

UUA Board: Pending Policy Changes, as of 14 March 2010
For Review and Action

Description of Change or Question	Policy Change?	Specific Language provided?	Working Group or Committee Assignment (DRAFT)
1. Update policy 3B - annual recurring agenda. It is out of date.	Y	N	Governance
2. Proposed change to policy 2.2 proposed in wake of Knoxville shootings. See Appendix 7	Y	N	ARAOMC
3. Create policy to define process for changes to policy manual	Y	N	Governance
4. Define role of finance committee and financial advisor in policy	Y	N	Finance
5. Employee benefits trust fund oversight. Appendix 4. Is there anything that still needs to be done?	Y	N	Finance
6. Investment committee - is this a board committee or is the function delegated to staff.	?	N	Finance
7. Change policies to reflect that board does not approve the budget	Y	Y	Finance
8. Do we want our limitations policy to direct the President to provide communications resources and services for congregations in crisis?	Y	N	Congregations
9. Do we need to clarify policies to require President to keep the Board informed of issues such as the First Philly incident?	Y	N	Congregations
10. Consider exception for "one voice" policy as it applies to the Financial Advisor acting in that role and not in his role as Trustee	Y	N	Finance
11. Integrate Board Code of Conduct on Interpersonal Relationships into Sec. 3,3	y	n	Governance
12. Revise 3.3.2 and 3.3.3 to read "trustees" in lieu of "Committee Members"	y	y	Governance
13. Review 3.3.9 on stewardship. Insert "within means" to address class and youth trustee issues.	y	n	ARAOMC
14. 3.3.9.B Delete "stewardship and Development Staff"	y	y	Finance
15. 3.3.10 Add anti-oppression, multiculturalism and review to the calendar for January	y	y	ARAOMC

UUA Board: Pending Policy Changes, as of 14March2010

For Review and Action

16.	3.3.11 Need exception for a trustee who may be running for national office and needs to cover the election committee	y	n	?
17.	3.4 need to address openness and transparency issues related to committee and WG deliberative documents	y	n	?
18.	3.3 Develop policy to specify how we will define consequences for non-compliance with policy 3.3 code of conduct	y	n	?
19.	Is Policy 3.3.5 in conflict with the whistleblower policy? Why can't board members report problems?	y	n	?
20.	Revise policy for budget approval process and timing. Draft of proposed change is in Appendix 2.	Y	Y	Finance
21.	Address how youth observer is to be covered in our policies. Handling expenses, voting, conduct in accord with policies, etc.	Y	N	ARAOMC
22.	Determine how UU Trauma Response is to be addressed in policy if at all.	Y	N	Ministry
23.	Is there a policy that the board should consider around helping congregations to participate in disaster response in their communities in a way that is supportive of UU Values>'	Y	N	Congregations
24.	Update our policies so that they honor the service mark of John Carver when we refer to Policy Governance. Official language to be employed is in Appendix 6.	Y	N	Governance
25.	Need policy to cover Presidential sabbatical	Y	N	?
26.	This isn't policy work per se, but we need to review the bylaws to identify places where the board is called to do staff work and to clarify accountability relationships in the larger organization	No - Bylaws	N	
27.	Does Policy 2.1.5 require the President to acknowledge and respond to misconduct by the clergy? Is this what we intend? How does this relate to the MFC if the MFC remains a committee of the Board?	Y	N	Ministry
28.	Need travel policy for President spouse or partner Policy adopted in 2006. Also email thread from Dan Brody in Appendix 9	Y	N	Finance
29.	Does our conflict of interest policy need to be revised to allow a longer time window (90 days rather than 30 days) for the Board to act on issues since we only meet quarterly	Y	N	Governance
30.	Do we want to integrate the detailed policies now shown in the appendices of several policy sections, esp Section 2, into	Y	N	?

UUA Board: Pending Policy Changes, as of 14March2010

For Review and Action

the body of the policy documents			
31. Add a glossary (or refer to the glossary at uua.org) to help the reader interpret the policy document. Add necessary governance terms to the web-based glossary	Y	N	?
32. Complete the development of the benefit plan policy (Appendix 2.1)	Y	N	Finance
33. Fall 210: rewrite policy 2.8.14 on GA reserve to remove transition language	Y	N	Finance
34. Insure that we are using proper and consistent language for "board member" and "trustee" throughout our policies.	Y	N	?
35. Dan Brody has commented that the CPBC Plan document conflicts with policy. Need resolution.	Y	N	Finance
36. Do we want the policy manual to include language about who is eligible for the various benefit plans offered by the UUA. See Appendix 10 for Dan Brody's proposed rewrite of the relevant policies.	Y	N	Finance
37. The board has delegated responsibility for running the plan to the trustees of the health plan trust and not to the president. How does the board get motoring on the performance of the trust.	Y	N	Finance
38. Do we need to write something like Section 4 Linkage policies for the Financial Advisor?	Y	N	Finance
39. Do we need to say anything in policy about delegating the setting of the APF amount to the staff?	Y	N	Finance
40. Should policies reflect a link to any related bylaws?	Y	N	Governance
41. Is a board member permitted to serve as an informed lay person to assist staff at their request? Need interpretation.	Y	N	?
42. Do we need to add policies to reflect needed direct contact from Board members to staff? Examples are Committee on Committees, Treasurer, GAPC, etc	Y	N	Governance
43. Does UUA Board need a policy to address how to handle unexpected bequest income. UUA practice has been for staff to decide.	Y	N	Finance
44. Research on how other nonprofits are using PG.	Y	N	Finance
45. Bylaw change needed to allow board to remove a trustee? Kay is getting legal counsel.	Y	N	Governance

UUA Board: Pending Policy Changes, as of 14March2010

For Review and Action

46. Review and adopt revisions to conflict of interest policy. See Appendix 5	Y	Y	?
47. Policy 3.10 requires the President to serve as a fiduciary to the Employee Benefit Trust Fund. Would we be better to include this as a delegation of authority rather than an executive limitation?	Y	N	Finance
48. What do we want to say about youth ministry and youth leadership development in the policy manual?	Y	N	discuss after receipt of ENDS monitoring report
49. Clarify authority and procedures of the executive committee	Y	N	Governance
50. Should we extend health plan eligibility to cover insurance for the center for ethical living in New Orleans? See deliberations of the Exec Committee in October 2009.	Y	N	Finance
51. Will the eligibility requirements of the benefit plans be amended to include related organizations instead of independent affiliates. The President can designate an organization as a related organization. If the board wants to maintain control of eligibility (do we), we'll need to approach this a little differently.	Y	N	?
52. Proposed new section 4.4.5 to specify that when a policy is amended or eliminated the next monitoring report will only address the new language. Susan Stratton Radwan indicated that when a policy is amended the next monitoring report should address both the old and new versions of the policy.	Y	Y	Governance
53. Restructure policy appendices for readability and ease of use. See Appendix 11 for the details	y	Y	?
54. CBPC committee accountability. See Appendix 12 for details.	Y	N	Finance