

7:00 – 8:00	Breakfast ( <i>Davenport Grand – Terrace Room East</i> )	
8:00 – 8:30	Check-In (just Board members)	
8:30 – 8:35	Opening Words	
8:35 – 8:55	Call to Order, Welcome, Introductions, and Board Covenant	
8:55 – 9:00	Approval of Consent Agenda	
9:00 – 10:00	President's Report	Susan Frederick-Gray Carey McDonald
10:00 – 11:00	Treasurer's Report	Tim Brennan
	<i>CLOSED SESSION</i>	
11:00 – 12:00	Introduction and Consideration for Treasurer Appointments	Susan Frederick-Gray Carey McDonald
12:00 – 1:00	Lunch ( <i>Davenport Grand – Terrace Room East</i> )	
1:00 – 1:30	Ethics Summit Update	Melissa Carvill Ziemer
1:30 – 2:45	General Assembly Review <ul style="list-style-type: none"> <li>• Rules &amp; Procedures</li> <li>• Consent Agenda</li> <li>• Saturday Session</li> </ul>	
2:45 – 3:00	Check Out	
3:30 – 4:30	President Susan Frederick-Gray Speaks with the UU Ministers Association	Davenport Grand – Ballroom A-B
6:30 – 8:00	Farewell Dinner for Departing Trustees	Davenport Grand – Terrace Room East



BOARD OF TRUSTEES  
MEETING AGENDA \*

WEDNESDAY, JUNE 19, 2019

Davenport Grand Spokane – Terrace Room West

\* agenda subject to change onsite

Pre-8:30	Breakfast on Your Own	
8:30 – 10:00	25/50 Worship Service (UU Ministers Association)	Davenport Grand – Ballroom A-B
10:00 – 10:15	Travel to Board Meeting	
10:15 – 10:20	Welcome	
10:20 – 10:40	General Assembly Review <ul style="list-style-type: none"> <li>• Schedule Reminders</li> <li>• Follow-Up from Yesterday</li> </ul>	
10:40 – 10:50	General Assembly Planning Committee Recommendation for GA 2022 (needs vote)	Denise Rimes
10:50 – 12:10	TBD	
12:10 – 12:25	Check Out	
12:25 – 12:30	Closing	
12:30 – 1:30	Lunch ( <i>Davenport Grand – Terrace Room East</i> )	
1:30 – 2:00	Break / Travel to Berry Street Lecture	
2:00 – 3:30	Berry Street Lecture (UU Ministers Association)	Davenport Grand – Ballroom A-B



BOARD OF TRUSTEES  
MEETING AGENDA \*

SUNDAY, JUNE 23, 2019

Davenport Grand Spokane – Terrace Room West

\* agenda subject to change onsite



12:30 – 1:30	Lunch ( <i>in same room as meeting</i> )	
1:30 – 1:45	Board Photo (please dress accordingly)	
1:45 – 2:00	Introductions and Greeting New Board Members	Sarah Dan Jones
	<b>CLOSED SESSION</b>	
2:00 – 2:40	Moderator Appointment	Sarah Dan Jones
2:40 – 2:55	Check Out	
2:55 – 3:00	Closing and Adjourn	

# Board of Trustees

**MEETING: February 11, 2019, 8:00 pm, Eastern Time**

Pursuant to notice duly given, this meeting of the Board of Trustees of the Unitarian Universalist Association was held via Zoom conferencing.

**MEMBERS PRESENT:** Greg Boyd, Kathy Burek, Susan Frederick-Gray (President), Sarah Dan Jones, Tanner Linden, Manish Mishra-Marzetti, Patrick McLaughlin, Denise Rimes, Lucia Santini Field (Financial Advisor), Elandria Williams (Co-Moderator), Latifa Woodhouse

**ADDITIONAL PARTICIPANTS:** Carey McDonald (Recording Secretary & Executive Vice President), Chris Buice, Leslie Takahashi, Marcus Fogliano, Debra Gray Boyd, Earl Daniels, Kim Hampton, Mary Heafy, Elaine McArdle, Viola Abbit, Natalie Fenimore

## Meeting Minutes

Co-Moderator Elandria Williams opened the meeting at 8:02 pm, and members and participants offered a brief personal check-in. Co-Moderator Williams also shared an opening reading from the recent book “Revisiting the Empowerment Controversy.”

Board members adopted the January Executive Session minutes, with revised attendance.

Board members provided updates to their working groups:

*Executive Limitations Policies* – Received Board surveys from December 2017, planning to meet soon

*Principles Task Force* – Planning to meet soon

*Election Practices Task Force* – Group met in Las Vegas last week, and the Board will receive the report and recommendations in the coming weeks.

*Financial Secretary Role* – Kathy Burek as Financial Secretary met with Treasurer Tim Brennan to plan for the April presentation of the UUA budget to the Board.

*Board Covenant* – Latifa Woodhouse and Denise Rimes volunteered to join this working group.

It was noted that the Presidential Search Committee, which per the bylaws should have received nominations through the Nominating Committee this year, but due to a lack of communications those nominations did not happen. The Appointments Committee will be asked to provide appointments for June.



Members reviewed issues that will be prepared for approval at the March meeting:

- *Moderator job description* – Feedback on the draft circulated before the meeting included integrating role and job description, de-emphasizing Roberts Rules of Order and emphasizing Board and team leadership
- *Paying for observer attendance* – Kathy Burek and Elandria Williams will recommend a policy for how and when the Board pays the cost of observers to attend when they are requested at Board meetings

Denise Rimes and Manish Mishra-Marzetti reported on their work as acting co-secretaries, affirming that there will be no scheduled election at General Assembly 2019 since no nominations were received by petition.

Kathy moved and Patrick seconded the affirmation of the statement moving away from a strict policy governance model, and the Board unanimously approved the following statement:

*In order to facilitate moving the UUA to an anti-racist, multicultural future which enables a wider range of UUs to participate in UUA governance, the UUA Board affirms that it will use policy-based governance, but will no longer be strictly adhering to the Carver Policy Governance Model®. The UUA Board will continue to focus on policy and holding the administration accountable, while emphasizing collaborative relationships with the President and their staff. We respect the Administration's responsibility in programming and implementation.*



The Board affirmed the historic merger of the First Unitarian Church of Cleveland and the UU Society of Cleveland. Manish Mishra-Marzetti moved, Sarah Dan seconded, and the Board unanimously accepted the newly-created UU Congregation of Cleveland into membership as a congregation of the UUA.

Participants did a brief check-out, and Co-Moderator Williams ended the open meeting at 9:12. The Board moved into Executive Session for the purpose of considering appointments.

#### EXECUTIVE SESSION

Sarah Dan moved, Kathy seconded and the Board approved moving into Executive Session for the purpose of considering appointments. It was later reported that Patrick McLaughlin had been appointed Secretary through General Assembly 2019, to fill the role vacated by Christina Rivera's resignation.

The meeting adjourned at 9:32 pm

Respectfully submitted,

/s/ Carey McDonald

Recording Secretary

# Board of Trustees

**MEETING: April 26-27, 2019, Boston, MA**

**MEMBERS PRESENT:** Greg Boyd, Kathy Burek, Susan Frederick-Gray (President), Barb Greve (Co-Moderator), Chelsea Hendrix, Sarah Dan Jones, Tanner Linden, Manish Mishra-Marzetti, Patrick McLaughlin, Denise Rimes, Lucia Santini Field (Financial Advisor), Elandria Williams (Co-Moderator), Latifa Woodhouse

**ADDITIONAL PARTICIPANTS:** Carey McDonald (Recording Secretary & Executive Vice President), Leslie Takahashi, Natalie Fenimore, Marcus Fogliano, Debra Gray Boyd

Observers: Suzanne Fast, Jamie Hinson-Rieger, Cathy Seggel, Megan Dowdell, Meg Richardson, Donna Renfro, Larry Stritof, Kim Hampton, Ben Gabel, Elaine McArdle, Laura Bollettino

## Meeting Minutes

Friday, April 26

Co-Moderator Mr. Barb Greve opened the meeting at 9:11 am and reviewed the agenda. Sarah Dan Jones and Patrick McLaughlin led an opening worship service. Participants and observers introduced themselves.

### Consent Agenda

The Consent agenda was unanimously approved, including minutes from the February (as amended, with a correction to clarify the Board uses a policy-based governance approach) and March meetings, and the Goodloe dissolution motion, as well as accepting the report on congregational changes.

The Board members read their covenant aloud.

### President's report

President Susan Frederick-Gray and Executive Vice President Carey McDonald presented an overview of the UUA's planned priorities for FY 2020 in each of the UUA's three mission areas, as well as for organizational and institutional change. These included support for congregations seeking to challenge white supremacy culture and better tools for congregational business functions, collaboration on professional pathways and support for lay leaders, and focus cross-staff efforts on the UUA's intersectional justice priorities. The recognized the UUA will be continuing many of its 2019 priorities, including increased support for religious professionals of color, developing multimedia content strategy and implementing the 4C's model of coaching, connecting, challenging and companioning through the five regional staff teams. Board members offered discussion and feedback on these priorities.



The presentation also described key strategic conversations for the coming year, including youth ministry and worship arts resources, and provided a staffing update with a current organizational chart and statistics on staff racial diversity.

President Frederick-Gray introduced the UUA's new Director of Stewardship and Development Rev. Lauren Smith, who shared her approach to fundraising and her perspectives on how to build relationship and commitment within the Association.

The meeting took a break from 11:20 am -11:30 am

### **FY20-21 Budget**

Financial Secretary Kathy Burek introduced the budget, and described pre-meeting questions and review, describing the FY20 budget proposal as the best proposal possible given flat revenues and increasing costs. Treasurer Tim Brennan described the budget proposal and reviewed the budget memo included in the Board packet, clarifying that the Board's approval of the budget goes beyond current operations to include all business units and independent budget (e.g. UUCEF, Beacon Press). Acknowledging that revenues and expenditures remain flat overall, he noted that much is shifting within our budget, and described the revenue goals as ambitious but reasonable.

Questions from Board members had been submitted and responded to in advance via email. Additional questions during the meeting included how the budget addressed the need for more investment in information technology security, following an assessment presented to the Audit Committee. Board members also acknowledged that UUA staff have been doing more with less through years of flat budgets and that many are over capacity in their workload. They offered their support for any ways to mitigate these demands.

The meeting broke for lunch from 12:15 pm – 1:05 pm.

### **Executive Limitations**

Board members reviewed substantive changes proposed by the working group in sections 2.3.3, 2.4.2, 2.7.1, 2.9, 2.11, 2.12.3, as well as other grammatical changes.

Elements raised during discussion included a question how tightly the Board should set policies around the types of partnerships the UUA should engage in, and a clarification that presidential accountability in elections is only for the work of the administration. Members agreed to review changes to 2.10 Presidential Incapacity the following day. They identified needs for conversation at future meetings around policies for executive compensation, and for ways to add the UUA's anti-racist, anti-oppressive and multicultural commitments to 2.3 Treatment of Staff.

### **Elections Taskforce Report**

To review the changes suggested in the Elections Taskforce Report, as well as the written response offered by UUA staff, members and participants broke into small discussion groups. Each group rotated to consider a different section of the support. Group breakouts lasted until 2:50 pm.

The Co-Moderators asked each group to report back on what elements from each section of the report received no objections to move forward by placing on the ballot at General Assembly. A large majority of the recommendations were



identified as needing further discussion. Agreement was present on the following items:

- Change nomination by petition threshold for Moderator and President to 50 congregations/communities in three regions
- Allow covenanting communities to send voting delegates to General Assembly (a flat amount), and encourage more identity groups to become covenanting communities
- Clarify the Secretary does not have final decision over elections, and the Board can change the Secretary's determination with a 2/3 vote
- Campaigns for President and Moderator should receive some public financing from the UUA, and would need to share reports with newly proposed Care and Responsibility for Elections (CARE) Team, which would replace the current Election Campaign Practices Committee (ECPC).
- Technical changes to online balloting

It was also affirmed that the Board should share broad strategy discussions for leadership pipeline at General Assembly, and talk more about this at the October Board meeting.

Discussion noted that the Moderator and President should not be treated the same for campaign financing purposes, and that there is value in the UUA supporting small-dollar donations explicitly. A question was raised about the capacity of the proposed CARE Team to provide spiritual discernment space, but it was recognized that progress on the CARE Team is dependent on the ECPC bringing forward a more specific proposal about how their work would shift if they become the CARE Team.

The meeting took a break from 3:10 – 3:30 pm

### **Moderator Job Description**

Board members reviewed the final draft of the Moderator job description, first presented at the February meeting. They agreed to the following changes:

- Remove the phrase “self-differentiation”
- Add in the time commitment in terms of weekly hours, quarterly board meetings, monthly virtual meetings and General Assembly
- Include a positive statement about what the Moderator role is
- Include a clarification that Co-moderators share a single vote

The Board approved the Moderator job description, as amended.

### **Moderator Search Committee**

The Board members working on selecting a Moderator Search Committee (MSC) gave an update. UUA staff noted there had not been any applications submitted for volunteer leadership for the Moderator Search Committee. Kathy Burek, Sarah Dan





Jones and Barb Greve agreed to work with Appointments Committee to recruit and select the committee.

Discussion on the MSC raised questions about its process, including what process the MSC should use to consider co-moderator candidates, what guidance the Board should give to the MSC about nominating co-moderators, and how to evaluate the role of co-moderators when the current co-moderator arrangement has not been fully assessed. Members agreed to charge the MSC with working with the Board at each stage of decision-making.

The meeting took a break from 4:18 - 4:26 pm.

### **Principles Task Force and Charge**

Board members reviewed the proposal for a charge to a Purposes and Principles Working Group. Questions included whether the Board can charge the principles working group with any specific outcomes, recognizing its authority was derived from Section C-15.1.c 6 (which should be noted in the proposal). Members agreed to explicitly include an expectation to review the proposed 8<sup>th</sup> principle as part of the review, and to expand the group to six members. Discussion highlighted the need to be more explicit about the principles' theological heritage, and to recognize that the UUA's international partners who have adopted similar language in their bylaws should have their perspectives included since they will be impacted by the outcomes of the process.

### **Proposed Ministerial Fellowship Committee Bylaw Changes**

Members reviewed proposed bylaw changes submitted by the Ministerial Fellowship Committee (MFC). For the change Section 11.3, discussion identified the need for language that clarified the MFC defines preliminary fellowship through rules which are approved by the Board and does not have ability to define preliminary fellowship differently for different people. Proposed changes to Section 7.6 about MFC membership raised questions about whether the language as drafted would change the required number of final or full fellowship ministers, and members noted some concern about how changes to this section will prompt discussion about ministerial authority. The Board agreed to check in with the MFC about their concerns and comments.

The meeting took a break from 5:20 - 5:30 pm.

The agenda was shifted to enter Executive Session to consider appointments this evening, instead of the conflict of interest discussion since Co-Moderator Elandria Williams was unwell and unable to attend.

### **EXECUTIVE SESSION – APPOINTMENTS**

Following the Executive Session, the Board reported out the following appointments, including reappointments:

- Appointments Committee – Rev. Kimberly Quinn Johnson (chair), Rev. Sophia Betancourt, Bill Young, Rev. Adam Robersmith and Courtney McKenny
- Audit Committee – Chris Chepel (chair), Mary Byron



- Benefits Trust Committee – Barbara Lewis Johnson (chair), Tom Loughrey, John Vogt, Karin Ferguson, Michael Wagner
- Election Campaign Practices Committee – Scott McNeil (chair), Katherine Slack, Elisabeth McGregor
- Investment Committee – Kathleen Gaffney (chair), John LaPann, David Stewart, Brian Lasher, Ken Redd, Vanda Brunsting (cross-appointment with Socially Responsible Investing Committee)
- Journey Towards Wholeness Transformation Committee – Ted Fetter (co-chair), Theresa I. Soto (co-chair), Elizabeth Mount, Mandoline Restive
- Open UUA Committee – Christian Schmidt (chair), Shawna Foster, Caleb Raible-Clark
- Retirement Plan Committee – Katherine Brewin (chair), Kevin Bolton, Andrew Chirch, Brian Hellmer, Nick White
- Socially Responsible Investing Committee – Kathy Mulvey (chair), Pat Tomaino, Vonda Brunsting (cross-appointment with the Investment Committee), Kristin Faust, Julie Skye
- General Assembly Planning Committee – Zebulon Armstrong-Green
- Commission on Social Witness – Jyaphia Christos-Rodgers
- Board of Trustees – Pablo Devos-Deak (youth trustee, one year), John Newhall (one year)
- Financial Advisor, active at the close of General Assembly 2019 following no timely nomination, until a special election can be held in 2020 – Lucia Santini-Field

The meeting was adjourned for the evening at 5:48 pm.



## **SATURDAY, APRIL 27, 2019**

The meeting opened at 9:11 with a short worship service led by Sarah Dan Jones and Lucia Santini-Field. Members and participants introduced themselves. The Co-Moderators reviewed the agenda.

The Board went into closed session at 9:33 to engage with consultants from Visions, Inc. as part of the racial audit conversation requested by the Commission on Institutional Change.

The meeting returned to open session at 11:35.

### **General Assembly**

#### *Saturday Morning Theme Conversations*

The Co-Moderators described work coming from the planning team for the Saturday morning theme conversations block at GA. This block will include an initial program in the General Session Hall followed by breakout discussion sessions. They shared some preliminary proposed questions from that working group, which Board members discussed. Following their discussion, the Board sent back the following questions to the working group for their review and consideration.

1. When have you felt the transformative power of this faith?
2. What from our faith tradition helps guide your life? What in our theology or faith fills your soul?
3. What's your personal and our collective commitment to transforming and living out our values and belief?

Barb Greve and Greg Boyd said they will be working on the facilitator's guide for the Saturday session. The Board agreed to share facilitators and breakout group formats for the Saturday session with those used for the Friday Theme Program and Conversations, being led by the Commission on Institutional Change.

#### *General Session*

Board members reviewed changes to Action of Immediate Witness petition process, changes to business rules about consent agenda. They recognized the need for clearer expectations for how the What is expected from chaplains, Right Relationship Team and Safety Team interact.

The Board will be hosting seven webinars to prepare attendees for GA, and asked for Board members to sign up to co-host webinars. Board members were also asked to sign up for office hours at GA.

Board members agreed to wear white hats with red lettering this year.

#### *Post GA Board Meeting*

Recognizing that the Co-Moderators, Vice Moderator and Secretary's terms will all have expired after GA, the Board discussed who would convene the post-GA Board meeting. Sarah Dan Jones agreed to facilitate, so that the meeting could appoint new officers going forward.

The meeting broke for lunch at 12:10, came back at 1:10

#### **Expenses for Non-Board Members**

Kathy Burek moved and Lucia Santini-Field seconded adoption of the drafted policy for paying for expenses for non-Board members, which was reviewed at a prior meeting. The policy was adopted unanimously, and will be added to the Board's governance and procedure documents.

#### **Budget Approval**

Kathy Burek moved and Lucia Santini-Field seconded the adoption of the proposed consolidated budget, including the capital and operating budgets, and preliminary 2021 budget. The Board unanimously adopted the budget.

The Board extended its formal gratitude to Treasurer Tim Brennan for the budgets he has presented during this term as Treasurer, with particular appreciation for this final budget given his pending retirement.

#### **Bylaw Changes for the GA 2019 Business Agenda**

Sarah Dan Jones moved, Patrick seconded, and the Board approved by a vote of 9-1 to raise the petition threshold for President and Moderator nominations to 50 congregations in 3 regions (Section 9.6).



Lucia Santini-Field moved, Kathy Burek seconded and the Board unanimously approved its ability to overrule the Secretary with a 2/3 vote, recognizing this may require additional rules (Section 9.9).

*MFC proposed changes*

Lucia Santini-Field moved, Denise Rimes seconded, and the Board unanimously approved changes to all committee membership for when appointed members begin their terms, a conforming change to revisions made to elected committee members at GA 2018 (Section 5.2).

Patrick McLaughlin moved, Latifa Woodhouse seconded, and the Board unanimously approved with one stand-aside the revised changes to MFC membership, following consultation with the MFC (Section 7.6).

Lucia Santini-Field moved, Kathy Burek seconded, and the Board unanimously approved changes with 1 stand aside to the definition of preliminary fellowship, with adding “and defined in the MFC rules” to proposed language (Section 11.3)

Lucia Santini-Field moved, Kathy Burek seconded, and the Board unanimously approved changes to the voting and ballot procedures for Sections 9.10, 9.11, Rule G-9.11.1, Rule G-9.11.2, Rule G-9.11.3, Rule G-9.13.1, Rule G-9.11.2, Rule G-9.11.3, Rule G-9.11.4 and Rule G-9.11.5.

Board members discussed the provision of Section 9.10.a, which says that when only one person is nominated they are declared elected and no election is required. They agreed to address this at future Board meeting

**Executive Limitations Approval**

Lucia Santini-Field moved, Latifa Woodhouse seconded, and the Board unanimously adopted the changes executive limitations policies 2.3.3, 2.4.2, 2.7.1, 2.9, 2.11, 2.12.3 (as well as other grammatical changes) as amended the prior day, including clarifying that organizations for whom the UUA compares its compensation should also have comparable values.

Patrick McLaughlin moved, Kathy Burek seconded, and the Board unanimously approved changes to 2.10 section related to emergency presidential capacity, as amended.

**Closed Session**

The Board moved into executive session at 2:26 to consider the Distinguished Service Award.

The meeting returned to open session at 2:35.

**Open session**

Co-Moderator Greve acknowledged ongoing conversations between the Co-Moderators and the leaders of the MFC, recognizing challenges with both culture and succession planning on the committee.



**Closing**

Members and participants offered a phrase of gratitude. The meeting was adjourned at 2:54 pm.

Respectfully submitted,

/s/ Carey McDonald

Recording Secretary



## **BOARD OF TRUSTEES SCHEDULE**

- **Videoconference Meeting: May 13, 2019**  
8:00 p.m. - 9:30 p.m. (Eastern)  
Meeting URL: <http://zoom.us/j/596473699>  
Meeting ID: 596 473 699  
Join by Phone: +1 646-558-8656
- **Meetings: June 2019, Spokane, WA**  
Tuesday, June 18—Wednesday, June 19, 2019: Board of Trustees Meeting  
Wednesday, June 19—Sunday June 23, 2019: General Assembly  
Sunday, June 23, 2019: Board of Trustees Meeting
- **Meeting: October 2019, Boston, MA**  
Thursday, October 17—Saturday, October 19, 2019
- **Meeting: January 2020, Boston, MA**  
Friday, January 24—Saturday, January 25, 2020
- **Meeting: April 2020, Boston, MA**  
Friday, April 24—Saturday, April 25, 2020
- **Meetings: June 2020, Providence, RI**  
Tuesday, June 23—Wednesday, June 24, 2020: Board of Trustees Meeting  
Wednesday, June 24—Sunday June 28, 2020: General Assembly  
Monday, June 29, 2020: Board of Trustees Meeting



# Board of Trustees

**MEETING: May 13, 2019, 8:00 p.m., Eastern Time**

Pursuant to notice duly given, this meeting of the Board of Trustees of the Unitarian Universalist Association was held via Zoom conferencing.

**MEMBERS PRESENT:** Greg Boyd, Kathy Burek, Susan Frederick-Gray (President), Barb Greve (Co-Moderator), Sarah Dan Jones, Manish Mishra-Marzetti, Patrick McLaughlin, Denise Rimes, Lucia Santini Field (Financial Advisor), Elandria Williams (Co-Moderator), Latifa Woodhouse

**ADDITIONAL PARTICIPANTS:** Carey McDonald (Recording Secretary & Executive Vice President), Leslie Takahashi, Marcus Fogliano, Debra Gray Boyd, Elaine McArdle, Viola Abbitt, Suzanne Fast, Kim Hampton

## Meeting Minutes

Co-Moderator Mr. Barb Greve opened the meeting at 8:05 pm, and Kathy Burek shared opening words. Members and participants offered a brief personal check-in.

### Consent Agenda

Members withdrew from the consent agenda for consideration three items: the proposed bylaw changes regarding membership of the Ministerial Fellowship Committee and mail voting, and the resolution approving merger with the Ballou Channing District.

After discussion, the following revisions were approved:

- Remove from the final General Assembly agenda proposed changes to Section 7.6 to revise membership of the Ministerial Fellowship Committee, to refer back to the MFC for further clarification and discussion.
- Determine that mail ballots must be received by the last business day the before an election is completed, under Section 9.10.
- Remove a duplicative drafting of changes to Section 11.3.

Discussion also clarified the nature of the proposed merger with the Ballou Channing District, requested by the BCD as the most straight-forward way to dissolve the district and for the UUA to continue the current usage of BCD funds to support the operations of the New England Region. As modified, the consent agenda was approved without objection.

### Moderator Search Committee and Job Description

Following discussion at the April Board meeting, members reviewed the final version of the Moderator job description, Moderator Search Committee charge and request for assistance from the Appointments Committee in selecting the MSC. Discussion noted that the UUA Human Resources office will be able to run



background checks on potential Moderator nominees before they are nominated, and do regular volunteer checks. It was clarified that the MSC should deliver all qualified candidates to the Board of Trustees for their final consideration, anticipating the Board will have choices in its final

The Board unanimously approved the final documents.

### **General Assembly preparation and logistics**

Members reviewed key items on the General Assembly schedule. It was agreed that Sarah Dan Jones will facilitate the beginning of the post-GA Board meeting, since the Co-Moderators will need to be reappointed to start the meeting.

For the Saturday morning theme program, Board members agreed they would be willing to help facilitate breakout groups. It was noted that more discussion is needed about how the facilitation and study guide will be created and how information discussed in the break-out groups will be reported back.

In an update from Debra Gray Boyd from the General Assembly Planning Committee, attendance was noted to be tracking the same level as Kansas City. The GAPC also reported a shift over time to compensating more roles that had been previously volunteers, which is being extended to chaplains this year. This shift has been to advance goals of equity, inclusion and fair access, recognizing that many volunteers who are members of historically marginalized communities within Unitarian Universalism cannot afford to volunteer for these roles.

Members and participants offered a short check-out, and the meeting was closed with a reading at 9:25 pm.



Respectfully submitted,

/s/ Carey McDonald

Recording Secretary



## MINUTES

### FIFTY-SEVENTH GENERAL ASSEMBLY OF THE UNITARIAN UNIVERSALIST ASSOCIATION HELD IN KANSAS CITY, MO.

Deleted: SIXTH

The General Assembly was convened on Wednesday, June 20, 2018, at approximately 7:30 p.m., by Co-Moderators Elandria Wilson and Mr. Barb Greve at the Kansas City Convention Center, Kansas City, MO.

The Assembly adopted, by a vote of two-thirds or more, Rules of Procedure for the conduct of the meeting.

The Assembly received written and, in some cases verbal, reports from the President, the Co-Moderators, the Treasurer, the Financial Advisor, the Secretary, the Board of Trustees, the General Assembly Planning Committee, the UUA Staff, the Commission on Social Witness, the Commission on Appraisal, the Commission on Institutional Change, Beacon Press, the Annual Program Fund, the Journey Toward Wholeness Transformation Committee, the Unitarian Universalist Service Committee, the UU College of Social Justice, and the Unitarian Universalist Women's Federation.

Deleted: the Annual Program Fund,

Deleted: Black Lives of UU,

Deleted: , the Presidential Search Committee

Deleted: the Renewing the Covenant Task Force,

On the basis of an initial report by the Secretary of the Association, a quorum was declared present from the time the meeting was called to order.

Members of the Distinguished Service Award Committee presented 2018 Award for Distinguished Service to the Cause of Unitarian Universalism to Danielle Di Bona and the Rev. Dr. Charles Gains.

### Action on Bylaw Amendments

The Assembly passed by a vote of two-thirds or more proposed amendments to the bylaws so as to read as follows:

**Underlining indicates insertion; brackets indicate deletion.**

#### **Section C-2.1. Principles.**

The living tradition which we share draws from many sources:

- Direct experience of that transcending mystery and wonder, affirmed in all cultures, which moves us to a renewal of the spirit and an openness to the forces which create and uphold life;
- Words and deeds of prophetic [woman and men] people which challenge us to confront powers and structures of evil with justice, compassion and the transforming power of love.

#### **Voting for Religious Educators**

#### **Section 4.8. Delegates**

(b) Minister Delegates and Religious Education Director Delegates. Each certified member congregation is also entitled to be represented at each General Assembly by the ordained minister or ministers in ministerial fellowship with the Association settled in such congregation, and by [the director or directors of religious education] religious educators who are active members of the Liberal Religious Educators Association and employed in such congregation. In addition, each certified member congregation is also entitled to be represented at each General Assembly by any minister emeritus or minister emerita of such congregation in ministerial fellowship with the Association and by any [director of religious education] religious educator emeritus or emerita [having achieved Credentialed Religious Educator – Masters Level status by the Association] designated as such by a vote at a meeting of the member congregation not less than six months prior to the General Assembly, provided that any such minister has been settled previously in such congregation, and any such [director of religious education] religious educator emeritus or emerita [who] has been previously employed in such congregation.

#### **Youth Trustees**

##### **Section 6.3. Membership.**

The Board of Trustees shall consist of:

- (a) the President, without vote, the Moderator and the Financial Advisor; [and]
- (b) eleven trustees [elected at large]; and
- (c) two youth trustees who, as of the date they commence service as trustees, are of high school age, or the equivalent, and are able to complete their term while of high school age.

##### **Section 6.4. Election of Trustees.**

- (a) One-third, as nearly as possible, of the non-Youth members of the Board of Trustees shall be elected at each regular General Assembly.
- (b) The Board of Trustees shall assign a number to each trustee position for the purposes of electing trustees.
- (c) One Youth Trustee shall be elected at each regular General Assembly.

##### **Section 6.5. Term.**

- (a) Trustees shall take office immediately after the close of the General Assembly at which they are elected, and shall serve for terms of three years and until their successors are elected and qualified. Any partial term of more than two years shall be considered a full term for purposes of this Section. No trustee may serve more than two successive full terms. However, a trustee may at any time become one of the elected officers of the Association and serve as long in that office as if such trustee had not previously been a trustee. No person who has served as an elected officer for a full term or as a trustee for two full terms shall thereafter be elected a trustee without an interim of at least three years.
- (b) A Youth trustee shall take office immediately after the close of the General Assembly at which they are elected, and shall serve for a term of two years and

until their successors are elected and qualified. No Youth trustee may serve more than one term. The term of a Youth trustee is equivalent to one full term as defined in Section 6.5, for the purposes of eligibility for election as a trustee.

**Section 6.6. Qualifications of Trustees.**

- (a) Each elected trustee shall be a member of a member congregation. A trustee who ceases to meet these qualifications shall be disqualified and the office declared vacant. Not more than one trustee shall be a member of the same member congregation. If a trustee becomes a member of a member congregation in which another trustee is already a member, such Trustee shall be disqualified and the office declared vacant. The Board of Trustees shall adopt rules for the application of this Section to persons holding membership in more than one member congregation.
- (b) Youth trustees shall be a member of a member congregation if their congregation allows for youth membership. If their congregation does not allow for youth membership, the President, Minister or Religious Educator of that congregation shall submit a written notice to the Nominating Committee of the Youth trustee's affiliation with the congregation before the person may be nominated to serve as a Youth trustee. A Youth trustee shall not be a Member of or be affiliated with the same congregation as any other trustee.

**Section 6.11. Special Meetings.**

Special meetings of the Board of Trustees may be called by the Moderator or President, and shall be called by the Moderator at the request of eight trustees. Notice of special meetings shall be given in writing not less than five nor more than sixty days before the meeting and shall state the agenda, time and place of the meeting.

**Rule G-9.13.2. Order of Names on Ballot.**

On all ballots used in elections held by the Association, the order of names shall be determined by the drawing of lots done by the Secretary and witnessed by two other persons; provided, however, that the order of names for elections to the Board of Trustees, other than Youth trustee, shall be by Board position number first, and then as determined above. The Secretary shall certify the results of the drawing of lots, the certificate shall be attested by the witnesses, and the certificate shall be filed in the Secretary's office. This Rule shall be printed on all official ballots or on the instructions accompanying them.

## **Committee Terms**

### **Section 7.2. Appointment and Term of Office.**

Except as otherwise provided, the terms of members of standing committees of the Board of Trustees shall be two years beginning at the close of the regular General Assembly [in odd-numbered years]. Members shall be appointed no later than 120 days after the beginning of the term. Members shall take office upon the effective date of their appointment and shall serve until their successors are appointed and qualified.

## **Co-Moderators**

### **Section 8.8. Moderator.**

- (a) The Moderator shall preside at General Assemblies and meetings of the Board of Trustees and the Executive Committee. The Moderator shall represent the Association on special occasions and shall assist in promoting its welfare. The Moderator shall serve as Chief Governance Officer of the Association.
- (b) As used in these Bylaws, the term “Moderator” may refer to a single individual, or to multiple individuals, serving in the position, even though the word “Moderator” may appear in the singular form of the word.

### **Section 9.11. Counting of Ballots.**

- (a) For the position of President, Moderator, Financial Advisor, or Trustee. If there are no more than two duly nominated candidates for a position, the candidate receiving the greater number of votes is elected; provided, however, that (i) in construing the foregoing with respect to Trustee positions, each Trustee position number shall be considered a separate elective position; and (ii) in construing this section, a duly nominated candidate for the position of Moderator may consist of more than one person. If there are more than two duly nominated candidates for a position, the ballot shall be designed to permit the designation of first, second, third, etc., choice. If no candidate receives a majority of the first-choice votes cast, the candidate receiving the lowest first-choice vote shall be eliminated and the ballots cast for such candidate shall be redistributed in accordance with the second choice indicated thereon. This process shall be repeated until one candidate receives a majority of all votes cast or until only two candidates remain, at which time the one receiving the greater number of votes is elected.

## **Gender Neutral Pronouns**

*The following language will be added to the updated bylaws, following the Table of Contents and before the enumerated lines of bylaw text:*

The pronouns “they” and “their” are used in these Bylaws and Rules in place of the singular gender pronouns “he,” “she,” “his,” and “hers,” and refer to a single individual unless the context indicates otherwise.

### **Section 8.3. Term of Office.**

- (a) Elected Officers. The elected officers shall be elected at a regular General Assembly and shall take office immediately after the close of such General Assembly.
- (1) President. The President shall serve for a term of six years and until their [his or her] successor is elected and qualified. No President shall serve more than one term; and any partial term of more than two years served by reason of appointment and/or election to office pursuant to subsection 8.7(a) below shall be considered a full term for purposes of this subsection.
  - (2) Moderator. The Moderator shall serve for a term of six years and until their [his or her] successor is elected and qualified. No Moderator shall serve more than one term; and any partial term of more than two years served by reason of appointment and/or election to office pursuant to subsection 8.7(a) below shall be considered a full term for purposes of this subsection.
  - (3) Financial Advisor. The Financial Advisor shall serve for a term of three years and until their [his or her] successor is elected and qualified.

No Financial Advisor shall serve more than two successive terms; and any partial term of more than two years served by reason of appointment and/or election to office pursuant to subsection 8.7(a) below shall be considered a full term for purposes of this subsection.

### **Section 8.11. Executive Vice President.**

In the event an Executive Vice President should be appointed, the Board of Trustees shall describe their [his or her] duties.

### **Section 9.9. Supervision of Elections.**

The Secretary shall supervise all elections for elective positions at large. The Secretary may appoint a committee of tellers to count ballots and perform other routine duties. The Secretary shall decide any question arising during such an election concerning:

- (a) the interpretation of any provision of these Bylaws or of Rules made hereunder relating to election procedures;
- (b) any procedural problem relating to the election which is not covered by these Bylaws or by the Rules; or
- (c) the interpretation of the intent of a voter in marking the ballot.

The Secretary's decision shall be final. The Secretary shall remain neutral in the election and shall not engage in electioneering, except for advocacy of their [his or her] own candidacy for offices for which they are [he or she is] nominated.

### **Section 10.12. Indemnification of Trustees, Officers, Employees, and Volunteers.**

The Association, to the extent legally permissible, shall indemnify any trustee, officer, employee of the Association or volunteer elected by a General Assembly or appointed by the Board of Trustees of the Association to serve the Association, or persons formerly holding such positions, against all liabilities and expenses (including court costs, attorneys' fees, and the amount of any

judgment or reasonable settlement, fines and penalties) actually and necessarily incurred by any such person, subsequent to the adoption hereof, in connection with the defense of any claim asserted or threatened to be asserted against any such person, or any action, suit or proceeding in which any such person may be involved as a party, by reason of being or having been such trustee, officer, employee or volunteer or by reason of any action alleged to have been taken or omitted by any such person as such trustee, officer, employee or volunteer, except with respect to any matter as to which they [he or she] shall have been adjudicated in any proceeding not to have acted in good faith in the reasonable belief that their [his or her] action was in the best interests of the Association; provided, however, that as to any matter disposed of by a compromise payment by such person, pursuant to a consent decree or otherwise, no indemnification either for said payment or for any other expenses shall be provided unless such compromise and indemnification therefore shall be approved:

- (a) by a majority vote of a quorum consisting of disinterested trustees;
- (b) if such quorum cannot be obtained, then by a majority vote of a committee of the Board of Trustees consisting of all the disinterested trustees;
- (c) if there are not two or more disinterested trustees in office, then by a majority of the trustees then in office, provided they have obtained a written finding by independent legal counsel appointed by a majority of the trustees to the effect that, based upon a reasonable investigation of the relevant facts as described such opinion, the person to be indemnified appears to have acted in good faith and in the reasonable belief that their [his or her] action was in the best interests of the Association;
- (d) if not resolved by (a), (b) or (c), above, by a court of competent jurisdiction.

If authorized in the same manner specified above for compromise payments, expenses, including attorneys' fees actually and necessarily incurred by any such person in connection with the defense or disposition of any such action, suit or other proceeding may be paid from time to time by the Association in advance of the final disposition thereof upon receipt of (a) an affidavit of such individual of their [his or her] good faith belief that they have [he or she has] met the standard of conduct necessary for indemnification under this Section and (b) an undertaking by such individual to repay the amount so paid to the Association if such person shall be adjudicated to be not entitled to indemnification under this Section, which undertaking may be accepted without reference to the financial ability of such person to make repayment. The right of indemnification herein provided shall inure to the benefit of the heirs, executors and administrators of each such trustee, [or] officer, employee or volunteer and shall not be deemed exclusive of any other rights to which any such person may be entitled under any statute, bylaw, agreement, vote of members or otherwise or to which any such person might have been entitled were it not for this provision. As used in this Section, an "interested" trustee or officer is one against whom in such capacity the proceeding in question, or other proceeding on the same or similar grounds, is then pending.

#### **Rule 4.6.2. Time of Notice.**

Notice so sent shall be sufficient if mailed at Boston, Massachusetts, sixty days before any such General Assembly, addressed to the persons who according to the records of the Association are entitled thereto hereunder and sent to the addresses which appear on said records. When the

Secretary in their [his or her] absolute discretion finds it desirable and practicable, a copy of the notice shall be inserted in the denomination's publication most widely circulated within the denomination, in the issue which will be circulated as near to sixty days before the General Assembly as possible.

**Rule G-9.13.5. Balloting at General Assembly.**

A person shall be qualified to cast a ballot at General Assembly only if that person presents to the Secretary of the Association or those employed by them [him or her] a properly certified ballot stub plus a badge issued to that person and containing the same name as the name on the ballot stub. An electronic ballot shall be counted only if the delegate has complied with established secure voting protocols.

**Social Witness Process Timeline**

**Section 4.12. UUA Statements of Conscience.**

The purpose of the Congregational Study/Action Process is to provide the member congregations of the Association with an opportunity to mobilize energy, ideas, and resources around a common issue. The end result will be a deeper understanding of our religious position on the issue, a clear statement of Association policy as expressed in a Statement of Conscience, and a greater capacity for the Congregations to take effective action. The process for adoption of UUA Statements of Conscience shall be as follows:

(a) First Cycle Year

(1) Each member congregation or covenanting community [, district, and sponsored organization (as designated by the Board of Trustees),] may submit to the Commission on Social Witness by October 1 in the year preceding a General Assembly one proposed Congregational Study/Action Issue, such proposed Congregational Study/Action Issue to be approved at a duly called meeting of its members or its governing board at which a quorum is present. This commences the process of a three [four] year UUA Statement of Conscience cycle ("the Cycle"). A Cycle year ends at the close of General Assembly.

[(2) The Commission on Social Witness shall by November 1 of that year submit to the Board of Trustees for inclusion on the Tentative Agenda of the regular General Assembly not more than ten proposed Congregational Study/Action Issues, each of which shall be based in whole or in part on the issues submitted to it as described in the previous subsection. The Commission on Social Witness shall verify with the proposing congregation or sponsored organization that the proposed Study/Action Issue reflects the intent of the proposer prior to being included in the poll ballot. The ten proposed Congregational Study/Action Issues shall be included for approval by the congregations on the Congregational Poll ballot, such ballot to be available and congregations notified of its availability by November 15 of the same year. Congregational Poll ballots concerning the proposed Congregational Study/Action Issue shall be due by February 1 of the following year (the first Cycle year).]

[(3)](2) For the proposed Congregational Study/Action Issue to be placed on the Final Agenda of the General Assembly, twenty-five percent (25%) of all certified

congregations must participate in the ballot vote concerning the proposed Congregational Study/Action Issues.

[(4)] The proposed Congregational Study/Action Issue shall be ranked in the order of the votes received in the Congregational Poll. The Study/Action Issues receiving the most votes (not to exceed five in number) shall be submitted to the General Assembly as follows:]

[(i)](3) Each of the Proposed Congregational Study/Action Issues shall be presented to the General Assembly by a delegate, and one such proposed Congregational Study/Action Issue shall be referred for study by virtue of having received the highest number of votes among all proposed Congregational Study/Action votes cast by the General Assembly; provided, however, that if no proposed 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.

[(ii)] After one Congregational Study/Action Issue has been referred for study in accordance with (i), above, the UUA staff shall conduct a workshop to discuss processes for study and action on the selected issue. By November 1 following the General Assembly, the UUA staff shall have developed a resource guide pertaining to the Congregational Study/Action Issue selected by the General Assembly. The resource guide shall be made available and congregations notified of its availability.

(5) If a UUA Statement of Conscience has been adopted in the previous year, the regular meeting of the General Assembly shall also conduct workshops on the implementation of such UUA Statement of Conscience.]

[(6)](4) If no proposed Congregation Study/Action Issues are on the Final Agenda in the first Cycle year, or if no Congregational Study/Action Issue is referred for study by the General Assembly, then following the regular meeting of the General Assembly, the Cycle shall begin again as set forth in this subsection.

(b) Second Cycle Year

[(1)] Member congregations shall submit by not later than March 1 of the second Cycle year comments regarding the Congregational Study/Action Issue and the related resource guide to the Commission on Social Witness.]

[(2)] During the meeting of the General Assembly in the second Cycle year the Commission on Social Witness shall conduct workshops on the Congregational Study/Action Issue.

(c) Third Cycle Year

(1) [Member congregations shall submit by not later than March 1 of the third Cycle year comments regarding the Congregational Study/Action Issue and the related resource guide to the Commission on Social Witness.]

[(2)] [During the General Assembly in the third Cycle year, the Commission on Social Witness shall conduct workshops on the Congregational Study/Action Issue.] The Commission on Social Witness shall then compose a draft UUA Statement of Conscience.

[(3)] The draft UUA Statement of Conscience, [a draft Statement of Conscience congregational comment form,] and a ballot to place the draft UUA Statement of Conscience on the Final Agenda during General Assembly in the third Cycle year shall be included in the Congregational Poll. [, to be made available and congregations notified



of its availability by November 15, following the General Assembly. Notice of the availability of these items shall be given to the congregations. Congregational Poll ballots and the congregational comment forms concerning the draft UUA Statement of Conscience shall be due by February 1 of the following year (the fourth Cycle year).

(4) The Commission on Social Witness shall then prepare a revised draft of the UUA Statement of Conscience taking into consideration comments received by the member congregations and place this revised draft of the UUA Statement of Conscience on the Final Agenda.

(5) For a draft UUA Statement of Conscience to be placed on the Final Agenda of the General Assembly, twenty-five percent (25%) of all certified congregations must participate in the ballot vote concerning such draft UUA Statement of Conscience.]

[(d) Fourth Cycle Year]

[(1)](2) If the draft UUA Statement of Conscience is placed on the Final Agenda for the next regular meeting of the General Assembly, then that General Assembly must debate and vote on the proposed UUA Statement of Conscience. Adoption of the UUA Statement of Conscience shall require a two-thirds vote.

[(2)](3) If (a[i]) the proposed UUA Statement of Conscience is not placed on the Final Agenda for the next regular meeting of the General Assembly; or (b[ii]) the General Assembly chooses, by a two-thirds vote, to refer the proposed UUA Statement of Conscience to the Commission on Social Witness for one additional year of study/action, then the Commission of Social Witness shall continue the study and revision of the proposed UUA Statement of Conscience for one more year. The revised UUA Statement of Conscience may be placed on the Final Agenda for the next regular meeting of the General Assembly pursuant to subsection[s] (b) [(c)(3), (c)(4) and (c)(5)] above. If by the regular meeting of the General Assembly following the additional year the Commission on Social Witness has been unable to find support to generate an acceptable UUA Statement of Conscience, the Congregational Study/Action Issue may be placed on the Final Agenda with a proposal to drop such Congregational Study/Action Issue.

[(3)](4) Following the regular meeting of the General Assembly in the third [fourth] Cycle year, the Cycle shall begin again as set forth in Section 4.12(a) above.

[(e) The Cycle may begin again, as set forth in Section 4.12(a), only after the General Assembly in the second Cycle year of a Congregational Study/Action Issue, and as provided in Sections 4.12(a)(6) and 4.12(d)(3).]

#### **Section 4.16. Additions to the Agenda of Regular General Assemblies.**

(a) Non-substantive items related to greetings and similar matters may be admitted to the agenda by a regular General Assembly.

(b) [Prior to 2018, there will be no General Assembly Actions of Immediate Witness on the agenda.

(c)] (1) A General Assembly Action of Immediate Witness is one concerned with a significant action, event or development, the timing or specificity of which makes it inappropriate to be addressed by a UUA Statement of Conscience pursuant to the Study/Action process. v

**Deleted:** Witness may be admitted to the agenda of a regular General Assembly.

(2) No more than three General Assembly Action of Immediate Witness may be admitted to the agenda of a regular General Assembly.

(3) [A petition to admit an Action of Immediate Witness to the agenda must be submitted by a delegate and signed by 150 delegates from at least 25 congregations. If six petitions or fewer are received, all petitions received that have the requisite level of delegate and congregation support are eligible to be considered for possible admission to the agenda. In the event more than six petitions are submitted that satisfy the sponsorship requirement, the Commission on Social Witness shall select six from among those which meet the criteria for a General Assembly Action of Immediate Witness, and shall submit those six actions to the agenda of the General Assembly for possible admission. The Commission on Social Witness shall prepare summaries of no more than six petitions and present those summaries to the General Assembly for a vote to rank the petitions in order of delegate support. The three petitions receiving the most votes are eligible for admission to the agenda. If there are submitted three or fewer petitions meeting the criteria for a General Assembly Action of Immediate Witness, each of the petitions is eligible for admission to the agenda.

(4)] The motion to admit each General Assembly Action of Immediate Witness ruled eligible is not debatable, but an opportunity for a two-minute statement of advocacy to the General Assembly for each eligible action by one of its sponsors prior to any such motion shall be provided. Admission of a General Assembly Action of Immediate Witness shall be by a two-thirds vote.

[(5) During the General Assembly, a mini-assembly shall be held during which each admitted action shall be discussed and amendments shall be accepted in writing. All such amendments shall be made available in writing to the General Assembly. The Commission on Social Witness shall finalize each General Assembly Action of Immediate Witness, and the chairperson of the Commission on Social Witness, in consultation with the moderator of the General Assembly, the parliamentarian, and legal counsel, shall prioritize unincorporated amendments for consideration by the General Assembly.

(6)](4) [Adoption] Affirmation of a General Assembly Action of Immediate Witness shall be by a two-thirds vote.

[(7)](5) Actions submitted pursuant to this Section 4.16[(c)](b) must be in writing and filed with the Chair of the Commission on Social Witness or the Commission's designee by the deadline established by the Commission and announced at the opening session of the General Assembly.

[(d)](c) Responsive Resolutions may be admitted to the agenda of a regular General Assembly and acted upon.

(1) A Responsive Resolution is a resolution made in response to a substantive portion of a report by an officer or committee reporting to a regular General Assembly.

(2) [Adoption] Affirmation of a Responsive Resolution shall be by two-thirds vote.

## **DISTRICT/REGION UPDATES**

### **Section 4.4. Special General Assembly.**

A special General Assembly may be called by the Board of Trustees at any time, and shall be called upon petition of not less than fifty certified member congregations by action of the governing boards or their congregations. No more than twenty of the fifty congregations may be from the same district or region.

A proposed amendment to add bylaw Section 6.16, “Congregational Linkage,” failed to achieve the two-thirds vote necessary for adoption.”

### **Actions of Immediate Witness**

The Assembly adopted by a vote of two-thirds or more the following three Actions of Immediate Witness:

#### **We Are All Related: Solidarity NOW with Indigenous Water Protectors**

We, the 57th General Assembly of the UUA, which is meeting in Kansas City on the banks of the Missouri River, call for ongoing solidarity with Indigenous Water Protectors because:

Indigenous peoples of this continent lived by traditions that maintained ecological balance for thousands of years before colonization.

Colonization is an oppressive system that values resource extraction over life itself and is directly linked to genocide of Indigenous peoples. This colonization involves sequestering Indigenous peoples on reservations, flooding Indigenous lands, incarcerating disproportionate numbers of Indigenous peoples, and other forms of oppression.

Lakota/Dakota/Nakota (Sioux) peoples rose up in prayerful action to oppose construction of the Dakota Access Pipeline on Great Sioux Nation Treaty Land and to protect the Missouri River, which is the water source for Standing Rock Sioux Tribe, Cheyenne River Sioux Tribe, and millions downstream.

People from more than 300 Indigenous nations responded to the call at Standing Rock, as did allies of many colors, which created an intercultural community of transformation and prayerful resistance lasting for four seasons.

Unprecedented numbers of Unitarian Universalists, Indigenous and otherwise, were propelled by our values to respond to this call for solidarity and were generally welcomed as relatives.

Unitarian Universalists play a unique role among faith communities, forming strong bonds as relatives with Indigenous Water Protectors, in North Dakota’s atmosphere of antagonism.

Seven Indigenous Water Protectors face federal charges in Bismarck-Mandan. A National Jury Project randomized survey concluded that 77% of the jury-eligible population in Morton County and 85% in Burleigh County have already decided that Water Protectors are guilty, yet requests to change trial venues have been denied.

Efforts to colonize Indigenous peoples are now resulting in federal prison sentences for Water Protectors, interrupting familial and communal bonds, as well as traditional spiritual practices and ways of life.

As Unitarian Universalists:

1. We express our gratitude to Standing Rock, Sacred Stone Camp, Oceti Sakowin Camp, Sicangu Rosebud Camp, and associated camps for welcoming us as relatives and affirming that all people belong to the human family.
2. We affirm solidarity with Water Protectors, including defendants, inmates, and their loved ones.
3. We pledge our direct and tangible support for local Indigenous movements that seek to protect the environment and restore traditional Indigenous ways of life.
4. As people, congregations, and a wider association, we commit to extend relationships of solidarity with Water Protectors, leveraging our spiritual, financial, human, and infrastructural resources in support of Water Protectors, especially those who face ongoing charges and prison sentences, and their loved ones.
5. We ask the UUA to supply materials and guidance to help implement this Action of Immediate Witness.

**Dismantle Predatory Medical Care Practices  
in Prisons and End Prisons for Profit**

BECAUSE Unitarian Universalists recognize the humanity, worth, and dignity of all people within and outside of our membership; and

BECAUSE UUs are called to uphold that everyone is worthy of love and justice.

WHEREAS, for-profit prisons encourage longer terms of incarceration and maximize profit by minimizing services and rehabilitation;

WHEREAS, the Prison Industrial Complex (PIC), under the influence of private prison companies that supply goods and services to prisons for profit, is a system of oppression that perpetuates and further criminalizes poverty;

WHEREAS, the PIC is an entrenched system of white supremacy where guilt and innocence are influenced by skin color and economic privilege, regardless of behavior;

WHEREAS, the federal prison system, thirty-five state prisons, and Immigration and Customs Enforcement (ICE) charge for necessary medical care using private, for-profit medical companies;

WHEREAS, the membership of the Church of the Larger Fellowship (CLF) includes 870 incarcerated people, many of whom have medical needs but no resources to pay for them.

WHEREAS, medical treatment must be paid before necessities such as soap, shampoo, stamps, and over-the-counter medicines may be purchased;

WHEREAS, incarcerated CLF members include 200 people living in Texas and Georgia prisons who receive no wages, but are still charged for medical care, leaving some unable to access adequate treatment, thus perpetuating illness, debility, insurmountable debt, and chronic poverty;

WHEREAS, people in prisons are dying every day due to prohibitive medical cost;

WHEREAS the US Supreme Court ruled in Estelle v. Gamble (1976) that ignoring a prisoner's serious medical needs amounts to cruel and unusual punishment; and

WHEREAS The Federal Bureau of Prisons is violating Rule 24 of the United Nations Standard Minimum Rules for the Treatment of Prisoners (Nelson Mandela Rules) that states, "The provision of health care for prisoners is a State responsibility. Prisoners . . . should have access to necessary health-care services free of charge . . ."

NOW THEREFORE, BE IT RESOLVED that the 2018 General Assembly of the Unitarian Universalist Association denounces the predatory practice of charging medical fees to people in prison and calls upon UU congregations to:

1. Contact Illinois Gov. Bruce Rauner to urge him to sign HB 5104, which is currently on his desk, a bill that would end medical fees for people incarcerated in Illinois;
2. Contact Texas Gov. Greg Abbott and Georgia Gov. Nathan Deal and state legislators to demand an end to fee-for-service medical care in prisons in their states;
3. Publicly oppose the practices of Corizon Health, which profits from privatized health care in Kansas, Missouri, and twenty other states, as well as Wexford Health, MHM Services Inc., and other companies that supply health care at local, state, and federal prisons and ICE detention facilities;
4. Insist the United Nations World Health Organization press the US to uphold Rule 24 of the United Nations Standard Minimum Rules for the Treatment of Prisoners; and
5. Ensure that the medical treatment of prisoners conforms with Estelle vs. Gamble in every state.

NOW THEREFORE, BE IT FURTHER RESOLVED THAT THE 2018 GENERAL ASSEMBLY ENCOURAGES UNITARIAN UNIVERSALISTS TO:

1. Get more deeply involved in direct service prison ministry through such actions as beginning or joining local prison ministry efforts within congregations or community organizations; networking with others engaged in prison ministry; leading worship or small group ministry within prisons; becoming a pen pal; and welcoming post-incarcerated persons into your congregation; and

2. Continue to educate themselves on the adverse impacts of prison privatization and the many injustices in the PIC such as a) grossly disproportionate impact on marginalized groups, b) solitary confinement practices, c) prison-based gerrymandering, d) voter disenfranchisement and e) employment discrimination.

**End Family Separation and Detention of  
Asylum Seekers and Abolish ICE**

BECAUSE of UU Principles 1, 2, 6, and 7 and the 2013 Statement of Conscience entitled *Immigration as a Moral Issue*; and

WHEREAS, white supremacy and colonization permeate societal systems;

WHEREAS, zero-tolerance policy forces family separation;

WHEREAS, asylum seekers are detained, criminalized, and dehumanized;

WHEREAS, certain established asylum protections have been dismantled;

WHEREAS, current immigration policy fails to honor some of our treaties/conventions/protocols, and established immigration law;

WHEREAS, the U.S. has withdrawn from the United Nations Human Rights Council;

WHEREAS, white supremacy criminalizes black and brown people and the exercise of their rights;

WHEREAS, children are torn from their families at borders, conflict zones, and occupied territories around the globe;

WHEREAS, children are abused and drugged in detention and shelters;

WHEREAS, incarceration and separation cause trauma to adults and children; and

WHEREAS, this is an urgent and emerging crisis that calls UUs to act now. The Trump Administration has instituted a zero-tolerance practice of unilaterally detaining and separating family members of asylum seekers and other immigrants. It subsequently issued an Executive Order (EO) that purportedly ends the practice while denying responsibility for creating the crisis in the first place. The EO does not address or require the reunification of children already separated from their families. Additionally, there is no guarantee of the immediate or future safety and appropriate treatment of asylum seekers. The administration has requested that the courts revise a 1997 ruling that prevents detaining children for more than 20 days. They are expressly asking to detain children with their families for the duration of their legal proceedings. ICE has a history of terrorizing and abusing immigrants and operating outside the law. As the agency carrying out the administration's barbaric policies, it must be dismantled so humane and appropriate processes and agencies can be created.

NOW THEREFORE, BE IT RESOLVED THAT the 57<sup>th</sup> General Assembly calls upon the UUA and member congregations should use their moral authority to demand the immediate:

- Reunification of children taken from their families seeking asylum in the U.S.;
- End of the policy of incarcerating asylum seekers, including those in family detention;
- Investigation and cessation of the inappropriate administration of psychiatric drugs to children in detention and shelters;
- Investigation and prosecution of claims that children in detention and shelters are being sexually and physically abused;
- Abolition of Immigration and Customs Enforcement (ICE) and implementation of a system that understands the causes for immigration, provides a non-carceral solution while asylum seekers await a decision on their case, and has a fundamental commitment to keeping families together; and
- Removal of immigration oversight from the Department of Homeland Security.

NOW THEREFORE BE IT FURTHER RESOLVED THAT the 57<sup>th</sup> General Assembly of the UUA calls on Unitarian Universalists to:

- Participate in the June 30<sup>th</sup> nationwide Mass Mobilization;
- Participate in the July 2<sup>nd</sup> events at border areas;
- Host interfaith vigils to lift our prophetic voices;
- Carry out strategic direct action in collaboration with, and/or at the direction of, immigrant-led groups;
- Advocate for comprehensive, humane immigration reform;
- Advocate for the US to ratify the UN Convention on the Rights of the Child;
- Boycott and divest from corporations that provide services and products to global agencies involved in family separation and detention;
- Support UU and its partner organizations and the immigrant coalition groups to whom they are accountable including UU Refugee and Immigrant Services and Education (UURISE), Mijente, Freedom for Immigrants, Mano Amiga San Marcos, ACLU, Association of Immigration Lawyers, UU State Action Networks, through donations and volunteer efforts; and
- Build accountable relationships with immigrant-led groups, supporting their efforts without usurping leadership.

By a majority voice vote, the Assembly affirmed the sentiment of the three additional actions of immediate of witness that were submitted but not added to the Final Agenda.

#### **Vote on Congregational Study/Action Issue**

By a majority vote, the Assembly voted to study the following congregational study/action issue: “Undoing Intersectional White Supremacy.” The final text of the CSAI will be archived on UUA.org.

### **Election Results**

The following individuals were elected in uncontested elections:

Moderator; Mr. Barb Greve (Note: The Board of Trustees charged Elandria Williams and Barb Greve to act as Co-Moderators),

Deleted: Co-

Deleted: s

Deleted: & Elandria Williams

Board of Trustees: Patrick McLaughlin, Tim Atkins, Greg Boyd & Latifah Woodhouse

Nominating Committee: Joe Cherry, Aisha Hauser, Sana Saeed

### **Credentials Report**

The final credentials report of the Secretary of the Association, as corrected, was as follows: accredited and attending the 57th General Assembly of the Unitarian Universalist Association were 1371 on-site member delegates, 290 ministerial delegates, three credentialed religious educators, three associate member delegates, twenty-one delegates representing the Church of the Larger Fellowship (included in member delegate count), and 169 off-site delegates, for a total of 1570 delegates representing 522 congregations, fifty states, the District of Columbia, and Mexico. Total on-site registration for the Assembly was 2677 including 134 youth.

Offsite attendance included 225 individuals from thirty-seven states, including 169 member delegates and twenty-nine minister delegates. Forty-five congregations registered only off-site delegates.

### **Closing**

The Assembly was adjourned *sine die* by Co-Moderators Mr. Barb Greve and Elandria Wilson at approximately 3:45 p.m. on Sunday, June 24, 2018.

Respectfully submitted,

/s/ Carey McDonald,  
Executive Vice President



# **RULES OF THE RELIGIOUS EDUCATION CREDENTIALING COMMITTEE**

**Adopted by the UUA Board of Trustees on January 23, 2014**

**Amended April 2019**

## **1. THE RULES**

These Rules are promulgated, and all rules previously promulgated will be hereby rescinded and revoked, by authority of ARTICLE VII, Section 7.13 and ARTICLE XII of the Bylaws of the Unitarian Universalist Association as approved by the Unitarian Universalist Board of Trustees on June 26, 2003. In these Rules, the word "society" refers to a church or fellowship.

## **2. COMMITTEE'S JURISDICTION**

The Religious Education Credentialing Committee shall have jurisdiction over Religious Education Credentialing with the Unitarian Universalist Association and over the approved list of religious educators with credentialing status published in the Directory of Unitarian Universalists and elsewhere with authority to make any changes as hereinafter provided. Religious education credentialing status is granted for Credentialed Religious Educator - Associate Level, Credentialed Religious Educator, and Credentialed Religious Educator – Master Level. These Rules shall apply to all religious educators who have achieved a religious education credentialing status, or who are Applicants to or Candidates in the Religious Education Credentialing Program.

## **3. EXECUTIVE SECRETARY**

The Director of Ministries and Faith Development staff group shall be the Executive Secretary of the Religious Education Credentialing Committee, but shall not be a voting member of the Committee. S/he shall have charge of the correspondence and the custody of the Committee's records and files, which shall be kept confidential as provided in said Bylaws. Upon request and by prior arrangement, information about a religious educator with religious education credentialing status from the files of the Committee shall be shared with that religious educator except for any psychological evaluations and information transmitted in confidence or otherwise deemed confidential by the RECC. The Executive Secretary shall keep a complete and accurate list of religious educators who have achieved religious education credentialing status, and such other books and documents as may be necessary or convenient to maintain complete and adequate records.

## **4. EXECUTIVE COMMITTEE**

There shall be an Executive Committee consisting of the RECC Chair, RECC members appointed by the Chair, and, as non-voting members, the RECC Executive Secretary, and the Professional Development Programs Manager. The Executive Committee shall consult before each full RECC meeting to review the RECC agenda, and make recommendations to the RECC concerning business items. The

Executive Committee may develop recommendations and reach decisions through face-to-face gatherings, conference calls, and exchange of electronic mail.

## **5. MEETINGS**

The Committee shall meet at such times and places as it shall determine. Special meetings may be called by the Chair or by the Executive Secretary. Five voting members shall constitute a quorum. Meetings may occur in face-to-face gatherings and through conference calls.

## **6. LEVELS OF RELIGIOUS EDUCATION CREDENTIALING**

For the purposes of the Rules, the term “Religious Educator” applies to those persons whose work is to promote religious education that expresses Unitarian Universalist values and principles and whose self and contextual understanding are as a professional religious leader.

Religious Educators who have achieved a religious education credentialing status shall be differentiated by the type of professional and academic training and experience they bring to the profession.

***Credentialed Religious Educator – Associate Level*** status may be given to those in a career of at least two years in religious education in a paid position of at least ¼ time (or equivalent) in a congregation which is a member of the Unitarian Universalist Association or such a position related to the Unitarian Universalist Association or Affiliate organization with a demonstrable basic knowledge of life span religious education, and at least 75 hours of training in religious education.

***Credentialed Religious Educator*** status may be given to those in a career of at least two years in religious education in a paid position of at least ½ time (or equivalent) in a congregation which is a member of the Unitarian Universalist Association or such a position related to the Unitarian Universalist Association or Affiliate organization with a demonstrable working knowledge of children and youth religious education.

***Credentialed Religious Educator – Master Level*** status may be given to those in a career of at least five years in religious education in a paid position of at least ½ time (or equivalent) in a congregation which is a member of the Unitarian Universalist Association or such a position related to the Unitarian Universalist Association or Affiliate organization, with a demonstrable comprehensive knowledge of lifespan religious education, and graduate-level academic credit in specific subject areas pertinent to Unitarian Universalist religious education leadership.

## **7. APPLICATION PROCEDURE**

Application for religious education credentialing status shall be submitted to the Committee in writing in such form as the Committee shall determine. Before an application is filed, the person applying shall be furnished a copy of, or with a website link to, the Rules and Policies of the Religious Education Credentialing Committee, and as part of his/her application, s/he shall agree in writing to be bound by said Rules and Policies and amendments thereof.

## **8. GENERAL QUALIFICATIONS**

Based on the particular requirements of the RE Credentialing level sought, all Candidates seeking a religious education credentialing status must have completed the program application process and program requirements as determined by the RECC. In addition a candidate is expected to have a strong motivation and good potential for our professional religious education leadership; and must have a concern for others, intellectual ability, and religious education leadership skills. The Committee will further require that the Candidate meet the competency requirements as laid out in the credentialing program plan. In examining every Candidate's qualifications, the Committee may consider any evidence which it deems relevant to assessing them.

### **MENTORSHIPS**

Every Candidate seeking a religious education credentialing status is required to have completed at least one mentor relationship with a mentor assigned by the Liberal Religious Educators Association. This requirement may be waived by the Committee at its discretion or by the Professional Development Programs Manager.

### **TERMINATION OF PARTICIPATION IN THE RELIGIOUS EDUCATION CREDENTIALING PROGRAM**

The Executive Secretary may, whenever s/he believes it necessary, present to the Committee the situation of any Candidate where indication exists that his/her continued participation in seeking a religious education credentialing status is not justified.

Participation in the Religious Education Credentialing program is a privilege and not a right, and the Committee's refusal to grant permission to participate in the Religious Education Credentialing program, or decision to remove from the Religious Education Credentialing program before religious education credentialing status is granted, shall not be subject to appeal.

## **9. LIST OF RELIGIOUS EDUCATORS AND USE OF LIST**

The Committee shall maintain lists of religious educators who have achieved a religious education credentialing status. The Committee shall determine all matters of form and content pertaining to the lists of religious educators who have achieved a religious education credentialing status and determine when and in what manner said lists or any portion of them shall be published.

## **10. CRITERIA FOR TERMINATION OF RELIGIOUS EDUCATION CREDENTIALING STATUS**

The religious education credentialing status of a religious educator may be terminated when a religious educator's performance and/or behavior in a society or in any other professional position is found by the Committee to be conduct unbecoming a professional religious educator or for other specified cause.

## **11. PROCEDURES FOR TERMINATION OF RELIGIOUS EDUCATION CREDENTIALING STATUS**

The Committee shall institute proceedings to determine whether a religious educator's religious education credentialing status shall be terminated upon the receipt of information from any identified source which indicates the probability that one or more of the criteria for termination exists.

**A. Rights of the Religious Educator.** The religious education credentialing status of a religious educator may be terminated by the Religious Education Credentialing Committee for unbecoming conduct or other specified cause after notice and opportunity for a hearing before the Committee at which the religious educator shall have the right to be represented by counsel, to introduce evidence, to have any relevant and material evidence in the possession of the Association produced, and to cross-examine and rebut adverse evidence.

**B. Rights of the Committee.** The Committee shall also have the right to be represented by counsel, to introduce evidence, to have any relevant and material evidence in the possession of the religious educator produced, and to cross-examine and rebut adverse evidence.

**C. Expenses.** All expenses involved in the travel, appearance, and representation of the religious educator charged and of the witnesses called in the religious educator's defense shall be borne by that religious educator.

**D. Notice of Charges and Hearing.** Upon a finding of probable cause the Committee shall notify the religious educator in writing of the charges which have been brought, the date and place when a hearing shall be held, the religious educator's rights and the procedures which will be followed. Such notification shall be sent by certified mail and shall be postmarked not less than one month prior to the scheduled date of the hearing.

**E. Response.** Within thirty (30) days of the notice, the religious educator must advise the Committee whether or not s/he intends to appear at the hearing, whether or not s/he intends to be represented by an attorney and his/her identity, and the religious educator's response to the charges.

**F. Exchange of Documents.** Prior to the hearing, the religious educator and the Committee shall arrange for the mutual exchange of documents and a list of anticipated witnesses.

**G. Criminal Proceedings.** In the event that criminal charges are pending against the religious educator, the Executive Committee may suspend all or part of the Committee's investigation until the conclusion of the criminal adjudication. A court transcript/record may be used in lieu of or in addition to an investigative committee report.

**H. Hearing Procedures.**

**1. Hearing Panel.** The hearing may be conducted by the Committee itself, with or without the assistance of counsel, or the Committee may appoint a Board of Inquiry to consist of three members, who need not be members of the Committee - for example, a member, an attorney-at-law, and one other person. When appointed, one of the three shall be designated as Chair by the Religious Education Credentialing Committee.

**2. Confidentiality.** At the beginning of the hearing, rules of confidentiality will be established and emphasized, and they will be reiterated at the end. All individuals - including Committee members, the person being heard and the support person and/or counsel - must respect all rules of confidentiality.

**3. Record.** The Board of Inquiry may determine if it wants a stenographic record at its own cost. If either party wants a stenographic record, it should notify the other three days before the hearings so that it can decide whether to (a) have its own stenographic record made, or (b) negotiate with the other party to share such. Each party shall pay the cost of the transcript. If either or both parties obtain a stenographic record, a copy shall also be obtained and paid for by the Religious Education Credentialing Committee.

**4. Procedures.** The proceedings shall be conducted in such manner as the Committee or its Board of Inquiry shall determine within the limitations set forth above. The Committee or its Board of Inquiry shall have the authority to make any rulings on the conduct of the proceedings, including any rulings deemed necessary or appropriate to ensure that the hearings are conducted in an expeditious manner with due regard for the age and circumstances of the witnesses.

**5. Recommendations of Board of Inquiry.** If the proceedings are conducted by a Board of Inquiry appointed by the Committee, any findings of the Board of Inquiry together with the stenographic records and such reports as the Board of Inquiry may file shall be submitted to the Committee with its recommendations for decision. The Chair of the Board of Inquiry shall be responsible for submitting this material and it shall be sent to the Committee not later than one calendar month from the date of the last day of the hearing.

**6. Access to Information.** All material sent to the Committee by the Board of Inquiry shall be open to inspection by the religious educator charged and/or a second person of the charged religious educator's choice.

**7. Determination.** The Committee, either at the conclusion of its own hearing, or upon receipt of the finding, etc., from a Board of Inquiry, shall determine

whether or not the religious educator's religious education credentialing status shall be terminated and shall enter in the record of the case the reasons for its decision and an order disposing of the case. Should the religious educator's religious education credentialing status not be terminated, the Committee may impose conditions and/or restrictions as it deems appropriate. Such decision shall be made at the next meeting of the Religious Education Credentialing Committee. Written notice of the decision containing the reasons thereof shall be sent by the Committee's Executive Secretary to the religious educator charged within seven days of the date of the decision.

**8. Additional Proceedings.** The Committee, at any time prior to the renderings of its decision, or prior to a final decision by the Board of Review in the event of appeal by the religious educator charged, shall have the power to reopen the proceedings to consider newly discovered evidence. In that event, the religious educator shall be notified in writing that the proceedings to terminate religious education credentialing status have been reopened.

## **12. APPEALS**

In all cases involving termination of religious education credentialing status, the religious educator charged shall have the right of appeal and the following procedures shall be followed:

Any religious educator who has achieved a religious education credentialing status whose status has been terminated may appeal to the Board of Review within thirty (30) calendar days. A religious educator who appeals as aforesaid agrees by so doing to abide by the Bylaws of the Association pertaining to the Board of Review, and agrees that the final disposition of his/her appeal by said Board shall be binding upon him/her and that neither s/he nor his/her legal representatives shall have any further recourse whatsoever in any proceeding within the Unitarian Universalist Association.

When an appeal is timely filed, the religious educator's religious education credentialing status shall be that of "suspension of religious education credentialing status" until his/her case is finally disposed of, and during such suspension the religious educator's name shall not appear on lists of those who have achieved a religious education credentialing status. However, financial rights existing at the time of suspension shall not be affected during the period of suspension.

Such an appeal shall be filed with the Secretary of the Board of Review within thirty (30) calendar days of notification of the decision of the Religious Education Credentialing Committee and in such form as said Board by its rules shall prescribe. If such an appeal is not filed in accordance with rules of the Board of Review, the religious educator whose Religious Education Credentialing Program credential has been terminated agrees that the decision of the Religious Education Credentialing Committee shall be final and binding upon him/her and that neither s/he nor his/her legal representative shall have any further recourse whatsoever in any proceeding within the Unitarian Universalist Association.

If action by the Committee is affirmed, modified, or reversed upon appeal, the Committee shall take such action and make such entries on its records as required by any decision or order entered in the appeal proceedings.

### **13. RE-ADMISSION**

The Committee shall have authority to re-admit a religious educator to a religious education credentialing status. An application on such form as the Committee shall determine shall be filed, said application to include in any event a brief statement of the reasons for termination of religious education credentialing status, and the reasons for re-admission which the applicant believes should be considered. The decision on an application for re-admission shall not be subject to appeal.

### **14. CONVICTION DISCLOSURE**

Religious educators with religious education credentialing status shall inform the Religious Education Credentialing Committee of all criminal convictions that occur or have occurred except for minor traffic violations and those convictions which by law they need not disclose.

Applicants to the Religious Education Credentialing Program of the Unitarian Universalist Association shall inform the Religious Education Credentialing Committee of all criminal convictions except for minor traffic violations and those convictions which by law they need not disclose. Such disclosure is required for achieving religious education credentialing religious education credentialing status.

### **15. COOPERATING WITH THE COMMITTEE**

It is expected that all Applicants to and Candidates in the Religious Education Credentialing Program and all religious educators with religious education credentialing status will cooperate with the Committee at all times. This includes responses to requests for information, provision of requested documentation, and attendance at meetings with the Committee. Non-compliance may be deemed conduct unbecoming a professional religious educator.

**Emergency Presidential Succession Plan**  
**Submitted June 7, 2019**  
**Susan Frederick-Gray, UUA President**

In compliance with UUA Board Policy 2.10 Emergency Presidential Incapacity

“In order to protect the Association from a sudden temporary loss of the President’s ministry and leadership, the President shall submit to the Board of Trustees for their affirmation a list of the staff who comprise the order of presidential succession, consisting of no fewer than five other senior executives who are familiar with the President’s ministry and duties and the work of the Board. The order of succession shall begin with the Executive Vice President and then include other staff as designated by the President.”

The following succession plans are submitted to the Board:

The order of succession up through July 7, 2019 shall be:

1. Carey McDonald, Executive Vice-President
2. Lauren Smith, Director of Stewardship and Development
3. Jessica York, Director of Congregational Life
4. Janice Marie Johnson, co-Director of Ministries and Faith Development
5. Taquiena Boston, Special Advisor to the President for Equity, Inclusion and Change

On July 8, 2019, the above succession plan will sunset, provided that it is not already in operation. If the President and other successive leaders are incapacitated before July 7, 2019, whoever is serving as President will remain in that role until and unless and the Board takes action to appoint a President.

Beginning on July 8, 2019, the order of succession will be:

1. Carey McDonald, Executive Vice-President
2. Lauren Smith, Director of Stewardship and Development
3. Sarah Lammert, co-Director of Ministries and Faith Development
4. Jessica York, Director of Congregational Life
5. Janice Marie Johnson, co-Director of Ministries and Faith Development



## **Memo**

To: UUA Board of Trustees  
From: Tim Brennan, Treasurer & CFO  
Re: Repurposing the Josiah Whiting Endowment  
Date: June 7, 2019

The UUA oversees the Josiah Whiting trust fund that was given to the American Unitarian Association for the benefit of First Parish Unitarian in Dover MA. In 1938 First Parish merged with the Dover Evangelical Church combining the two congregations into one. The AUA continued to make the payout from this fund to the combined Church. And the UUA has continued to make these payments to The Dover Church.

In a review conducted by our senior endowment accountant Phil Murray of the over 100 trusts administered by the UUA, this fund was identified as possibly being out of compliance with the terms of the bequest. Phil found that the church claimed only three UU members out of 250. The church's signage, website, and bulletin contain no reference to the UUA or Unitarian Universalism. A codicil to the Whiting bequest says, "In case the said Parish shall cease, in the judgment of the directors of the AUA to exist as a Unitarian Parish, the income of the amount so bequeathed shall be used for the general purposes of the Association." Distributions from the fund were suspended until a fuller review could be conducted. The church was contacted and asked to provide documentation supporting their right to receive the payout. The situation was reviewed with general counsel Tom Bean, and he agreed that the suspension of payments was in order.

After several conversations with the Dover Church treasurer, the church board agreed to relinquish any claim on the Whiting Trust in return for payment of the distributions that would have been paid during the period of suspension totaling \$9,007.27.

MOTION: The Board approves using the payout from the Josiah Whiting fund for the general purposes of the UUA consistent with the terms of the original bequest and codicil to the will.

# UUA 2019 Annual Dashboard

Developed as part of the Association's Global Ends Monitoring



Item	Description	2015	2016	2017	2018	2019
<b>End 1.0 – Healthy and vital UU community</b>						
1	Adult Members	156,620	154,965	153,574	154,790	154,704
2	Religious Education Enrollment	47,623	44,885	43,291	40,862	38,116
3	Non-Member Friends	191,876	99,529	88,942	77,446	72,918
4	Congregations + Communities	1,043	1,038	1,036	1,035	1,029
<b>End 1.1 – Congregations covenanted, healthy and mission-driven</b>						
5	Integrated Mission	-	88%	92%	-	94%
6	Anti-Racism Programs	-	37%	48%	54%	52%
7	Safe Congregation Policies	-	62%	70%	79%	89%
8	Total Congregational Expenditures (millions)	\$248.5	\$251.1	\$236.6	\$226.6	\$231.3
<b>End 1.2 – Congregations in covenant and partnership with the UUA</b>						
9	APF Attainment	72%	71%	72%	73%	-
10	GA Participation	55%	52%	62%	56%	-
11	Certification Completion	89.5%	94.6%	95%	94%	94%
<b>End 1.3 – Congregations are inclusive and diverse</b>						
12	Congregational Racial Diversity (>10% people of color)	-	-	-	10%	9.9%
13	UUA Staff Racial Diversity (people of color)	20.2%	19.5%	22.2%	24.75%	-
<b>UUA Health and Impact</b>						
14	Support of Congregations (somewhat or very helpful)	-	-	-	69%	75%
15	Website Engagement (thousands)	1,094	1,228	1,680	2,008	-
16	Total Income (thousands)	\$26,494	\$27,469	\$27,459	\$28,608	-

Updated May 01, 2019

## Dashboard Details

### Data Sources (annual)

\* Congregational Certification (CC)

\*\* Congregational Questionnaire (CQ)

\*\*\* Equal Employment Opportunity report

Remaining items sourced from UUA internal statistics

Item	Description	Definition
1	Adult Members*	Total adult members reported
2	Religious Education Enrollment*	Total religious education enrollment reported
3	Non-Member Friends*	Total non-member friends reported
4	Congregations + Communities*	Total current congregations
5	Integrated Mission**	Percentage of “Y” responses to CQ16-17 Q1; not in CQ18, will be revised for CQ19
6	Anti-Racism Programs**	Percentage of responses that name 1 or more programs for CQ18 Q6
7	Safe Congregation Policies**	Percentage of responses that name 1 or more programs for CQ18 Q2
8	Total Congregational Expenditures (millions)*	Total combined congregational operating expenditures reported from prior fiscal year
9	APF Attainment	Percentage received of total requested contribution of congregations
10	GA Participation	Percentage of total congregations who register at least one member at GA
11	Certification Completion*	Percentage of total congregations who certified their membership that year
12	Congregational Racial Diversity	Percentage of congregations reporting 10% or more POC members
13	Staff Racial Diversity (people of color)***	Percentage of total UUA staff who are identified as people of color, including those identified as white/Hispanic, indigenous, and two or more races
14	Support of Congregations (somewhat or very helpful)**	Combined percentage of “somewhat helpful” and “very helpful” responses to CQ18 Q1
15	Website Engagement	Total number of unique visitors to UUA.org from March 1-February 28
16	Total Income	Total income for fiscal year, excluding the Employee Benefits Trust (health plan)



	C	D	E	F	G	H	I
2	<b>Unitarian Universalist Association</b>	<b>FY17</b>	<b>FY18</b>	<b>FY19</b>	<b>FY19</b>	<b>FY19</b>	<b>Percent</b>
3	<b>Budget Overview</b>	<b>Results</b>	<b>Results</b>	<b>Budget</b>	<b>3Q19 Fcst</b>	<b>4Q19 Fcst</b>	<b>Inc/(Dec)</b>
4	<b>Current Operations</b>						<b>G to H</b>
5							
6	\$ in Thousands						
7	<b>Income:</b>						
8	<b>Income for General Support</b>						
9	Annual Program Fund	6,376	6,474	6,760	6,436	6,436	0.0%
10	Annual Program Fund - Regional	1,559	1,600	1,659	1,599	1,590	-0.5%
11	Unrestricted Gifts	1,169	1,141	1,199	1,176	1,029	-12.5%
12	Leadership Annual Giving	40	296	600	425	425	0.0%
13	Bequest Income	500	303	500	250	313	25.3%
14	Administrative Fees	2,416	2,275	2,303	2,271	2,250	-0.9%
15	Investment Income	2,971	2,769	2,858	2,874	2,874	0.0%
16	Publications Income	1,228	1,131	1,262	1,185	1,144	-3.4%
17	Net Lease Income	978	979	1,012	1,002	1,019	1.7%
18	Other Current Fund Income	460	465	533	534	634	18.8%
19	<b>Total Income for General Support</b>	<b>17,697</b>	<b>17,433</b>	<b>18,686</b>	<b>17,752</b>	<b>17,716</b>	<b>-0.2%</b>
20							
21	<b>Income for Designated Purposes</b>						
22	Campaign Income	1,931	1,067	1,105	1,141	972	-14.8%
23	UUCSR Veatch Grants	2,465	2,493	2,562	2,539	2,597	2.3%
24	Grants and Scholarships	979	884	877	877	877	0.0%
25	Ministerial Aid Funds	522	512	449	449	449	0.0%
26	Holdeen and International Trusts	1,343	1,490	1,530	1,766	1,781	0.9%
27	Income for Other Purposes	2,292	3,151	2,541	2,935	2,899	-1.2%
28	<b>Total Inc for Designated Purposes</b>	<b>9,532</b>	<b>9,596</b>	<b>9,064</b>	<b>9,707</b>	<b>9,576</b>	<b>-1.3%</b>
29	<b>Total Income</b>	<b>27,229</b>	<b>27,030</b>	<b>27,750</b>	<b>27,459</b>	<b>27,291</b>	<b>-0.6%</b>
30							
31	<b>Expenses:</b>						
32	<b>Board &amp; Volunteer Leadership</b>	<b>482</b>	<b>541</b>	<b>712</b>	<b>731</b>	<b>731</b>	<b>0.0%</b>
33							
34	<b>Programs:</b>						
35	Program and Strategy Office	582	10	0	0	0	0.0%
36	Organizing Strategy	1,071	1,193	1,230	600	547	-8.8%
37	International Programs	1,451	1,593	1,519	1,868	1,920	2.7%
38	Congregational Life	5,474	4,719	5,392	5,161	4,940	-4.3%
39	Ministries and Faith Development	4,967	5,025	4,961	5,229	5,233	0.1%
40	UU Funding Program	1,392	1,350	1,391	1,416	1,416	0.0%
41	Crisis Relief & Misc. Programs	440	1,184	390	475	504	6.1%
42	Communications	2,672	2,679	2,946	2,822	2,772	-1.8%
43							
44	<b>Total Programs</b>	<b>18,049</b>	<b>17,752</b>	<b>17,829</b>	<b>17,572</b>	<b>17,332</b>	<b>-1.4%</b>
45							
46	<b>Administration</b>	<b>1,962</b>	<b>1,694</b>	<b>1,502</b>	<b>2,481</b>	<b>2,465</b>	<b>-0.6%</b>
47	<b>Contingency/Salary Increase</b>	<b>0</b>	<b>0</b>	<b>527</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>
48							
49	<b>Infrastructure</b>						
50	Stewardship and Development	2,019	2,185	2,422	2,286	2,269	-0.7%
51	Information Technology Services	1,463	1,521	1,657	1,619	1,642	1.4%
52	Internal Services	2,903	3,002	3,751	3,697	3,711	0.4%
53	<b>Total Infrastructure</b>	<b>6,384</b>	<b>6,708</b>	<b>7,830</b>	<b>7,602</b>	<b>7,622</b>	<b>0.3%</b>
54							
55	<b>Total Expenses</b>	<b>26,877</b>	<b>26,695</b>	<b>28,400</b>	<b>28,387</b>	<b>28,150</b>	<b>-0.8%</b>
56							
57	<b>Depreciation Spending</b>	<b>0</b>	<b>0</b>	<b>550</b>	<b>550</b>	<b>550</b>	
58	<b>Church Staff Finances Reserve</b>	<b>0</b>	<b>0</b>	<b>100</b>	<b>200</b>	<b>200</b>	
59							
60	<b>Current Section Excess/(Deficit)</b>	<b>353</b>	<b>335</b>	<b>0</b>	<b>(178)</b>	<b>(108)</b>	
61							

	D	E	F	G	H	I	J
1	Unitarian Universalist Association	FY17	FY18	FY19	FY19	FY19	Percent
2	Forecast Summary	Results	Results	Budget	3Q19 Fcst	4Q19 Fcst	Inc/(Dec)
3	Current Operations Expenses						H to I
4							
5	\$ in Thousands						
6	Income:						
7	Income for UUA General Support						
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19	Income for Designated Purposes						
20	Campaign Income	1,931	1,067	1,105	1,141	972	-14.8%
21	Veatch Grants	2,465	2,493	2,562	2,539	2,597	2.3%
22	Grants and Scholarships	979	884	877	877	877	0.0%
23	Ministerial Aid Funds	522	512	449	449	449	0.0%
24	Holdeen & International Trusts	1,343	1,490	1,530	1,766	1,781	0.9%
25	Income for Other Purposes	2,292	3,151	2,541	2,935	2,899	-1.2%
26		9,532	9,596	9,064	9,707	9,576	-1.3%
27	Total Income	27,229	27,030	27,750	27,459	27,291	-0.6%
28							
29	Board & Volunteer Leadership						
30	Board of Trustees	185	250	401	417	417	0.0%
31	Board Committees	83	77	82	82	82	0.0%
32	Board Task Forces	3	1	5	5	5	0.0%
33	Moderator	26	34	34	34	34	0.0%
34	Nominating Committee	28	25	25	25	25	0.0%
35	Commission on Appraisal	20	19	20	23	23	0.0%
36	Ministerial Fellowship Committee	108	114	109	111	111	0.0%
37	Commission on Social Witness	28	20	36	36	36	0.0%
38	Total Board & Volunteer Leadership	482	541	712	731	731	0.0%
39							
40	Programs:						
41	Program Strategy Office (former Growth Strategies)	582	10	0	0	0	0.0%
42							
43	Organizing Strategy	1,071	1,193	1,230	600	547	-8.8%
44							
45	International Office	198	235	208	293	307	5.1%
46	Holdeen International Partners	150	155	160	155	156	1.2%
47	Holdeen India Program	826	928	892	1,151	1,191	3.4%
48	UU-UNO	277	275	259	270	265	-1.8%
49	Total International	1,451	1,593	1,519	1,868	1,920	2.7%
50							
51	Congregational Life						
52	Congregational Life	1,523	1,388	1,438	1,391	1,355	-2.6%
53	Southern Region	1,080	897	1,219	1,114	974	-12.6%
54	New England Region	1,188	852	1,045	998	997	-0.1%
55	Central East Region	1,623	1,560	1,655	1,623	1,579	-2.7%
56	Office of Congregational Stewardship Services	59	22	35	35	35	0.0%
57	Total Congregational Life	5,474	4,719	5,392	5,161	4,940	-4.3%
58							
59	Ministries and Faith Development						
60	Resource Development Director	159	214	207	99	99	0.2%
61	Resource Development Office	486	548	525	529	530	0.2%
62	Youth and Young Adult Ministries	633	643	601	604	603	-0.2%
63	Director of Ministries and Faith Development	487	416	462	620	621	0.2%
64	Multicultural Programs	0	0	0	297	297	0.1%
65	Director of RE Credentialing	18	0	0	0	0	0.0%
66	Director of Ministerial Credentialing	189	195	192	156	157	0.2%
67	Director of Transitions	315	318	326	307	307	0.1%
68	Office of Church Staff Finances	648	671	729	715	716	0.1%
69	Office of UUA Health Plan	242	216	219	223	224	0.2%
70	Director of Professional Development	222	212	222	190	190	0.1%

	D	E	F	G	H	I	J
1	<b>Unitarian Universalist Association</b>	<b>FY17</b>	<b>FY18</b>	<b>FY19</b>	<b>FY19</b>	<b>FY19</b>	<b>Percent</b>
2	<b>Forecast Summary</b>	<b>Results</b>	<b>Results</b>	<b>Budget</b>	<b>3Q19 Fcst</b>	<b>4Q19 Fcst</b>	<b>Inc/(Dec)</b>
3	<b>Current Operations Expenses</b>						<b>H to I</b>
71	Worship Arts	0	50	56	69	69	0.2%
72	Scholarships and Ministerial Ed Grants	334	329	311	311	311	0.0%
73	Continuing Education	45	124	79	79	79	0.0%
74	Aid Funds	595	577	512	512	512	0.0%
75	Panel on Theological Education	596	511	520	519	519	0.0%
76	<b>Total Ministries and Faith Development</b>	4,967	5,025	4,961	5,229	5,233	0.1%
77							
78	UU Funding Program	1,392	1,350	1,391	1,416	1,416	
79	Crisis Relief & Misc. Programs	440	1,184	390	475	504	6.1%
80							
81	<b>Communications</b>						
82	IPW Office	358	419	531	537	539	
83	Periodicals Office	923	915	973	902	878	-2.6%
84	Publications Administration	570	574	587	579	579	-0.1%
85	UUA Bookstore	821	771	855	804	776	-3.5%
86	<b>Total Communications</b>	2,672	2,679	2,946	2,822	2,772	-1.8%
87							
88	<b>Total Programs</b>	18,049	17,752	17,829	17,572	17,332	-1.4%
89							
90	<b>Administration</b>						
91	Office of the President	797	502	510	516	517	0.2%
92	Office of the Executive Vice President	615	715	583	1,439	1,450	0.7%
93	Contingency Expense	0	0	377	0	0	0.0%
94	Salary Increase	0	0	150	0	0	0.0%
95	Human Resources	550	478	409	526	499	-5.2%
96	<b>Total Administration</b>	1,962	1,694	2,029	2,481	2,465	-0.6%
97							
98	<b>Infrastructure:</b>						
99	<b>Stewardship and Development</b>						
100	Vice President, Development	280	552	604	625	626	0.2%
101	APF Campaign	345	373	472	477	478	0.2%
102	Friends Campaign	287	317	408	351	340	-3.3%
103	Charitable Gift and Estate Planning	227	331	342	316	308	-2.4%
104	Comprehensive Campaign	879	613	596	516	517	0.1%
105	<b>Total Stewardship and Development</b>	2,019	2,185	2,422	2,286	2,269	-0.7%
106							
107	<b>Information Technology Services</b>	1,463	1,521	1,657	1,619	1,642	1.4%
108							
109	<b>Internal Services:</b>						
110	<b>Finance</b>						
111	Treasurer and Vice President of Finance	398	407	406	410	411	0.2%
112	Financial Services	704	769	787	739	739	-0.1%
113	<b>Total Finance</b>	1,102	1,177	1,193	1,150	1,150	0.0%
114							
115	<b>Facilities</b>						
116	24 Farnworth Street	1,801	1,826	2,558	2,548	2,561	0.5%
117	<b>Total Operations Services</b>	1,801	1,826	2,558	2,548	2,561	0.5%
118							
119	<b>Total Internal Services</b>	2,903	3,002	3,751	3,697	3,711	0.4%
120							
121	<b>Total Infrastructure</b>	6,385	6,708	7,830	7,602	7,622	0.3%
122	<b>Total Expenses</b>	26,877	26,695	28,400	28,387	28,150	-0.8%
123							
124	<b>Depreciation Spending</b>	0	0	550	550	550	
125	<b>Church Staff Finances Reserve</b>	0	0	100	200	200	
126							
127	<b>Current Section Excess/(Deficit)</b>	353	335	0	(178)	(108)	

# **The Promise and the Practice Campaign for Black Lives of Unitarian Universalism**

## **Summary Report**

### **June 15, 2019**

#### Overview:

In October 2016, the UUA Board of trustees made an historic commitment to provide \$5.3 million dollars to support the ministry, leadership and justice making work of Black Lives of Unitarian Universalism (BLUU). BLUU emerged out of conversations among Black UU's at the 2015 Movement for Black Lives Convening in Cleveland, Ohio. The Board committed \$300,000 in direct support in FY 2017 to support a BLUU national convening and in addition, a promise of \$5 million to support the ongoing ministry of BLUU.

BLUU's commitment is to:

- Expanding the power & capacity of Black UUs within our faith
- Providing support, information & resources for Black Unitarian Universalists.
- Justice-making and liberation through our faith

#### The Promise and the Practice Campaign:

In September 2017, the UUA launched the Promise and the Practice of our Faith Campaign to raise the funds for the BLUU commitment. This campaign was led by and administered by the UUA's Stewardship and Development team and the UUA President. Special gratitude goes to Mary Katherine Morn, Cheri Taylor and Patty Lynch on the development and implementation of this campaign. More than 325 congregations participated in the Promise and the Practice Campaign, pledging just over \$675,000 to the campaign between January 2017 and June 2019.

From the beginning, the UUA served as the fiscal sponsor of BLUU, handling accounting, payroll, benefits, and processing contributions. That arrangement was documented in a Memorandum of Understanding on May 17, 2018. Members of the UUA staff, including the GA and Conference Services Director, the controller and the finance staff, the Stewardship and Development team, the Treasurer and the Executive Vice President, all worked to support BLUU leadership in forming and launching the organization.

During the nearly three years since the original commitment, BLUU has organized itself as a separate legal entity, applied for recognition as a charity by the IRS, and set up the mechanisms of a successful nonprofit organization – payroll, benefits, bank accounts, and governance. Now it is time to transfer the funds to BLUU's control.

At the close of FY 19, the Unitarian Universalist Association created a UUCEF account in the name of BLUU and executed a subscription agreement with them giving BLUU full control of the account. On approximately July 15, 2019, the account will be funded

with the balance of the \$5 million promised to BLUU, thus completing the BLUU commitment. Below is a summary of the funds raised and given to support the ongoing vitality and strength of the Black Lives of Unitarian Universalism.

<b>BLUU Funding Commitment</b>		
	<b>Amount</b>	<b>Notes</b>
<b>UUA Support to BLUU</b>		
UUA Commitment	5,000,000	Board motion in October 2016
Start-up and operating support	300,000	For initial convening and start-up expenses
Ongoing support during fundraising period	<u>337,500</u>	For BLUU operating expenses
Total UUA support of BLUU	5,637,500	
Direct fundraising expenses	<u>215,390</u>	
Total Funding Commitment :	5,852,890	
<b>Sources of funding</b>		
Cash contributions	2,420,315	through 4/30/19
Plus: pledges	555,790	
Plus: expected add'l contributions	<u>338,971</u>	5/1/19-6/30/19
Promise and the Practice Donations	3,315,076	
From UUA:		
UUA FY17 operating budget	300,000	
UUA endowment pledge	<u>1,000,000</u>	Paid \$500K/year in 12/17 and 12/18
Subtotal	4,615,076	
Additional UUA endowment draw to complete commitment	<u>1,237,814</u>	
Total sources	5,852,890	



## **Memo**

To: UUA Board of Trustees  
From: Tim Brennan, Treasurer & CFO  
Re: Funding BLUU  
Date: June 15, 2019

In October of 2016, the UUA board voted to provide \$5 million in support of a new organization, Black Lives of Unitarian Universalism. In addition, they voted to provide \$300,000 out of operating funds to get the organization launched. Subsequently a fundraising campaign called The Promise and the Practice was mounted to raise funds towards the \$5 million goal. In addition, during this fundraising period, the UUA committed \$225,000 per year to fund BLUU's operations. While some pledges will be paid in the future, the campaign to raise the money is now completed.

A total \$5.7 million is required to meet the original \$5 million commitment, the ongoing support to BLUU of \$225,000 per year, and limited direct fundraising expenses. Total amount expected to be raised for BLUU through the June 30, 2019 is \$4.6 million, including \$1 million committed by the UUA and the FY17 operating support, leaving an additional \$1.2 million to reach the goal. In addition, \$555,790 in pledges that will be paid over the next two years needs to be advance funded. As these pledge payments are received, they will be deposited to the UUA's unrestricted endowment account to repay the advance.

**MOTION:** The UUA Board of Trustees authorizes the transfer of \$4 million to a UUCEF account to be controlled by BLUU under the standard subscription agreement for congregations and related organizations. In addition, the unspent balance of the \$1 million already transferred by the UUA for the support of BLUU will be transferred to BLUU's control. In order to meet the October 2016 board commitment, the Board authorizes the withdrawal of approximately \$1.8 million from unrestricted endowment reserves, the final amount to be determined after the close of the fiscal year on June 30, 2019.

## **Unitarian Universalist Professional and Credentialing Organizations hold Ethics Summit\***

As Unitarian Universalist Religious Professional colleagues and UU lay leaders, we aspire to work collaboratively in dedication to the Holy through the beloved faith tradition we share. As a part of our effort toward dismantling white supremacy culture which puts up barriers to equity and liberation, we are exploring a model of collective accountability. Namely, we imagine the creation of a Common Ethics Board which would establish a shared code of ethics not just for ministers, or within professional organizations, but across and among all professional religious leaders. This body would also encompass a shared system for restoring right relationship when possible and for adjudicating and imposing discipline for ethical violations when necessary. In addition to fostering a culture of collective accountability, we expect a Common Ethics Board would result in greater transparency in the process for handling ethics violations as well as increased skills and care for all parties involved in a justice seeking process.

In order to begin imagining a new way, representatives from each of the listed organizations met for a two day Summit on May 22-23, 2019. It was an extraordinary gathering in many ways. First, as colleagues, we were able to speak and hear difficult truths about power and the harm we have done to one another -- in particular the harm that ministers have caused to other religious professionals. We recognize that a truth and reconciliation process will be a necessary part of any effort towards creating a shared ethic and we expect that such a process would guide us to a healthier sense of collegial connection. Having begun that process of truth telling and listening, we were able to move into a visioning and design process which began to build a shape for the work ahead. We expect that work to result in an improved accountability process that will address all types of ethical violations, including but not limited to those involving behavior between religious professionals, behavior impacting individual congregants, and behavior impacting congregations.

Many questions remain regarding sequencing, authorization, funding, and a mechanism for beta testing a new ethics process through a Common Ethics Board. Yet much was also accomplished in planting seeds, building collegial relationships and trust, and envisioning a future in which all UU religious leaders share a clear sense of ethics in service of a vital and radically inclusive Unitarian Universalism.

We have spoken with representatives of both the UUA Administration and the Board of Trustees including Susan Frederick-Gray, Carey McDonald, Elandria Williams and Mr. Barb Greve. We shared with them the initial outlines of our work and the exciting opportunities that lie ahead. We also indicated a need for ongoing UUA staff participation as well as an investment of financial resources. These along with financial resources from the professional organizations, proportional to our budgets, are just some of what is needed to advance this work. Next in our process is seeking affirmation from the UUA Board of Trustees for the work we've begun to outline. Later this Fall we anticipate an online gathering to discuss our path forward. We are building a new way and we know there will be challenges as well as successes but we remain committed to a vision of collegiality that finds, at its foundation, our shared commitment to our faith.

*\*Liberal Religious Educators Association , Association of UU Administrators, UU Membership Professionals, UU Society for Community Ministry, Association for UU Music Ministries, UU Ministers Association, Ministerial Fellowship Committee, Religious Educators Credentialing Committee, Music Leadership Certification Committee, and UUA staff from Congregational Life and Ministries and Faith Development.*

## **Recommendation for 2022 General Assembly Site**

A site visit for GA 2022, was conducted by Debra Gray Boyd (Planning Committee Member), Jan Sneegas (Director, General Assembly and Conference Services), and Don Plante (GACS Meeting Planner). The team visited Portland, Oregon after signing Milwaukee for 2021 and Pittsburgh for 2023, to determine if Portland would be an appropriate site for 2022 which would qualify the UUA to maximum benefits from the Three City Collective (see attached example; anticipated room nights would be closer to 6,400 each year). **The GA Planning Committee recommends the 2022 General Assembly be held in Portland, Oregon.**

### **General**

Portland, Oregon, the “City of Roses” is located on the banks of the Willamette River, about a 30 minute drive from the base of Mount Hood, the tallest peak in the Oregon Cascade Mountain Range. Average temperature in June is 74 degrees with 49% humidity. Portland is noted for its progressive urban policies and strong advocacy for the environment. There is no sales tax and no food and beverage tax in Oregon.

### **Travel**

Portland’s airport is a nine-mile drive from the Oregon Convention Center and downtown Portland. Air service is excellent, and includes non-stop service from the East Coast. The MAX light rail runs from the airport to downtown at a cost of \$2.50 with departures every 15 minutes. A day pass for the MAX costs \$5.00. Cab fare from the airport to downtown is approximately \$35 before tip.

### **Convention Center**

The Oregon Convention Center (OCC) is a beautiful building with twin green glass towers located seven minutes from downtown in an area called Lloyd Center. The Convention Center is spacious, with sufficient capacity to handle GA, including both meeting rooms and informal networking. In 2014, the Oregon Convention Center was recertified with the LEED-EB Platinum rating from the [United States Green Building Council](#) (USGBC). This is the highest rating achievable. In 2016, 6,500 solar panels were installed on the roof, providing 25% of the building’s energy.

The OCC is currently undergoing a renovation to the interior which has dramatically improved the accessibility of the building. There is now a passageway on the exhibit hall level that will take you directly to the other side of the building without having to go up, over, and down. The renovation is the largest public contract in Oregon history to be awarded to a minority-owned business as the prime contractor.

The OCC is on the MAX rail with a Convention Center stop. OCC offers state of the art technology, and highly professional staff to support our needs.

### **Housing**

There are two “groups” of hotels in Portland, one on each side of the Willamette River. With the advent of the new Hyatt, it is estimated that almost all of the registrants would be housed in hotels or motels within walking distance of the Convention Center; downtown properties would be reserved for overflow. The downtown properties are within 1 block of the MAX

light rail system. Complimentary MAX passes would be given (2 per room) to attendees staying in the UUA reserved block hotels. All MAX trains and stations are wheelchair accessible.

Our hotel package would tentatively include:

#### Convention Center Hotels in Lloyd Center

- Hyatt Hotel – 600 room convention center hotel directly across from the OCC, currently under construction and scheduled to open in Spring, 2020
- DoubleTree Lloyd Center - standard convention hotel; has meeting space
- Crown Plaza Convention Center –family owned property, some meeting space
- Eastland Hotel – boutique hotel opened in 2015 directly across from the OCC
- Courtyard by Marriott – attractive business hotel
- Residence Inn by Marriott – full kitchens and suites

#### Downtown Hotels (Overflow)

- Courtyard by Marriott City Center
- AC Hotel Portland Downtown
- Residence Inn by Marriott Portland Downtown River Place

The proposal we received have guaranteed hotel rates for 2022 ranging from \$182 to \$209 (Hyatt). Portland State Residence Housing is available for \$95 per room (double occupancy).

#### **Food**

There is an adequate and growing assortment of restaurants in the Convention Center area (mall food court and fast food options) with most fine dining establishments being in downtown Portland. Prices are reasonable and vegetarian options are abundant. Coffee is everywhere.

#### **General Assembly 2007 and 2015**

The 2007 General Assembly boasted the second highest attendance in history, with 5657 Unitarian Universalists present (the largest being Boston in 2003 with 7336). General Assembly returned to Portland in 2015. Attendance was 4502 (fourth largest). Attendees from both GAs raved about the city.

#### **UU Support**

Bill Sinkford, previous UUA President (2001 – 2009) is currently the Senior Minister at First Unitarian Portland. The Pacific Northwest District of the Western region has been very supportive at previous meetings in Portland.

#### **Summary**

##### *Advantages of Portland*

- Destination is attractive to GA constituents with history of strong attendance
- Part of Three City Collective providing a booking incentive with potential revenue of more than \$50,000 (\$1.00 per actualized room night paid by each city, each year 2021,2022, 2023)
- No sales tax or food and beverage tax

- Economical and accessible light rail system
- Sustainable convention center with improved accessibility
- Supportive UU congregations and District/Region
- Professional staff at both the Convention and Visitors Bureau (Travel Portland) and the Oregon Convention Center