to inclusion. We believe that it is the work of both the congregations and the UUA together to find the funds to make this happen.

We want delegates to be informed, accountable, and prepared both intellectually and spiritually.

UUA Board of Trustees

April 10-13, 2014

We know that delegates will need support in this work.

We envision a gathering where congregations discuss, discern, and articulate the theological and cultural direction for Unitarian Universalism.

We also need ways for congregations to provide policy or governance direction to the UUA. This may or may not be accomplished through large physical gatherings of Unitarian Universalists.

The current forms and practice of governance at General Assembly are not welcoming and inclusive to all, and it is important that we make changes to address this.

We envision a model where we leverage 21st century technology to enable broad based participation in the work of our Association.

We recognize that many opportunities for learning and leadership development happen at GA. We believe that these experiences are important, and we are open to new ways for these services to be delivered.

We are willing to give up our privilege to enable the gathering(s) that fulfill these principles.

The Board is prepared to change our bylaws, our processes, and our customs as needed to fulfill this vision.

M (Harrison), S, and (Eller-Isaacs)

VOTED AND PASSED:

Recognizing the growing threat of climate change to the earth and to current and future generations, the Board of Trustees believes we must redouble our efforts to press for action to address the crisis through our invested assets. We should use all of the tools available to us, including shareholder advocacy and divestment of shares in companies doing the greatest harm. Therefore we support the passage of the Business Resolution calling for divestment of fossil fuel company stocks and engagement with the companies whose shares we hold. Further, we applaud the Investment Committee and Socially Responsible Investing Committee for their work in carrying out the 2006 Statement of Conscience "Threat of Global Warming/Climate Change" which says: "We call upon our denominational leaders to provide sustainable investing, by exploring the potential for using the ownership rights of the denomination's financial resources to positively address the global warming/climate change crisis."

In addition, the Board charges the team of Julian Sharp, Larry Ladd and Donna Harrison with crafting the Board statement supporting the proposed business resolution. This statement should make clear that The Board supports the resolution as written. To the extent that changes are

UUA Board of Trustees

April 10-13, 2014

proposed during the mini-assembly process, the Board will support those changes only if they are agreed to by the same parties who crafted and agreed to the proposed resolution.

M (Harrison), S, and (Eller-Isaacs)

VOTED AND PASSED:

Move that the Board affirm that the President's interpretations on the policies in Section 1.0 of our policy manual are reasonable.

M (Stewart), S, and (Harrison)

VOTED AND PASSED:

To affirming the reasonableness and accept the monitoring reports we received on policies 2.6 and 2.6.1.

ADJOURNMENT

Michael Sallwasser provided process observations and the meeting was declared adjourned by Moderator Jim Key at 12:50 PM.

Respectfully submitted,

/s/ Harlan Limpert
Clerk

BOARD OF TRUSTEES SCHEDULE

June 2014, Providence, RI

UUA Board of Trustees

April 10-13, 2014

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

October 2014, Boston, MA

Thursday, October 16 – Sunday October 19

January 2015, TBD

Thursday, January 16– Sunday January 18

April 2015 Boston, MA - WILL OCCUR IN MARCH 2015 IN SELMA, AL
Details to follow.

June 2015, Portland, OR

Tuesday, June 23 – Wednesday, June 24 – Board of Trustees meeting

Wednesday, June 24 – Sunday June 28– General Assembly

Monday, June 29 – Board of Trustees meeting

October 2015, Boston, MA

Thursday, October 15 – Sunday October 18