



Committees Working Group

October 2016 Board Meeting

Working Group Members: Tim (convener), Sarah Dan, Dick.



Agenda

- Working Group Goals for 2016-2017
- Leadership Development Taskforce Proposal
- Appointments for our Consideration

Goals for the Year

- Develop a better way for Appointments Committee to recommend appointments to the Board with more information.
- Develop a better way for Appointments and Nominating to track applicants.
- Ensure web pages for committees are standardized and up to date.
- Develop a reporting schedule for committees to the Board and add it to the perpetual calendar.
- Begin a holistic review of every UUA committee that exists on a denominational level.

Goal: Appointments Committee Recommendation Process

- Met with Appointments Committee after General Assembly to discuss this possibility. They agreed and together we came up with a three question survey about each candidate that they will fill out.
 - 1. Please give a brief biography of this person.
 - 2. Why is this person the right fit for what the committee needs?
 - 3. How does this person help the committee further reflect the full diversity of the Association?
- This should better help the Board understand the Appointments Committee reasoning for their recommendations.

Goal: Appointments Committee Recommendation Process pt. 2

- We started to use this questionnaire beginning with the appointments for this Board meeting.
 - **Discussion:** what did you think of these questions? For those who have been on the Board for more than a year, was this better than previous system?
- In January, the Appointments Committee plans to meet in Boston the day before the UUA Board Meeting, and hopefully to meet with the Board both formally and informally, so we can better understand their process, offer feedback, and develop a stronger collegial relationship.
- **Progress Check? Done!**

Goal: Better way for Appointments and Nominating to track applicants.

- Both Appointments and Nominating Committees approached me about how we identify and track current and future denominational leaders and that they need a shared database.
- This seems like something the staff can make happen, in consultation with these Committees. This is a solvable problem that will make life easier for our volunteers and help them do their job better.
- This will be covered in the Leadership Development Taskforce proposal that we will discuss in depth in just a few minutes.
- **Progress Check?** Proposal up for vote.

Goal: Ensure web pages for committees are standardized and up to date.

- Every committee's web page is different with different information presented on the landing page.
- This makes it pretty un-user-friendly-ish for folks either trying to learn more about our governance system or folks trying to contact committees.
- We want a standard, easy to use template.
- There is a legitimate question on whether this is Board work or Staff work. I feel like this is something we can work together on – the Board can come up with the template, staff can do the web work, Board can verify it's standardized.
- **Progress Check?** Process started!

Goal: Develop a reporting schedule for committees to the Board

- We feel every committee should have a regular reporting (appointed) or checking in (elected, staff appointed) schedule with the UUA board on a regular schedule (at least every 2 years.)
- This could be written, in person, call, video conference, or some combination of the above.
- Why do this? So we're a better educated board and so we have a closer relationship with our committees.
- **Progress Check?** Emails out to committees chairs, poor response so far. Goal is to have a schedule ready for January meeting.

Begin a holistic review of every UUA committee.

- Background: During his Moderator Report to GA 2016, Jim asked,
 - “The board is imagining through its Committee working group how we might further streamline governance structures. We now have 13 committees of the board and 6 committees authorized and elected by the delegates. Do we need all of them all the time? Are they all a good investment of our governance costs? Are they the right size? Should they be elected or appointed? Do they advance our Ends? Do they have a sunshine clause that requires re-authorizing from time to time? Can we imagine the Goldilocks “just right” committee structure for a religious movement of under 200,000 members?”

Begin a holistic review of every UUA committee. Pt. 2

- The Committees Working group is tasked with figuring out how to do all of that, and then, tasked with doing all of that.
- So why is this needed? Board of Review example.
- It is especially important we have a thorough, transparent, and holistic process for this work, as General Assemblies of past years have shown skepticism for the Board attempting to do this work. (Commission on Appraisal vote, for example.) **We want to do this in partnership with committees.**
- **Progress Check:** Brainstorming Phase. Hope is that we have a process for affirmation at January meeting

Leadership Development Taskforce Proposal

- Proposal is in the Board Packet.
- Why do we need YET ANOTHER TASKFORCE?
 - Everyone agrees this work needs to be done. No one is sure who should be doing it or how to do it.
 - We have competing systems in place that don't always communicate well with each other.
 - We have no coordinated database to track and identify current and future denominational leaders.
 - We need some sort of taskforce composed of these different stakeholders to figure it all out.
 - These meetings should be able to be done online – I don't foresee a budgetary...yet.
 - Jim, Harlan, Committee Chairs are all on board.

Appointments

- Open UUA
- Investment Committee
- Audit Committee
- Moderator Nominating Committee