

**UU Board of Trustees Meeting**  
**DPA Observer Notes**  
**April 19-20, 2008**

**Saturday, April 19**

- Opening words and chalice lighting by Rev Rosemary Bray-McNatt
- Consent Agenda was approved
- Gini Courter addressed changes in the October 2008 meeting schedule and distributed a draft schedule which accommodates the Board spending Saturday that week visiting the New England Regional Gathering in Worcester. The presidential candidates will be addressing that meeting and the Board will have an opportunity to meet with regional leaders.
- Introduction of Board members and guests

**Secretary's Report – Paul Richter**

- Reported on planning for the candidates forum scheduled for Saturday GA
- Reported on voting logistics and exploration of move away from paper ballots. It is likely that voting will be done via a web based system – this will reduce cost, but certain cultural concerns still need to be addressed.
- Introduced two items that will require action – 1) how to appoint committee members on an urgent basis to fulfill committee quorums, and 2) a draft of Youth and Young Adult Empowerment Resolution that the Board can place on the GA Agenda. This is not language that the Board has written, but the authors worked in collaboration with the *Committee on Committees*.

**First Vice-Moderator's Report - Jackie Shanti**

- Jackie reported on plans for AR/AO/MC training for future meetings
- Invited folks to provide input to the Coordinating Council regarding initiative to reduce amount of paper at Board meetings.

**Executive Vice-President's Report - Kay Montgomery**

- Hires – Kay reported on two new hires for staff and districts. Rev Alicia Forde began working out of Denver as Program Coordinator for Multicultural Congregations Identity-Based Ministries.
- The Green Sanctuary Program is transitioning into staff management – Wayne Clark will be directing this effort
- Google Ad Words – about 30 different key words triggers an ad to appear on the right screen for Unitarian Universalism. This has been extraordinarily successful – first two weeks of April had around 4,000 click-throughs. Example of words – racism, Rev Wright, religion and politics etc. This initiative is running from April through June; we have data from the first two weeks of April; it also ran from November through December.
- Policy Governance changes - Kay indicated that the issue of the content of the directory is being examined to see if costs can be saved by reducing the content of the directory. There is also a “Green” component to this exploration. This is clearly a staff decision,

but Kay wanted to consult with Board because last time this was attempted it did not get a favorable reaction. Because of the availability of the Web, the vision for the directory is to make it simply and address book and eliminate affiliated groups, bylaws, Youth organizations and ministry contacts - with directions where to find the information on the web. Currently we print about 4,000 copies.

### **Treasurer's Report – Tim Brennan**

- Javier Caban hired as Controller – already doing an amazing job.
- Building Loan and Guarantee Program – quiet in recent years, but now because of credit crunch, several congregations have approached program for help.  
Question from floor – should we be adding AR/AO/MC accountability for congregations applying for or receiving loans? Intriguing idea – staff will explore question – best way to follow up is that staff will bring back answer to larger question in the fall.  
During the afternoon session, Tim reported that there is a question on the loan documents about the accessibility of the congregation – there is nothing which appears to disqualify them if the answer is no. Also, there is a question about the existence of a plan to increase its membership from marginalized populations.
- Retirement plan - \$173M in assets as of 3/31/08 – putting out an RFP – Fidelity has been administrator since 1998. Some issues with Sudan.
- UUCEF Fund Manager Change – eliminated some funds and added others. Reported on current allocation of pension funds – shift from US Large Cap into alternative funds. Current performance for the year is down about 4.4% versus S&P performance of about minus 10% - well diversified.
- Budget assumptions and changes – budget almost flat with 2% increase to payroll. Youth programs moved to Lifespan Faith development. Occupancy costs allocated to staff and expenses rising by only 1%. Key changes – revenue up about .5% - Ministry and Profession Leadership up 26.3% and Identity based ministry up.
- Shareholder advocacy – investor summit on climate risk 2/14/08. Filed resolutions on Global Warming , sexual orientation – Verizon and Walmart. Say-on-pay- Merrill Lynch, Clear Channel and Abbot Labs. Investors against Genocide – filed resolution at mutual funds.
- Priorities for the coming year – improving controls, building and capital items, fixed asset system, Common Endowment Fund and LEED certification.

### **Financial Advisor's Report – Dan Brody**

- APF – FY09 budget estimate is slight lower, projection for 2010 slightly higher. Anticipating a request to raise APF share by \$2. Growth in congregation spending per member is up 72% since 1984, ask per member by APF is up only 53%. Support \$2 increase.
- Friends of the UUA – actual revenue in past couple of years is in range of \$1.5M – much better than in past. Estimate going forward looks achievable.
- Unrestricted Bequest income – Board should be alert as this is a risky source of revenue to rely on in budget.
- Endowment Value – just the UUA owned – gone from \$87M to \$97M – slight upward trend over inflation. Currently, the funding for the *Now is the Time* capital campaign comes from an extra 2% draw over and above the standard 5% draw from the

- endowment. Going forward, there will have to be a decision made about whether this additional draw is prudent in the long term – FY2010 will be the last Sinkford budget and first new president budget – that may be right time to examine going forward.
- UUA Health Plan – first year a great success – a surplus and higher enrollment with member satisfaction. Issues – everyone agrees that decision to base premiums based on age was critical and a success – without the graduated rates based on age, only older folks would have signed up. We went with 5 year bands which causes some weird things to happen to folks going over age thresholds – 80% of enrollees experience a 4% increase in premium – the other 20% see increases of 7-24% because they are moving over age band. Now looking at whether one year bands starting in 2009 make sense. Also examining whether to switch from a “plan year” to a “fiscal year” approach – benefit would be that this would match UUA and congregational fiscal years; however, it creates issues for those participants considering non-UUA plan.
  - GA Attendance – now predicted to be quite low. Dan mapped out attendance versus surplus - last two years have been really good. Questions to be examined - should we consider treating GA as separate part of the budget – carrying surplus forward etc. Should our vision be that we manage GA over time to a surplus of 0, but not worry too much about year to year performance which affects other things in the budget?
  - Future items – financial reporting and chart of accounts, future capital campaigns, use of bequest income, endowment spending policies.
  - Dan will seek reelection as financial advisor in 2009.

### **Beacon Press Report – Helene Abwan**

- Helene is the director of Beacon Press – appointed by Board in 1995
- Vision going forward – how to use cash reserves etc.
- Beacon Press financials have entered a period of stability and strong cash reserves. Recent years have shown steady and strong financial performance – cash reserves about \$2.5M
- Many new partnerships – have enabled among other things, some new and important publications. She gave an overview of some of the great books published over the past year.
- Proud of Blog – Beacon Broadside – can subscribe – averaging four posts a week. Initially conceived as a tool to promote books is now becoming a tool to promote progressive ideas.
- Increasing visibility – half million hits a year through Google book
- Bringing back classic titles, no longer licensing paperback editions – keeping rights ourselves. Selling in new channels and new formats
- New Direction in publishing - Science & Society books – History of US Series (Indigenous Peoples, Latino History, LGBTQ history – through another lens – history of Free speech series. Graphic adaptations
- Investing in the Future – how to use cash reserves to accomplish mission and ensure future financial stability 1) May be the frontrunner to be trade publisher to republish all of MLK’s work search.2) Zinn – People’s History of United States 3) Fully digitize backlist, expand audio program, print on demand business,

The questions going forward under policy governance is what the Board’s role should be in authorizing initiatives like this. Beacon now has about \$2.5M in reserves – the purpose of the reserves is to cushion for bad year as well as a resource to fund new initiatives. Board can’t be book approval committee, but decision to spend \$250K to acquire MLK portfolio is

significant decision – what is Board’s role in this type of decision? Proposal currently for the MLK estate and graphic iteration of Zinn’s book will come to Board through Finance Committee. As governance stands now, the Board must approve these expenditures. The future will look different – but those decisions cannot be rationally addressed until the Board establishes “ends” for the Association – then, within that framework, the Board can have a conversation about the purpose of Beacon Press – is it to make money? – to change the world?

Finance committee will make recommendation this afternoon.

### **Appreciative Inquiry at GA – Laura Park, Unity Consultants**

- What is Appreciative Inquiry (AI)? In every organization something works, and what we focus on becomes reality; the language we use creates our reality; reality is created in the moment and there are multiple realities and it is important to value differences. Act of asking questions influences the group in some way; people have more confidence and comfort to journey to the future if parts of the past are carried forward, particularly the positive part of the past..
- How does this fit into overall process to create “ends” of the organization? Invitation to participate will go out to Congregational leaders, youth caucus representatives (25), young adult caucus, plus historically marginalized groups - 1) Topic Unitarian Universalism – how we can make a difference in the world..2) Discovery – what is the best part of our past – starts with everyone’s story about their best experiences with an organization in a one on one setting. After interview, small groups form to find common threads and values and what structures are in place that enable these experiences 3) Dream – what might be? Outcome is Bold, provocative propositions or statements. 4) Design – what will be? 5) Destiny – how to sustain?
- Board role – wander around and just listen – where is the energy – take notes on those – themes begin to emerge when you notice where the energy is. Information for Board will include the provocative statements, the answers to questions, their own notes.

### **Congregational Working Group – Eva Marx**

- Reported on the Group’s work in revisiting the question, "What is a congregation?" The Group proposed that the Board examine the concept and its utility for the health and vitality of UUism in the 21<sup>st</sup> century given the completely different paradigm within which a younger generation moves, the shifting social structures and technological changes, and the fact that more people self identify as UU’s without being a member of a congregation
- Reported on the GA Crisis Preparedness plan and identified personnel with whom to share it.
- CWG workshop at GA will foster networking among congregational presidents.
- Reported that the Church of the Open Door will no longer exist.
- Recommended that the Washington Ethical Society be admitted to membership in the UUA and will be considered half UU and half Ethical Society and will be considered as such for financial and reporting considerations.
- Recommended the Unitarian Universalist Society of Chesapeake for membership in the UUA.

### **Growth Working Group – Doug Gallagher**

- Listening to Experience DVD – 9 segments – being distributed. It is relevant to congregations of all sizes and will be available for sale after the first 4,281 DVD's are distributed for free.
- Wellsprings attendance and membership is gradually improving and running ahead of projections.
- Breakthrough Congregations have been identified and each member of the congregations will get a special ribbon to wear at GA.
- Lifelong UU forum at GA will focus on conversation among homegrown and non-homegrown UU's – what made you stay etc?
- DPA concern re our culture and growth – how do we address these questions?
- Consistent with the Congregational Working Group, this group is examining the centrality of congregations to the work of the Association

### **Our Association Working Group – Tamara Alex-Payne**

- Reported on the plan for a hearing at GA about the election process for president and moderator. The workshop will focus on things that are not working well and how to move away from a political process to a model faithful democracy. Plan to ask presidential candidates to address congregational presidents at GA about why they should care about the election.
- Independent Affiliates – there are issues arising about how congregations should treat former affiliates.
- Youth and Young Adult Empowerment Resolution

### **Governance Working Group – John Blevins**

- Will bring four motions to the Board for approval on Sunday dealing with monitoring reports, distribution of monitoring reports and timing of the rollout of our new governance structure. One in particular provides for adoption of the first four sections of the Governance Policy Manual and to post it on the web. Once these are adopted, the focus of the Board will shift entirely to the development of “ends.” John emphasized that there is still work to be done on these sections, but that it will not require the attention of the whole Board apart from acting on recommendations of the GWG. This included a fairly substantial conversation about the length of time it may take the staff to generate competent interpretations of the many policies that are likely to exist and what the Board's expectation for the preparation of monitoring reports might be.
- The GWG accepted several friendly amendments to the four motions.
- John highlighted that it will be important to identify stakeholders in addition to the UUMA, DPA and GA delegates that the Board should hear from during development of ends and the rolling out of our new governance model.

### **Living Our Faith Working Group – Tom Loughery**

- Recommended that Board meet in places other than Boston so that we can connect with our owners (congregations). Bill Sinkford noted that holding various meetings around the country has almost universally been a positive experience – appreciated by local folks and valuable for the meeting participants.

- Meeting with Journey Toward Wholeness Co-Chairs – work on accessibility has been effectively transferred to this committee and the leaders feel good about it. There will be a transition in leadership on that committee in the near future. Last year’s report dealt with how districts were doing on AR/AO/MC work. This year’s report dealt with cultural competency, particularly at the ministers’ level. The committee sees their mission has changed to a monitoring function and has accountability to the Board for this. The Board also has an accountability - to do something with the reports. The working group believes that it may not be in right relations with the committee regarding their report from last year. The same applies to their report for this year. The working group will be sending this report to a number of groups requesting their input by Jan 2009 as to progress to the working group, which will then report to the Board. With regard to prior year’s report on district progress, the group recommends that the district leadership be asked to respond formally on their progress and for the district to be accountable to the Board by April 2009. The committee and the Working Group had a lengthy discussion about where to go from here.
- Expressed continuing support for the New Orleans volunteer center.

#### **Anti-Racism/Anti-Oppression/Multi-Culturalism Team – Joan Lund and Charlie Burke**

- Process observation notes will be collected and studied and reported on regularly and will be continuing to work on improving process observation skills.
- Continuing to work with Paula Cole-Jones to plan AR/AO/MC training for the Board.
- Assessed the training from the previous evening with a view towards capturing what worked well and improving what didn’t work as well.
- Observed that we need to do BOT Multicultural and Institutional Change Competencies work each time new members join the Board.
- Have appointed members to do process observation for the June meeting and have identified individuals to present personal reflections for the next two years.

#### **Committee on Committees – Pat Solomon**

- Board resolution after Quebec provided that elected committees must engage in AR/AO/MC work – but did not mention Board appointed committees. In following years, we have tried to apply this to Board committees do such work – but implementation has been uneven. COC is working to make it clear what the expectations are for Board appointed committees. Recommendation is that Board adopt a policy establishing that training for committees occur at least every four years – some committees already have their own schedules with less time – but four years is the recommended guideline for those without such provisions.
- Training for individuals on Board Appointed Committees – effort to institutional communication about available trainings. If committee budgets cannot absorb the cost, this training should be at UUA expense (Congregational Services Budget).
- Question as to panels/committees who have non-UUA members.
- Discussion:
  - Comment that the resolution is unclear about expectations – language uses compelling language at some points and at others uses language that is too soft. Softness may represent unclarity or disagreements among committee members about what is fair to ask of committee members – do we have the right to require this training?
  - The time has passed for the perception to continue that this work is “optional.”

- Voluntary compliance has generally been successful.
- Board policy already requires that Board appointed committee members have AR/AO/MC competencies. Our implementation documentation must be consistent with our expressed policies.
- Two different kind of training we're talking about – 1) minimal individual competency training and 2) institutional group training and accountability training – monitoring changing behavior.
- Committee on Committees will revise resolution and propose something for Board action tomorrow.

### **Reflection on AR/AO/MC Experience – Eva Marx**

The Board established a practice where individual Board members will reflect on their personal AR/AO/MC experiences at each Board meeting. Eva Marx courageously agreed to be the first to do so and delivered her reflection at this meeting.

### **Youth Ministry Working Group – Bill Sinkford**

A significant number of the members of the Board participated in a side meeting Friday night to discuss a letter from the YRUU Steering Committee regarding the Youth Ministry Working Group. Bill reported that there has been some disappointment and frustration over the last year, but that the group met for three days and moved from the vision and values stage to the operations level. One of the issues clearly identified was the desire for more youth voices to be involved in the process. Bill indicated that the working group has 17 members and is about 50/50 youth and adults. It is heavily weighted to stakeholders (LREDA etc) and was chosen by administration. Some disagreement arose with the characterization of the membership of the group – that there are only four youth out of 17. The response is that this is true, but may be because some who were youth at the commencement of the process are now young adults.

The letter from the sun-setting YRUU Steering Committee expressed a great deal of frustration at the process and impatience with the current lack of a program. There are plans to hold at least three more meetings of the Working Group, pending resolution of some issues regarding membership on the Group.

Kay provided historical context and presented an optimistic point of view based on her assessment that all involved have gotten past their investment in their own organizations and are focused on their vision for youth ministry. The YRUU steering committee is past defending YRUU.

It was expressed that the “Elephant in the room” is the suspicion that the youth visioning process is being controlled by staff and adults with the youth as window dressing. Another potential difficulty is that the Board hasn't done its ends work and that roles and boundaries among staff and Board aren't clear.

The Board went into executive session to continue the discussion.

### **GAMAP Report – Eva Marx**

- Registration is down and the projections won't be clear until the end of April.

- Work around “Greening” has been superb and been recognized as such.
- Reported that the subsidies for congregational presidents at GA this year will be 25% - this is the last year of the subsidy. The Group intends to examine new and continuing ways to encourage such participation.
- Integration of UU University into GA as part of an overall vision of GA being focused on professional development. The integration of UU University into GA is an accessibility issue also. There is a hope that UUMA may begin to integrate their training track into GA also, but UUMA has not yet been approached and cannot be approached until the leadership council addresses the multi-track professional development approach for future GA’s.
- There are a great number of scholarship requests this year – congregations have put up more money, better publicity, culture is responding to efforts.
- Planning committee moving ahead with AR/AO/MC training at GA and post GA evaluation will include a metric for this.

### **Finance Committee Report – Lyn Conley**

- We will finish in the black. Major concern going forward is attendance at GA.
- One of the motions will reflect use of Youth Office Program money for
- Capital expenditures – need \$855K for 2009.
- FY2010 – recommendation to increase the “ask” by \$2. Question also must be addressed about continuing the extra 2% draw from the endowment.
- APF looks on target. Friends of the UUA is projecting a shortfall – number of donors and gifts increased, but total value of gifts has declined.
- \$38M in legacy pledges and cash – many restricted. \$24M attributed to greater # of visits by staff to donors.
- Association Sunday great success. FY09 budget includes \$800K for next year’s Association Sunday with a goal of \$1M. The theme is “Growing in Spirit.” For spiritual deepening and excellence in ministry.
- UUA data base is being modified to allow congregations to update directly, with a vision to let individual members to update their own and control the amount of information to be shared.
- Beacon Press – on track or ahead of budget in every category. The potential extraordinary opportunities that may arise are currently being evaluated by the Finance committee and then will go to an electronic vote of the Board.
- Health Insurance – doing well.
- Holdeen Fund Agreement – HIVOS is a Dutch humanist organization with goals to invest up to \$200K Euros with us matching funds to allocate to the Holdeen Program in India. This would involve about half of our current support for Holdeen and funnel it through HIVOS to be matched for around \$300K.
- Recommending that a line of credit of \$500K be set up to manage cash flow with use of credit line to be reported at next meeting of Finance Committee. Cash is usually tight in Oct-Dec time frame every year – allows more effective and responsible bill paying approach.
- Sponsored organizations – YRUU and C\*UUYAN have accounts that don’t appear on the books. Either they are independent or under us – and must be considered “Sponsored Organizations.” Action is that this needs to be resolved in a collaborative manner.
- Gulf Coast Relief Fund – FY09 budget does not include money for ongoing support of Gulf Coast Relief. This is an important element of our “ends” discussion (what are we trying to accomplish in the world, for how much, and for how long), but for now we are



in the process of determining what monies are available. Intent is to authorize fund raising appeal for UUSC/UUA Gulf Coast Fund at GA to provide interim support until Board gets its “ends” in place. All of the funds spent directly in New Orleans were raised from congregations and UU individuals (except for staff time etc). Do we spend money from our operating budget? – that is a conversation for next year once we have established our “ends.”

### **Ministerial Fellowship Committee Report – Jackie Shanti**

- There is a companion bylaw change to the one already approved at the last meeting and one which also needs to be placed on the GA agenda.
- Highlight of recent meeting is that the age range of candidates is 25-73.
- Main work of MFC right now is following up on the work that comes from the rule changes – will require a review of the policies and practices of the MFC in that light.
- The AR/AO/MC work done by the MFC is increasing significantly – an hour to an hour and a half each meeting with an extra day added each year dedicated to this focus.

### **Process Observation – Charlie King**

**Sunday, April 20, 2008**

### **Opening reading – Joan Lund**

### **President’s Report - Bill Sinkford**

- Bill is recovering from back surgery and thanked all who sent him well wishes.
- Compassion Forum – PBS – Faith in Public Life – UUA is primary partner in this organization and Meg Riley is our connection. Focus on shifting the religious debate – articulate the central moral message of all great faith traditions.
- Bill has been invited to attend a gathering of 100 world religious leaders just prior to the G-8 Summit in Japan just after GA. The hope is to craft a statement of religious imperative that the Japanese government has promised to deliver to the gathering of political leaders from the 8 largest industrial nations. Bill is the only US denominational head to be invited to join the gathering.
- Will lead a small delegation to Africa in the fall to visit emerging UU groups in Kenya and Nigeria, meet with Desmond Tutu and others to learn more about the Truth and Reconciliation Process, visit with social service partners which address AIDS, poverty and orphans, and a visit to Goree in West Africa where some Bill’s ancestors were held before some of his other ancestors brought them here.
- Panel on Theological Education – review reports on eight projects on excellence on ministry that the panel funded this year. The path will be a challenge – guaranteed our two schools minimum financial support of \$200,000 apiece. UUMA, MFC and youth community and non UU schools own this process and are committed. Andover Newton has asked for a covenant to be considered a UU seminary – irony is that it was originally formed in reaction to the liberal Unitarian tendencies back in 19<sup>th</sup> century.

- The chair at Harvard is about to be filled by a candidate – Dan McKanan. Students at Harvard are thrilled that the Emerson chair at Harvard is now filled.
- Reflections on ministry –
  - More and more he is hearing the UUA of congregations. People are starting to get it and the mentality is starting to take hold. So much of our work is done in words and language – much Board time is invested in Board policies and the trees – the forest is shifting and growing.
  - Youth ministry – as complex as it is – no one used this language seven years ago.
  - Excellence in Ministry – initially the concept created fear – some reacted to “Excellence in Ministry” as a focus on excellence in ministers. Now the conversation is about Mission, vision, excellence in ministry – national language is now reflecting great work being done in congregations – too many of our best leaders felt the needed to distance themselves from national identification for fear of losing vitality of their ministry – that conversation is changing.
  - Fear that language of reverence was going to destroy the movement – now is being claimed as an invention by many. The decibel level claiming a small, humanistic theological center of the movement is lower.
  - “Faith development” – bringing our faith to bear on where people actually live.
  - Work on race is making progress – reverence, humility and gratitude offer the best hope for white UU’s to understand privilege and its impact on those for whom gratitude shapes differently. It is spiritually grounding.
  - We are talking about the things that matter in spiritual terms – our leadership together is causing the forest to flourish.

### **Training – Paula Cole Jones**

Reported on a pilot program in JPD – Journey toward wholeness Transformation team – there is now documented evidence that a regional strategy can help to move us toward change in our identity as an association. There is much variation in the interpretation of the work – we are working to build a frame that is broad enough to encompass all of our conversations without compromising the integrity of the work.

In JPD, we have documented forward positive movement in 19 congregations in the racial justice movement – using the seven levels of readiness (seven levels of resistance). This is a model that can be replicated around the country. UUMA chapters are the key to doing this work and making progress as an association. Over half of the districts have launched formal programs.

If we are honest in our assessment, we get engaged in the work.

Tipping Point – are your congregations willing to be part of this movement toward diversity? In JPD, we were hoping for 14 congregations out of 27 – four were active in racial justice work, needed minimum of 10 and hoped for 14. When asked, 17 congregations have engaged in work.

The Transformation team strategy is to shift the culture from a team of committed individuals to a team of committed congregations. We have invested time and effort in restructuring the team to account for this shift.

Florida has established a regional strategy, the DE and Trustee is on board and appears well positioned to progress. We have to continue to create opportunities for people to engage and to see themselves as one community working for transformational change.

## **Reflection on AR/AO/MC Experience – Pat Solomon**

Pat Solomon presented the second such personal reflection. After many false starts, the Ohio-Meadville district board is scheduled to dedicate a spring retreat to AR/AO/MC training.

## **Health Plan Update – Kathy Burek**

- Kathy reviewed the goals of the UUA Board in entering into a health plan. Those were to provide insurance for 400 uninsured/underinsured employees including GLBT couples, provide medical services omitted from many plans, no pre-existing conditions, better long term rate stability and better portability for ministers.
- Results – began with 587 employees and up to 680 so far and project to 700 by July 1. Half of previously uninsured/underinsured now covered. Down to about 100 uninsured folks in congregations. GLBT couples eligible and no pre-existing conditions exclusion exists.
- \$944K surplus - \$500K better than anticipated. Favorable variance due to low health problems, small shift in demographics and timing of premium payments. Perhaps need to encourage folks to use preventive services more.
- For 2008, additional \$670K surplus expected. As years go by, the surplus should be going down as we adjust rates. This is really only one year's worth of data.
- Favorable experience allowed expansion of benefits with only 4% rate increase – reduction of rates too risky at this point. Expand eligibility to employees working 750-1000 hours. Eliminate deductible for routine eye exams and adult immunizations. Outpatient mental health visits increased from 20-40 per year. Open enrollment for plan year 2008
- Challenges – enrollment targets facilitated by enrolling Boston staff (minimum enrollment for viability was 500 – decision that all UUA staff were transferred in to make sure we hit minimum – and it was necessary) – the downside increased cost for many of the staff. To reach more uninsured/underinsured people, we need to work through congregations – need to understand moral obligations in fair compensation and may need help plan budgets for added cost of insurance.
- Independent Evaluation of Plan – agreement ends at conclusion of 2009. RFP will be issued late in 2008. Review of current arrangement in spring of 2009.
- Health Plan Trustees plan to have Paula come in for AR/AO/MC training to help understand how to add that lens to decision making process.
- Potential issues – considering change to coincide with UUA fiscal year, change to one year banding, establish plan design changes for 2009, set rates for 2009, review open enrollment data and issue RFP for independent evaluation in December.

## **Congregations Come First Report – Roger Comstock and David Friedman**

- Charge – examine the moral and effective allocation of resources for delivery of congregational services to increase the effectiveness of our Association.
- Several years of discussion leading to a vision consistent with UU values. Effectiveness, equity and covenant.
- Learnings: hard for people to understand what we were trying to do. Hard for folks to compare what was happening in one district versus another. Vision – what if all congregations had access to resources in roughly the same ration and access to specialized staff.?

- District Presidents voted to equalize benefit payments for their staff – not from CCF, from DPA – significant action for justice and equity.
- Questions: If growth was the focus of every one of our congregations, how should the association become structured?
- CCF has decided to go virtual - not going to meet physically until October 2009. Information is being collected, electronic communications continue – awaiting vision of future administration whether this type of cross constituency group will be useful to them. This is a listening time – intentional reboot in fall of 2009.
- Questions: What were the fears – there were 50 pages of notes – from meetings with DPA, district staff etc. Tried to separate issue of governance from delivery of services – regionalizing did not leave too much for the districts to do – many districts responded negatively to that. Lack of clarity about what would happen to districts. Fear of change, misconception that all staff would be moved to regional offices, perception that not enough congregations were consulted. Throughout feedback there were also some very positive themes. Future of CCF may include never delivering any more recommendations, but continuing to serve the role of facilitating an exchange of information and analyzing that data.
- Where is the energy that is going to drive this? CCF was and is an exercise in partnering – to partner is to do something you wouldn't have done had you absolute control and power. Energy is where we hoped it would be – congregational presidents meeting in districts, collaborations to do AR/AO/MC work. If CCF hadn't existed, we would not be approaching change with as much openness as we are right now. Responsibility of CCF right now is to continue asking questions and collects answers.
- Assumption when task force was set up that it could complete its task in two years. Underestimated the knowledge base about geographies other than our own. Whatever is fine for us we don't want to change – inequities are not felt by those who aren't suffering. If you have good health plan, one usually doesn't think the health care system is troubled.

**Youth Ministry Initiative** – there was a suggestion from the floor that the Board should provide the administration with a set of “interim ends” with regard to Youth Ministry. Those wishing to have a conversation about this should meet over lunch.

## **Motions**

The Board passed the following motions (see the Board minutes for exact language):

### *Congregations Working Group*

- Accepted the Unitarian Universalist Congregation of the Chesapeake in California, MD into the Unitarian Universalist Association.
- Accepted the Washington Ethical Society into the Unitarian Universalist Association with the agreed upon membership reporting and reversionary clause. (a federated church in affiliation also with ethical culture)

### *Our Association Working Group*

- Placed the Youth and Young Adult Empowerment Resolution onto the 2008 GA Agenda.

- Directed the administration to make the transition in youth ministry an institutional priority now with authentic relationship with the youth community, monthly reporting requirements to the Board and with a commitment to support youth ministry programming throughout the transition period.

#### *Governance Working Group*

- Affirmed Sections 2, 3 and 4 of the Governance Policy Manual and to post these on UUA.ORG.
- Affirmed that all Monitoring Reports received from staff and voted “in compliance” by the Board will be posted on UUA.ORG. (primary purpose is to support call for openness and transparency)
- Affirmed that our “moral owners” for Governance purposes are our member congregations. We will use the “member congregations” language as the name of choice whenever possible.
- Affirmed the plan to begin receiving Monitoring Reports from staff in July 2009.

#### *Secretary*

- Affirmed sending of a letter from the President and the Trustees to the Trustees and Chancellor of Antioch University to participate in all feasible plans to the imminent closure of suspension of operations at Antioch College.
- Approved a special process to authorize two officers of the Association to appoint a temporary substitute to Board appointed committees on an emergency basis so that quorums can be met. All such temporary appointments are subject to ratification at the next Board meeting.

#### *Finance Committee*

- Approved the FY 2009 Operating Budget and to provide funding for the “youth Transition Team” at a level comparable with the current year’s YRUU Steering Committee.
- Approved FY09 Capital Expenditures Budget.
- Approved that the Board receive the FY10 Budget.
- Approved \$58 as the APF Fair Share amount for FY2010
- Authorized the UUA Administration to enter into a legal agreement with HIVOS to support our common partners in India.
- Authorized the Treasurer to set up a \$500,000 line of credit (with certain restrictions) to help manage cash flow.
- Formally requested the GA Planning to Committee to authorize a fundraising appeal at GA 2008 to support the UUSC/UUA Gulf Coast Volunteer Center.

#### *MFC*

- Approved bylaw change to be placed on the GA Agenda.

*Additional GA Agenda Item:* The Board previously approved placing the following items on the GA 2008 Agenda:

1. Amendment to the bylaws and rules establishing the Northern New England District and eliminating the New Hampshire/Vermont and Northeast District. In addition to voting in January to put this item on the GA agenda, the Board voted today to recommend to GA that this be approved.

The Board appointed Roger Comstock to make the two minute statement at GA in support of the amendment, with Will as the backup.

2. Also voted to recommend that the congregations approve the recommended changes to the MFC bylaws. The Board appointed Jackie Shanti to speak in support of the amendments.

3. Voted to place the Youth and Young Adult Empowerment Resolution on the GA Agenda. Board also voted to recommend that the congregations approve this resolution. The Board appointed Charlie Burke to speak in support of the Board's position.

### **Moderator's Report – Gini Courter**

#### **Committee on Committees:**

The Board moved into executive session.

Notes prepared by  
Ken Wagner  
President, DPA

#### **Gems of the Day:**