

Minutes of the Nominating Committee
February 22-23, 2008
Eliot/Pickett House, Boston

Friday, 2.22.08

Rev. Hope Johnson, Chair, called the meeting to order at 9:00 AM. Members present were: Dick Creswell, Rev. LoraKim Joyner, Larry Ladd, KokHeong McNaughton, and Rev. Joan Montagnes. Megan Selby was delayed until Saturday in joining the meeting; Rev. Chris Buice was unable to attend due to illness; Leon Spencer was unable to attend due to a death in his extended family.

KokHeong McNaughton led the group in an opening tea ceremony and centering exercise. Hope Johnson called for each member to “check in” and introduce themselves to the new members of the committee, since this is the group’s first meeting since new members were elected at General Assembly, 2007.

Hope began the meeting by identifying all the committees, commissions, and officers for which the Nominating Committee has responsibility. She then walked the group through the processes by which the Nominating Committee identifies the positions to be filled by the next scheduled election in 2009, works with the chairs of elected committees and commissions to determine needs and requirements of those groups, solicits and recruits applicants for those positions, both directly and indirectly through congregations, districts and affiliate groups, and processes and evaluates those applicants for the positions to be filled. During the course of that discussion, a number of tasks were assigned to individual Nominating Committee members:

1. In our individual roles as liaisons with elected committees and commissions, we will each have a conversation with the chair of our designated committees, in which we will ask them to remind expiring-term committee members that they need to reapply if they are eligible and wish to be considered for re-nomination.
2. We will send a letter, to be crafted by Dick and sent by Nancy Lawrence (UUA staff liason to the Nominating Committee), to all committee/commission members with terms expiring in 2009, reminding them to re-apply if they are eligible to and wish to be re-elected.
3. Hope & Joan will write an article for the spring UUA World; and alert editor that the article is being written and confirm the deadline.
4. Lora Kim & KokHeong will work on a manual for the Nominating Committee (providing a description of procedures that are normally followed in election and recruiting years).
5. Congregational Mailing – notice of positions to be elected – goes out by March 12 – KokHeong will update the brochure and get it to Nancy for inclusion in the

congregational mailing.

6. Booth at General Assembly – Joan will check on whether our booth has been reserved for GA, 2008 and will see that our banner, some food treats, and our printed materials (brochure and applications) are available. She will also set up a schedule for us to sign up for booth duty.

7. Reception for Potential Applicants – We will move the time of this GA event from evening to a mid-morning (brunch); we will not serve alcohol; Nancy will try to secure the Board’s Room for this purpose and let us know the date and time. This reception should be scheduled to follow the Nominating Committee / Committee on Committees Workshop. Hope will contact the chair of the Committee on Committees about the workshop and about a meeting of our two committees during GA.

The committee then interrupted its discussion of its processes and GA plans to meet with four staff members of the Youth Office -- Jesse Jaeger, Darrick Jackson, India McKnight, and Sara Eskrich. Discussion focused on recent changes in the structure and funding of the Youth Office and YRUU. Staff members helped us discern how we might connect with youth leaders in this new setting. We decided to hold a separate “Meet & Greet” (with pizza) during General Assembly to communicate directly with youth leaders and emerging youth leaders to invite their consideration of becoming applicants for elected positions, especially the position of Youth Trustee. Larry Ladd will get in touch with the Youth Office and youth leaders to arrange this event. The Youth Office staff then left the meeting.

The committee then resumed its discussion of its processes and General Assembly activities. We made the following assignments of tasks to be accomplished prior to that time:

8. Nominating Committee Sponsored Workshop at General Assembly – Hope will coordinate with the Committee on Committees. This workshop must precede our reception for potential applicants. Hope will invite chairs of all elected commissions & committees to attend or send representatives; she will invite Tamara Payne Alex and youth trustee to talk about the at large Board positions to be elected. Hope will facilitate the workshop.

9. LoraKim will call Harlen Limpert (Director of District Service) and inquire what the Association is doing to help leaders move from district to association level work.

10. Application Form Update – Hope will arrange to take the interactive application form off the UUA website, replacing it with PDF form that can be printed, filled out and mailed in with supporting documents attached. Hope will also convey editions to the form made by the committee to Nancy Lawrence.

The committee then discussed whether the application form adequately invited candidates to describe their multicultural competency. We discussed various ways to convey the committee’s interest in encouraging antiracism, antioppression, and multicultural training

in applicants. Hope will inquire into the Board Policy on this subject adopted several years ago and report back to us. Our new application form will conclude with a check-box that reads:

I agree to give a two-minute presentation before the General Assembly plenary session on why I want to serve. I will attend the antiracism, antioppression, and multicultural training on the day following General Assembly.

If you cannot attend the GA AO, AR/MC, please identify the antiracism, antioppression, and multicultural training you will attend instead.

The committee then discussed in detail the Fort Lauderdale Port Authority security check procedures requiring government-issued picture ID. We anticipate conflict and discomfort at General Assembly and hope to find “teachable moments” in the experience. We asked ourselves “How does this problem inform our work with nominating leaders?” One conclusion was that it reminds us to be mindful of the importance of antiracism, antioppression, and multicultural competencies all our work. The committee adjourned for supper at 7:00 PM.

Saturday, 2.23.08

Chair Hope Johnson convened the committee at 9:00 AM. Present were Dick Creswell, Rev. LoraKim Joyner, Larry Ladd, KokHeong McNaughton, Rev. Joan Montagnes, and Megan Selby, who had arrived late the previous night. We began with a centering meditation, led by Rev. Joan Montagnes.

The committee recapped yesterday’s minutes, then agreed on the agenda for today:

Campaign buttons at GA and campaign participation issues

Liaisons assignments

Contested v. uncontested slate (single slate v. multiple nominations for each position)

Secretary election

Mission and vision work

Open UUA Compliance

Gini’s database / Sharepoint – do we wish to continue these media of communication?

Larry Ladd’s potential conflict of interest and continued service on the committee

Resources & energy expenditure: does our work have an impact?

Checkout

It was agreed that we would re-order these topics as we went to maximize efficiency.

1. Resources expenditures versus the value of the Nominating Committee’s work – Ideas expressed included:

- * the committee avoids the “old boy network” (inner-circle, self-perpetuating leadership)
- * there is some discomfort with the level of our expenditures for travel and lodging; and with the impact of resource expenditure (in a broader sense) on the earth.
- * nine people are involved in nominating for the election of only 16 positions
- * the committee fills a need for an institutional memory that keeps the door open for new

leadership and new perspective

- * proposal – to reallocate travel expenditures to attending constituent group meetings rather than GA; not necessary for all 9 members to attend GA; other half go to other meetings instead; best applications don't necessarily come from GA
- * what values of attending GA? partly recruiting, partly accountability, partly informative to learn about needs and possibilities for the Association; our *duty* is to attend GA; the GA needs to *see* the Nominating Committee
- * Agreement was reached that Nominating Committee members should attend additional meetings, requiring additional resources if they are available
- * expenditures at GA: we can each stay at a hotel where we feel comfortable about the level of expenditure; we have different expectations and needs; each has to decide what feels right and fair, for ourselves and for the Association
- * How can we make our attendance at GA more relevant and effective? Are there meetings we should attend, presentations we should make?

2. The committee then discussed whether Nominating Committee members should endorse candidates, campaign for, wear buttons for, and attend events for candidates in either the President or Moderator elections (for which we have no nominating function)? Some think not, due to possible misunderstanding by delegates that we are speaking for the Nominating Committee and the potential for a rocky working relationship with an elected leader who was not endorsed by individual Nominating Committee members. Some think that, as leaders, we have a responsibility to participate in the democratic process of the General Assembly. Other elected commissions and committee chairs, and officials, do endorse candidates. But nobody else nominates leaders; we are held to a higher standard because we are supposed to know something about leadership and leaders. Opinion was expressed that private endorsement and campaigning is OK while public endorsement and campaigning is not. A straw poll was taken and a majority favored no committee position or restriction on individual decisions. No proposal for committee action was taken.

3. Hope will arrange three business meetings of the Nominating Committee at GA. Hope will propose meeting times by email prior to GA. See item # 12 below.

4. KokHeong will contact Gini Courter and remove our internal Sharepoint site from the web. Consensus was expressed that it was too much trouble to learn to use it to be a helpful resource. We'll use email instead and rely on Nancy Lawrence to keep vital documents filed for future use.

5. Officers – It was agreed that Megan Selby will serve as Secretary and KokHeong McNaughton will serve as Treasurer of the Nominating Committee.

6. Open UUA – The committee reviewed the Openness Guidelines for UUA Committees, Task Forces, Working Groups and the UUA Board. It was noted that the Nominating Committee page on the UUA website contained only the minutes of our meeting in the fall of 2006 and no notification of the present meeting. While the meeting normally taking place in fall 2007 was, indeed, the current meeting, nonetheless, the committee expressed its desire to comply more fully with the goal of transparency. Megan, as secretary, will ask Nancy Lawrence to post the announcement of our fall, 2008 meeting along with a statement that the entire meeting (to

evaluate applications and decide on nominations) will be in executive session.

7. Single Slate v. Multiple Candidates – Opinions included the observation that our job is to recommend a single slate unless we, conceivably, cannot make up our minds. It was also observed that our task on behalf of the Association *is* to make up our minds on the best candidate. That is, our responsibility is to convey the results of our investigation of the candidates and our evaluation of their applications by making a single nomination. The fact that a petition candidacy process is available is important in keeping the single slate from being a restriction on the democratic process of electing leadership for our association. A multiple slate would require every candidate for every position to spend money and energy on campaigning, require a commitment of plenary session time and energy to be spent, perhaps beyond its utility.

8. Liaison Assignments

Elected Offices, Commissions & Committees

Committee on Appraisal – KokHeong McNaughton

Board of Review – Joan Montagnes

Committee on Social Witness – LoraKim Joyner

GA Planning Committee – Megan Selby

Financial Advisor – Larry Ladd

Youth Trustee – Larry Ladd

Other At Large Trustees – Dick Creswell

Districts: If you can attend the annual meeting, do. Identify yourself, get a spot on the business program, bring applications. Contact DE & District President and ask them to forward names of potential leaders, and encourage people in their district to apply for leadership positions.

Ballou Channing – Larry Ladd

Central MidWest – Megan Selby

Clara Barton – Larry Ladd

Florida – LoraKim Joyner

Heartland – Megan Selby

Joseph Priestly – Leon Spencer

Mass Bay – Larry Ladd

Metro New York – Hope Johnson

MidSouth – Dick Creswell

Mtn Desert – KokHeong McNaughton

NH/Vt + NE (merging) – Hope Johnson

Ohio Meadville – Chris Buice

Pacific Central – Joan Montagnes

Pacific NW – Joan Montagnes

Pacific SW – Joan Montagnes

Prairie Star – LoraKim Joyner

SW – KokHeong McNaughton

St. Lawrence – Hope Johnson

Thomas Jefferson – Chris Buice

Other Groups: By June 1st, attend a meeting of your group if possible, introduce yourself, take applications, contact the president to ask for outstanding leaders' names. Ask what leadership problems leaders in each group are encountering. Groups without names next to them are yet to be assigned.

UUMA – Joan Montagnes
LREDA – Chris Buice
Youth Caucus – Larry Ladd
CYF (Young Adults) – Megan Selby
UU Musicians' Network – Dick Creswell
DRUUMM (and A/PIC and YaYa) – KokHeong McNaughton
LUUNA –
AARE – Megan Selby
UUSC
Partner Church Council
UU Ministry for Earth (and various social justice groups) – LoraKim
Urban Ministry
AAUA – church administrators – KokHeong McNaughton
Women's Federation
Society for Community Ministries – LoraKim Joyner
InterWeave
IRAF
Meadville Lombard – Larry Ladd
Starr King – Larry Ladd
ICUU – KokHeong McNaughton

9. Mission/Vision – LoraKim led an exercise in which we thought about our purposes beyond the immediate objective of our committee, which is to provide a slate. Our job is also about nurturing leadership development. Finding places for great leaders and giving current leaders an opportunity to flourish. We will continue to work on mission and vision at future meetings.

10. Possible Perceived Conflict of Interest - Nominating Committee member Larry Ladd brought to the committee the fact of his personal relationship with Laurel Hallman, a candidate for the presidency of the UUA, and the possible perception of a conflict of interest in his continued service on the Nominating Committee. One issue is whether he should continue to serve while she is a candidate and the other issue is whether he should serve should she be elected. Larry stated his willingness to resign and his intention to follow whatever decision the Nominating Committee might reach regarding whether he should continue to serve. He also reported that he would resign if Laurel Hallman asked him to if she is elected, whatever the Nominating Committee might decide. Because of the potential importance of the issue, the committee decided to wait until its meeting at General Assembly (June, 2008), when all members of the committee could be present, to make its decision.

11. Change of Guidelines - The committee revised its operational guidelines (a document headed "Adopted November 6, 1999") and will submit changes to Nancy Lawrence for distribution to committee members.

12. GA Meetings

First Meeting – Wednesday June 25, at 9:45pm for a check-in and brief outline of our work during the coming GA days. One or two other meetings will be scheduled throughout the week.

Last Meeting – Hope will check with people's schedules about the following times for our last meeting at GA (prior to our nominating meeting in the fall). Possible times for the last GA meeting include:

1st Choice – Sunday June 29 12:30pm – 3:15pm

2nd Choice – Sunday June 29 7:45pm – 9:45pm

3rd Choice – Monday June 30 9:00am – 12:00pm

Megan will look into making Nominating Committee buttons for everyone to better identify ourselves to other during GA. Hope and Megan will create the GA Agenda.

The meeting adjourned at 6:30 PM.

Sunday, 2.24.08

The committee convened at 9:00 AM for a centering meditation conducted by Rev. LoraKim Joyner. Committee members then did a process review of the weekend meeting and a personal checkout. The meeting of the committee was officially adjourned at 10:00 AM. Goodbyes were exchanged and several of the members went to church before departing.