

8:30 – 9:00	Opening Worship	Sarah Dan Jones and Unitarian Universalist Musicians Network (UUMN) Members
9:00 – 9:15	Welcome Observers, Guests	Jim Key
9:15 – 9:20	Approval of Consent Agenda	Jim Key
9:20 – 9:50	Feedback, Impressions on Recent Activities	<i>Facilitated by Greg Boyd</i>
9:50 – 10:05	Moderator's Report	Jim Key
10:05 – 10:20	Break	
10:20 – 12:00	Presidents' Collective Report and Discussion	Rev. Sofia Betancourt Rev. Bill Sinkford Dr. Leon Spencer
12:00 – 12:45	Lunch	
	<i>Afternoon topics (before break) facilitated by Pat McLaughlin</i>	
12:45 – 1:45	Treasurer's Report	Tim Brennan
1:45 – 1:55	Financial Advisor's Report	Lucia Santini Field
1:55 – 2:05	Financial Secretary's Report	Christina Rivera
2:05 – 2:15	Vice Moderator's Report <ul style="list-style-type: none"> Congregational Boundaries General Assembly Planning Committee Board Clerk Motions (2) 	Denise Rimes
2:15 – 2:30	Secretary's Report	Rob Eller-Isaacs
2:30 – 2:45	Annual Program Fund (APF) Task Force Report	Mary Katherine Morn
2:45 – 2:55	Commission on Appraisal	Peter Kandis
2:55 – 3:10	Break	
	<i>Topics facilitated by Denise Rimes</i>	
4:20 – 4:45	Commission on Social Witness	Susan Goekler

4:45 – 5:00	Leadership Development Update	Elandria Williams
5:00 – 5:20	BLUU Update/Funding	Jim Key/Mary Katherine Morn
5:20 – 5:30	Board Actions to Report	Christina Rivera
5:30 – 5:50	Process Observations	Journey Toward Wholeness Transformation Committee (JTWTC)
5:50 – 6:00	Closing words	Dick Jacke
6:00 – 7:00	Dinner at 24 Farnsworth	
7:00 – 7:30	Vespers	

8:30 – 8:45	Opening Words	Cathy Seggal, MTS, President of LREDA
8:45 – 9:00	Welcome and Introductions	Christina Rivera
9:00 – 11:30	Generative Discussion <i>facilitated by Christina Rivera</i> <ul style="list-style-type: none"> • JTWTC Concerns • Bylaws Study Commission • Racism Motion 	<ul style="list-style-type: none"> • JTWTC • Jim Key • Greg Boyd
11:30 – 11:45	Governance Working Group	Tim Atkins
11:45 – 12:30	Lunch	
12:30 – 1:00	Executive Session	Jim Key
1:00 – 1:15	<i>Afternoon topics (before break) facilitated by Kathy Burek</i> Committees and Appointments Working Group	Tim Atkins
1:15 – 1:45	Renewing Covenant	Kathy Burek
1:45 – 2:30	General Assembly preparation <ul style="list-style-type: none"> • Tentative Agenda • Procedural Rules • Bylaws changes • Statement of Conscience 	Jim Key
2:30 – 2:45	Break	
2:45 – 3:00	<i>Topics facilitated by Jim Key</i> Communications Working Group	Christina Rivera
3:00 – 3:15	Moderator Nominating Committee Charge	Jim Key
3:15 – 3:30	Motions and Action Items	Denise Rimes
3:30 – 3:45	Board Actions to Report	Rob Eller Isaacs
3:45 – 4:15	Process Observations	JTWTC
4:15 – 4:35	Closing Reading/Adjourn	Patrick McLaughlin
4:35 – 5:30	Check-Out (Board Only)	All
1:00 – 1:15	Inclusion and Empowerment Working Group Y/YA Observer	Greg Boyd

Changes in Congregational Status

April 2017 UUA Board of Trustees Meeting

ITEMS FOR INFORMATION, AND REPORTING TO THE BOARD:

First Universalist Society (Hiram, ME) has dissolved.

Formerly: Unitarian Church in Summit (Summit, NJ)

Now Known As: Beacon UU Congregation in Summit



Brent Lewis
Administrator, Congregational Life

UUA Board of Trustees
January 27 & 28, 2017

DRAFT - NOT YET APPROVED BY THE UUA BOARD.

**MINUTES
BOARD OF TRUSTEES
UNITARIAN UNIVERSALIST ASSOCIATION**

January 27 & 28, 2017

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held on Friday, January 27 and Saturday, January 28, 2017 at UU national headquarters, 24 Farnsworth Street, Boston, Massachusetts.

MEMBERS

PRESENT: Tim Atkins, Greg Boyd, Andy Burnette, Rob Eller-Isaacs, Richard Jacke, Sarah Dan Jones, Jim Key, Patrick McLaughlin, Peter Morales, Denise Rimes, Christina Rivera, and Lucia Santini Field.

MEMBERS

ABSENT: Dorothy Holmes and Elandria Williams.

ALSO

PRESENT: Tim Brennan, Andrea Briscoe (youth observer), Sarah Lammert, Bailey Saddlemire (youth observer), and observers.

Jim Key called the official board meeting to order at 9:55 AM on Friday, January 27, 2017. Board members and guests introduced themselves.

All board members read the covenant out loud in unison.

Tim Atkins moved to approve the consent agenda. Lucia Santini Field seconded. It was approved with no changes. The consent agenda included the following motions:

- Acceptance of changes in congregational status, including acceptance of two new covenanting communities: Sun Point Farm in Derry, NH and Castle Rock Unitarian Universalist Community in Sedalia, CO.
- Approval of GA 2014 draft minutes
- Approval of 2015 draft minutes
- Approval of 2016 draft minutes
- Approval of October 14-15, 2016 draft minutes
- Approval of staff Monitoring Reports for policy 2.7.1 Annual Audit and policy 2.8 Asset Protection

UUA Board of Trustees
January 27 & 28, 2017

The following reports were presented:

APPOINTMENTS COMMITTEE WORKING GROUP REPORT – Tim Atkins was joined by all members of the Appointments Committee and together they responded to questions from board members.

PRESIDENT'S REPORT Peter Morales presented his president's report.

MODERATOR'S REPORT - Jim Key presented his moderator's report.

REGIONAL LEADERS GROUP REPORT – Mary Lu Love presented her report explaining the role and function of the Regional Leaders Group.

RENEWING THE COVENANT TASKFORCE REPORT – Kathy Burek presented a report from the Renewing the Covenant Taskforce.

COMMISSION ON SOCIAL WITNESS REPORT – Susan Goekler presented a report from the Commission on Social Witness.

JOURNEY TOWARDS WHOLENESS TRANSFORMATION COMMITTEE REPORT – Wendy von Courter presented the JTWTC report.

VICE MODERATOR'S REPORT – Denise Rimes presented her vice moderator's report.

LINKAGE WORKING GROUP REPORT – Christina Rivera presented the Linkage Working Group Report.

SECRETARY'S REPORT – Rob Eller-Isaacs presented his secretary's report, including detailed information about the upcoming UUA presidential election.

COMMITTEES AND APPOINTMENTS WORKING GROUP REPORT – Tim Atkins presented a report from the committees working group and the Appointments Working Group.

GOVERNANCE WORKING GROUP REPORT – Greg Boyd and Andy Burnette presented the Governance Working Group report.

A motion was made by Andy Burnette and seconded by Denise Rimes to recess until Saturday, January 28, 2017 at 9:00 AM. Motion carried.

The board meeting was called back into session by Moderator Jim Key at 9:00 AM on Saturday, January 28, 2017, and Patrick McLaughlin shared opening words.

A generative discussion was led by Moderator Key related to potential changes to bylaws.

UUA Board of Trustees
January 27 & 28, 2017

TREASURER’S REPORT AND AUDIT UPDATE – Sean Rush, chair of the Audit Committee presented his report from the Audit Committee. Tim Brennan, UUA Treasurer, and Chief Financial Officer presented his report.

FINANCIAL ADVISOR’S REPORT – Lucia Santini Field presented her report as the Financial Advisor.

APF TASKFORCE REPORT UPDATE – Larry Ladd and Mary Katherine Morn presented a report from the APF taskforce.

EXECUTIVE SESSION

Tim Atkins made a motion to move into Executive Session (no second needed) for the purpose of considering appointments to various committees. Motion carried.

Upon returning from Executive Session it was announced that the board had appointed the Rev. Shawna Foster to the Open UUA Committee. It also appointed trustee Christina Rivera as board secretary-designate, and trustee Tim Atkins as financial secretary-designate, with both to take office the Monday after the conclusion of GA 2017.

MINI-TRAINING SESSION ON “DUTY OF CARE” – Tom Bean, the UUA’s General Counsel, presented information about the fiduciary responsibilities of UUA board members and other related matters related to the duty of care required of board members.

BLACK LIVES FOR UU (BLUU) REPORT – A discussion of the Black Lives of Unitarian Universalism fundraising was led by Mary Katherine Morn, director for Stewardship & Development and Moderator Jim Key.

MOTIONS AND ACTION ITEMS

January 2018 Board Meeting Location

Moved, that the UUA Board of Trustees accept the invitation from the Rev. Jake Morrill of the Oak Ridge UU Church to hold our January 2018 Board of Trustees Meeting in the East Tennessee Cluster.

PASSED UNANIMOUSLY.

2017 General Assembly Special Collection

Moved, that the special collection during the designated general sessions at GA 2017 New Orleans be directed to the Standing on the Side of Love program.

PASSED UNANIMOUSLY.

2017 General Assembly Registration Fees

UUA Board of Trustees

January 27 & 28, 2017

Moved, that the Board of Trustees approve the recommendation of the staff and GA Planning Committee that adult, full time, on time registration fees for General Assembly 2017 in New Orleans, Louisiana be set at \$360.

PASSED UNANIMOUSLY.

2020 General Assembly Location

Moved, that the Board of Trustees approve the recommendation of the staff and GA Planning Committee that General Assembly 2020 be held in Providence, Rhode Island.

PASSED UNANIMOUSLY.

Declaration of Conscience

Moved, that the Board of Trustees endorses the Declaration of Conscience as submitted by the President.

PASSED UNANIMOUSLY.

PROCESS OBSERVATION – Sarah Dan Jones shared process observations and at 5:18 PM.

ADJOURNMENT -- Moderator Key declared the meeting adjourned at 5:15 PM.

Respectfully submitted,

/s/ Harlan Limpert
Clerk

BOARD OF TRUSTEES SCHEDULE

- **Meeting: April, 2017, Boston, MA**
Friday, April 21 - Saturday, April 22, 2017
- **Videoconference Meeting: May 2017**
Thursday, May 25, 2017; 8:00 PM Eastern
Meeting URL: <https://zoom.us/j/869197433>
Meeting ID: 869 197 433
Phone: (408) 638-0968 or (646) 558-8656

UUA Board of Trustees

January 27 & 28, 2017

- **Meetings: June 2017, New Orleans, LA**
Tuesday, June 20—Wednesday, June 21: Board of Trustees Meeting
Wednesday, June 21—Sunday June 25: General Assembly
Monday, June 26: Board of Trustees Meeting
- **Meeting: October 2017, Boston, MA**
Thursday, October 19 - Saturday, October 21, 2017
- **Meeting: January, 2018, Boston, MA**
Friday, January 19 - Saturday, January 20, 2018
- **Meeting: April, 2018, Boston, MA**
Friday, April 20 - Saturday, April 21, 2018
- **Meetings: June 2018, Kansas City, MO**
Tuesday, June 19—Wednesday, June 20: Board of Trustees Meeting
Wednesday, June 20—Sunday June 24: General Assembly
Monday, June 25: Board of Trustees Meeting

UUA Board of Trustees
February 16, 2017

DRAFT - NOT YET APPROVED BY THE UUA BOARD.

**MINUTES
BOARD OF TRUSTEES
UNITARIAN UNIVERSALIST ASSOCIATION**

February 16, 2017

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held via video conference call on Thursday, February 16, 2017.

MEMBERS

PRESENT: Tim Atkins, Greg Boyd, Dick Jacke, Jim Key, Peter Morales, Denise Rimes, Christina Rivera, Lucia Santini-Field.

MEMBERS

ABSENT: Andrea Briscoe (Youth Observer), Rob Eller-Isaacs, Sarah Dan Jones, Patrick McLaughlin, Elandria Williams.

ALSO

PRESENT: Tim Brennan, Harlan Limpert, Bailey Saddlemire (Youth Observer) and observers.

Jim Key, Moderator, called the meeting to order at 8:03 PM EST on Thursday, February 16, 2017. The purpose of the meeting was to discuss the policy that requires board members wanting to apply for staff positions to get the approval of an exemption.

The portion of the Conflict of Interest policy that pertains to this matter is as follows:

Employment of Trustees

A UUA employee may not approach a member of the Board of Trustees regarding possible employment on the UUA staff. Without prior approval of the Board, a trustee may not apply for or accept employment with the Association within one year after the end of the member's service on the Board.

While no motion was made or required, a robust conversation took place. At the end, it was clear that most were comfortable with an exception being made and allowing interviews to take place. And while there was conversation about the policy being changed or possibly eliminated, there was no consensus or decision made about that.

Moderator Jim Key adjourned the meeting at 9:10 PM EST.

Respectfully submitted,

/s/ Harlan Limpert

BOARD OF TRUSTEES SCHEDULE

- **Meeting: April, 2017, Boston, MA**
Friday, April 21 - Saturday, April 22, 2017
- **Videoconference Meeting: May 2017**
Thursday, May 25, 2017; 8:00 PM Eastern
Meeting URL: <https://zoom.us/j/869197433>
Meeting ID: 869 197 433
Phone: (408) 638-0968 or (646) 558-8656
- **Meetings: June 2017, New Orleans, LA**
Tuesday, June 20—Wednesday, June 21: Board of Trustees Meeting
Wednesday, June 21—Sunday June 25: General Assembly
Monday, June 26: Board of Trustees Meeting
- **Meeting: October 2017, Boston, MA**
Thursday, October 19 - Saturday, October 21, 2017
- **Meeting: January, 2018, Boston, MA**
Friday, January 19 - Saturday, January 20, 2018
- **Meeting: April, 2018, Boston, MA**
Friday, April 20 - Saturday, April 21, 2018
- **Meetings: June 2018, Kansas City, MO**
Tuesday, June 19—Wednesday, June 20: Board of Trustees Meeting
Wednesday, June 20—Sunday June 24: General Assembly
Monday, June 25: Board of Trustees Meeting

UUA Board of Trustees
April 3, 2017

DRAFT - NOT YET APPROVED BY THE UUA BOARD.

**MINUTES
BOARD OF TRUSTEES
UNITARIAN UNIVERSALIST ASSOCIATION**

April 3, 2017

Pursuant to notice duly given, a public meeting of the Board of Trustees of the Unitarian Universalist Association was via video conference call on Thursday, April 3, 2017.

MEMBERS

PRESENT: Tim Atkins, Greg Boyd, Kathy Burek, Rob Eller-Isaacs, Dick Jacke, Sarah Dan Jones, Patrick McLaughlin, Denise Rimes, Christina Rivera, Lucia Santini Field, Elandria Williams.

MEMBERS

ABSENT: Jim Key, Andrea Briscoe (Youth Observer)

ALSO

PRESENT: Tim Brennan, Sarah Lammert, Mary Katherine Morn, Harlan Limpert, Bailey Saddlemire (Youth Observer) and over 100 observers.

Denise Rimes, Vice-Moderator, called the public portion of the meeting to order at 8:35 PM EST on Thursday, April 3, 2017.

A motion was made by Tim Atkins and seconded by Dick Jacke to approve the agenda as published. Motion passed.

Time board discussed in open session and then passed a motion to endorse the UU White Supremacy Teach-In. The board also discuss the draft version of the Interim Presidency transition plan though it was not finalized.

Vice-Moderator Denise Rimes adjourned the public portion of the board meeting at 9:05 PM EST.

Respectfully submitted,

/s/ Harlan Limpert
Clerk

BOARD OF TRUSTEES SCHEDULE

- **Meeting: April, 2017, Boston, MA**
Friday, April 21 - Saturday, April 22, 2017
- **Videoconference Meeting: May 2017**
Thursday, May 25, 2017; 8:00 PM Eastern
Meeting URL: <https://zoom.us/j/869197433>
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Monday, June 26: Board of Trustees Meeting
- **Meeting: October 2017, Boston, MA**
Thursday, October 19 - Saturday, October 21, 2017
- **Meeting: January, 2018, Boston, MA**
Friday, January 19 - Saturday, January 20, 2018
- **Meeting: April, 2018, Boston, MA**
Friday, April 20 - Saturday, April 21, 2018
- **Meetings: June 2018, Kansas City, MO**
Tuesday, June 19—Wednesday, June 20: Board of Trustees Meeting
Wednesday, June 20—Sunday June 24: General Assembly
Monday, June 25: Board of Trustees Meeting

DRAFT - NOT YET APPROVED BY THE UUA BOARD.

MINUTES
BOARD OF TRUSTEES
UNITARIAN UNIVERSALIST ASSOCIATION

April 6, 2017

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held via video conference call on Thursday, April 6, 2017.

MEMBERS

PRESENT: Tim Atkins, Greg Boyd, Kathy Burek, Rob Eller-Isaacs, Dick Jacke, Jim Key, Patrick McLaughlin, Denise Rimes, Christina Rivera, Lucia Santini-Field, Elandria Williams.

MEMBERS

ABSENT: Sarah Dan Jones, Andrea Briscoe (Youth Observer)

ALSO

PRESENT: Tim Brennan, Sarah Lammert, Harlan Limpert, Bailey Saddlemire (Youth Observer), and observers.

Jim Key, Moderator, called the meeting to order at 8:05 PM EST on Thursday, April 6, 2017.

Report of the Secretary

UUA Interim Presidency Transition Plan. Eller-Isaacs moved and Rivera seconded that the board adopt the Interim Presidency Transition Plan presented at the April 3 meeting as follows:

Introduction: The resignation of UUA President Peter Morales requires the Board of Trustees to make an appointment to fill the office of the President. This appointment shall last until June 24, 2017 when a new President is elected by the General Assembly. This plan is intended to recognize the profound opportunity before us, to recognize the time constraints involved and to provide a Charge establishing clear priorities for the Board and the Administration.

The Charge:

1. Ensure and direct pastoral and professional support to the UUA staff members of color and the Leadership Council as well as professionals of color serving in the larger association. Provide interim supervision for UUA Leadership Council.
2. Call upon Unitarian Universalism to redeem its history by planning for and taking the steps toward living into an antiracist, multicultural future. This will include but is not limited to:

UUA Board of Trustees
April 6, 2017

- a. Center the conversation with professionals of color in the interest of ensuring non-racist recruitment and employment.
 - b. Create and submit for Board approval, a process by which to analyze structural racism and white supremacy within the UUA. That process will include an external audit of the operation of white privilege and the structure of power within Unitarian Universalism as well as the power structure and power-mapping within Unitarian Universalism.
3. Be in communication with congregations and donors to help restore both confidence and vision.
4. Chair a Board appointed Commission whose purpose is to design and begin to implement the process in 2b, specifically:
 - a. Determine the necessary measures to make concrete progress toward expanding the number of professional people of color, including but not limited to ministers and other religious professionals employed within Unitarian Universalism. This includes particular and measurable emphasis on senior staff positions including the Executive and First Management level of the UUA.
 - b. Analyze past practices, structures and patterns that foster racism, oppression and white supremacy.
 - c. Provide the incoming president with a framework and guidelines that help to guarantee that anti-racist efforts will be central to the work of her administration. Quarterly progress reports will be required.
5. Ensure an adequate transition plan is in place for the incoming president.

Motion carried.

Governance Working Group

It was moved by Atkins and seconded by McLaughlin that a policy enabling motion be approved as follows:

Whereas, according to policy 3.0, “The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (UUA) (a) achieves appropriate results for appropriate persons at an appropriate cost, and (b) avoids unacceptable actions and situations.”

Whereas, according to policy 4.2.2, the UUA board “will direct the President through written policies that prescribe the Shared Vision (ENDS) to be achieved, and describe organizational situations and actions to be avoided, allowing the President to use any reasonable interpretation of these policies.”

Whereas, according to policy 2.1.1, the President shall not “Fail to promote the full participation of persons in all UUA [Unitarian Universalist Association] activities, UUA employment, purchasing, and contracting, and in the full range of human endeavor without regard to

UUA Board of Trustees
April 6, 2017

race, color, sex, disability, affectional or sexual orientation, gender identity, age, or national origin and without requiring adherence to any particular interpretation of religion or to any particular religious belief or creed.”

Whereas, according to policy 2.3, “With respect to the treatment of paid and volunteer staff, the President may not cause or allow conditions that are inequitable, undignified, disrespectful, disorganized, unclear, or discriminatory.”

Whereas the UUA board’s linkage work with its Sources of Authority and Accountability has clearly indicated that they feel the UUA President’s current interpretation of 2.1 and of “inequitable” and “discriminatory” in policy 2.3 has been unreasonable and that the board now has an obligation to step in to ensure the UUA avoids unacceptable actions and situations around policies 2.1.1 and 2.3.

Resolved, that the UUA board:

1. Charges the UUA Administration with creating new interpretations of policy 2.1.1 and policy 2.3 and finds the current interpretations of these policies “unreasonable” (using the language of Policy Governance.)
2. Charges the President to develop a reasonable interpretation of policy 2.1.1 and of 2.3, with metrics and indicators that demonstrate that the UUA is dismantling structural racism and the broader culture of white supremacy within the UUA and making concrete progress toward expanding the number of professional people of color, including but not limited to ministers and other religious professionals employed within Unitarian Universalism. This includes particular and measurable emphasis on senior staff positions including the Executive and First Management level of the UUA.
3. Receives quarterly monitoring reports on policy 2.1.1 and 2.3 going forward.

Motion carried with one abstention.

Presidential Hiring Process

It was moved by Rimes and seconded by Burek that that a motion to empower the executive committee be approved as follows:

Moved that the Board of Trustees empowers the Board Executive Committee* to select a group of trustees to begin the hiring process to fill the role of the Office of the President of the Unitarian Universalist Association. Final recommendation(s) will be presented to the full Board prior to public announcement of any hiring commitments.

*The Executive Committee is comprised of the Moderator, Vice-Moderator, Secretary, Financial Advisor, and Financial Secretary.

Rationale

UUA Board of Trustees
April 6, 2017

Given the urgent need for pastoral and administrative leadership, the vacancy in the Office of the President requires immediate and swift attention. The UUA bylaws (Article VII, Section 7.5) state the following:

930 The Executive Committee shall conduct the current and
931 ordinary business of the Association between meetings of the Board
932 of Trustees. If between meetings of the Board of Trustees, matters
933 arise which (1) in the opinion of the Executive Committee are not
934 current and ordinary business but in the best interests of the
935 Association must nevertheless be acted upon, or (2) the Executive
936 Committee has been authorized by the Board to be acted upon,
937 then the Executive Committee may act thereon for the Board of
938 Trustees, but only if four or more members vote the action.

Motion carried.

Authorize an outside, independent investigation

It was moved by Boyd and seconded by McLaughlin that an investigation be approved as follows:

In accordance with the demands of Unitarian Universalist congregations, religious professionals, elected leaders, Black Lives of Unitarian Universalism (BLUU) and Diverse and Revolutionary Unitarian Universalist Multicultural Ministries (DRUUMM),

Be it moved, that the Board instigate, fund and continue to fund for as long as necessary, an outside, independent investigation into

- a) re-establishing structures of accountability to address racism, and to center the leadership of UU Communities of Color as part of the future of our faith;
- b) the extent and depth of the impact of White Supremacy in our Association, congregations, camps and conference centers, volunteer leadership opportunities and volunteer leadership development, and professional organizations, including specific hiring scenarios in our Association, congregations, camps and conference centers, and professional organizations in line with the 1981 Business Resolution, "Racism Imperative;"
- c) the hiring process of regional leads and staff teams that are filled entirely by White people.

Be it further moved, that the investigation into the above mentioned hiring processes commence as soon as possible;

That the investigation include interviews with candidates for the positions, if possible, as well as staff members or volunteers involved in the process. The final report would be presented to the

UUA Board of Trustees
April 6, 2017

Board and the Board will release as much of the report as is possible while protecting the privacy of the individuals involved;

That the purpose of this investigation is to learn what could have been done differently or better and inform changes to policies or practices that are likely to be made in light of the recent controversy.

Be it also moved that the Board

- a) only accept reasonable interpretations of the ends of the Association that include a plan to increase Religious Professionals of Color in executive and first level management positions by at least 20% by 2019;
- b) limit the administration of the Association not to consider filling positions unless qualified Applicants of Color are part of the applicant pool; Racism Audit Motion 4/6/2017 2
- c) commit and plan to evolve Finding Our Way Home into a Religious Professionals of Color collective who can advocate, demand and be considered for all levels of hiring;
- d) commit and plan for the ongoing support of gatherings for People of Color including leadership and spirituality development for Youth and Young Adults of Color;
- e) commit and plan to provide spaces for People of Color to gather at district, regional, and national events and meetings which include compensated facilitation and dedicated financial resources to support meaningful participation;
- f) commit and plan for anti-racism programming and mentorship for White people that includes an analysis of personal, institutional, systemic, and cultural racism and oppressions with access for youth, young adults, covenanting communities, and congregations;
- g) commit and plan for a truth and reconciliation process that examines our history of practices and decisions that have harmed the livelihoods and wellbeing of People of Color and anti-racist White allies in our Association including hiring processes;
- h) create and maintain resources for the year-round self-identification of People of Color so that there is access and engagement with identity-specific programming for those who participate;
- i) create and analyze a map of the power relationships within our Association to determine who has access to decision making opportunities and who is denied access;
- j) include any appropriate developments of the ongoing investigation in the report on the responses to Black Lives Matter in 2017, 2018, and 2019.

Motion carried. Four abstentions.

UUA Board of Trustees
April 6, 2017

Review of April Board Meeting – Rimes

Arranging agenda to make room for deeper discussions. Key asks for ideas about agenda to be emailed to him and Rimes.

Leadership Council Report – Rev. Sarah Lammert

Reads a letter from the Leadership Council to the UU community.

Moderator Key closed with a reading and adjourned the meeting at 9:35 PM EST.

Respectfully submitted,

/s/ Harlan Limpert
Clerk

BOARD OF TRUSTEES SCHEDULE

- **Meeting: April, 2017, Boston, MA**
Friday, April 21 - Saturday, April 22, 2017
- **Videoconference Meeting: May 2017**
Thursday, May 25, 2017; 8:00 PM Eastern
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Phone: (408) 638-0968 or (646) 558-8656
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- **Meeting: October 2017, Boston, MA**
Thursday, October 19 - Saturday, October 21, 2017
- **Meeting: January, 2018, Boston, MA**
Friday, January 19 - Saturday, January 20, 2018

UUA Board of Trustees
April 6, 2017

- **Meeting: April, 2018, Boston, MA**
Friday, April 20 - Saturday, April 21, 2018
- **Meetings: June 2018, Kansas City, MO**
Tuesday, June 19—Wednesday, June 20: Board of Trustees Meeting
Wednesday, June 20—Sunday June 24: General Assembly
Monday, June 25: Board of Trustees Meeting

UUA Board of Trustees
April 10, 2017

DRAFT - NOT YET APPROVED BY THE UUA BOARD.

**MINUTES
BOARD OF TRUSTEES
UNITARIAN UNIVERSALIST ASSOCIATION**

April 10, 2017

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held via video conference call on Monday, April 10, 2017.

MEMBERS

PRESENT: Tim Atkins, Greg Boyd, Kathy Burek, Rob Eller-Isaacs, Sarah Dan Jones, Jim Key, Patrick McLaughlin, Denise Rimes, Christina Rivera, Lucia Santini-Field, Elandria Williams.

MEMBERS

ABSENT: Dick Jacke

ALSO

PRESENT: Tim Brennan, Sarah Lammert, Mary Katherine Morn, Bailey Saddlemire (Youth Observer), and observers.

Jim Key, Moderator, called the meeting to order at 8:00 PM EST on Monday, April 10, 2017.

Rimes opens with a reading, "Breaking Bonds."

Moderator's Report

Interim search: candidates are available and willing to serve as interim president. The Board will decide in executive session following this session. The charge passed by the board envisions a team of three with separate portfolios.

Report of Interim Chief Operating Officer

Lammert reported on the transition into this role. She noted that she was supposed to be with the trans religious professionals who are meeting this week in Florida. Acknowledged the letter from religious educators received this evening.

Report of the Treasurer and Chief Financial Officer

Brennan reported that the costs of transition will be significant. The third quarter forecast, which will be presented at the upcoming board meeting, will include an accounting for these costs. Morn reported the receipt of a significant, unsolicited donation, which will help to offset these costs.

UUA Board of Trustees
April 6, 2017

Report of the Vice Moderator

Rimes reported on plans for the upcoming General Assembly in New Orleans.

Process Observation

Burek gave the process observation.

Closing Reading

Key read a piece by Leslie Takahashi.

It was moved by Atkins and seconded by Williams that the Board move into executive session for the purpose of discussing personnel matters. Motion carried.

Moderator Key adjourned the meeting at 8:40 PM EST.

Respectfully submitted,

/s/ Harlan Limpert
Clerk

BOARD OF TRUSTEES SCHEDULE

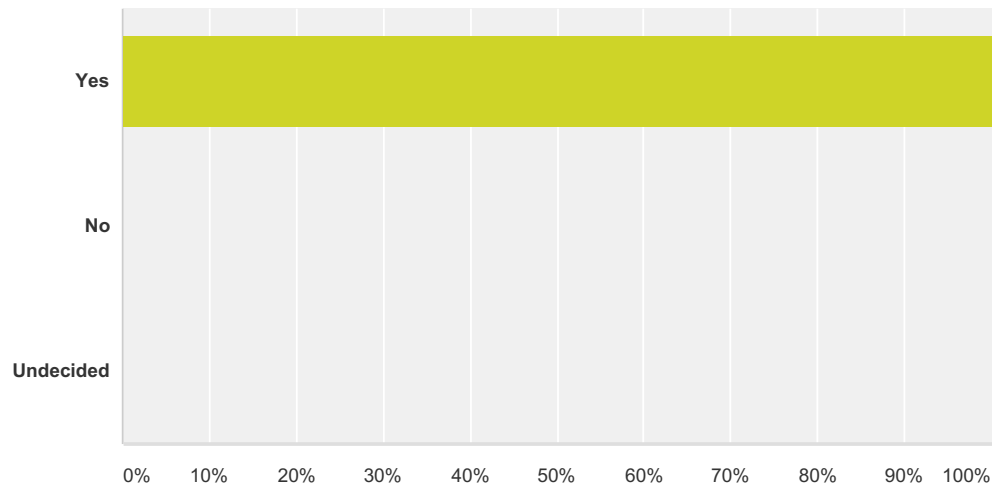
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Friday, April 21 - Saturday, April 22, 2017
- **Videoconference Meeting: May 2017**
Thursday, May 25, 2017; 8:00 PM Eastern
Meeting URL: <https://zoom.us/j/869197433>
Meeting ID: 869 197 433
Phone: (408) 638-0968 or (646) 558-8656
- **Meetings: June 2017, New Orleans, LA**
Tuesday, June 20—Wednesday, June 21: Board of Trustees Meeting
Wednesday, June 21—Sunday June 25: General Assembly
Monday, June 26: Board of Trustees Meeting
- **Meeting: October 2017, Boston, MA**
Thursday, October 19 - Saturday, October 21, 2017

UUA Board of Trustees
April 6, 2017

- **Meeting: January, 2018, Boston, MA**
Friday, January 19 - Saturday, January 20, 2018
- **Meeting: April, 2018, Boston, MA**
Friday, April 20 - Saturday, April 21, 2018
- **Meetings: June 2018, Kansas City, MO**
Tuesday, June 19—Wednesday, June 20: Board of Trustees Meeting
Wednesday, June 20—Sunday June 24: General Assembly
Monday, June 25: Board of Trustees Meeting

Q1 Is the interpretation reasonable?

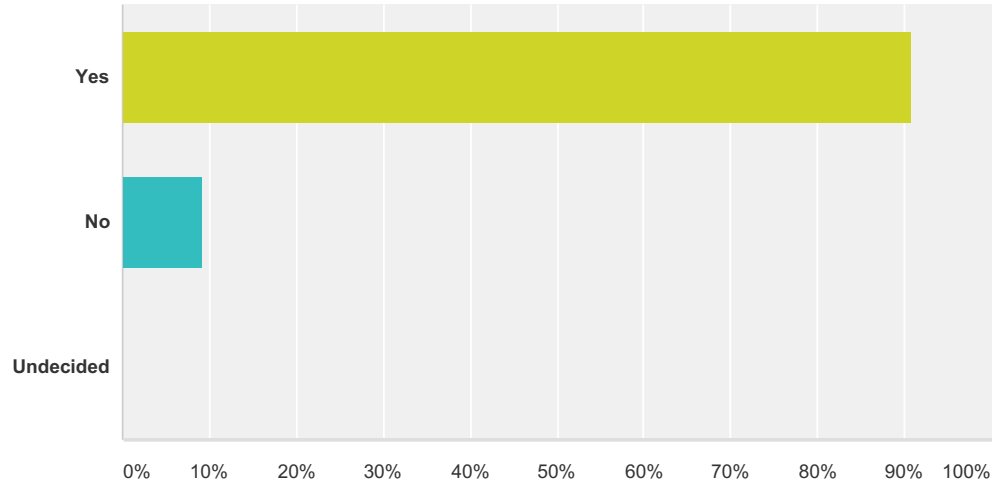
Answered: 11 Skipped: 0



Answer Choices	Responses	
Yes	100.00%	11
No	0.00%	0
Undecided	0.00%	0
Total		11

Q2 Does the evidence provided demonstrate the level of compliance reported by the Administration?

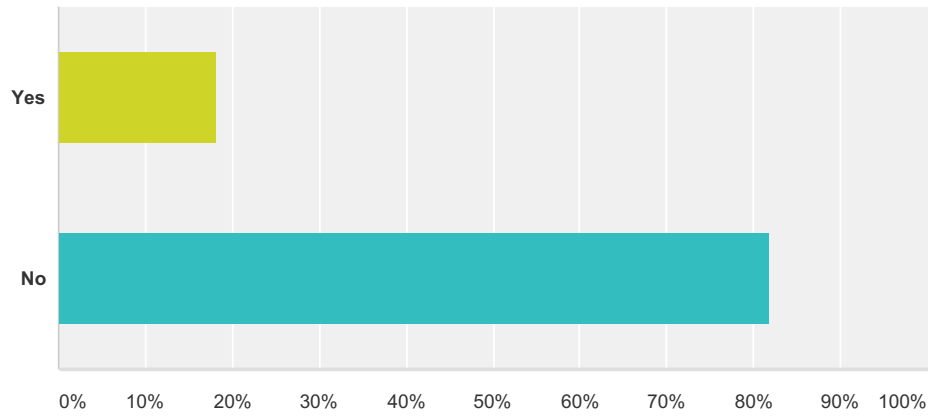
Answered: 11 Skipped: 0



Answer Choices	Responses	
Yes	90.91%	10
No	9.09%	1
Undecided	0.00%	0
Total		11

Q3 Would you recommend a revision of this policy?

Answered: 11 Skipped: 0



Answer Choices	Responses	
Yes	18.18%	2
No	81.82%	9
Total		11

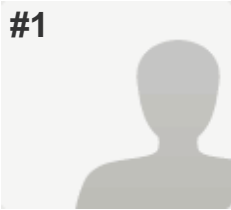
Q4 If you recommend a revision of this policy, why, and what is the suggested revision?

Answered: 2 Skipped: 9

Q5 Please provide your name.

Answered: 11 Skipped: 0

#1



COMPLETE

Collector: Web Link 1 (Web Link)

Started: Thursday, April 06, 2017 3:13:36 PM

Last Modified: Thursday, April 06, 2017 3:14:33 PM

Time Spent: 00:00:57

IP Address: 173.70.148.185

PAGE 1

Q1: Is the interpretation reasonable?

Yes

Q2: Does the evidence provided demonstrate the level of compliance reported by the Administration?

Yes

Q3: Would you recommend a revision of this policy?

No

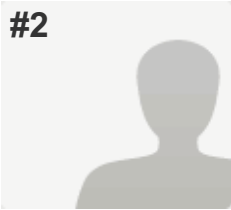
Q4: If you recommend a revision of this policy, why, and what is the suggested revision?

Respondent skipped this question

Q5: Please provide your name.

Tim Atkins

#2



COMPLETE

Collector: Web Link 1 (Web Link)

Started: Thursday, April 06, 2017 6:36:34 PM

Last Modified: Thursday, April 06, 2017 6:38:00 PM

Time Spent: 00:01:25

IP Address: 24.39.19.186

PAGE 1

Q1: Is the interpretation reasonable?

Yes

Q2: Does the evidence provided demonstrate the level of compliance reported by the Administration?

Yes

Q3: Would you recommend a revision of this policy?

No

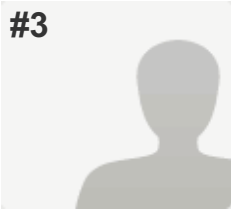
Q4: If you recommend a revision of this policy, why, and what is the suggested revision?

Respondent skipped this question

Q5: Please provide your name.

Patrick McLaughlin

#3



COMPLETE

Collector: Web Link 1 (Web Link)

Started: Wednesday, April 12, 2017 1:27:26 PM

Last Modified: Wednesday, April 12, 2017 1:45:40 PM

Time Spent: 00:18:14

IP Address: 76.119.84.190

PAGE 1

Q1: Is the interpretation reasonable?

Yes

Q2: Does the evidence provided demonstrate the level of compliance reported by the Administration?

Yes

Q3: Would you recommend a revision of this policy?

No

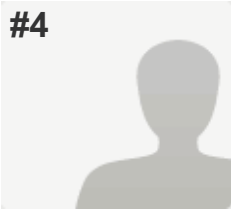
Q4: If you recommend a revision of this policy, why, and what is the suggested revision?

Respondent skipped this question

Q5: Please provide your name.

Sarah Dan Jones

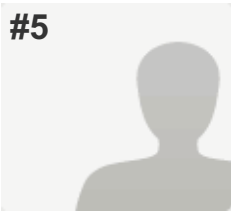
#4

**COMPLETE****Collector:** Web Link 1 (Web Link)**Started:** Friday, April 14, 2017 10:26:59 AM**Last Modified:** Friday, April 14, 2017 10:31:03 AM**Time Spent:** 00:04:03**IP Address:** 107.184.56.80

PAGE 1

Q1: Is the interpretation reasonable?	Yes
Q2: Does the evidence provided demonstrate the level of compliance reported by the Administration?	No, Comments Technical issue: we received the budget on March 31. This just needs to be corrected and does not affect the determination of compliance.
Q3: Would you recommend a revision of this policy?	No
Q4: If you recommend a revision of this policy, why, and what is the suggested revision?	<i>Respondent skipped this question</i>
Q5: Please provide your name.	Gregory Boyd

#5



COMPLETE

Collector: Web Link 1 (Web Link)

Started: Friday, April 14, 2017 11:01:09 AM

Last Modified: Friday, April 14, 2017 11:01:33 AM

Time Spent: 00:00:23

IP Address: 23.30.237.57

PAGE 1

Q1: Is the interpretation reasonable?

Yes

Q2: Does the evidence provided demonstrate the level of compliance reported by the Administration?

Yes

Q3: Would you recommend a revision of this policy?

No

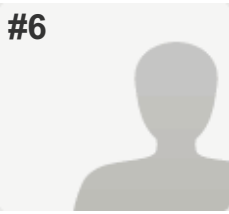
Q4: If you recommend a revision of this policy, why, and what is the suggested revision?

Respondent skipped this question

Q5: Please provide your name.

Rob Eller-Isaacs

#6



COMPLETE

Collector: Web Link 1 (Web Link)

Started: Friday, April 14, 2017 11:06:57 AM

Last Modified: Friday, April 14, 2017 11:09:04 AM

Time Spent: 00:02:06

IP Address: 100.7.35.24

PAGE 1

Q1: Is the interpretation reasonable?	Yes
--	-----

Q2: Does the evidence provided demonstrate the level of compliance reported by the Administration?	Yes
---	-----

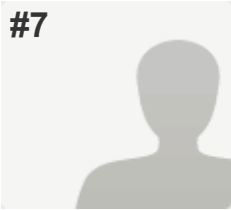
Q3: Would you recommend a revision of this policy?	Yes
---	-----

Q4: If you recommend a revision of this policy, why, and what is the suggested revision?

Should we begin to require language in our various interpretations that include an AR/AO/MC lens?

Q5: Please provide your name.	Denise Rimes
--------------------------------------	--------------

#7



COMPLETE

Collector: Web Link 1 (Web Link)

Started: Friday, April 14, 2017 11:30:25 AM

Last Modified: Friday, April 14, 2017 11:30:55 AM

Time Spent: 00:00:30

IP Address: 73.94.137.151

PAGE 1

Q1: Is the interpretation reasonable?

Yes

Q2: Does the evidence provided demonstrate the level of compliance reported by the Administration?

Yes

Q3: Would you recommend a revision of this policy?

No

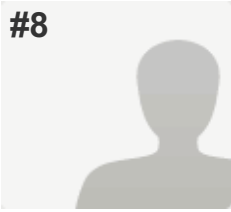
Q4: If you recommend a revision of this policy, why, and what is the suggested revision?

Respondent skipped this question

Q5: Please provide your name.

Kathy Burek

#8



COMPLETE

Collector: Web Link 1 (Web Link)

Started: Saturday, April 15, 2017 11:55:01 AM

Last Modified: Saturday, April 15, 2017 11:57:42 AM

Time Spent: 00:02:41

IP Address: 70.199.194.177

PAGE 1

Q1: Is the interpretation reasonable? Yes

Q2: Does the evidence provided demonstrate the level of compliance reported by the Administration? Yes

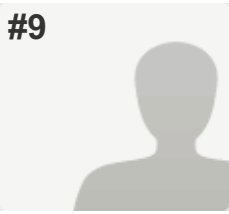
Q3: Would you recommend a revision of this policy? Yes

Q4: If you recommend a revision of this policy, why, and what is the suggested revision?

I do not think it is good use of Board and Staff resources to do a monitoring report simply to acknowledge we received the proposed budget by April 1st. This is the type of monitoring that dulls our senses to our larger responsibility in monitoring and we then miss things that really matter.

Q5: Please provide your name. Christina Rivera

#9



COMPLETE

Collector: Web Link 1 (Web Link)

Started: Sunday, April 16, 2017 12:48:32 PM

Last Modified: Sunday, April 16, 2017 12:51:34 PM

Time Spent: 00:03:02

IP Address: 67.160.119.70

PAGE 1

Q1: Is the interpretation reasonable?

Yes

Q2: Does the evidence provided demonstrate the level of compliance reported by the Administration?

Yes

Q3: Would you recommend a revision of this policy?

No

Q4: If you recommend a revision of this policy, why, and what is the suggested revision?

Respondent skipped this question

Q5: Please provide your name.

Dick Jacke

#10



COMPLETE

Collector: Web Link 1 (Web Link)

Started: Monday, April 17, 2017 5:19:22 AM

Last Modified: Monday, April 17, 2017 5:20:43 AM

Time Spent: 00:01:21

IP Address: 97.33.66.208

PAGE 1

Q1: Is the interpretation reasonable?

Yes

Q2: Does the evidence provided demonstrate the level of compliance reported by the Administration?

Yes

Q3: Would you recommend a revision of this policy?

No

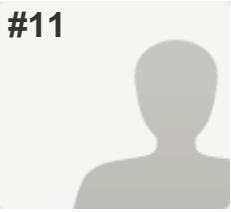
Q4: If you recommend a revision of this policy, why, and what is the suggested revision?

Respondent skipped this question

Q5: Please provide your name.

Lucia Santini Field

#11



COMPLETE

Collector: Web Link 1 (Web Link)

Started: Tuesday, April 18, 2017 10:17:06 AM

Last Modified: Tuesday, April 18, 2017 10:17:45 AM

Time Spent: 00:00:38

IP Address: 66.118.105.53

PAGE 1

Q1: Is the interpretation reasonable?

Yes

Q2: Does the evidence provided demonstrate the level of compliance reported by the Administration?

Yes

Q3: Would you recommend a revision of this policy?

No

Q4: If you recommend a revision of this policy, why, and what is the suggested revision?

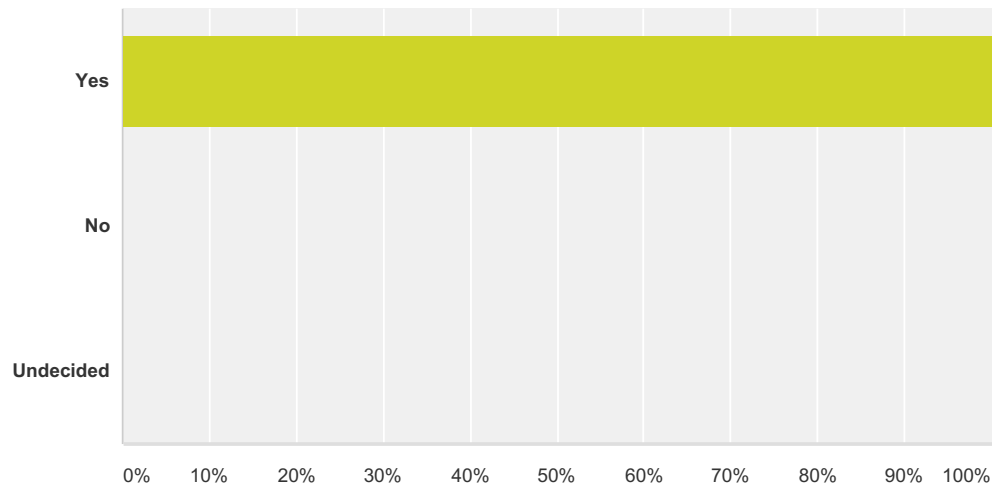
Respondent skipped this question

Q5: Please provide your name.

Jim Key

Q1 Is the interpretation reasonable?

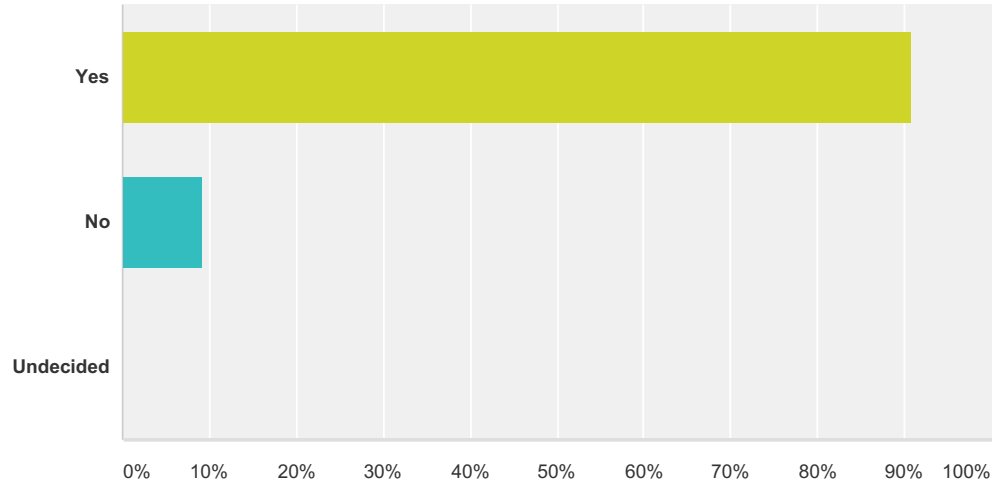
Answered: 11 Skipped: 0



Answer Choices	Responses	
Yes	100.00%	11
No	0.00%	0
Undecided	0.00%	0
Total		11

Q2 Does the evidence provided demonstrate the level of compliance reported by the Administration?

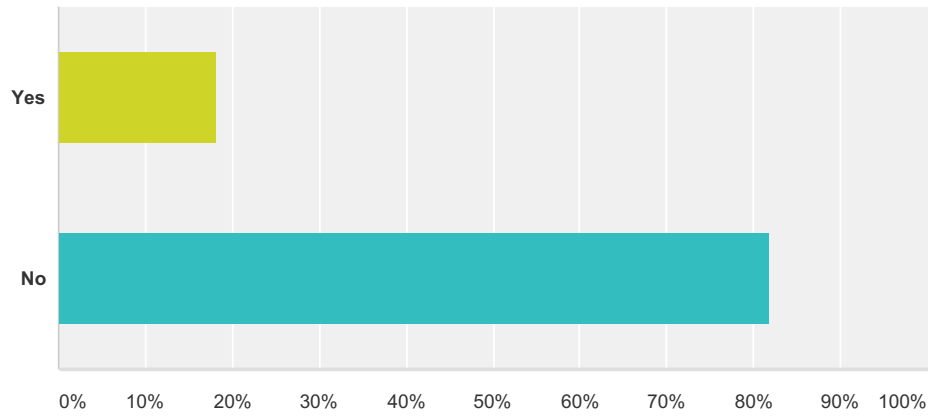
Answered: 11 Skipped: 0



Answer Choices	Responses	
Yes	90.91%	10
No	9.09%	1
Undecided	0.00%	0
Total		11

Q3 Would you recommend a revision of this policy?

Answered: 11 Skipped: 0



Answer Choices	Responses	
Yes	18.18%	2
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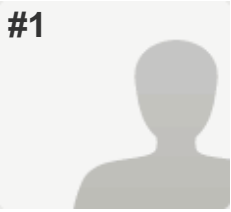
Q4 If you recommend a revision of this policy, why, and what is the suggested revision?

Answered: 2 Skipped: 9

Q5 Please provide your name.

Answered: 11 Skipped: 0

#1



COMPLETE

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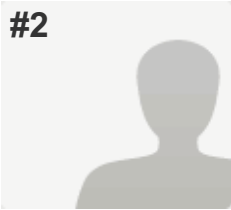
Q4: If you recommend a revision of this policy, why, and what is the suggested revision?

Respondent skipped this question

Q5: Please provide your name.

Tim Atkins

#2



COMPLETE

Collector: Web Link 1 (Web Link)

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Q3: Would you recommend a revision of this policy?

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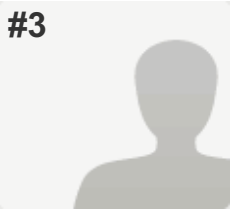
Q4: If you recommend a revision of this policy, why, and what is the suggested revision?

Respondent skipped this question

Q5: Please provide your name.

Patrick McLaughlin

#3



COMPLETE

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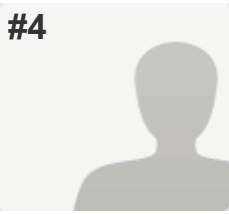
Q4: If you recommend a revision of this policy, why, and what is the suggested revision?

Respondent skipped this question

Q5: Please provide your name.

Sarah Dan Jones

#4



COMPLETE

Collector: Web Link 1 (Web Link)

Started: Friday, April 14, 2017 10:26:59 AM

Last Modified: Friday, April 14, 2017 10:31:03 AM

Time Spent: 00:04:03

IP Address: 107.184.56.80

PAGE 1

Q1: Is the interpretation reasonable?

Yes

Q2: Does the evidence provided demonstrate the level of compliance reported by the Administration?

No,

Comments

Technical issue: we received the budget on March 31. This just needs to be corrected and does not affect the determination of compliance.

Q3: Would you recommend a revision of this policy?

No

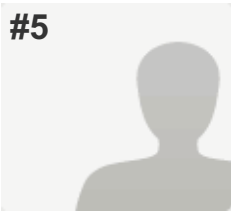
Q4: If you recommend a revision of this policy, why, and what is the suggested revision?

Respondent skipped this question

Q5: Please provide your name.

Gregory Boyd

#5



COMPLETE

Collector: Web Link 1 (Web Link)

Started: Friday, April 14, 2017 11:01:09 AM

Last Modified: Friday, April 14, 2017 11:01:33 AM

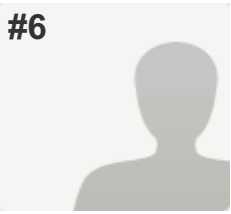
Time Spent: 00:00:23

IP Address: 23.30.237.57

PAGE 1

Q1: Is the interpretation reasonable?	Yes
Q2: Does the evidence provided demonstrate the level of compliance reported by the Administration?	Yes
Q3: Would you recommend a revision of this policy?	No
Q4: If you recommend a revision of this policy, why, and what is the suggested revision?	<i>Respondent skipped this question</i>
Q5: Please provide your name.	Rob Eller-Isaacs

#6



COMPLETE

Collector: Web Link 1 (Web Link)

Started: Friday, April 14, 2017 11:06:57 AM

Last Modified: Friday, April 14, 2017 11:09:04 AM

Time Spent: 00:02:06

IP Address: 100.7.35.24

PAGE 1

Q1: Is the interpretation reasonable?	Yes
--	-----

Q2: Does the evidence provided demonstrate the level of compliance reported by the Administration?	Yes
---	-----

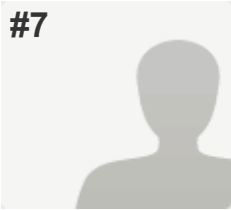
Q3: Would you recommend a revision of this policy?	Yes
---	-----

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Should we begin to require language in our various interpretations that include an AR/AO/MC lens?

Q5: Please provide your name.	Denise Rimes
--------------------------------------	--------------

#7



COMPLETE

Collector: Web Link 1 (Web Link)

Started: Friday, April 14, 2017 11:30:25 AM

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IP Address: 73.94.137.151

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Yes

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Q3: Would you recommend a revision of this policy?

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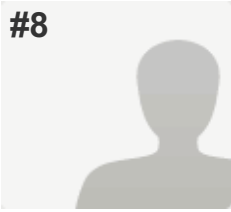
Q4: If you recommend a revision of this policy, why, and what is the suggested revision?

Respondent skipped this question

Q5: Please provide your name.

Kathy Burek

#8



COMPLETE

Collector: Web Link 1 (Web Link)

Started: Saturday, April 15, 2017 11:55:01 AM

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Time Spent: 00:02:41

IP Address: 70.199.194.177

PAGE 1

Q1: Is the interpretation reasonable? Yes

Q2: Does the evidence provided demonstrate the level of compliance reported by the Administration? Yes

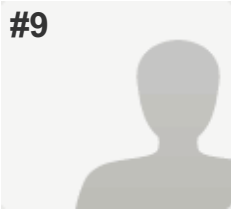
Q3: Would you recommend a revision of this policy? Yes

Q4: If you recommend a revision of this policy, why, and what is the suggested revision?

I do not think it is good use of Board and Staff resources to do a monitoring report simply to acknowledge we received the proposed budget by April 1st. This is the type of monitoring that dulls our senses to our larger responsibility in monitoring and we then miss things that really matter.

Q5: Please provide your name. Christina Rivera

#9



COMPLETE

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IP Address: 67.160.119.70

PAGE 1

Q1: Is the interpretation reasonable?

Yes

Q2: Does the evidence provided demonstrate the level of compliance reported by the Administration?

Yes

Q3: Would you recommend a revision of this policy?

No

Q4: If you recommend a revision of this policy, why, and what is the suggested revision?

Respondent skipped this question

Q5: Please provide your name.

Dick Jacke

#10



COMPLETE

Collector: Web Link 1 (Web Link)

Started: Monday, April 17, 2017 5:19:22 AM

Last Modified: Monday, April 17, 2017 5:20:43 AM

Time Spent: 00:01:21

IP Address: 97.33.66.208

PAGE 1

Q1: Is the interpretation reasonable?

Yes

Q2: Does the evidence provided demonstrate the level of compliance reported by the Administration?

Yes

Q3: Would you recommend a revision of this policy?

No

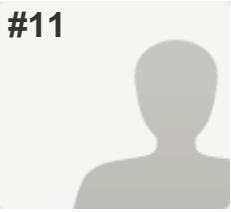
Q4: If you recommend a revision of this policy, why, and what is the suggested revision?

Respondent skipped this question

Q5: Please provide your name.

Lucia Santini Field

#11



COMPLETE

Collector: Web Link 1 (Web Link)

Started: Tuesday, April 18, 2017 10:17:06 AM

Last Modified: Tuesday, April 18, 2017 10:17:45 AM

Time Spent: 00:00:38

IP Address: 66.118.105.53

PAGE 1

Q1: Is the interpretation reasonable?

Yes

Q2: Does the evidence provided demonstrate the level of compliance reported by the Administration?

Yes

Q3: Would you recommend a revision of this policy?

No

Q4: If you recommend a revision of this policy, why, and what is the suggested revision?

Respondent skipped this question

Q5: Please provide your name.

Jim Key

Jim Key
UUA Moderator and
Chief Governance Officer

April 2017

Report to the UUA Board of Trustees

Narrative

The recent turbulent events and resignations have resulted in a great deal of heartbreak, uncertainty, and anxiety throughout our movement. People of color throughout our Association, particularly Religious Professionals of color, UUA staff particularly those on staff have been deeply affected.

I want to thank our Sources of Authority for communicating with the board and me. We have received hundreds of emails representing thousands of UUs, Religious Professionals, congregations, and organizations. We have heard your offers of encouragement and suggestions for moving forward. These appropriate communications sent directly to the board at board@uua.org and me at moderator@uua.org are consistent with our Linkage duty and have been greatly appreciated. We encourage them.

I want to thank the staff throughout the Association for their steadfastness through out these uncertain times. I shared the following at the UUA All Staff meeting on Thursday, April13:

“There is no way I can find words to express my personal thanks and those of the board for your response to these difficult weeks of turbulence. Even though heart broken and shattered, you have managed to continue to do the necessary work of our Association.

Thank you for the bottom of my heart, particularly to the people of color on staff for holding the center. While it has been a difficult month for me, I have not worried about the high functioning of the staff here and across the regions.”

I want to thank the board for being open to the notion of shared leadership on which we ultimately came to consensus. Watching hearts and minds being changed, and feeling my own responses change, is

encouraging as we assess “the operation of white privilege and the structure of power within Unitarian Universalism as well as the power structure and power-mapping within Unitarian Universalism.”¹ This reconsideration of the power structure resulted in consensus once again. On Monday, April 10 in Executive Session of the Board, Monday, April 10, we reached consensus, approved and announced our Interim Co-Presidents:

“Moved: In pursuit of the UUA Interim Presidential Transition Plan the Board appoints a co-equal, three-person Presidential Transition Team to serve together and in collaboration to fulfill the obligation outlined in the Plan: Sofia Betancourt, William G. Sinkford, and Leon Spencer.

Sofia Betancourt will serve as Interim Co-President for the Commission for Institutional Change, William G. Sinkford will serve as Interim Co-President for the roles of President as outlined in the UUA Bylaws, and Leon Spencer will serve as Interim Co-President of Constituent Outreach. All will serve in a Pastoral Care role.”

It is understood that working with the Board, they will develop a set of working agreements describing their particular roles and responsibilities and the undergirding norms, which will enable and govern their portfolios during this interim presidency.²

Sarah Lammert, Interim Chief Operating Officer, and I met with the newly named Interim Co-Presidents on April 11, 13, and will meet again as the Leadership Transition Team on April 19 and 20 as they “develop a set of working agreements describing their particular roles and responsibilities and the undergirding norms, which will enable and govern their portfolios during this interim presidency.”³

I warmly welcome this team to their new roles and pledge to meet with them as often as needed as they serve unselfishly during this interim period. I am grateful to their families and the institutions they serve for sharing their gifts with us at this critical and time.

¹ UUA Interim Transition Plan, approved by Board of Trustees at April 6 Board Meeting

² Motion approved at April 10 Board Meeting

³ Ibid

Finally, I want to address the other emails I have received regarding the Letter from the Moderator I published on April 6 regarding the term White Supremacy. It reads in part:

"We are well aware that to many of you the term "white supremacy" seems harsh and even inaccurate when applied to our beloved faith. Some of you are asking, "What will the outside world think if we describe ourselves as white supremacist? Isn't this just one more misguided example of liberal guilt at play?" In a word, no.

The term white supremacist once referred exclusively to individuals and organizations that openly espoused the superiority of white people. In recent years the term has come to refer to a culture, or a social narrative that places the needs, desires, stories, well being, and the very lives of white people over and above those of people of color. It is the water we swim in. It is so much a part of our lives and of the life of our Association that it has just become business as usual. We have chosen to use the term and to endorse the teach-in called for by many of our religious educators because we are absolutely committed to staying awake to the challenges before us. White supremacy is a continuum. When we refuse to acknowledge our place in that continuum we risk being lulled back into complicity. Not this time friends.

Forward together. Not one step back."⁴

I have and will respond to those who still object to the use of the term along these lines:

Thank you for sharing your thoughts with us on the use of the term "white supremacy." We are a faith that holds many truths and draws on many sources of wisdom. We open our doors to many people. One truth is that we are a people who have spent years working hard on racial justice and anti-racism, who try our best to live our values in ways that decrease racist violence, and who support movements such as Black Lives Matter and immigrant justice movements.

Another truth is that our predominately white denomination exists within a racist society. White supremacy is in our history,

⁴ Letter from Moderator, April 6

woven into all our institutions and our culture. It is in our UU history, institutions, and culture. We name it so we can face it and change it, as author James Baldwin says. We are fully human; holy and flawed, doing our best to right the wrongs of white supremacy both within Unitarian Universalism and in the wider world. I recently used the term white supremacist once referred exclusively to individuals and organizations that openly espoused the superiority of white people.

In recent years the term has come desires, stories, well being, and the very lives of white people over and above those of people of color. It is the water we swim in. It is so much a part of our lives and of the life of our Association, that it has just become business as usual. We have chosen to use the term and to endorse the teach-in called for by many of our religious educators because we are absolutely committed to staying awake to the challenges before us. White supremacy is a continuum. When we refuse to acknowledge our place in that continuum we risk being lulled back into complicity. Not this time friends."

We hope that this information is helpful. Here are some additional resources:

White Supremacy

Pyramid: <https://www.democraticunderground.com/118756320>

Characteristics of a white supremacy

culture: http://www.csworkshop.org/PARC_site_B/dr-culture.html

Definition of white supremacy: http://collectiveliberation.org/wp-content/uploads/2013/01/What_Is_White_Supremacy_Martinez.pdf

White Supremacy Teach-in April 30 and May 7:

<http://www.blacklivesuu.com/uuwhitesupremacyteachin/>

I encourage the board to use a similar reply should you received inquiries directed to you and direct to the teach-in link above.

BLUU - Since our historic October board meeting when the Board approved a commitment of \$5.3 million to Black Lives Unitarian Universalism (BLUU), I have been in conversation with Takiyah Amin,

Lena Gardner, and Royce James of BLUU. They have the BLUU portfolio of researching organizational options and requirements as well as financial management considerations.

As I reported in January, the BLUU leadership requested that the board and staff slow down the process begun in October. BLUU leadership and I have agreed to stay in relationship as organizational and financial plans become clearer. We hope to meet very soon with the BLUU leadership team noted above, joined by Tim Brennan and Mary Katherine Morn. This team was established as a result of my invitation confirmed by the boards at our January meeting. I will keep the board apprised as we have additional information to report.

Presidential Candidates Forums – Working with the Board Secretary, Chair of Election Campaign Practices Committee, and Congregational Life staff, I have facilitated three forums reported above in Eugene, OR; Bethesda, MD; and Charleston, SC. I have another scheduled in the MidAmerica Region at Oak Brook, IL on April 29. The Rev. Manish Mishra Marzetti will facilitate at Woburn, MA for the Northeast Region on April 21, and the Rev. Leslie Takehashi will facilitate at Walnut Creek, GA for the Western Region on May 6.

Moderator Nominating Committee – I have asked Rev. Chip Roush to convene the newly appointed committee at GA in New Orleans. They will report to the board in October.

I am hopeful and optimistic that we, as a movement, all of us, can accelerate our living into the Beloved Community that we so long for with our interim leadership in place.

Congregational and other visits

February 5	Williamsburg Unitarian Universalists, Williamsburg VA, participated in building dedication
February 11	Cedar Lane UU Church, Bethesda MD, participated in Leadership Reception
February 25	Facilitated the Presidential Candidate Forum and lead a class in <i>Governance as Leadership</i> , Pacific Northwest District, Eugene, OR
April 1	Facilitated the Presidential Candidate Forum, Central

East Region, Bethesda MD

April 8

Facilitated the Presidential Candidate Forum,
Southern Region, Charleston SC

April 13

Reported UUA Board actions and introduced the
Interim Co-President Team

	C	D	E	F	G	H	I
2	Unitarian Universalist Association	FY15	FY16	FY17	FY17	FY17	Percent
3	Budget Overview	Results	Results	Budget	2Q17 Fcst	3Q17 Fcst	Inc/(Dec)
4	Current Operations						G to H
5							
6	\$ in Thousands						
7	Income:						
8	Income for General Support						
9	Annual Program Fund	6,532	6,538	6,750	6,750	6,503	-3.7%
10	Annual Program Fund - Regional	0	468	490	1,695	1,636	-3.5%
11	Unrestricted Gifts	1,333	957	1,451	1,270	1,320	3.9%
12	Bequest Income	450	445	500	500	500	0.0%
13	Administrative Fees	2,037	2,216	2,327	2,221	2,367	6.6%
14	Investment Income	3,288	3,148	2,971	2,971	2,971	0.0%
15	Publications Income	1,276	1,173	1,455	1,425	1,326	-6.9%
16	Net Lease Income	319	953	975	968	964	-0.4%
17	Other Current Fund Income	632	573	496	492	460	-6.5%
18	Total Income for General Support	15,867	16,471	17,416	18,292	18,047	-1.3%
19							
20	Income for Designated Purposes						
21	Campaign Income	1,774	1,507	1,577	1,494	1,484	-0.6%
22	UUCSR Veatch Grants	2,320	2,372	2,316	2,508	2,519	0.4%
23	Grants and Scholarships	1,086	1,006	991	991	992	0.0%
24	Ministerial Aid Funds	543	522	474	479	484	1.0%
25	Holdeen and International Trusts	1,559	1,469	1,248	1,346	1,357	0.9%
26	Income for Other Purposes	1,332	1,689	1,319	2,349	2,286	-2.7%
27	Total Inc for Designated Purposes	8,614	8,564	7,925	9,167	9,122	-0.5%
28	Total Income	24,481	25,034	25,341	27,459	27,168	-1.1%
29							
30	Expenses:						
31	Board & Volunteer Leadership	550	467	502	500	476	-4.8%
32							
33	Programs:						
34	Program and Strategy Office	803	815	582	590	588	-0.5%
35	Multicultural Growth and Witness	1,217	1,309	1,144	1,142	1,100	-3.6%
36	International Programs	1,770	1,936	1,432	1,509	1,439	-4.6%
37	Congregational Life	2,969	3,450	3,553	5,637	5,507	-2.3%
38	Ministries and Faith Development	4,824	4,877	5,031	4,917	4,975	1.2%
39	UU Funding Program	1,320	1,405	1,341	1,373	1,384	0.8%
40	Crisis Relief & Misc. Programs	60	158	61	417	417	0.0%
41	Communications	2,654	2,660	2,804	2,778	2,772	-0.2%
42							
43	Total Programs	15,617	16,611	15,949	18,364	18,182	-1.0%
44							
45	Administration	1,211	1,358	1,521	1,524	1,504	-1.3%
46	Contingency/Salary Increase	0	0	604	228	0	-100.0%
47							
48	Infrastructure						
49	Stewardship and Development	1,920	1,867	2,072	2,193	2,123	-3.2%
50	Information Technology Services	1,443	1,441	1,553	1,510	1,540	2.0%
51	Internal Services	3,732	2,883	3,540	3,551	3,576	0.7%
52	Total Infrastructure	7,095	6,191	7,165	7,254	7,239	-0.2%
53							
54	Total Expenses	24,473	24,628	25,741	27,869	27,401	-1.7%
55							
56	Depreciation Spending	0	0	400	400	400	
57							
58	Current Section Excess/(Deficit)	8	407	0	(10)	167	

	D	E	F	G	H	I	J
1	Unitarian Universalist Association	FY15	FY16	FY17	FY17	FY17	Percent
2	Forecast Summary	Results	Results	Budget	2Q17 Fcst	3Q17 Fcst	Inc/(Dec)
3	Current Operations Expenses						H to I
4							
5	\$ in Thousands						
6	Income:						
7	Income for UUA General Support						
8	Annual Program Fund	6,532	6,538	6,750	6,750	6,503	-3.7%
9	Annual Program Fund - Regional	0	468	490	1,695	1,636	-3.5%
10	Unrestricted Gifts	1,333	957	1,451	1,270	1,320	3.9%
11	Bequest Income	450	445	500	500	500	0.0%
12	Administrative Fees	2,037	2,216	2,327	2,221	2,367	6.6%
13	Endowment Income	3,370	3,148	2,971	2,971	2,971	0.0%
14	Publications Income	1,276	1,173	1,455	1,425	1,326	-6.9%
15	Net Lease Income	319	953	975	968	964	-0.3%
16	Investment Income	(82)	0	0	0	0	0.0%
17	Other Current Income	632	573	496	492	460	-6.5%
18		15,867	16,471	17,416	18,292	18,047	-1.3%
19	Income for Designated Purposes						
20	Campaign Income	1,774	1,507	1,577	1,494	1,484	-0.6%
21	Veatch Grants	2,320	2,372	2,316	2,508	2,519	0.4%
22	Grants and Scholarships	1,086	1,006	991	991	992	0.0%
23	Ministerial Aid Funds	543	522	474	479	484	1.0%
24	Holdeen & International Trusts	1,559	1,469	1,248	1,346	1,357	0.9%
25	Income for Other Purposes	1,332	1,689	1,319	2,349	2,286	-2.7%
26		8,614	8,564	7,925	9,167	9,122	-0.5%
27	Total Income	24,481	25,035	25,341	27,459	27,168	-1.1%
28							
29	Board & Volunteer Leadership						
30	Board of Trustees	221	183	193	196	181	-7.9%
31	Board Committees	101	85	94	89	81	-8.9%
32	Board Task Forces	7	4	5	5	4	-3.5%
33	Moderator	28	23	24	20	23	15.0%
34	Nominating Committee	27	16	19	19	19	-1.3%
35	Commission on Appraisal	20	21	31	31	31	0.0%
36	Ministerial Fellowship Committee	119	114	103	103	103	0.0%
37	Commission on Social Witness	29	21	34	37	34	-8.6%
38	Total Board & Volunteer Leadership	550	467	502	500	476	-4.8%
39							
40	Programs:						
41	Program Strategy Office (former Growth Strategies)	803	815	582	590	588	-0.5%
42							
43	Multicultural Growth and Witness	1,217	1,309	1,144	1,142	1,100	-3.6%
44							
45	International Office	230	219	203	213	215	0.9%
46	Holdeen International Partners	143	165	154	154	154	0.0%
47	Holdeen India Program	1,101	1,239	785	870	807	-7.2%
48	UU-UNO	296	314	289	271	263	-3.3%
49	Total International	1,770	1,936	1,432	1,509	1,439	-4.6%
50							
51	Congregational Life						
52	Congregational Life	2,756	2,267	2,309	1,359	1,319	-2.9%
53	Southern Region	0	1,118	1,166	1,199	1,146	-4.4%
54	New England Region	0	0	0	1,202	1,176	-2.1%
55	Central East Region	0	0	0	1,803	1,791	-0.7%
56	Office of Congregational Stewardship Services	213	66	78	75	75	-0.4%
57	Total Congregational Life	2,969	3,450	3,553	5,637	5,507	-2.3%
58							
59	Ministries and Faith Development						
60	Resource Development Director	139	146	155	147	143	-2.6%
61	Resource Development Office	507	454	474	463	484	4.6%
62	Youth and Young Adult Ministries	528	580	609	622	632	1.5%
63	Director of Ministries and Faith Development	364	426	410	427	436	2.1%
64	Director of RE Credentialing	70	98	132	69	33	-52.1%
65	Director of Ministerial Credentialing	200	193	196	186	188	1.3%
66	Director of Transitions	334	339	320	318	321	1.2%
67	Office of Church Staff Finances	592	580	720	654	702	7.3%
68	Office of UUA Health Plan	240	244	242	250	244	-2.5%
69	Director of Professional Development	193	208	212	210	216	2.7%
70	Scholarships and Ministerial Ed Grants	350	334	336	336	337	0.1%

	D	E	F	G	H	I	J
1	Unitarian Universalist Association	FY15	FY16	FY17	FY17	FY17	Percent
2	Forecast Summary	Results	Results	Budget	2Q17 Fcst	3Q17 Fcst	Inc/(Dec)
3	Current Operations Expenses						H to I
71	Continuing Education	65	65	82	82	82	0.0%
72	Aid Funds	606	589	540	545	550	0.9%
73	Panel on Theological Education	634	621	603	608	608	0.0%
74	Total Ministries and Faith Development	4,824	4,877	5,031	4,917	4,975	1.2%
75							
76	UU Funding Program	1,320	1,405	1,341	1,373	1,384	0.8%
77	Crisis Relief & Misc. Programs	60	158	61	417	417	0.0%
78							
79	Communications						
80	IPW Office	349	368	389	386	393	1.8%
81	Periodicals Office	952	917	957	949	945	-0.4%
82	Publications Administration	526	559	577	576	584	1.3%
83	UUA Bookstore	827	815	882	867	850	-2.0%
84	Total Communications	2,654	2,660	2,804	2,778	2,772	-0.2%
85							
86	Total Programs	15,617	16,611	15,949	18,364	18,182	-1.0%
87							
88	Administration						
89	Office of the President	500	526	557	561	568	1.2%
90	Office of the Executive Vice President	331	407	392	410	407	-0.7%
91	Contingency Expense	0	0	376	0	0	-100.0%
92	Salary Increase	0	0	228	228	0	-100.0%
93	Human Resources	379	426	572	553	529	-4.3%
94	Total Administration	1,211	1,358	2,125	1,752	1,504	-14.2%
95							
96	Infrastructure:						
97	Stewardship and Development						
98	Vice President, Development	59	48	53	264	275	4.1%
99	APF Campaign	270	290	424	382	372	-2.7%
100	Friends Campaign	291	289	300	329	308	-6.2%
101	Charitable Gift and Estate Planning	154	155	189	324	301	-7.1%
102	Comprehensive Campaign	1,146	1,085	1,107	895	868	-3.0%
103	Total Stewardship and Development	1,920	1,867	2,072	2,193	2,123	-3.2%
104							
105	Information Technology Services	1,443	1,441	1,553	1,510	1,540	2.0%
106							
107	Internal Services:						
108	Finance						
109	Treasurer and Vice President of Finance	381	367	378	391	395	0.9%
110	Financial Services	615	662	668	682	709	3.9%
111	Total Finance	996	1,029	1,046	1,074	1,103	2.8%
112							
113	Facilities						
114	41 Mt Vernon Street	29	0	0	0	0	100.0%
115	24 Farnworth Street	2,706	1,854	2,493	2,477	2,473	-0.2%
116	Total Operations Services	2,735	1,854	2,493	2,477	2,473	-0.2%
117							
118	Total Internal Services	3,731	2,883	3,540	3,551	3,576	0.7%
119							
120	Total Infrastructure	7,094	6,191	7,165	7,253	7,240	-0.2%
121	Total Expenses	24,473	24,628	25,741	27,869	27,402	-1.7%
122							
123	Depreciation Spending	0	0	400	400	400	
124							
125	Current Section Excess/(Deficit)	8	407	0	(10)	167	

FY 17 3rd Quarter Budget Variance Analysis

Summary

The variance analysis describes the key differences between the second quarter FY 2017 forecast presented to the Board at the January meeting and the third quarter forecast. At this time, we are forecasting a small surplus of \$167,000 for the year. This factors in the commitment of \$300K to Black Lives of UU but none of the transition costs resulting from the resignation of the president. Overall, both income and expense variances from the first quarter forecast are less than two percent. Significant changes from the budget are described below.

Variances from 1st to 2nd Quarter Forecast

Overall income – up 0.4%

Annual Program Fund – down 2.5%

Based on recent analysis of congregational pledges and payments, the forecast has been reduced by \$247K from the second quarter.

Annual Program Fund – Regional – down 3.5%

The decline in regional APF revenue is offset by reduced expenses.

Unrestricted gifts – up 3.9%

The current forecast is approximately what was raised in 2015.

Administrative fees – up 6.6%

Retirement Plan and General Insurance Program overhead costs were analyzed and adjusted upwards to better reflect the actual cost of administering these programs.

Publications income – down 6.9%

The sales of books through the UUA Bookstore are now anticipated to be \$97K less than in the previous quarter's forecast.

Other current fund income – down 6.5%

Outside trust income is anticipated to be \$30K below the previous forecast.

Overall Expenses – down 1.7%

Multicultural growth and witness – down 3.6%

The reduced expenses are due to unfilled positions and the cancellation of the Mosaic Makers Conference.

International programs – down 4.6%

This is due to a reduction in grants under the Holdeen India Program of \$63K.

Contingency/salary increase – reduced to zero

In the previous quarter, the contingency had been eliminated to cover the commitment to BLUU. This quarter the allowance for salary increases has been eliminated because raises were implemented as of January 1, and those increases are now reflected in the salary lines within each staff group.

Stewardship and development – down 3.2%

Reflects reduced travel and direct mail printing.

	C	D	E	F	G	H
2	Unitarian Universalist Association	FY16	FY17	FY18	Percent	FY19
3	Budget Overview	Results	2Q17 Fcst	Budget	Inc/(Dec)	Budget
4	Current Operations				E to F	
5						
6	\$ in Thousands					
7	Income:					
8	Income for General Support					
9	Annual Program Fund	6,538	6,750	6,750	0.0%	6,750
10	Annual Program Fund - Regional	468	1,695	1,636	-3.5%	1,636
11	Unrestricted Gifts	957	1,270	1,435	13.0%	1,435
12	Leadership Annual Giving	0	0	500	100.0%	500
13	Bequest Income	445	500	500	0.0%	500
14	Administrative Fees	2,216	2,221	2,206	-0.7%	2,224
15	Endowment Income	3,148	2,971	2,772	-6.7%	2,672
16	Publications Income	1,173	1,425	1,455	2.1%	1,455
17	Net Lease Income	953	968	1,005	3.8%	1,017
18	Other Current Fund Income	573	492	485	-1.3%	485
19	Total Income for General Support	16,471	18,292	18,744	2.5%	18,674
20						
21	Income for Designated Purposes					
22	Campaign Income	1,507	1,494	1,134	-24.1%	1,086
23	UUCSR Veatch Grants	2,372	2,508	2,589	3.2%	3,102
24	Grants and Scholarships	1,006	991	890	-10.3%	841
25	Ministerial Aid Funds	522	479	455	-4.9%	447
26	Holdeen and International Trusts	1,469	1,346	1,272	-5.5%	1,272
27	Income for Other Purposes	1,690	2,349	2,071	-11.8%	2,066
28	Total Inc for Designated Purposes	8,566	9,167	8,411	-8.2%	8,814
29	Total Income	25,037	27,459	27,155	-1.1%	27,488
30						
31	Expenses:					
32	Board & Volunteer Leadership	467	500	451	-9.7%	462
33						
34	Programs:					
35	Program and Strategy Office	815	590	565	-4.3%	569
36	Multicultural Growth and Witness	1,309	1,142	1,130	-1.0%	1,163
37	International Programs	1,937	1,508	1,317	-12.6%	1,317
38	Congregational Life	3,451	5,638	5,395	-4.3%	5,491
39	Ministries and Faith Development	4,877	4,917	4,826	-1.8%	4,797
40	UU Funding Program	1,405	1,373	1,374	0.0%	1,377
41	Crisis Relief & Misc. Programs	158	417	58	-86.0%	57
42	Communications	2,659	2,778	2,860	2.9%	2,891
43						
44	Total Programs	16,612	18,363	17,525	-4.6%	17,662
45						
46	Administration	1,359	1,524	1,469	-3.6%	1,483
47	Contingency/Salary Increase	0	228	554	143.0%	857
48						
49	Infrastructure					
50	Stewardship and Development	1,867	2,194	2,351	7.2%	2,394
51	Information Technology Services	1,441	1,510	1,582	4.8%	1,607
52	Internal Services	2,883	3,550	3,672	3.4%	3,673
53	Total Infrastructure	6,191	7,254	7,606	4.9%	7,674
54						
55	Total Expenses	24,630	27,869	27,605	-0.9%	28,138
56						
57	Depreciation Spending	0	400	450		450
58						
59	Current Section Excess/(Deficit)	407	(10)	0		(200)
60						

	D	E	F	G	H	I
1	Unitarian Universalist Association	FY16	FY17	FY18	Percent	FY19
2	Budget Summary	Results	2Q17 Fcst	Budget	Inc/(Dec)	Budget
3	Current Operations				F to G	
4						
5	<i>\$ in Thousands</i>					
6	Income:					
7	Income for UUA General Support					
8	Annual Program Fund	6,538	6,750	6,750	0.0%	6,750
9	Annual Program Fund – Regional	468	1,695	1,636	-3.5%	1,636
10	Unrestricted Gifts	957	1,270	1,435	13.0%	1,435
11	Leadership Annual Giving	0	0	500	100.0%	500
12	Bequest Income	445	500	500	0.0%	500
13	Administrative Fees	2,216	2,221	2,206	-0.7%	2,224
14	Endowment Income	3,148	2,971	2,772	-6.7%	2,672
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25	Income for Other Purposes	1,690	2,349	2,071	-11.8%	2,066
26		8,566	9,167	8,411	-8.2%	8,814
27	Total Income	25,037	27,459	27,155	-1.1%	27,488
28						
29	Board & Volunteer Leadership					
30	Board of Trustees	183	196	187	-4.9%	187
31	Board Committees	85	89	76	-14.1%	76
32	Board Task Forces	4	5	1	-67.9%	1
33	Moderator	23	20	20	0.0%	20
34	Nominating Committee	16	19	19	0.0%	19
35	Commission on Appraisal	21	31	18	-41.1%	18
36	Ministerial Fellowship Committee	114	103	103	0.0%	103
37	Commission on Social Witness	21	37	27	-28.0%	38
38	Total Board & Volunteer Leadership	467	500	451	-9.7%	462
39						
40	Programs:					
41	Program Strategy Office (former Growth Strategies)	815	590	565	-4.3%	569
42						
43	Multicultural Growth and Witness	1,309	1,142	1,130	-1.0%	1,163
44						
45	International Office	219	213	206	-3.3%	206
46	Holdeen International Partners	165	154	100	-35.2%	100
47	Holdeen India Program	1,239	870	734	-15.7%	734
48	UU-UNO	314	271	277	2.1%	277
49	Total International	1,937	1,508	1,317	-12.6%	1,317
50						
51	Congregational Life					
52	Congregational Life	2,267	1,359	1,408	3.7%	1,411
53	Southern Region	1,118	1,199	1,147	-4.3%	1,167
54	New England Region	0	1,202	1,128	-6.1%	1,188
55	Central East Region	0	1,803	1,638	-9.1%	1,651
56	Office of Congregational Stewardship Services	66	75	74	-1.8%	74
57	Total Congregational Life	3,451	5,638	5,395	-4.3%	5,491
58						
59	Ministries and Faith Development					
60	Resource Development Director	146	147	143	-2.1%	145
61	Resource Development Office	454	463	539	16.4%	544
62	Youth and Young Adult Ministries	580	622	630	1.3%	635
63	Director of Ministries and Faith Development	426	427	428	0.3%	432
64	Director of RE Credentialing	98	69	0	-100.0%	0
65	Director of Ministerial Credentialing	193	186	190	2.5%	192
66	Director of Transitions	339	318	322	1.4%	324
67	Office of Church Staff Finances	580	654	697	6.5%	702

	D	E	F	G	H	I
1	Unitarian Universalist Association	FY16	FY17	FY18	Percent	FY19
2	Budget Summary	Results	2Q17 Fcst	Budget	Inc/(Dec)	Budget
3	Current Operations				F to G	
68	Office of UUA Health Plan	244	250	217	-13.1%	220
69	Director of Professional Development	208	210	218	3.6%	220
70	Scholarships and Ministerial Ed Grants	334	336	309	-8.0%	307
71	Continuing Education	65	82	79	-3.8%	78
72	Aid Funds	589	545	520	-4.6%	511
73	Panel on Theological Education	621	608	534	-12.1%	487
74	Total Ministries and Faith Development	4,877	4,917	4,826	-1.8%	4,797
75						
76	UU Funding Program	1,405	1,373	1,374	0.0%	1,377
77	Crisis Relief & Misc. Programs	158	417	58	-86.0%	57
78						
79	Communications					
80	IPW Office	368	386	396	2.6%	405
81	Periodicals Office	917	949	967	1.9%	976
82	Publications Administration	559	576	590	2.5%	600
83	UUA Bookstore	815	867	907	4.6%	910
84	Total Communications	2,659	2,778	2,860	2.9%	2,891
85						
86	Total Programs	16,612	18,363	17,525	-4.6%	17,662
87						
88	Administration					
89	Office of the President	526	561	568	1.2%	573
90	Office of the Executive Vice President	407	410	388	-5.2%	394
91	Contingency Expense	0	0	383	100.0%	375
92	Salary Increase	0	228	171	-25.0%	482
93	Human Resources	426	553	513	-7.4%	516
94	Total Administration	1,359	1,752	2,023	15.5%	2,340
95						
96	Infrastructure:					
97	Stewardship and Development					
98	Vice President, Development	48	264	510	93.3%	505
99	APF Campaign	290	382	429	12.2%	433
100	Friends Campaign	289	329	416	26.4%	418
101	Charitable Gift and Estate Planning	155	324	383	18.4%	386
102	Comprehensive Campaign	1,085	895	613	-31.5%	652
103	Total Stewardship and Development	1,867	2,194	2,351	7.2%	2,394
104						
105	Information Technology Services	1,441	1,510	1,582	4.8%	1,607
106						
107	Internal Services:					
108	Finance					
109	Treasurer and Vice President of Finance	367	391	394	0.7%	398
110	Financial Services	662	682	757	10.9%	765
111	Total Finance	1,029	1,073	1,151	7.3%	1,163
112						
113	Facilities					
114	24 Farnworth Street	1,854	2,477	2,521	1.8%	2,510
115	Total Operations Services	1,854	2,477	2,521	1.8%	2,510
116						
117	Total Internal Services	2,883	3,550	3,672	3.4%	3,673
118						
119	Total Infrastructure	6,191	7,254	7,606	4.8%	7,674
120	Total Expenses	24,630	27,869	27,605	-0.9%	28,138
121						
122	Depreciation Spending	0	400	450		450
123						
124	Current Section Excess/(Deficit)	407	(10)	0		(200)
125						

Budget Fiscal Year 2018 – Flux Analysis

The following is an analysis of the changes from the FY17 2nd quarter forecast to the FY18 budget.

Overall income – down 1.1%

Annual Program Fund – No change

Flat with the FY17 forecast.

Annual Program Fund Regional Dues – \$1.6 million

In FY18, the Central East and New England Regions' finances will be incorporated into the UUA's budget. Regional dues that formerly went to those regions – separate legal entities – will now come to the UUA to support staff and programs in the Regions. This new revenue will pay for the regional payroll and program expenses carried in the Congregational Life staff group.

Unrestricted gifts – up 13%

We assume increased unrestricted giving driven by the volatile political climate and the momentum from a new UUA president.

Leadership Annual Giving – \$500,000

This new income category – consisting of unrestricted gifts of \$10,000 and above – was previously included in Campaign Income. Since these donations are unrestricted, it is more appropriate to account for them in this section of the budget.

Endowment Income – down 6.7%

The decline in payout from the endowment is due to three factors:

- Lowering of the payout rate under the Board's endowment spending policy. This incorporates the third step in the three-year reduction from 5.5% to 4.5%.
- Principal repayments on the loan used to finance the build-out of the UUA's offices at 24 Farnsworth Street reduces the asset balance used in calculating the payout.
- Lower market performance of the endowment investments.

The UUA's spending policy is based on the current year's spending increased by inflation, weighted 70%, and 4.5% (down from 5% last year) of the average asset value for the four quarters ending December 31, weighted 30%. The formula is as follows:

plus	(Previous year endowment spending X (1+inflation rate)) X 70%
equals	<u>(4 quarter average asset value at 12/31 X 4.5%) X 30%</u>
	Endowment spending for FY starting 7/1

Campaign Income – down 24.1%

The apparent decrease is due to the shift of \$500,000 to Leadership Annual Giving, described above. Adjusted for this re-categorization, campaign income is actually up 9%.

Grants and Scholarships – down 10.3%

Revenue for grants and scholarships is primarily from endowment funds restricted to ministerial scholarships and theological education. In addition, under a Memorandum of Understanding with the board of the Liberal Religious Charitable Society (LRCS), approximately \$100,000 of the allowable spending from the LRCS fund has been allocated to theological education during President Morales' administration. \$50,000 of this was committed only for the duration of President Morales' administration and was thus discontinued for FY18 in accordance with the MOU.

Ministerial Aid Funds – down 4.9%

Revenue for ministerial aid is primarily from restricted endowment funds. The decline caused by the change in the spending policy and investment performance.

Holdeen and International Trusts – down 5.5%

This represents the payout from the Holdeen Trusts, managed by Wells Fargo. Most of this income is used for international programs, such as the Holdeen India Program, the International Office, and grants to outside organizations with an international mission. Wells Fargo has notified us that they have overpaid the UUA over the several years and will now recover that amount over the next three years. This lowers the amount available for programmatic spending.

Income for Other Purposes – down 8.7%

In FY17 this included draws on regional reserves used to make up the shortfall from the regional losses in excess of the allowable deficit. In FY18 funds from regional reserves were shifted to Restricted Income. In the FY18 Budget, the regions are expected to stay close to or below the allowable deficit.

Overall Expenses – down 0.9%**Board and Volunteer Leadership – down 9.7%**

Reflects a proposed reduction to committee budgets. We recommend committees meet primarily via web conferences and a maximum of one time per year in person.

Program and Strategy Office – down 4.3%

Grants have been reduced by \$30,000. The grant to the College of Social Justice is budgeted at \$175,000.

International – down by 12.6%

Expenses reduced to accommodate the decreased payout from the Holdeen Trusts.

Congregational Life – down 4.3%

Five staff positions in the Regions eliminated. Three were administrative, made possible by the incorporation of regional administrative functions into the UUA.

Crisis Relief & Miscellaneous– down by 86%

The FY17 forecast includes \$300,000 for BLUU. Plans for the funding of BLUU in FY18 and beyond are still being developed. Therefore both fundraising revenue and grant expenses are not reflected in this budget. The board commitment to BLUU, both income

and expense, will be included in the first budget forecast of FY18 once the plan has been determined.

Contingency/Salary Increase

Contingency is set in the by-laws as 3% of unrestricted income. The salary increase for FY18 is carried in this section as a lump sum that will be distributed into the staff group budgets when increases are determined around mid-year.

Salary increase assumes:

- 2% pool for staff cost of living increases and attendant benefits effective January 2018
- 0.5% pool for grade and job changes
- Pool for merit increases = \$25,000

Stewardship and Development – up by 7.2%

The increase reflects the expenses of managing the Legacy Challenge, funded with a grant from Veatch, and the costs of raising money for the BLUU commitment, which will be funded from gifts for this purpose. Aside from these two funded programs, expenses are flat with FY17.

Information Technology Services – up 4.8%

Change is primarily due to maintenance contracts made necessary by the expiration of warranties on equipment purchased at the time of the move to 24 Farnsworth. In addition, depreciation on hardware and software has increased as new systems have been installed.

Internal Services – up 4.3%

A 1/2 time staff position in accounting was added to handle increased transaction load from incorporating Regional activities.

Depreciation Spending

One important use for the depreciation allowance is ongoing capital replacement. But there is no necessary relationship between depreciation charges and prudent capital investment. It is best practice among nonprofit institutions with substantial physical assets to conduct a Facilities Condition Assessment (FCA) periodically to determine the right amount to set aside for the replacement of major building systems. The FCA looks at each major system – roof, HVAC, elevator, electrical panel, fire safety, etc. – and estimates when each will reach the end of its useful life and the cost of replacement at that time. This is plotted over time, typically 10 years, which yields an annual capital budget for major systems replacement. The FCA is updated regularly.

According to our FCA, the UUA will need \$2.8 million through 2026 for capital replacement, or an average of \$280,000 per year. The FCA shows annual capital needs for the next four years as follows:

FY 18	FY 19	FY 20
\$418,000	\$1,010,500	\$170,000
3-year average	\$532,833	

In the FY 18 budget, total depreciation expense is forecast to be \$ 1,387,000 (including ITS) compared to a projected capital need of \$418,000 yielding an average cash surplus

of \$968,000. After deducting \$210,000 for IT capital investment, over \$750,000 remains. This budget assumes that \$450,000 of that amount is spent on the operating budget.

Notes on Fiscal Year 2019 “Out-year” Budget

The purpose of creating a budget for the year following the upcoming budget year is to see where current income and spending trends are pointing. For the most part, income and expenses are assumed to be steady. Significant exceptions are as follows:

- Endowment income will decline due to the principal repayment of the bank loan that funded the build-out of the UUA’s offices. The payments lower the asset balance used in calculating the payout.
- The increase in Campaign Income is due to the Legacy Challenge funded by the UU Congregation at Shelter Rock. Under the matching grant agreement, payments will begin in FY19.
- Small increases in program expenses primarily reflect the salary increases that became effective January 1, 2017.
- The increase in Contingency/Salary Increase includes the carry-forward of the raises budgeted for FY18 and an allowance for a 2% cost of living adjustment in FY19.

The analysis shows we are tracking towards a deficit of \$200,000 in FY19. The UUA Administration will make adjustments in its operating plan to address this shortfall during FY18.

UUA FY18 and FY19 Consolidating Budgets
Statement of Unrestricted Operating Income and Expense

(in \$000s)

Fiscal Year 2018	Current Operations	Beacon Press	General Insurance Program	Building Loan Fund	UUCEF	General Assembly	Farnsworth Bldg	Eliminations	UUA Total
Support and Revenue									
Income for general support	18,745	-	1,788	20	-	1,528	1,680	(4,269)	19,492
Income for designated purposes	8,411	131	-	-	-	-	-	(1,345)	7,197
New sales form publishing	-	6,646	-	-	-	-	-	-	6,646
Interest income	-	-	-	250	-	-	-	-	250
Investment income, gains/losses	-	50	-	-	6,335	-	-	-	6,385
	<u>27,156</u>	<u>6,827</u>	<u>1,788</u>	<u>270</u>	<u>6,335</u>	<u>1,528</u>	<u>1,680</u>	<u>(5,614)</u>	<u>39,970</u>
Expenses									
Programs	17,977	-	1,222	80	-	1,528	-	-	20,807
General and administrative	9,629	-	507	222	-	-	673	(1,212)	9,819
Cost of goods sold and publishing	-	6,826	-	-	-	-	-	-	6,826
Expenses associated with investments	-	-	-	-	948	-	-	-	948
	<u>27,606</u>	<u>6,826</u>	<u>1,729</u>	<u>302</u>	<u>948</u>	<u>1,528</u>	<u>673</u>	<u>(1,212)</u>	<u>38,400</u>
Depreciation Spending	<u>450</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>450</u>
Surplus (deficit)	<u>0</u>	<u>1</u>	<u>59</u>	<u>(32)</u>	<u>5,387</u>	<u>-</u>	<u>1,007</u>	<u>(4,402)</u>	<u>2,020</u>

Fiscal Year 2019	Current Operations	Beacon Press	General Insurance Program	Building Loan Fund	UUCEF	General Assembly	Farnsworth Bldg	Eliminations	UUA Total
Support and Revenue									
Income for general support	18,674	-	1,842	19	-	1,571	1,702	(4,183)	19,625
Income for designated purposes	8,814	131	-	-	-	-	-	(1,288)	7,657
New sales form publishing	-	6,573	-	-	-	-	-	-	6,573
Interest income	-	-	-	237	-	-	-	-	237
Investment income, gains/losses	-	50	-	-	6,503	-	-	-	6,553
	<u>27,488</u>	<u>6,754</u>	<u>1,842</u>	<u>256</u>	<u>6,503</u>	<u>1,571</u>	<u>1,702</u>	<u>(5,471)</u>	<u>40,645</u>
Expenses									
Programs	18,124	-	1,258	76	-	1,571	-	-	21,029
General and administrative	10,014	-	522	222	-	-	683	(1,238)	10,203
Cost of goods sold and publishing	-	6,763	-	-	-	-	-	-	6,763
Expenses associated with investments	-	-	-	-	974	-	-	-	974
	<u>28,138</u>	<u>6,763</u>	<u>1,780</u>	<u>298</u>	<u>974</u>	<u>1,571</u>	<u>683</u>	<u>(1,238)</u>	<u>38,969</u>
Depreciation Spending	<u>450</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>450</u>
Surplus (deficit)	<u>(200)</u>	<u>(9)</u>	<u>62</u>	<u>(42)</u>	<u>5,529</u>	<u>-</u>	<u>1,019</u>	<u>(4,233)</u>	<u>2,126</u>

UUA CAPITAL BUDGET

	FY17	FY18	FY19
	Forecast	Budget	Budget
	2-Apr-16	2-Apr-16	2-Apr-16
Computer Hardware & Software			
Computer Hardware	\$ 123,300	\$ 134,000	\$ 135,000
Computer Software	167,000	75,900	68,000
Telephone system	<u>2,000</u>	<u>-</u>	<u>-</u>
	292,300	209,900	203,000
Property & Renovations			
UUA occupied space	173,500	58,500	35,500
Furniture and fixtures	20,000	20,000	15,000
General building improvements	<u>549,041</u>	<u>130,000</u>	<u>757,000</u>
	<u>742,541</u>	<u>208,500</u>	<u>807,500</u>
Total Capital Expenditures	\$ 1,034,841	\$ 418,400	\$ 1,010,500
Depreciation expense			
Computer Hardware	178,224	184,558	198,569
Computer Software	<u>87,919</u>	<u>101,615</u>	<u>98,609</u>
Total computer depreciation	266,143	286,173	297,178
<i>Excess (deficiency)</i>	<i>(26,157)</i>	<i>76,273</i>	<i>94,178</i>
Office Furniture & Fixtures	165,361	167,243	167,958
UUA occupied space	447,873	447,873	447,873
General building improvements	<u>455,934</u>	<u>485,439</u>	<u>487,767</u>
Total facilities	1,069,168	1,100,555	1,103,598
<i>Excess (deficiency)</i>	<i>326,627</i>	<i>892,055</i>	<i>296,098</i>
Total depreciation expense	1,335,311	1,386,728	1,400,776
<i>Total excess (deficiency)</i>	<i>300,470</i>	<i>968,328</i>	<i>390,276</i>

Denise Rimes
UUA Vice Moderator
April, 2017
Report to the UUA Board of Trustees

Congregational and other visits

- Completed ministerial search committee coach responsibilities for three congregations, two of whom have found candidates (non-Board work)

Since our meeting in January, I have attended meetings on the following topics:

- General Assembly Planning Committee New Orleans, LA – April 6-8, 2017
- APF Task Force
- Congregational Boundaries
- Generosity Network ongoing efforts
- Executive Committee calls

General Assembly Planning Committee

The Planning Committee accomplished significant work at their most recent in-person meeting. They are fully aware that, not only because this is a Justice GA, but because of recent events and conversations, this will likely be a very emotional year. Scholarship requests are up significantly, and the Committee is reviewing the needs of the Right Relations Team and the Chaplain Team. There are a number of highly recommended pre-GA tracks which are being heavily “advertised.” Undoing Racism (facilitated by the People’s Institute and Center for Ethical Living and Social Justice Renewal) is one of the many tracks, and registration is now open [here](#).

Other details:

- Est. attendance at GA this year 4100-4300
- [Several service projects](#) (please encourage people to sign up):
 - [Big Easy / Real Life: An Immersion Experience](#) Participants will work on a rebuilding project that helps families displaced by Hurricane Katrina, or recent tornado, to return home.
 - [Days for Girls](#): Sustainable Menstrual Hygiene Kits fight poverty and isolation. An assembly line of volunteers will package kits to distribute to girls in New Orleans and around the world.
 - [The Red Flame Hunters](#) and the [Flaming Chalice Keepers Create!](#) Members of the unique all-youth Black Mardi Gras Indian Tribe will share the history of their art and celebrations and demonstrate how they create their performances and costumes rich with beadwork and feathers.
 - [Ubuntu Village](#) and [UUs](#), [Embracing Youth Away in Juvenile Detention](#). Ubuntu Village is an organization whose program areas comprise many services for incarcerated and formerly incarcerated youth and their families. After an orientation, UUs will assemble care packages for the 48 youth currently in pretrial detention in the City of New Orleans.

- **CLF/FFLIC:** Families and Friends of Louisiana's Incarcerated Children (FFLIC) is partnering with CLF in this communications project. Participants will send postcards and personal messages in other formats to incarcerated children and incarcerated members of Church of the Larger Fellowship in Louisiana and around the country.
- There are 350 scholarship requests (v. 150 last year). GAPC is allocating a portion of funding available for approximately 90 people of color who are not affiliated with a congregation (and therefore unable to request a grant from their congregations).
- 2017-2018 GAPC leadership for next year be Ila Klion as Chair, Tuli Patel as Vice Chair, and Debra Boyd as Secretary.

APF Task Force

Significant analysis is being conducted to determine how best to build a fair and equitable method for Annual Program Fund pledges and contributions. The Task Force will meet again on April 24 in Boston to sketch out preliminary recommendations.

Congregational Boundaries

The Advisory Group met in March to introduce two new members and review its charter and purpose. The next meeting is scheduled for early May. Staff continues its work on training/education, and continues to be in conversation with the Ministerial Fellowship Committee on processes and procedures.

New Motions

As the leadership team changes with Harlan Limpert's resignation, there is a requirement that we change the official board "clerk," a position which Harlan has held since 2013. The following motions will be introduced:

MOVED: To thank Harlan Limpert for him for his years of service as Clerk of the Association, and to remove him from that position, at his request, effective at midnight on April 20, 2017.

MOVED: To appoint Sarah Lammert to the non-salaried position of Clerk of the Association Effective 12:01 a.m. April 21, 2017, to serve until his successor shall be duly chosen and qualified, with the following duties: the Clerk shall keep an accurate record of all meetings of the Association and the Board of Trustees, shall perform such other duties as may be assigned by the Board, and shall perform the duties of a Clerk under Massachusetts law.

Conclusion

With leadership resignations and appointments, some priorities have shifted to meet the present requirements surrounding these changes. I have had the opportunity to support Moderator Key and other members of the board by helping to craft motions, responses, and agendas for the many meetings and correspondence that have occurred. As we view our work through new and different lenses, the work will continue to evolve. I add my gratitude to that of Moderator Key to all who have stepped up, either formally or informally, during this time of change.

Respectfully submitted,
Denise Rimes

Secretary's Report

April 21, 2017

- 1.** Correspondence
- 2.** Election
 - a.** Overview
 - b.** Announcement
- 3.** Distinguished Service Award

FY17 CURRENT FISCAL YEAR ANNUAL PROGRAM FUND

The funding of our Association through APF and GIFT is playing out in a larger environment of institutional upheaval. 4th quarter statements to congregations went out later than usual because of the larger institutional changes; we did not want the initial communication received from congregations to be the statements requesting payment. Statements have since gone out, and we DO expect an uptick in income as a result. Here are some of the factors we believe are leading to the drop in income:

- **Lower amount asked overall (-\$160,000)**
- **Number of congregations who have reduced their pledging substantially**

Some Details:

- 511 congregations have paid less YTD
 - Congregations who have paid **LESS** in FY17 than by this date in FY16, the total difference in PTD with this group is **-\$900,797**
 - 358 congregations who have paid **MORE** YTD in FY17 vs FY16, total difference PTD in this group is **+\$418,507**
 - Gap between these two groups is **- \$482,290**
- 167 congregations who were not Honor last year have pledged LESS in FY17 then in FY16
- 25 congregations that were honor in 2016 have returned pledges that will not be honor in FY17. The total difference here is **\$-72,000**
- 11 congregations who have pledged at least \$5K less than what their **total contribution was** for last year. These 11 congregations account for a loss of income of **\$115K**
 - Columbia, MD (pledged 2K this year, contributed \$27K last year)
 - All Souls DC (pledged 26K this year, contributed \$45K last year)
 - Lawrence, KS (pledged 0 this year, contributed \$12K)
 - Eugene, OR (pledged 8K, last year contributed \$17K)
 - Santa Monica, CA (pledged \$8500, last year contributed \$17K)
 - Traverse City, MI (pledged 1K, last year contributed \$9300)
 - West Shore Cleveland, OH (\$22,6K this year, contributed \$30K last year)
 - Columbia, SC (4600 this year, \$11,600 last year)
 - Milwaukee, WI (pledged 10,600 this year, contributed \$17,500 last year)

FY17 CURRENT FISCAL YEAR ANNUAL PROGRAM FUND

Ongoing work on improving performance:

- Monthly calls with regional leads, during which we identify
 - Congregations who are pledging differently this year as compared to last year
 - Congregations who are contributing differently this year as compared to last year
 - Learn about congregational issues that may affect giving
 - Collaboratively decide who best to follow up/intervene
- Direct outreach to every congregation who sends a payment who hasn't pledged, asking them to pledge.
 - Our goal this year is to get 700 pledges in (last year we had 621) ; we are currently at 666 pledges
- Ongoing communication with Focus 50 congregations (those congregations for whom the difference between what is asked and what is given is the greatest).
- Ongoing communication with Leadership Congregations (the 50 most generous Honor congregations in our Association)
- Stewardship and Development representation and presentations at District/Regional Assemblies
 - Pacific Northwest District (PWR)
 - Central East Region
 - Southern Region
 - New England Region
 - MidAmerica
 - Pacific Central District (PWR)

Commission on Appraisal

Class Action: The Struggle with Class in Unitarian Universalism

COURTESY REPORT PRESENTED AT THE APRIL 20-21, 2017 BOARD OF TRUSTEES' MEETING

Reflection: The Problem We All Have

CoA Statement

Testimonials from the Report

Report Abstract

This report examines the impact of class and classism on the ministries of Unitarian Universalism, the Unitarian Universalist Association, its congregations, its members and friends.

Class and its attendant classism represent an intersection of multiple cultural forces and systems of power that thwart Unitarian Universalism's vital work of building Beloved Community, stifling its impact and stunting its growth as a moral voice for good. These cultural forces separate us from one another, dividing us into groups both external and self-selected that make it difficult for us to work together effectively and to acknowledge each other's worth and dignity. The systems of power that make up class result in dominating hierarchies, inequality, and inequitable agency, oppression, and limited access to material resources.

Our vision is to co-create a faith that unifies, points to the transcendent, to that which is greater, is transformational, honors our tradition, is future-thinking, and that builds the world we dream about in the spirit of life, love, and the holy. It will require a tearing away of the barriers caused by class society to fulfill this, our free and mutual covenant.

Our work in the world--the Universalist mission of building heaven on earth--depends upon our collective ability to cross boundaries and build relationships, to make power and oppression visible, to embody our Principles, and to make our practices sustainable. Developing an understanding of how class and classism affect us, our congregations, our Association, and our faith is absolutely vital to the success of *giving life the shape of justice*.

The report provides a working definition of class, how class intersects with other oppressions, and discusses the systems that make it up. It then looks to our history, theologies, and practices through this lens. Thirdly it examines our structures, organization, and ecclesiology, and lastly it provides recommendations on how we can address class and live more fully into our faith and its vision.

Testimonials from Report

Introduction to the Report's Recommendations

The Commission on Appraisal started this study by acknowledging that class is an extremely complex matter. Our work has proven to us that is indeed the case. We have spent months tugging at its knot. We have continually confronted deep, serious disagreements with each other regarding the fundamentals of this topic: the very definition of class and the question of whether class is a part of the human condition or a product of oppressive systems, particularly capitalism. Our arguments have been passionate yet reasoned and respectful. We end our project still in basic disagreement on some fundamental points. What we agree upon, however, is profoundly more important and more efficacious: Dominance, oppression, marginalization will not reign; the inclusion of all—around the table, in the sanctuary, in the work for justice—is our covenant with each other as UUs. There is work to be done. Doing that work is our covenant, our promise, our blessed struggle.

Sampling of the Report's Recommendations

Board of Trustees

- Facilitate revision of the Ends of the Association to more clearly articulate transformations related to class and classism
- Endorse continued funding for UU Class Conversations and for the creation and distribution of other such introductory materials and opportunities.
- Take the UU Class Conversations workshop.
- Use the UU Class Conversations curriculum as a process for becoming a "Welcome Table" congregation.

Association Staff

- Initiate a sustained project to create class-inclusive materials for congregational fund-raising and conversations about money.
- Create a collection of worship materials related to class on Worship Web. This recommendation is already in progress and we thank, Rev. Erika Hewitt for her quick early work on this project.
- Begin a process that will enable the sharing of email addresses and names of all people known to our Association with the campaigns for UUA President and Moderator. The current practice amounts to a class-blind act that favors the status quo and discriminates against those who lack the means to attend regional gatherings or General Assembly. Our democratic principles favor having informed voters. Candidates for top UUA offices are among our best spokespersons for our faith. We ought to facilitate communications from the candidates during elections. We appreciate the steps that have been taken to encourage and make voting easier and recommend that this further step be taken.
- Create a program like Breakthrough Congregations to recognize congregations that are doing significant work in creating liberating forms of community and worship.
- Make the Developmental Model of Intercultural Sensitivity and its accompanying materials available to UU congregations in ways that will support work toward congregational engagement with cultural differences of many kinds.
- Develop new models of stewardship and fundraising that recognize the diversity of classes within our congregations and the realities of our changed economy.

Congregations

The commission has several recommendations for congregations and the most significant of those is to pay ministers and staff just, livable wages that enable vocationally appropriate living standards. We heard many heart-breaking stories from ministers who 'class pass' to fit in with their congregation.

Testimonials from Report

Closing

Preliminary Ideas on Re-visioning Social Witnessing at GA

The Commission on Social Witness will be soliciting feedback on this and suggestions for other ideas at the 2017 General Assembly. The report below is an update on our current thinking about a new way to approach social witness activities at General Assembly that will, hopefully address some of the current problems

Any Social Witness endeavor should be consistent with UU values and allow for broad participation ensuring it reflects our commitment to diversity. Adopting position statements is one type of endeavor. Ideas for other types of witnessing will be explored at the 2017 GA, so we anticipate that other suggestions will follow GA. Other ideas might emerge from the Commission on Appraisal's 2017 report on Classism.

The purposes of position statements include to:

- 1) Provide clarity about the UUA's position on key issues
- 2) Allow the UUA and UUs to be a voice in the public sphere
- 3) Raise awareness among UUs about social justice key issues
- 4) Stimulate action at the congregational, cluster, state, regional, and national levels
- 5) Strengthen networking at all levels with others concerned about social justice

New process for developing position statements:

- 1) Congregations or caucuses or UUs already engaged in an issue and who the need support of a faith community would submit ideas for statements to CSW. They would have to include a list of related statements that already exist and explain why those are not sufficient.
- 2) The CSW (Not congregational poll) in consultation with UUA staff would say – yes draft a statement for consideration or No – not needed (we already have statements that cover this) or not appropriate. The response might indicate networking opportunities for statement development if the UUA has relevant connections that staff want to nurture.
- 3) The CSW would accept no more than 1 proposal from any entity every two years to ensure that no group dominated the process.
- 4) The proposer(s) would then draft a statement using a format and guidelines that the CSW would establish and submit the draft to the CSW. Guidelines would include suggestions for actions at the congregational level.
- 5) CSW would review draft statements for consistency with UU values, uniqueness, consistency with other statements and positions, need, appropriateness, etc. CSW could
 - a. recommend for consideration by delegates,
 - b. return to proposer with recommendations for revisions, or
 - c. not recommend.
- 6) Those sent back for revisions could be resubmitted once. The only CSW options then would be recommend or not recommend.
- 7) Proposers of those not recommended could submit to GA agenda anyway but would not have CSW endorsement.
- 8) Those CSW recommends for approval would be placed on the GA business agenda to consider for adoption.

- 9) There would be no need to put one issue in competition with another; there would not be an arbitrary limit on the number of statements that could be considered.
- 10) There would be no need for both Statements of Conscience and Actions of Immediate Witness.
- 11) There would no longer be the need for staff to create a study guide.
- 12) Congregations would no longer be asked for comments on CSAIs.
- 13) There could be mini-assemblies on the draft statements (UUs are not happy with no opportunities for amending!).
- 14) Delegates would decide on adoption.
- 15) The next year, the CSW would invite those engaged in this work to display what they have done/are doing at the CSW booth in the exhibit area.

We welcome dialogue with the UUA Board, UUA Staff, GA Planning Committee, and any other relevant body on this idea – and suggestions for other ways of witnessing when we are gathered as an Association.

Commission on Social Witness:

Mr. Richard Bock, Ms. Jyaphia Christos-Rodgers, Rev. Caitlin Cotter, Dr. Susan Goekler, and Rev. Christina Sillari

April 2017

UUA April 2017 Board Leadership Development Report

I, Elandria Williams, was charged by Jim Key to help move the Leadership Development conversation started by Tim and the rest of the board. There had already been previous conversations held by the nominating and appointments committee. At the October 2016 board retreat there were some constituent groups or offices named that should definitely be talked too and involved in the process. There were also multiple suggestions for how we could move forward. I decided to begin by interviewing the appointments committee, the nominating committee and the youth and young adult office. I entered into conversation with the Office of Multicultural Growth and Witness and was intending on talking to the youth observers when the crises hit. The conversations with the youth observers and the Office of Multicultural Growth and Witness will take place in the next month. All of the spoken to committees and offices including Multicultural Growth and Witness are excited to speak to each other both at GA and online. This conversation about leadership development directly relates to the conversations we are having at a board and national level about staffing, hiring and leadership and hopefully this conversation will be included in those discussions as well. I am pasting below the notes from the interviews that I conducted for complete transparency and to also say that my mother is currently on the Nominating Committee so there is no confusion.

Next Steps:

1. Talk with the youth observers and the Multicultural Growth and Witness Office along with anyone else that the board thinks are missing
2. Compile the interviews and present in report form back to all parties interviewed, the board and other necessary people/organizations
3. Have a meal meeting with all needed parties
4. Determine follow-up steps with timeline and plan

Interview Notes

Nominating Committee Interview- Joe Cherry and Elnora Williams

1. What do you see as the most pressing challenging facing the nom com in meeting your leadership needs?
don't know everyone and need to figure out a way to make the web wider and there might be someone that we don't know
ministers of our churches and DRE's/LRE's - they are going to have to branch out and name potential leaders and it has to come more top of the church on the local level and we may not know who leaders are
what does your heart need to grow - what calls you and what do you want to do and not have the skills to do
2. What is going well?

we are in transition and don't think that in the last go round and we did not get all the candidates that we could have tapped into and some of the applications we reviewed were repeats of other times and we are wondering what is it going to take

nominations is a go and get - we are trying to be more active in recruitment and mostly been a passive instead of going out and saying who you know. It needs to be more intentional. Now we are accepting self nominations at GA, nominations mentioned by regional and local staff, and congregational leadership during their affirming their membership

these are three levels of finding people and we are hoping that this will make a difference

Internal question- what makes your heart sing? Met with Bart and business people two days early and Bart gave a list of people and we were pretty intentional about young adults and other people of color without tokenizing.

3. What is your current relationship with DRUUMM, BLUU, and other identity based groups?

Joe-we are aware of them and we try to balance geography, church size and member of the alphabet. We have had liaisons in the past and Danielle and Elnora communicated with DRUUMM in the other groups. In the last year we were so fixated on the new process but now they are on the list and that is our intentional process.

4. Who are the connectors that you reach out to naturally?

there were already a hub of people and we were intentional about reaching out to people that didn't exist. Interweave, DRUUMM was already happening but now youth and young adults. Maybe Aisha might be connected and this year I talked to 42 people around what makes a natural leader that makes sense.

5. Do you have a leadership pipeline already?

No and we think the leadership pipeline is it and we think of nominating committee has first tier national leadership committee and Board is 2nd or 3rd tier and there is follow-through and follow-up and trying to get new people in that you don't know

When we were looking for a treasurer we had to talk to the treasurer to persuade him to be groomed to the position and we encouraged that and he found Lucia.

6. What suggestions do you all have or anything else you would like to share with me?

Might be nice to have a leadership weekend for people that are going to all serve on committees and welcome to national service and that might be helpful.

no unspoken but would be helpful if in the local church cluster you should work on semi local things and things that involve more than one church. I would like for someone to put in an application and interview them and you are a little light and this is what would you should do.

The nominations are coming in from lay people and we are balancing that and until Amanda came on Joe was the only minister and we get more lay applicants and nominating applicants.

2 years ago we hatched a plan so now the two committees - dropbox is what we use and I didn't get all the applications and so we need a new plan.

Idea is to go to a 16 month process so that people in January when your congregation certifies we can look at one or two people for leadership. In April the staff is supposed to bubble up names and I heard from Joanna that you are a good leader. Would you consider to applying. Instead of GA to November it would be 16 months. A lay person wants to do national and think about what skills do you want to develop in your volunteer work that would help with professional and much more about leadership development.

We are in church to grow as people and anytime you can - learned to do spreadsheets and started as a volunteer and if we talk to people what you want to do and how does that work in your faith development and how do you want that to

Info for the board

even though this is a difficult time i appreciate the work that you are doing and no one signed up for this moment and don't want us to feel that we are off by ourselves and people willing to approach us and support pastoral. 2 or 3 month interim I have no thoughts and have heard ridiculous possibilities and if there is anyone to put forth it would be good to get something done. Main job is to be pastoral in the moment and that their voices are heard and we need a listener right now and someone who can encourage us to reach into our best selves and the system has to change and we are not going to get anywhere by being mean to each other.

If we can't restore our relationships with each other we are lost.

We have had long conversations about this and in the Finding Our Way Home meeting i stood up with Aisha and Kim Johnson and said we are the leadership of these two committees and we need you to find people who you can recommend for growth and if someone has a better smarter idea.

Appointment Committee Interview - Leadership Development

Marcia and Kimberly

1. What do you see as the most pressing challenging facing the appointments committee in meeting your leadership needs?

Marcia- all of these financial committees and we get tons of applicants and people don't know anything about finances and they require knowledge and backgrounds. It is hard to get any diversity in those applicants and that is our biggest challenge.

Kimberly - opportunities around what we can do to get where people they need to be, a different way of thinking, a different kind of outreach. Some is getting the word out and people will say I never knew about the appointments committee except I have sent it to the place where they will see it. Something between us sending it out and they receive it.

Marcia- getting people to where they need to be, there are less and less people that are applying except for their particular congregation which makes it hard for us to know how to get them in the right place or if they are appropriate. We used to have district boards and now we don't have that as an option.

Silos of power- Tim, Lucia and others on the board want to make a unanimous decision but the decision needs to be on the appointments level. There are assumptions about who makes

decisions which is interesting because it is helpful to have input and recruiting people and understanding what is needed and maybe it is a miscommunication and not a very clear hashing out. Lucia thinks that this is the process because of Larry Ladd. I had three candidates for two positions and he did not give me any input and he did correct.

Specific committee needs -do you have a rubric for each of those - listing out unspoken requirements that might not be there

retirement committee- all committee was white and they were clear and concerned but as a committee had a conversation about what they could do in the future and not sure whose concern it is - once a committee is selected who holds them accountable

applicants- a ton of ministers- a lot of people who are ministers or seminary - 2 to 1 or 3 to 1

2. What is going well?

Kimberly- I think the coordination with Tim from the board is going very well and Marcia agrees.

Lucia is very helpful with some complications because she has very recently told us about an opening on the investment committee and she and Tim Brennan have strong candidates until the three of them come to an unanimous decision about who they want.

Kimberly- We met with the health committee, retirement and set in on part of the board meeting in January and understanding the needs of those committees and humanizing the whole process and getting big picture perspective.

We have more than one type of committee with specific requirements- election committee- we have applicants but don't meet the criteria. We get a number of applicants but not always.

All committee have a charge

We are doing reasonably well in terms of demographics-

3. What is your current relationship with DRUUMM, BLUU, and other identity based groups?

they are apart of a group that we intentionally reach out to

one of us is responsible to reach out to the stakeholder groups

my experience is that it is very one sided and I will contact them with something happens and it is not that I am on the phone and talking to a leader there

My connection has been with the followup of the DPA and I ask Scott Taylor and I got more results from contacting the retired District Executive and past District President

Youth and Young Adult Office- we have met with Bart Frost a number of time and Courtney with Blue Boat Home - helpful and we do have young applicants and not complicated

4. Who are the connectors that you reach out to naturally?

Marcia- Nancy Bowen and Scott Taylor and Victor who is currently DPA president and Hope Johnson

Kimberly- that is partly about who the individual people have a relationship with. Andrea Lerner and Jude Geiger - president of the UUMA

we have individual relationships but not a pool

5. Do you have a leadership pipeline already?

Marcia- The pipeline used to be the DPA and that is not helpful, don't think so
seminaries

applications are only good for two years and we started a process for every two years and that
is a place we could make choices about who we remind and don't remind

the applications are kept in a dropbox and you can make notes on them and I make that note on
that person's applications but we don't have a systematic way of doing that

Marcia- I have personally done this but we don't have a system in place for that. If there was a
system that could help with this we would definitely use it.

6. What suggestions do you all have or anything else you would like to share with me?

Kimberly- the cases that check twelve different things and there is not a person that can call
them up and help them discern what they are interested in.

Kimberley

I am worried that there will be no one to take up positions in the next 5 years.

lack of opportunity for leadership development and advancement

Youth and Young Adult Office Interview Leadership Development

1. What do you see as the most pressing challenges facing the office in meeting your leadership
needs?

we all hold different portfolios and one of the major challenges from where I sit is that national
committees are not the most healthy place that can support youth and young adults and youth
and young adults of color. Seminary is great and it is also really expensive and we don't have
formal lay leadership programs and we have the credentialing program for LREs which is 25-30
year olds. Summer seminary can help but it is a capacity issue. This is not just about parish
ministry anymore but is a broader lens.

Elizabeth- one is we have a cultural problem that we think that training is the same as
leadership formation and it is not the same as getting high touch coaching feedback and honest
people that can walk with you thru your demons and we put people through a three hour thing
and they are ready. Questions around culture that we do training of trainers for OWL and
nothing else and we let the regions do it and we let religious educators decide whether to do it
or not. You can really see this with youth and young adults of color. There is a much stronger in
Metro NY or Denver because India and them or there. Where you don't have champions it
doesn't exist.

Formal power structures are still very much functioning and we need someone to do a thing and
it is about who we can think of. We have made strides in having data and a matching list. Not
that there should be parcel nominations but it should be collaborating with equitable approach-
age and experiences.

Governance roles- what do we do with the issue around leadership development in the
governance structure when it is asking people to work without pay. BLUU has done phenomenal
leadership in this moment around work but not credentials and we are going to pay people doing

the pastoral care regardless and we have to grapple with that piece. Honestly that is part of why I struggle because i know how much uncompensated time it is.

Jennica- mentorship and real direct connection with elders and that multigenerational linkage and Youth Ministry Roundtable has shifted focus to balance leadership development with spiritual development. I will say that it seems like nationally and within the regions often there is a step by step process to develop more leadership roles and then youth bridge and thank goodness for Annie's and bridge makers and if you are passionate you are going to have to wait 5-7 years before you come back as an advisor and in the congregational life staff there is not a lot of support for young adult leadership development or participating in a congregation or for places with district boards.

Annie- some things I have noticed for emerging adults they are a youth leader and the young adults that are selected are 25+ and I am 19 and there is a leadership drop off and young adult at GA team we decided to get a freshman in college and she struggled to follow-through on her responsibilities. The whole bridging issue that we have and continue to have. I have not thought a ton about leadership per se and one thing I am taking part is that oh shit we really need leadership and in my work I have mostly thought about how do I provide more opportunities for young adult to plug into spiritual life- meaning makers, bridges and more important to connect them to spiritual opportunities. I echo a lot of what Elizabeth has said and there has been a marked increase in folks of color in the GA leadership because of the relationships and programs she has built. Our YA GA team is rocking and the folks of color on that team are Thrive folks.

Each region supports youth ministry in different ways- some don't do conferences but they do support regions (don't provide places for young people to come together.)
young adult - trying to start a YA ministry roundtable
pacific western - works closely with Eric Bliss and he has four districts has staff too
the shift to regionalization has changed this

Elizabeth- How much are we pretending like the structure is working and we are working around gaps. I reach out to people and I have too and that is how it works and it doesn't work if we don't and there are uneven skills and I see a YA of color on Facebook and I reach out to them. That is not our collective approach because that is the way the system is supposed to work

Annie- Campus ministry- reach out and YA- only does two national programs

Bart- money issues and even to fairly compensate regional organizers would require

2. What is going well?

Annie- GA team is going well and good trajectory for how we seek and select our leadership team for YA

Jennica- the roundtable has done a really good webinar series based on the competencies around what adult leadership development for what youth ministry is

Elizabeth- there is no certainty that people have leadership or spiritual development opportunities at the local level and trying to fill the gaps and trying to figure out the go arounds- national things, connect them with regional staff that can make it happen. Some of the culture shift like an increase in spiritual practices both in summer seminary and meaning makers, doing some of the things like send cards to each youth and young adult and that pushes back on top down program spiritual flourishing without attention to aesthetics and the emotional experience.

Bart - visibility and connections with regional staff and in the regions that do support youth ministry the pipelining of that as well as a willingness to try new things and we instituted a scholarship process in putting the money where it needs to go. What I hope to go well in the future is a shifting of resources and a lot of funding is in summer seminary and some of the money should go somewhere else. Distinct want to connect with religious professionals and ministers and here is how you can support them and work on their leadership.

Jennica- hard to think about what is going well- leadership development curriculum - bring well to life- trying to get feedback besides one or two people - figure out some way to get better connections to get feedback on how people are using it

Annie- campus ministry leadership development - it is not going well but I do have small groups that include student leaders and adult leaders and the folks that come to them helps but doesn't get consistent attendance and two students are crafting a curriculum but the folks that are wiring the curriculum need a lot of support and they are not trained to do that

Youth Ministry Roundtable- the historic lack of trust has been overcome and build better relationships

3. What is your current relationship with the nominating and appointments committee?

Liaoning with the nominating committee and appointments committee is Bart's role and my relationship with the appointments committee is 100 times better

nominating committee- didn't hear back from the chair and wasn't until this year that I was able to connect and sent folks their way but there is some structural issues with the nominating committee- recruitment and seek outside feedback. My personal experience as a chair of another committee and they didn't want outside feedback or listen and the appointments committee is more accessible and flexible and they are looking more for recruitment.

Nominating committee mostly focuses on evaluation. There is some stuff that I have concerns around and a larger structural conversation around time requirements and if we are requiring a minimum of 3 years to serve and it doesn't work for youth and the likelihood of something to happen is unhealthy for the committee and I put it close to 100%. My personal experience watching this happen over and over again.

I want to build relationships and support them in their work.

Elizabeth- i would love to see people list their priorities and what they would put up top is recruitment and what I would love to see is teaching other people how to do leadership development well and there is capacity in those committees and if they developed a tight framework, practices that would help UU adults do leadership development of younger folks and if they spent their time training each other about that I am excited about that. The adults that want to recruit folks coming in just don't have the skills to do leadership development.

Bart - that causes harm and a lot of things are fearful

4. What is your current relationship with DRUUMM, BLUU, and other identity based groups?

Elizabeth is primary connector with DRUUMM and BLU

Bart - ARE doesn't have the capacity or willingness to work with youth and young adults

Interweave doesn't exist and there is an LGBTQ task force

TRUST - Sarah Lambert is trying to build a relationships and that is something that we are looking forward to but it has been on hold with trust issues

Equal Access- Suzanne

Annie- I have no relationships with any identity groups

new formations of white networks that are newer - Nora, - unofficial - strategy for later - official and unofficial

as confusing about what is the best way for folks - how can we do this that doesn't tap into capacity even more and would be better to not hold that connection and asking them to have other connections and who liasoning

Jennica- youth caucus staff and GA- participating in a DRUUMM worship and asking Equal Access to help our youth caucus staff to understand accessibility to create programming and always seem like one off requests and not a lot of deep relationship building

5. Who are the connectors that you reach out to naturally?

Elizabeth- champions around youth and young adults of color- white ministers or white DREs and there are also religious professionals of color and they will do everything that needs to happen to get that young person conversation - it is a lot of capacity - talking with the family, - Shannon Harper, India, Matthew Johnson, Mitra, and there is a list of people who Bart- we really try to connect with as many folks that we know that will benefit or we can provide support too and that goes from across regional staff ministers, program alumni, campus ministers, constituent matters list, Annie's YA leaders list. I think part of it too is that we know when our personal relationships are fruitful and not and in our system it is not always clear between the boundaries and connections between regional staff or our office. Rare for regional staff people to reach out to us and generally we are the ones that do the reaching out.

6. Do you have a leadership pipeline already?

Jennie created a resource - how do I do all of these things- 4 year leadership track for youth and Bart can send that to me. I

Annie - I feel like the leadership pipeline has shifted - leadership begets leadership and I shift depending upon where folks are coming from

7. What suggestions do you all have or anything else you would like to share with me?

Elizabeth- Taquiena - underdeveloped and underexposed and with leadership development with young folks and folks of color and with folks whose networks don't have as many resources I have watched a lot of people this happen too. Some folks know how to intuit and buffer and put that with real leadership development. I don't feel like we have a shared understanding about how to give feedback to people letting people crash and burn - how do I talk to other people because they want the face but that is it.

Jennica- Youth Caucus staff- the more qualified, adept, strong, capable these youth leaders are they are like they got it and we don't need to support them and they harder they fall. We have set them up without bolstering them. Really trying to help youth connect with local networks while they are there and encourage them to develop them the entire year. I don't know how to build buttresses around national leaders because they need a support network around their congregation.

Annie- thanks and this has been thought provoking

Bart- thanks and any time you want to chat and more than happy to talk about this.

March 2, 2017

Dear Jim and members of the UUA Board,

Thank you for having the Journey Toward Wholeness Transformation Committee present at your January, 2017 meeting. We appreciated the opportunity to share our current work and affirm the benefit of a deepening relationship.

We are writing now with a reflection, a request, and an offer.

The reflection:

One of the most sacred pieces of our work is making the lived experiences of our UU siblings present at all levels of our association. We understand it to be a central motivation for the delegates of the 1997 General Assembly in calling for the creation of the JTWTC. We further understand the JTWTC to be, by design, positioned to monitor and assess the board itself in regard to AR/AO/MC. It is with these understandings in mind we share our reaction to the January conversation. During that conversation, the administration shared their surprise that the JTWTC believed we had much work to do on accessibilities. Harlan Limpert held up the positive relationship the UUA has with EQUUAL Access and Tim Brennan referenced the high level of accessibility at 24 Farnsworth Street. These comments signaled the enormous gap between how the association measures success and the lived experiences of those living with the oppression. The board's seeming lack of response in a public meeting of the association further signaled our lack of systems of accountability. These statements were counter to what we presented in our most recent report, *Amazing Transformation*

(https://www.youtube.com/watch?time_continue=9&v=2kS2we0Mi7A).

The request:

This interaction, coupled with Rob Eller-Isaacs's suggestion that the work of the JTWTC should become obsolete as the board takes on this important work, offers us a rich opportunity. We would like to meet with the UUA Board at the April meeting to discuss this interaction. We seek a 30-minute time slot. Our goals are two-fold: to model the right relationship process by naming and discussing this interaction with specificity. This invites us all to heightened awareness of how we best determine 'success' on the journey; and, to reinforce the role of the JTWTC as the lived commitment of the delegates. With the 20-year anniversary of the formation of the JTWTC coming up at this year's GA, to do so in this manner offers a reminder to all of us that this journey is shared and requires commitment and accountability at all levels of our association.

The offer:

We do see this as a shared journey and bring a perspective that has been shaped by hours of interviews, conversation, and analysis. Part of the way that the JTWTC supports the board's mission and best practices of board governance is to expand the work of governance into a model that allows for the concerns of marginalized people's to be active concerns at the center of leadership. Our existence separate from the board and administration allows us a unique lens.

As part of fulfilling our charge of monitoring and assessing, we also have a practice of offering recommendations and sharing best practices via GA workshops. We invite the UUA Board to identify an hour during GA (other than Wednesday and during our workshop on Saturday at 1:30 pm) to experience a workshop designed specifically for the board. While we may not be in agreement that the board should take over the role of the JTWTC, we are in strong agreement that our collective goals are furthered as every body of the UUA increases its capacity for AR/AO/MC analysis. Nowhere is this more important than at the UUA Board level where you represent the entire GA throughout the year.

In closing, we once more express gratitude for the work the board and administration are doing to further our journey on becoming the anti-racist, anti-oppressive, multicultural association we strive to become. As we approach the 20th anniversary of the 1997 business resolution, *Toward an Anti-Racist Unitarian Universalist Association*, and the creation of this committee, we celebrate the opportunity to recommit to that imagined future.

Yours on the Journey,

UUA Journey Toward Wholeness Transformation Committee

Theresa Ines Soto, co-chair

Wendy von Courter, co-chair

Ben Gabel

Elizabeth Mount

Mandolin Restivo-Walsh

Tracey Robinson-Harris

Carrie Stewart

Ted Fetter

Racism Audit Motion

4/6/2017

In accordance with the demands of Unitarian Universalist congregations, religious professionals, elected leaders, Black Lives of Unitarian Universalism (BLUU) and Diverse and Revolutionary Unitarian Universalist Multicultural Ministries (DRUUMM),

Be it moved, that the Board instigate, fund and continue to fund for as long as necessary, an outside, independent investigation into

- a) re-establishing structures of accountability to address racism, and to center the leadership of UU Communities of Color as part of the future of our faith;
- b) the extent and depth of the impact of White Supremacy in our Association, congregations, camps and conference centers, volunteer leadership opportunities and volunteer leadership development, and professional organizations, including specific hiring scenarios in our Association, congregations, camps and conference centers, and professional organizations in line with the 1981 Business Resolution, "Racism Imperative;"
- c) the hiring process of regional leads and staff teams that are filled entirely by White people.

Be it further moved, that the investigation into the above mentioned hiring processes commence as soon as possible;

That the investigation include interviews with candidates for the positions, if possible, as well as staff members or volunteers involved in the process. The final report would be presented to the Board and the Board will release as much of the report as is possible while protecting the privacy of the individuals involved;

That the purpose of this investigation is to learn what could have been done differently or better and inform changes to policies or practices that are likely to be made in light of the recent controversy.

Be it also moved that the Board

- a) only accept reasonable interpretations of the ends of the Association that include a plan to increase Religious Professionals of Color in executive and first level management positions by at least 20% by 2019;
- b) limit the administration of the Association not to consider filling positions unless qualified Applicants of Color are part of the applicant pool;

Racism Audit Motion

4/6/2017

- c) commit and plan to evolve Finding Our Way Home into a Religious Professionals of Color collective who can advocate, demand and be considered for all levels of hiring;
- d) commit and plan for the ongoing support of gatherings for People of Color including leadership and spirituality development for Youth and Young Adults of Color;
- e) commit and plan to provide spaces for People of Color to gather at district, regional, and national events and meetings which include compensated facilitation and dedicated financial resources to support meaningful participation;
- f) commit and plan for anti-racism programming and mentorship for White people that includes an analysis of personal, institutional, systemic, and cultural racism and oppressions with access for youth, young adults, covenanting communities, and congregations;
- g) commit and plan for a truth and reconciliation process that examines our history of practices and decisions that have harmed the livelihoods and wellbeing of People of Color and anti-racist White allies in our Association including hiring processes;
- h) create and maintain resources for the year-round self-identification of People of Color so that there is access and engagement with identity-specific programming for those who participate;
- i) create and analyze a map of the power relationships within our Association to determine who has access to decision making opportunities and who is denied access;
- j) include any appropriate developments of the ongoing investigation in the report on the responses to Black Lives Matter in 2017, 2018, and 2019.



UNITARIAN
UNIVERSALIST
ASSOCIATION

Governance Working Group

“Yay Governance! YAY!” – Tim Atkins,
Newly-Minted Convener of Governance Working Group



Surprise! We have a working group!

- Tim is now convener of Governance Working Group after Andy resigned from the Board. Tim was due to take over in Summer when Andy termed off the Board, but has stepped in early.
- The group of us 5 is pretty convinced the following are members of the Governance Working Group: Tim (Convener), Greg, Patrick, Elandria, and Dick. This is a bit different than the list of assignments which we're talking about later. But we're all pretty sure we're supposed to be on this one.

Needing to pause on Monitoring for a month or two...

- We had many things up for Monitoring (Stephanie, put up the Perpetual Calendar now please!)
- Yah, all that stuff due for this meeting except the Budget one was put on pause because of the resignations of the President and COO.
- In the weeks ahead, Tim is going to work with Sarah on getting the policies we had to pause in monitoring on a schedule for the rest of the year to make up for it.

Hopefully by June we will...

- Goals for June Meeting:
 - Monitoring Reports, including ones we had to pause
 - Have at least one additional option of Compliance/ NonCompliance. Something that clearly shows “Out of compliance but we applaud the progress Staff/Board has made in moving closer into coming into full compliance.” But catchier.
 - And we might take a stab at some of the Policy Governance Vernacular. Do we have to use the terms ‘compliance’ or ‘not compliance’? Can we use some more faithy language there? We’re going to ponder!
 - Approve a new process for what happens when we find the administration out of compliance on a policy.
 - At the very least, an automatic report in 6 months should be triggered that just focuses on changes/improvements made.

Hey, we have 5 people on Governance! We can do BIG THINGS!

- We've got 5 people on Governance. And we're all awesome. And we're all back next year. And that means we can do some big things.
- Right now, we're brainstorming that list of big things we should tackle in the upcoming year, both in terms of policies and in terms of bylaws.
- What are some of the big things YOU think we need to work on?
 - Ends revision process needs to be brainstormed out over upcoming year.
 - Religious educators and delegate status at GA?
 - We need to ponder big, massive changes to bylaws to change how we do governance at GA.



Committees and Appointments!

Report by Tim Atkins, outgoing Convener.

Appointments Report Out

- The Following Appointments Were Made during Executive Session. (Stephanie, Cue the Microsoft Word File.)



Working Group Transition

- Just a note – because Tim stepped up to convene Governance, Dick Jacke has agreed to take on Convener of Committees Working Group. Yay Dick!
- Committees Working Group = Dick (Convener), Tim (Appointments Liaison), and Sarah Dan!
- We are just getting the big Committee Review Process underway, starting with some ground level research. This is going to be the big project of this Working Group over next year.
- Other things in works? Committee Chair Lunch at GA to say thanks, Committee Report Calendaring is going well.
- Anything else Dick?

Recommendation of UUA Board Task Force on Re-Imagining Covenant

Summary Recommendation: The Task Force recommends that the UUA Moderator call for a General Conference of Unitarian Universalists as soon as possible and no later than the fall of 2018, for the purposes of exploring what the UUA is called to be and to do in today's world. We further recommend that the Unitarian Universalist Association schedule general conferences on a regular basis, perhaps in biennial rotation with General Assembly business sessions. Prior to merger in 1961, both the American Unitarian Association and the Universalist Church in America separated the business meetings from ecclesiastical gatherings that fostered deeper discernment of the underlying theology and philosophies of the respective movements. These conferences were unfortunately abandoned at the time of consolidation. The Task Force believes it is time to bring them back. Further, the Task Force believes that the organization DNA of the UUA be re-assessed given the racist, sexist, and class biases that formed and which are reinforced by our structure, precluding the full realization of covenantal relationships.

Definition of a "General Conference":

Both the Unitarians and the Universalists, like almost all denominations, have historically had two wings, the administrative and ecclesiastical bodies. Traditionally, administrative wings are responsible for providing services to the congregations and to the larger world on behalf of the congregations such as the congregations cannot practicably assume themselves. The ecclesiastical body is an intentional community of delegates who come together for the mutual strengthening of the congregations, the creation of relationships of mutual aid and accountability, and theological discernment. The ecclesiastical body is responsible for discerning the religious movement's ultimate and broad purpose. Ultimately, the ecclesiastical body asks and discerns answers to the question: "what is the purpose of Unitarian Universalism in these times?"

A General Conference is an ecclesiastical meeting of delegates from congregations. These general conferences should be smaller than our current General Assembly, so that meaningful discussions can be held. We might, for example, limit congregations and covenanted communities to two delegates. Every effort should be made to make these conferences affordable, so that attendees are not limited to older people of means. Further, so that these conferences can build for the future of our movement, we should actively engage youth, young adults, UUs of color, and other historically under-represented groups. The conferences should engage in one or two large questions in depth over the course of several days. It should be without activities that not directly advance the focused conversation.

Historical Background in Greater Detail:

In American Unitarianism, the ecclesiastical function was fulfilled by rather informal "Autumn Conventions" until the American Unitarian Association President Henry Bellows created the National Conference of Churches in 1865, to operate separately from the AUA itself. In 1911, the National Conference was renamed the General Conference. In 1923, the AUA, under the leadership of President Samuel Eliot, proposed subsuming the functions of the General Conference into the AUA. This was achieved in 1925, and biannual autumn meetings were established to fulfill what had been the General Conference functions (the business meetings of the AUA were held annually and separately). However,

even the committee recommending the changes warned that the functions of the General Conference would need to be maintained in the new structure so that the congregations' collective discernment of broad vision not be lost under administrative control. The editor of the *Christian Register* at the time wrote: "It was and is the Conference, from which the principle of creative thought and action of the free church has emanated....it has ever been the guardian of our religious liberty...the forum of unrestrained practical discussion and doctrinal disputation, and best of all, It may be, the quickening heart and will from which has largely come the missionary activity and financial resources that have builded our name...." When the Commission on Appraisal makes its "Unitarians Face a New Age" report in 1936, it is concerned that Unitarianism was losing its effectiveness and sense of mission precisely because the AUA administration had not adequately valued and attended to the functions of the conference, and that the AUA had not managed to earn high "regard and affection" enjoyed by the Conference. The Commission on Appraisal recommended that the importance of the biennial conference meetings "be enhanced in every possible way," and that a new officer, the Moderator, be established as the safeguard of this function.

The Universalists had the opposite experience of the Unitarians. Where the Unitarians were unique among American denominations in having a strong administrative body that came to dominate the ecclesiastical, the Universalists were more typical in that they first enjoyed a robust councils, conferences, and conventions, that later sought to take on bureaucratic functions. The Universalist system by the early twentieth century was comprised of vigorous state conventions, and a weak national general convention. Administrative tasks were handled almost entirely by volunteer committees, with the eventual addition of paid superintendents. A large step towards the development of an administrative body occurred in 1919, when the general superintendent as well as the heads of the Sunday school society and various auxiliary organizations too up headquartering together in Boston, and established for the first time, a Universalist mailing address. Gradually the General Superintendent came to be known as the chief administrative officer of the denomination (as opposed to the volunteer President of the General Convention), and in 1938 the General Convention took on the name of The Universalist Church of America to represent the combined ecclesiastical and administrative functions of the body.

With the consolidation of Unitarianism and Universalism in 1961, neither the functions of the Unitarian General Conference nor the Universalist Convention were carried over into the Unitarian Universalist Association; historians believe that a mistake and an oversight. However, there is no provision for the ecclesiastical structure to support the Board in that function. Ironically, the preparation for consolidation was done through the Unitarian conferences and Universalist conventions. It is quite possible that consolidation would have never been possible without these platforms for discussion and discernment. The Universalist pattern of polity, with its emphasis on the exclusively administrative role of the chief executive officer, is somewhat reflected in the UUA bylaws in the provisions that ascribe the ultimate vision power to the Board of Trustees.

We also strongly urge the systemic reexamination of the roles and responsibilities enshrined in our current bylaws as we know this organization to have been derived from explicitly racist, sexist, and classist principles. The standard non-profit organization structure, first evolved in the early 19th

century, was itself a copy of the business corporation, and specifically, a small New England business corporation that saw virtue in consolidating power to a limited number of patrons. The 1825 establishment of the AUA was very much a part of this milieu (see *The Transformation of Charity in Postrevolutionary New England* by Conrad Edick Wright), and while there have been many changes since that time some core patterns of distributing power remain the same. Indeed, in many ways the UUA maintains much of the structure given it by Samuel Atkins Eliot (American Unitarian Association President, 1900-1927; some even call the UUA the “House that Sam built”). Eliot did work to deliberately match the AUA organization with that of business models, especially in terms of disempowering the Board, along the lines of successful “banks, insurance companies, and mills.” Of course, in doing so, he was also bringing the AUA even more in line with how wealthy New England families were accustomed to running New England charities. Eliot brought this same lens to his work as a Bureau of Indian Affairs Commissioner, where his stump speech was “From the Scalping Knife to the Can Opener,” a statement about how only assimilation to white culture would save Native Americans from their own “barbarism.”

Rationale for the Task Force’s Recommendation:

The Task Force was charged changing the culture of the UUA from one of a member services administration to one of mutual covenanting. After over a year and a half of deep discussions, we have realized that this culture of covenant was precisely what was created by the conferences and conventions of our past, as they were designed for the mutual strengthening of the congregations, the creation of relationships of mutual aid and accountability, and theological discernment. We moreover realized that there is no reason to eliminate the administrative culture but rather supplement it. The Task Force was aided in its understanding by realizing that it was impossible to design an experience of covenant/conference within in a General Assembly. The nature of business meetings, governed by *Robert’s Rules of Order*, is fundamentally adversarial rather than covenantal. Further, the General Assembly business agenda, workshop schedule, and competing distractions do not allow the time for a deep, immersed discernment on purpose and mission. And most of all the lesson of history has been that subsuming the conference structure to the administrative is in the very least ineffectual and perhaps even not possible.

Further, we cannot help but think that if we had continued holding General Conferences, we could have addressed concerns raised during the Black Empowerment Controversy in a manner that fostered deep listening and healing, and transformed individuals, our congregations, and our Association. The Business Sessions of General Assembly, on the other hand, could not help but foster either/or thinking, allowing little opportunity for creative problem-solving. Similarly, General Conferences could have addressed issues of sexism, homophobia, transphobia, ableism, and ageism in transformative ways.

More Specific and Forthcoming Recommendations:

The Task Force recommends that we take time at the 2017 General Assembly during general sessions to educate regarding our larger recommendation, but not attempt to create any experiences that would be reflective of the new culture (we now believe this is impossible). We do, however, encourage and

support the UUA Board in conducting Business Sessions of General Assembly 2017 to allow for meaningful and constructive conversation of the issues of white supremacy in UUA structures and culture. This recommendation addresses both what is and is not on the agenda, and how discussions are conducted and moderated.

We acknowledge that as a group of white UUs, members of the Task Force are not in a position to see how our recommendation may represent a white culture response to the question of re-imagining covenant. We believe it is important for us to seek feedback from BLUU, DRUUMM, UUs of Color, our GLBT communities, our communities of differing abilities, young adults, youth, and those of low income. We understand that traditional and historical practices of the Unitarians, the Universalists, or the UUA will necessarily reflect the dominant white, male, straight, middle/upper class, and ableist who created and maintained these institutions. We will begin, but not likely complete, this work by General Assembly 2017.

The Task Force will bring to the 2018 General Assembly recommended bylaw changes that would require member congregations and covenanting communities to renew their connection to the UUA biennially, with a vote of intention to join, and a statement of how they understand their community to be fulfilling Unitarian Universalist purpose.

After the initial General Conference, the Task Force plans to recommend bylaw changes to a future General Assembly that would reincorporate conference functions into the overall structure of the UUA. This would likely necessitate a reexamination and redefinition of the roles of president, moderator, and trustee. Part of ongoing General Conference provisions would be a process (we like the practices of the American Baptist Church's "Mission Table" process) whereby local congregations and identity groups could engage in conversations that would feed into the General Conference.

Respectfully Submitted,

Rev. Dr. Susan Ritchie, Chair
Kathy Burek
Rev. David Miller
Rev. Tom Schade

April 14, 2017

FINAL AGENDA: ORDER OF BUSINESS (DRAFT 1)

General Session I – Wednesday, June 21, 7:30 PM – 9:00 PM

Call to Order

Review and Adopt Rules

GA Accessibility

Introduction: Right Relations Team

Introduction: Chaplains

Introduction: GA Planning Committee

Introduction: Youth Caucus

Introduction: Young Adult Caucus

Recess

Banner Parade

Opening Celebration

General Session II – Thursday, June 22, 8:45 AM – 12:15 PM

Call to Order

Reflections

Preliminary Credentials Report

Right Relations Team Report

Covenant as Theology

Recognition of New, Emerging Congregations and
Covenanted Communities

Commission on Social Witness

Singing

Beloved Conversations

Renewing the Covenant Task Force Report I

Black Lives of Unitarian Universalism (BLUU) Report

Announcements

Process Observation

Recess

**General Session III - Friday, June 23, 8:45 AM – 12:15
PM**

Call to Order

Right Relations Report

Introduction: International Guests

Moderator and Board of Trustees Report

Board of Trustees Report

Financial Advisor's Report

Annual Program Fund Report

Presentation: Legacy Society

College of Social Justice Report

UU Women's Federation Report

Presentation: Angus MacLean Award

Singing

Debate and Vote on Statement of Conscience

Announcements

Process Observation

Recess

**General Session IV Saturday, June 24, 8:45 AM –
12:15 PM**

Call to Order

Right Relations Team

Presidents' Report

Annual Program Fund Report

Presentation: Legacy Society

Collection to Benefit Standing on the Side of Love

Singing

Presentation: Distinguished Service Award

Debate and Vote on Bylaw Amendment Article II, Section C-
2.1. Principles, Line 12, change person to being

Debate and Vote on Bylaw Amendment Article II, Section C-
2.1.1 Principles, Line 26, change women and men to people

Announcements

Process Observation

Recess

General Session V -Sunday, June 25, 12:30 PM - 3:30 PM

Call to Order

Right Relations Team Report

Panel Discussion – Young Adults

Establishing a Study Commission for Bylaw Article II,
Principles and Purposes

UU Service Committee Report

Commission on Appraisal Report

Beacon Press Report

Presentation: President's Award for Volunteer Service

Journey Toward Wholeness Transformation Committee
Report

Responsive Resolutions (if any)

Declare Other Election Results and Install Newly Elected
Trustees, and Nominating Committee members

Affirmation and Installation of UUA President

Right Relations Team Final Report

GA Kansas City 2018

Final Credentials Report

Process Observation

Recognition of all who made GA possible

Adjournment

Rules of Procedure GA 2017

RULE 1. ORDER OF BUSINESS

Consideration of and action upon items must proceed in the order set forth in the Final Agenda unless during the meeting that order is changed by majority vote.

RULE 2. MEANS OF VOTING

So long as a quorum is present, action on any question, unless the Bylaws otherwise provide, will be decided in the first instance by an uncounted show of hands/voting cards and off-site delegate input. If the Moderator wishes a counted vote or if a delegate requests it and the Moderator determines that at least 99 of the other delegates join in the request, the vote must be counted. Except for Congregational Study/ Action Issues (Rule 11) and selection of AIWS for inclusion on the final agenda, no vote will be taken by written ballot unless the Assembly orders a written ballot by a two-thirds vote. Provided a quorum is present at each General Session, all matters submitted to a vote of the Assembly will be determined by the number of votes cast by delegates and Trustees voting on the matter. The required proportion of votes cast by delegates and Trustees to approve any action or resolution will be as set forth in the Bylaws or Rules or these Rules of Procedure.

RULE 3. MINUTES

The Board of Trustees will approve the minutes of the General Assembly General Sessions, which will be prepared by the Recording Secretary in consultation with Legal Counsel.

RULE 4. PRESENTATION OF ITEMS

The provisions of Rule 5 notwithstanding, the Board of Trustees and/or the Commission on Social Witness will, at their discretion, move the item as printed on the Final Agenda or move an amended version of the item.

RULE 5. AMENDMENTS

Except for clarifying amendments, amendments to the main motion and motions to refer, table or to call the question will not be in order until there has been at least fifteen minutes of debate, if that much is needed, on the merits of the main question as moved.

Amendments to a business resolution, a bylaw, a rule, an Action of Immediate Witness (AIW), or a proposed amendment must be submitted for consideration at the appropriate Mini-Assembly in order to be offered in the general session. No amendment or other change to any motion under consideration will be entertained unless it is submitted in writing on forms prescribed by the Moderator, who may, however, waive this requirement.

Only the section of particular bylaws that are proposed to be amended may be amended during GA. The remaining text of a bylaw, which may have been printed for the convenience of the reader, may not be amended. The Moderator will determine whether a particular section of text is eligible for amendment.

RULE 6. TIME LIMITS

The following time limits are imposed on all business transacted by the Assembly except as otherwise provided in these Rules for Actions of Immediate Witness, Congregational Study/Action Issues, and UUA Statement of Conscience. If, however, there is no objection from the floor, the Moderator may grant minor extensions of time. Any time limits imposed by this rule may be extended by a two-thirds vote.

a) No person may speak on any motion for more than two minutes, and not more than once, so long as there are others who have not spoken who desire the floor, except that persons having special information may, with the permission of the Moderator, reply to questions.

b) Thirty minutes is allowed for discussion of any proposed bylaw or rule amendment, resolution, or action on a report that is on or admitted to the Final Agenda. This time includes time devoted to discussing any amendments to the proposed amendment. Any motion to extend the time for debate must be made from the procedural microphone before time for debate expires. Whenever possible, the discussion time will be equally divided between proponents and opponents through equitable recognition of speakers at microphones designated Pro and Con and off-site delegates.

c) A motion to call the previous question on the main motion shall not be in order if there are potential speakers at both Pro and Con microphones whether on-site or offsite, and the original or extended time for discussion has not expired. Notwithstanding the foregoing, a motion to call the previous question is in order if there has been at least 5 minutes of discussion concerning the main motion and there are no speakers at either the pro or con microphones, whether on-site or off-site. ▼

d) Time taken at the procedural microphone for procedural questions will not count against pro or con debate time as allotted elsewhere in these rules.

RULE 7. MICROPHONES

a) Pro and Con Microphones. Usage of the microphones designated “Pro” or “Con” and off-site “Pro” and “Con” queues is limited to statements in support of or in opposition to motions.

b) Amendment Microphone. Usage of the microphone or off-site queue designated “Amendment” is limited to presenters of motions and members of the Board of Trustees who may use the microphone only for:

- 1) Making an amendment to a main motion or another amendment, provided the motion is otherwise in order;
- 2) Using such additional time remaining under Rule 6, if any, to speak in support of the amendment; and
- 3) Stating the Board of Trustees’ position at the outset of debate on those items on the Final Agenda on which the Board takes a position.

c) Procedure Microphone. All other matters must be brought to the Procedure microphone or offsite procedure queue.

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RULE 8. COMMITTEE OF THE WHOLE

At any stage of the meeting, the Moderator, without a vote of the Assembly, at his or her discretion from time to time may order the meeting resolved into a Committee of the Whole or reconvened in regular Session. While the meeting is acting as a Committee of the Whole, the following Special Rule will apply:

The Presiding Officer, without a vote of the Committee of the Whole, may permit reconsideration of any action taken by the Committee of the Whole and other departures of the Rules of Parliamentary Procedure if it appears to him or her that the work of the Committee of the Whole will thereby be expedited. When the General Assembly is reconvened, the only motion in order will be to adopt the recommendation of the Committee of the Whole. A motion recommended by the Committee of the Whole will not be subject to amendment, debate, or delay.

RULE 9. BUDGET MOTION

Any motion concerning the 2015-2016 budget that is to be made at the time provided for such motions during the formal business sessions must be filed in writing in the Volunteer Office not later than 5:00PM Saturday. All such motions must provide for reductions in specific other categories of spending equivalent to the increase in spending recommended in the motion. Adoption of the motion requires a two-thirds vote.

RULE 10. RESOLUTIONS AND ACTIONS NOT ON THE FINAL AGENDA A Resolution or Action not on the Final Agenda may be considered only under the following circumstances:

- a) Under Bylaw Section 4.16(c), which permits the addition of Actions of Immediate Witness to the Agenda and consideration of non-substantive resolutions; and
- b) Under Bylaw Section 4.16(d), which permits the addition of Responsive Resolutions in response to a substantive portion of a report by an officer or committee reporting to the Assembly. The author of a Responsive Resolutions must notify the Moderator in writing of the title and content of his/her Responsive Resolution as soon as it is practical to do so, but not later than 6:00PM on Saturday for Responsive Resolutions based on reports delivered in general sessions 1 through 4. A resolution submitted to the Commission on Social Witness for consideration as an Action of Immediate Witness may not be submitted as a Responsive Resolution.

RULE 11. CONGREGATIONAL STUDY/ ACTION ISSUES

Pursuant to Bylaw Section 4.12(a): In a year in which Congregational Study/Action Issue(s) are proposed, up to five Congregational Study/Action Issues may be presented to the General Assembly.

A sponsor of a Congregational Study/ Action Issue determined by the Commission on Social Witness to be eligible for consideration will have two minutes to speak in support of obtaining the vote necessary to be selected as the Congregational Study/Action Issue referred for study. Following the presentation by the sponsors for all Congregational Study/Action Issues eligible for consideration, time will be provided for up to four additional statements of support for each Congregational Study/Action Issue. Persons wishing to speak shall use the microphone or off-site queue designated for the Congregational Study/ Action Issue for which he/she advocates. After debate concerning the proposed Congregational

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Study/Action Issues, a written or electronic ballot, prepared by the Commission on Social Witness, will be used to receive the vote of the delegates and Trustees for which one of the Congregational Study/Action Issues will be referred for study. The Congregational Study/Action Issue receiving the highest number of votes among all Congregational Study/Action Issues shall be referred for study providing, however, that if no Congregational Study/Action Issue receives a majority of the votes cast, then a second vote shall be taken between the two Issues receiving the highest number of votes cast in the initial election.

RULE 12. UUA STATEMENT OF CONSCIENCE

In a year in which a UUA Statement of Conscience is proposed, one hour will be allowed for debate. The Commission on Social Witness may recommend for Assembly approval by majority vote an amount of time for the Statement to be debated before amendments are in order. If no such recommendation is proposed and approved, no amendment shall be in order unless there has been at least 30 minutes of debate, if that much is needed, on the merits of the proposed UUA Statement of Conscience. A motion to amend a proposed UUA Statement of Conscience is not in order in the General Session unless it first was presented to a Mini-Assembly as described in Rule 4.12.4. Up to twelve minutes will be allowed for the debate on an amendment. The Commission on Social Witness will have the discretion to prioritize the amendments including their presentation at the amendment microphone in General Session.

RULE 13. ACTIONS OF IMMEDIATE WITNESS

- a) The proposed Action of Immediate Witness must be in writing.
- b) A copy for posting at the Commission on Social Witness booth in the Exhibit Hall must be delivered to the booth in the exhibit area no later than 5:00PM Thursday, so that proposals may be made available for viewing prior to the filing deadline.
- c) The copy to be filed must have attached signatures showing the requisite delegate support specified in Bylaw Section 4.16(c)(3) and must be filed with the Commission on Social Witness in the Volunteer Office by no later than 5:00 PM Friday.
- d) The Commission on Social Witness will provide a summary of up to six proposed Actions of Immediate Witness that meet the criteria during Saturday morning's General Session.
- e) Each sponsor of a proposed Action of Immediate Witness determined by the Commission on Social Witness to be eligible will have two minutes to speak in support of obtaining a vote supporting the admission of the action to the agenda.
- f) Delegates and Trustees will vote by ballot for up to three AIWs that they would like to see added to the final agenda.
- g) After the tellers count the ballots, the CSW chair will make a motion to add to the agenda each of the three proposed AIWs with the most votes. Those that receive a two-thirds vote are admitted to the Final Agenda for a vote at a subsequent General Session.
- h) The motion to admit is not debatable and requires a two-thirds vote of support.
- i) A motion to amend an Action of Immediate Witness is not in order in the General Session unless it first was presented to a Mini-Assembly, as described in Bylaw Section 4.16(c)(5). The Commission on Social

Witness will have the discretion to prioritize the amendments including their presentation at the amendment microphone.

j) Up to twenty minutes will be allowed for debate, if needed, on each proposed Action of Immediate Witness admitted to the final agenda. No amendment to a proposed AIW shall be in order unless there have been at least twelve minutes of debate, if that much is needed, on the proposed AIW.

k) Debate and voting on adoption of an Action of Immediate Witness will occur during General Session on Sunday. Adoption must be by two-thirds vote, as specified in Bylaw Section 4.16(c) (6). Proposed AIWs are not in competition with one another as are proposed Congregational Study/ Action Issues. Each of the proposed AIWs admitted to the Final Agenda may be adopted or rejected by the delegates & Trustees.

RULE 14. AMENDING THE RULES OF PROCEDURE

These Rules of Procedure will be adopted by a two-thirds vote and may be amended, suspended, or repealed during the course of the Assembly only by a two-thirds vote, except for the preceding Rule 9, the amendment, suspension, or repeal of which requires a four-fifths vote.

RULE 15. PRECEDENCE OF THE BYLAWS AND RULES

In the event of a conflict between these Rules of Procedure and the Bylaws or Rules of the UUA, the Bylaws and Rules of the UUA take precedence.

RULE 16. ADJOURNMENT

The final business session of the 2017 General Assembly will be adjourned no later than 3:45 p.m. on Sunday, June 25.

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Moderator Nominating Committee Charge from the Board of Trustees

We appreciate the Moderator Nominating Committee's willingness to undertake the important work that will lead to the election of the next Moderator for the Unitarian Universalist Association. The following charge outlines the expectations of the Board of Trustees with respect to the search process and the authority granted to the search committee:

1. The search committee will develop a statement of desired qualifications for the Moderator that will guide the search and selection process and be shared with candidates and nomination sources. The statement will be reviewed and approved by the UUA Board of Trustees.
2. The search committee will adopt a timetable for the search that will permit the anticipated election of a new moderator at General Assembly 2019.
3. The search committee will make periodic reports to the board secretary about the progress of the search.
4. All search committee members will observe strict confidentiality in the conduct of the search. Any member of the search committee who breaches confidentiality may be removed from the committee without replacement.
5. The search committee will present to the Board of Trustees a summary of its work and to make its recommendation(s) for nominees on or before **<PLACEHOLDER FOR DATE>**

Current Procedures for MNC

As background, here is what the UUA Bylaws say about the Moderator Nominating Committee in Section **9.5.b**:

Moderator. The Board of Trustees shall submit one or more nominations for the office of Moderator for an election at the end of a Moderator term or for a special election. The report of the Board of Trustees shall be announced by February 1 of the year before the General Assembly at which there is to be a Moderator election, except in the case of a special election, in which case the report of the Board of Trustees shall be announced by December 10 of the year before the election.

These are the current UUA Board policies for the Moderator Nominating Committee (MNC.) From our Section Three Policies, adopted in October of 2015, Section

3.6.2.b:

- i. Not later than 24 months before the beginning of a General Assembly at which an election for Moderator will be held, the Moderator Nominating Committee (MNC) shall issue a call for nominations, which must be received within two months.
- ii. Not later than 19 months before the beginning of a General Assembly at which an election for Moderator will be held, the committee shall recommend to the board two or more possible candidates for Moderator. No member of the committee may be recommended as a candidate. Each candidate must give written consent prior to being recommended. The names of recommended candidates who are not nominated by the board shall not be made public. The committee shall submit to the board background information on each recommended candidate, which shall be received by the board in confidence. No board member who is a recommended candidate shall receive the background information on any candidate. Individuals who normally attend executive sessions, per policy 3.1.9.E, shall be entitled to receive the MNC recommendations and background information, and to attend all sessions concerning the nomination of candidates for Moderator.
- iii. The board shall interview one or more of the recommended candidates in executive session. No candidate who was recommended by the MNC or who intends to run by petition may be present during the interview of any other candidate, or in any other executive session held to discuss candidates for Moderator.
- iv. As required by Section 9.5 of the Bylaws, the board shall nominate one or more candidates no later than February 1 of the year before the General Assembly at which there is to be an election for Moderator.
 1. The following individuals may participate in Board deliberations but shall not be eligible to vote: the Secretary of the Board, the Trustees who serve on the Election Campaign Practices Committee, the President, and the Youth Observer.
 2. The following individuals may participate in Board deliberations and shall be eligible to vote: the Moderator, and any Trustee who served as a voting member of or non-voting board liaison to the MNC.
 3. Voting shall be by secret ballot in executive session, with procedures for voting and vote counting to be determined by the Secretary.

4. Voting shall be conducted using the “single transferable vote” method, with a ballot designed to permit the designation of first, second, third, etc. choice. At the conclusion of the vote counting, the two candidates with the highest number of votes shall be declared the nominees. However, if one candidate receives more than 75% of the first choice votes, then only that candidate shall be the nominee of the board. Furthermore, if two or more candidates for nomination are separated by less than one full vote, they shall be considered tied and the board shall take a second vote to break the tie.

5. The minutes of the executive session shall report only the names of the nominee(s).

v. If a special election is to be held to fill a vacancy in the office of Moderator, the procedures in this section 3.6.1.A shall be followed to the extent that time permits. The Moderator Nominating Committee shall make its recommendations to the Board no later than November 1 of the year before the election.

Question for the Board: Do we like this process for the Moderator Nominating Committee (especially section iv) or should we change it? And if so, what should we change?

Timeline for MNC

January 2016

Appointments Committee is charged with finding members for the Moderator Nominating Committee (MNC)

October 2016

Board appoints Moderator Nominating Committee

No later than GA 2017

MNC issues call for nominations

No later than October 2017

Deadline for applications

No later than December 2017

MNC recommends 2 or more candidates for Moderator to the UUA Board.

December 2017 – January 2018

UUA Board interviews candidates in executive session

UUA Board votes on nominations

By February 1st 2018

UUA Board publicly announces nomination of 1 or more candidates for Moderator

GA 2019

Election for Moderator

Questions for the Board: Do we like this timeline or should we change it? The only dates we can't change are Feb. 1, 2018 date and when the election for

Moderator is. Do we want to give more guidance to the future MNC other than simply “by this date” or let the future committee decide?