

UUA BOARD OF TRUSTEES MEETING  
DPA OBSERVER NOTES  
JANUARY 18-21, 2007

Thursday January 18, 2007

Gini Courter, UUA moderator updated the board on the use of Open Space Technology for General Assembly 2007. Helen Bishop is coordinating the facilitators and the board is being asked to assist in the opening conversations at GA.

The board met and spent some time with Jesse Jaeger, Youth Programs Director who spoke about the UU Congregational Conversations on Youth Ministry and the results of that conversation. Jesse mentioned that congregations held discussions last year and this year districts and stakeholders were continuing that discussion.

Individual board members supplied feedback to the CCF (Congregations Come First) team about their district conversation (District President, District Trustee, UUA trustee and APF chair). The following are some comments made:

General concern about funding and how a “canvass” would work

- Mass Bay: Enthusiasm about regionalization
- Clara Barton: Lack of trust in the process by some
- Florida: Can the funding generate enough funds?  
Need mission and ends before reorganization  
Need to talk with Terry Sweetser
- TJ: Need a pilot program  
Seen as top down rather than grass root  
Polity works against cooperation  
Clusters will happen naturally
- Southwest Conference: Anxiety around grand change  
Funding formula is broken but skeptical about canvass  
Excitement about staff coming out of Boston and being in with congregations
- Mountain Desert: Need to improve APF  
District “other costs” need fixing  
Need more specifics
- Ballou Channing: Need for specialists  
Seen as top down  
District collaboration is already happening  
Concern about endowments and property held by districts
- JPD: Let it be an organic process. Look at 4 district shared ministry Model
  
- Joint Taskforce (NH/VT/Northeast) Would funding fall to ministers to do?
- Ohio Meadville: Liked the one pay system  
Trained APF vs. trained consultants?
- St. Lawrence: Top Down?

These notes along with the compiled district conversation feedback notes will be given to the CCF team for their February meeting in Houston, Tx.

Friday, January 19, 2007

I was asked to sit in on the new Governance Working Group that was established to look at the UUA board and its governance. The members of that committee are Rev. Linda Olson Peebles, Rev. Elizabeth Green, John Blevins and Charlie Burke. They decided that their mission was to: Lead the board to a good governance model.

Rev. Mary Higgins, the DE for the NH/VT and Northeast Districts was asked to meet with the group because of Mary's vast experience and training with policy governance. Mary went through some of the basics of policy governance. With Mary's help the group laid out a timeline to take to the whole board on how to continue toward governance.

Friday afternoon the entire board met and Rev. Olson Peebles brought the board up to date with the new governance working group. She then introduced Rev. Higgins who spoke to the board about governance structure and how policy governance enables a board and CEO to work together.

The Friday evening gathering was a mock MFC (Ministerial Fellowship Committee) interview. Rev. Charles Blustein Ortman, a member of the UUA board of trustees agreed to be the "candidate". Rev. Jory Agate, Chair of the MFC, with members of the committee, conducted the interview. It was very enlightening and the discussion afterward, gave everyone a sense of what happens during the interview and with the decision making afterward. A candidate is given a score, 1 (being ready for ministry) through 5, (ministry is not for you) and information on how to proceed if work still needs to be done.

Saturday, January 20, 2007

Opening words by Charlie Burke.

Consent agenda was approved.

Introductions were made (UUA board, guests, observers)

Kay Montgomery, Executive Vice President reported to the board.

- Kay had just attended a meeting of colleagues from Mainline Protestant denominations. She said they had more in common than they thought.
- Kay is traveling to India next month.
- She and Gini met with the Canadian UU council for their periodic check with them.
- An environmental summit is being held with about 20 different groups of UUs to synchronize what is being done.
- Gulf Coast relief is having a meeting of stakeholders to determine what comes next?
- Kay also mentioned a new group that is meeting and might apply for UU charter. It is a website congregation holding worship and meetings on the web (UUs of Second Life)

Tim Brennan, Treasurer

- The UUA received a clean audit from KPMG
- APF and friends income is up about 6%
- Tim is looking to do a facility condition assessment which is needed.
- The UUA either alone or with others filed shareholder resolutions with 11 companies

Paul Richter, Secretary

- General Assembly 2007 Election: Right now we have openings for at large trustees, youth trustee, committees. The deadline for nomination by petition is Jan. 31<sup>st</sup>. The nominating committee has nominated only 1 person per position and if no other candidates come forward, there will be an acclimation in plenary and no election.
- As of right now, there are 2 people in discernment about running for UUA President at GA '09. Open public campaigning can not begin until Jan. '08 but the UUA Secretary is required to speak with potential candidates about the process.
- Congregational certification deadline is Feb. 1 and only 300 of over 1000 have re-certified so far.
- Paul is putting together a policy for board voting outside regularly scheduled board meetings

Jackie Shanti, First Vice Moderator

- Explained that the Governance Working Group was created by the Coordinating Council (CoCo) at the Oct. '06 meeting
- Several board members will be attending the Carver PG training in Atlanta in Feb ( Charlie Burke, Jackie Shanti, Elizabeth Green and Paul Richter)

Congregations Working Group

- Recommended approval of a new congregation: Unitarian Universalist Peace Fellowship of Raleigh North Carolina
- Recommended approval fo the Interim International Guidelines
- Discussed the Congregations Come First (CCF) information with no new issues surfacing
- Discussion around restorative justice with Rev. Jory Agate, MFC and what if any responsibility does the congregation or the UUA have with a complainant regarding ministerial misconduct.

### Grwoth Working Group

- Harlan Limpert(Director of District Services) and Tracey Robinson Harris (Director of Congregational Services) reported to this working group. Harlan is inviting members of congregations that have grown 25% or more in the last 6 years to a summit to elicit information about how the UUA might or might not have been helpful in their growth.
- Tracey spoke about the different growth strategies and other projects around the UUA. One project, Planning for Growth Pilot Proposal will create congregational teams in three different districts. Tracey will also be talking with Pacific Northwest District (PNWD) about emerging congregations.
- There is a four district shared ministry program in Joseph Priestley (JPD), Ohio Meadville, St. Lawrence and Metro NY.
- General Assembly: Harlan will be having the breakthrough congregations focus their films and workshops on lessons learned from their experience rather than concentrating on their history.
- DPA concern about ministers and growth training: Ralph Mero clarified the information on the renewal process every year for a minimum of three years between preliminary and final fellowship. During this time, areas of work can be identified for training. Harlan suggested that he talk with the UUA growth team about recruitment of ministerial students and the role of growth or extension as a competency requirement.
- Bill Sinkford updated the group about the UUA marketing and advertising campaigns and later presented this power point to the entire board.

### Association Working Group

- Consultation on Youth Ministry: This group felt it might be important to have Camps and Conferences included in the conversation.
- A long discussion ensued around theological education and excellence in ministry. Rev. Jory Agate, chair of the MFC, met with this group. She feels that the MFC should not define what a minister should be but rather that this is the UUA board's work. The MFC shapes rules and policies with the goal that all ministers be prepared generally for the demands of ministry. She mentioned that there seemed to be no patterned of capability between candidates from UU seminaries vs. non UU seminaries but that those who don't attend UU seminaries have challenges in getting immersed

in UU culture and need to be more intentional about getting those experiences. Again the issue of preparation for management skills and governance issues is still not being addressed. Jory also cautioned that we need to let new ministers get grounded in their work in ministry before grabbing them into committees and leadership positions.

- Independent Affiliates: A new checklist will be utilized in approving applications to affiliate status. Groups will receive this checklist with their renewal application.
- Election campaign process for President and Moderator: A discussion was held regarding how to get election information out to everyone, i.e. UU World, website, etc.
- GA: This group is sponsoring a workshop inviting lifelong UUs to talk about what keeps them in the association.
- CCF: The board didn't have a chance to have an honest conversation about how they feel about the CCF presentation. The name Congregations Come First didn't seem reflective of the work that the board is trying to do. Suggest a name change

#### Committee on Committees

- Voted to create the Governance Working Group with members from each of the existing working groups.
- Motion Passed

#### Living Our Faith:

- The group invited DRUUM (Diverse Revolutionary UU Multicultural Ministries) to join them in conversation. They have not been able to send a representative to the board. Gini will speak with DRUUM to see if arrangements can be made for a rep to attend a working group session in the future.
- Gulf Coast Relief: The group heard from Joe Sullivan (UUA consultant) and Meg Riley. It was reported that the UUA and UUSC (UU Service Committee) have agreed to set up an organization to coordinate Gulf Coast volunteers. Joe gave a preliminary report on the Gulf Coast Relief Panel's work focusing on a learning assessment of the work for future disaster response.

- Burton Carley mentioned that a strategic plan has been created for strengthening the UU congregational presence in New Orleans.
- Accessibility: The working group discusses how and who should possibly implement the April 2006 Accessibility report and if this is staff work or board work?
- Ministers of Color: Bill Sinkford met with the working group to talk about the ongoing and increasing Association work in support of ministers of color and other historically marginalized groups.
- Public Policy Statements: The UUA Washington Office put together three public policy statements. There was need for clarification about the board process on statements and the Board made a motion to clarify. The three public policy statements were approved. (Equal Rights for Bisexual, Gay, Lesbian and Transgender Persons; International Relations; Reproductive Health)

#### Dan Brody, Financial Advisor

- Dan gave an update on financial issues. He mentioned that Holdeen Trust.

#### Finance Committee

- Report was given by Laurel Amabile (Director of Annual Program Fund) on Stewardship and Development. The April Friends ask will be a joint request with UUSC to receive funds for Gulf Coast volunteers. The GA ask will support the continuing joint UUA/UUSC Katrina response.
- Capital Campaign: *Now is the Time* Association Sunday will be held Sunday October 14, 2007. The formal kickoff will be at GA.
- Several motions will be made at the Sunday meeting of the board in relation to finance.

#### AR/AO/MC Assessment Team (Anti-racism, anti-oppression, multi-culturalism)

- The group suggested that the training given by Paula Cole Jones at the October meeting needs to be continued and carried to the districts and congregations.
- Suggest moving the process observation focus to a deeper level.
- International Vision and Mission Statement: The Congregations working group is addressing this item and the AR/AO/MC team would like to keep the issue of

including a AR/AO/MC statement in the mission statement upfront.

#### Beacon Press

- Helen Atwan gave a report on the Beacon Press and on new titles that will be available.

#### Ed Merck, Audit Committee chair

- The audit was clean. The committee is thinking of getting bids to hire a new firm.

#### Ministerial Fellowship Committee

- Rev. Linda Olson Peebles, a member of the board and MFC gave an update on the committee and how the interviews went. The MFC is working with the MPL (Ministry and Professional Leadership Staff Group) and how to handle complaints.

#### General Assembly Planning Committee

- Eva Marx reported that the planning committee has asked for a raise in registration fees to cover the reduction in child care costs for families.
- The planning committee has recommended pulling out of Minneapolis for 2010 because of labor issues. The Ware lecturer will be Rashid Khalidi.

#### Bill Sinkford

- Bill gave a very interesting power point presentation on the advertising and marketing campaigns that the UUA had done in the past few years. Three questions were asked: Does advertising work to grow Unitarian Universalist congregations? Is advertising cost effective? Can we afford the cost? The two campaigns, in Kansas City and Houston were evaluated. Bill felt that the statistics show us that we can grow UU congregations by advertising and that the cost is affordable if you look at the 3 year period. The campaign also showed that congregations can work together, that congregational cultures can change, there is an increased awareness of Unitarian Universalism and that major donors to the campaign are pleased.

Sunday, January 21, 2007

Worship by Rev. Burton Carley

President's report

- Rev. Sinkford reported that the UUA and the UUMA (Unitarian Universalists Minister's Association) met to gain clarity around the relationship between the two organizations. Bill will meet with the large church senior ministers at their meeting in March
- IARF (International Association for Religious Freedom) continues to struggle operationally and is moving toward a voluntary staff with one paid professional.
- Now Is The Time campaign is starting strong with private donors, having received over \$10 million in income and pledges. Association Sunday will be held on October 14, 2007 and the money raised will go for a national print and media marketing campaign to raise awareness of Unitarian Universalism.
- Bill also reported on his continued work with ministers of color and is developing a proposal.

#### Best Practices Working Group

- John Blevins and the working group were able to re-assign their tasks to other working groups. With the addition of the governance working group, best practices no longer needs to function as it was.

#### Nancy Van Dyk, Women's Federation

- Nancy thanked the board for its support and she mentioned that there were new positions available.

#### Motions: Please refer to UUA Board minutes of January 2007 for actual motions and their language

Several motions were made and passed.

- Association Working Group: motion re: board of review request for bylaws change, passed
- Governance Working Group: motion re: transition to governance practices, passed
- Living Our Faith: motion re: public policy statements, passed
- Finance: several motions all passed
- GA Planning committee: requested motion to not have GA 2010 in Minneapolis, passed
- Policy on Board Voting: passed

#### Election process

- The board had a lengthy discussion about the board's role during the election process. The secretary of the board and



two other board members to be named, need to stay neutral since they are on the Election Committee.

- Public campaigning may begin January 1, 2008 and candidates by petition have until February 1, 2009 to announce.
- The discussion centered around whether it is appropriate for board members to endorse specific candidates and to donate funds to their campaigns. The discussion continued in executive session.
- The board will make a decision soon around this issue.

*The DPA Observer, Elyse Reznick needed to leave for the airport. The board went into executive session. The moderator, Gini Courter gave her report to the board.*