

7:00 – 8:00	Breakfast ( <i>Omni - Rex Room</i> )	
8:00 – 8:30	Check-In Without Observers	
8:30 – 9:00	Opening Words	Danielle Di Bona
9:00 – 9:15	Call to Order, Welcome, and Introductions Board Covenant	Denise Rimes
9:15 – 9:20	Approval of Consent Agenda	Denise Rimes
9:20 – 9:40	Presidents' Report	Bill Sinkford Sofia Betancourt Leon Spencer
9:40 – 9:50	Acting Moderator's Report	Denise Rimes
9:50 – 10:00	Break	
10:00 – 10:10	Secretary's Report (including update on Presidential Campaign)	Rob Eller-Isaacs
10:10 – 10:40	Treasurer's Report	Tim Brennan
10:40 – 10:50	Financial Advisor's Report	Lucia Santini Field
10:50 – 11:00	Financial Secretary's Report	Christina Rivera
11:00 – 11:15	Black Lives of Unitarian Universalism Funding	Rob Eller-Isaacs
11:15 -11:45	Stewardship/Development (including the Annual Program Fund update)	Mary Katherine Morn Lucia Santini Field
11:45 – 12:15	Governance and Policies Working Group Moderator Nominating Process (Acting Moderator) Policy Monitoring	Tim Atkins
12:15 – 1:00	Lunch ( <i>Omni - Rex Room</i> )	
1:00 – 1:30	Executive Session	
1:30 – 1:40	Report Out from Executive Session	Denise Rimes
1:40 – 2:00	Moderator Nominating Committee Charge (2019 election)	

2:00 – 2:30	General Assembly Run-Through	Christina Rivera
2:30 – 2:45	Break	
2:45 – 3:45	Review Board Panel Discussion for Thursday	Rob Eller-Isaacs Kathy Burek
3:45 – 4:00	Process Observation	Journey Toward Wholeness Transformation Committee
4:00 – 4:15	Closing Words	Bailey Saddlemire
4:15 – 6:30	Break	
6:30 – 8:30	Board Retirement Dinner ( <i>Omni – Fulton Street Bistro</i> )	

10:15 – 10:30	Opening Words Welcome	Patrick McLaughlin Denise Rimes
10:30 – 10:45	Working Group Updates Appointments Communications Congregational Boundaries Empowerment and Inclusion	Tim Atkins Christina Rivera Denise Rimes
10:45 – 12:00	Discussion time for open items	Tim Atkins (facilitator)
12:00 – 12:45	Lunch ( <i>Omni - Rex Room</i> )	
12:45 – 1:05	Review Motions, Actions for October Board Meeting	Tim Atkins (facilitator)
1:05 – 1:20	Board Report	Rob Eller-Isaacs
1:20 – 1:35	Process Observation	Journey Toward Wholeness Transformation Committee
1:35 – 1:45	Closing Words Adjournment	Andrea Briscoe Denise Rimes



# BOARD OF TRUSTEES MEETING AGENDA

**MONDAY, JUNE 26, 2017**

Omni Hotel – Rex Room



7:30 – 8:30	Breakfast ( <i>Omni - Rex Room</i> )	
8:30 – 9:00	Check-In Without Observers	
9:00 – 9:15	Board Photo	
9:15 – 9:30	Centering	
9:30 – 9:45	Call to Order, Welcome, and Introductions	Denise Rimes
9:45 – 10:30	Post-GA Review	All
10:30 – 10:45	Review of 2017-2018 Board Calendar	Denise Rimes
10:45 – 11:00	Closing and Adjourn	

***DRAFT – NOT YET APPROVED BY THE UUA BOARD.***

**MINUTES**  
**BOARD OF TRUSTEES**  
**UNITARIAN UNIVERSALIST ASSOCIATION**

April 21-22, 2017

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held at 24 Farnsworth Street, Boston MA on Friday and Saturday, April 21-22, 2017.

**MEMBERS**

**PRESENT:** Tim Atkins, Greg Boyd, Kathy Burek, Rob Eller-Isaacs, Dick Jacke, Sarah Dan Jones, Jim Key, Patrick McLaughlin, Denise Rimes, Christina Rivera, Lucia Santini-Field, Elandria Williams (delayed until Friday late morning).

**ALSO**

**PRESENT:** Tim Brennan, Sarah Lammert, Stephanie Carey Maron, Mary Katherine Morn, Andrea Briscoe (Youth Observer – Saturday only), Bailey Saddlemire (Youth Observer), and observers.

Jim Key, Moderator, called the meeting to order at 8:30 AM EDT on Friday, April 21, 2017. Sarah Dan Jones, and UU Musicians Network members Matt Meyer and Shawn McCann led the group in worship. Jim Key welcomed observers and guests.

Members of the Journey Toward Wholeness Transformation Committee (JWTWC) Wendy Von Courter (on-site), Elizabeth Mount and Ben Gabel (on-line) were introduced as Process Observers.

Board members read the covenant out loud in unison. Board members, UUA staff and observers introduced themselves. Stephanie Carey Maron was thanked for her outstanding service.

**CONSENT AGENDA** - Tim Atkins moved and Patrick McLaughlin to approve the consent agenda. It was approved with a minor typo correction to the April 3<sup>rd</sup> minutes. The consent agenda included the following motions:

- Changes in Congregational Status April 2017
- Approval of the UUA Board Minutes from January 27-28, 2017

UUA Board of Trustees

April 21-22, 2017

- Approval of the UUA Board Minutes from February 16, 2017
- Approval of the UUA Board Minutes from April 3, 2017
- Approval of the UUA Board Minutes from April 6, 2017
- Approval of the UUA Board Minutes from April 10, 2017
- Approval of the UUA Board Executive Session Minutes from March 23, 2017
- Approval of the UUA Board Executive Session Minutes from April 3, 2017
- Approval of the UUA Board Executive Session Minutes from April 10, 2017
- Monitoring Report 2.6.1 Financial Planning and Budgeting

Greg Boyd facilitated a session of feedback and impressions of recent activities.

The following reports were presented:

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

**CO-PRESIDENTS' REPORT** - Sofia Betancourt, Bill Sinkford & Leon Spencer presented the presidents' report.

**TREASURER'S REPORT** – Tim Brennan presented the treasurer's report.

**FINANCIAL ADVISOR'S REPORT** – Lucia Santini Field presented the financial advisor's report.

**FINANCE SECRETARY'S REPORT** – Christina Rivera presented the finance secretary's report.

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

Process observations were offered.

**SECRETARY'S REPORT** – Rob Eller-Isaacs presented the secretary's report.

**COMMISSION ON SOCIAL WITNESS** – Susan Goekler presented the report contained in the board packet entitled “Revisioning Social Witnessing at GA.”

**LEADERSHIP DEVELOPMENT UPDATE** – Elandria Williams presented a report contained in the board packet entitled “April 2017 Leadership Development Report.”

**COMMISSION ON APPRAISAL** – Peter Kandis presented the Commission on Appraisal report.

UUA Board of Trustees  
April 21-22, 2017

**BLACK LIVES OF UNITARIAN UNIVERSALISM (BLUU) DISCUSSION** – Lena Gardner and Dr. Royce Jones presented a report on the BLUU Convening held in March and gave updates on BLUU's work.

**PROCESS OBSERVATION** Process observations were offered by Wendy Von Courter and the Board adjourned for the evening at 6:30 pm.

### **MEETING RECOVERED**

Jim Key reconvened the meeting on Saturday, April 22nd at 8:30 am. The meeting began with worship led by Bailey Saddlemire and Cathy Seggel (President of the Liberal Religious Educators Association - LREDA), with music provided by Sarah Dan Jones and DeReau K. Farrar. Jim Key welcomed everyone. Members of the board, staff and observers introduced themselves.

**GENERATIVE DISCUSSION** Greg Boyd facilitated a discussion of the following items (documents in board packet):

- Journey Toward Wholeness Transformation Committee (JTWTC) Concerns: A discussion was had about concerns reflected in the JTWTC letter to the UUA Board of March 2<sup>nd</sup>, 2017 (Wendy Von Courter, Chair JTWTC presented).
- Bylaws Study Commission Jim Key presented a preliminary report about upcoming bylaws amendments (Article II Principles and Purposes), and a discussion ensued about bylaws review.
- [Note: discussion of the Racism Audit Motion occurred later in the day]

### **EXECUTIVE SESSION**

Tim Atkins made a motion to move into Executive Session (no second needed). Greg Boyd moved to stay in Executive Session for the purpose of considering appointments. Motion carried.

Upon returning from Executive Session Tim Atkins announced with gratitude and appreciation that:

- The Board made the following new appointments effective after GA 2017: William Young was appointed to the Appointments Committee; Julie Skye was appointed to the Socially Responsible Investing Committee; Caleb Raible-Clark was appointed to the Open UUA Committee; Katherine Brewin, Andrew Chirch and Nick White were appointed to the Retirement Committee; and Karin Ferguson was appointed to the UUA Benefits Trust Board.

UUA Board of Trustees

April 21-22, 2017

**COMMITTEES AND APPOINTMENTS WORKING GROUP REPORT** – Tim Atkins presented the report from the committees working group.

**RENEWING COVENANT** Kathy Burek presented a report on the Renewing Covenant process based on the document “Recommendation of the UUA Re-imagining Covenant” document in the board packet.

**GENERAL ASSEMBLY PREPARATION** Jim Key gave the GA Preparation report (based on the General Session Draft Final Agenda and Rules of Procedure posted in the board packet.

**COMMUNICATIONS WORKING GROUP REPORT** – Christina Rivera presented a report from the Communications Working Group. She thanked all those who corresponded with the UUA Board of Trustees in recent weeks.

**MODERATOR NOMINATING COMMITTEE CHARGE** – Jim Key presented a brief report noting that the charge will be affirmed at an upcoming meeting.

**GOVERNANCE WORKING GROUP REPORT** – Tim Atkins presented the Governance Working Group/Monitoring report. Some monitoring reports were delayed due to recent senior UUA staff turnover; Tim Atkins will work with Sarah Lammert to revise the calendar for the remainder of 2017.

**GENERATIVE DISCUSSION (CONTINUED)** –

- Racism Audit Motion Greg Boyd facilitated a discussion of the Racism Audit Motion passed at the April 6<sup>th</sup>, 2017 meeting.

**APF TASK FORCE REPORT** The Task Force will be meeting April 23-4 and a report will be emailed to the Board.

**MOTIONS AND ACTION ITEMS** –

Denise Rimes moved the following items: **[Get language from Stephanie]**

Moved the 2018 Budget

Moved the 2018 Capital budget

The motions were passed.

Moved by Tim Atkins and seconded by Kathy Burek : Authorize the GA Planning Committee to spend up to 50% of its current reserves to fund scholarships for GA 2017 in New Orleans at the recommendation of the Executive Team of the Board.



UUA Board of Trustees  
April 21-22, 2017

The motion passed. One abstention.

[The Executive Committee will take up the issue at its meeting this week along with the GAPC to consider guidelines for the scholarships (for example, whether new applicants could be considered, what scholarship level would allow people to attend, and whether this should fund only Black UU's/People of Color or have a percentage allocated for white people as well/youth and ya etc.)]

Kathy Burek moved and Patrick McLaughlin seconded: To thank the Rev. Harlan Limpert for his years of service as Clerk of the Association, and to remove him from that position, at his request, effective at midnight on April 20, 2017.

The motion passed.

Denise Rimes moved and Kathy Burek seconded: To appoint the Rev. Sarah Lammert to the non-salaried position of the Clerk of the Association, effective 12:01 a.m. April 21, 2017, to serve until his successor shall be duly chosen and qualified, with the following duties: the Clerk shall.....

The motion passed.

**PROCESS OBSERVATION** – Wendy von Courter shared process observations

**BOARD ACTIONS** – Denise Rimes will cull through and email the board actions. Christina Rivera noted that a response should come from the UUA Board of Trustees to Don Southworth's letter. The board did not direct the Board Secretary to follow up.

**ADJOURNMENT** - At 5:22 p.m. Moderator Jim Key declared the meeting adjourned.

Respectfully submitted,

/s/ Sarah Lammert  
Clerk

**BOARD OF TRUSTEES SCHEDULE**

**NOTE: STEPHANIE ALWAYS CHECKS THESE DATES IN CASE THINGS HAVE CHANGED.**

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

UUA Board of Trustees  
May 1, 2017

***DRAFT - NOT YET APPROVED BY THE BOARD***

**MINUTES**  
**BOARD OF TRUSTEES EXECUTIVE COMMITTEE**  
**UNITARIAN UNIVERSALIST ASSOCIATION**

May 1, 2017

Pursuant to notice duly given, a meeting of the Executive Committee of the Board of Trustees of the Unitarian Universalist Association was held via video conference call on Monday, May 1, 2017.

**MEMBERS**

**PRESENT:** Rob Eller-Isaacs, Denise Rimes, Christina Rivera, Lucia Santini-Field, William Sinkford

**MEMBERS**

**ABSENT:** Jim Key, Moderator

**ALSO**

**PRESENT:** Tim Brennan, Sarah Lammert, Chip Roush, Jan Sneegas.

Denise Rimes, Vice Moderator, called the meeting to order at 8:00 PM EDT on Monday, May 1, 2017.

The sole agenda item for the meeting was General Assembly (GA) Scholarships to support the attendance of People of Color.

It was moved by Rob Eller-Isaacs and seconded by Denise that that \$150,000 from the General Assembly Planning Committee (GAPC) Reserves be available for scholarships to GA as follows:

The first priority will be outreach through Christina and Lena to additional People of Color who might wish to register for GA. In addition there will be a reach back to those applicants who are People of Color who were awarded registration fees without additional support to find out what their needs are in order to attend GA. We will pay BLUU/DRUUMM to take on the administrative task of managing these scholarships (on top of the \$150K, also from the GAPC reserves).

Motion carried.

UUA Board of Trustees  
May 1, 2017

Vice Moderator Rimes adjourned the meeting at 8:46 PM EDT.

Respectfully submitted,

/s/ Sarah Lammert  
Clerk

UUA Board of Trustees  
May 16, 2017

***DRAFT - NOT YET APPROVED BY THE BOARD***

**MINUTES**  
BOARD OF TRUSTEES EXECUTIVE COMMITTEE  
UNITARIAN UNIVERSALIST ASSOCIATION

May 16, 2017

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

**MEMBERS**

**PRESENT:** Rob Eller-Isaacs, Denise Rimes, Christina Rivera, Lucia Santini Field, William Sinkford, Leon Spencer, Sofia Betancourt

**MEMBERS**

**ABSENT:**

**ALSO**

**PRESENT:** Sarah Lammert

Denise Rimes, Vice Moderator, called the meeting to order at 8:02 PM EDT on Tuesday, May 16, 2017.

The sole agenda item for the meeting was crafting the agenda for the May 25<sup>th</sup> Board meeting, including how to begin the discussion about building the process to fill the moderator role until 2019.

Vice Moderator Rimes adjourned the meeting at 9:38 PM EDT.

Respectfully submitted,

/s/ Sarah Lammert  
Clerk

***DRAFT - NOT YET APPROVED BY THE UUA BOARD.***

**MINUTES**  
BOARD OF TRUSTEES  
UNITARIAN UNIVERSALIST ASSOCIATION

May 30, 2017

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held via videoconference call on Tuesday, May 30, 2017.

**MEMBERS**

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

**MEMBERS**

**ABSENT:** Andrea Briscoe (Youth Observer), Bailey Saddlemire (Youth Observer), Elandria Williams.

**ALSO**

**PRESENT:** Sofia Betancourt, Tim Brennan, Sarah Lammert, Bill Sinkford, and observers.

Denise Rimes, Vice Moderator, called the meeting to order at 8:03 PM EDT on Tuesday, May 30, 2017. Denise Rimes opened the meeting with a reading and check in.

**EXECUTIVE SESSION**

Patrick McLaughlin made a motion to move into Executive Session (no second needed) to consider confidential HR transitions information. Lucia Santini-Field moved to stay in Executive Session for the purpose of considering confidential HR information. Motion carried. Sarah Dan Jones moved and Patrick McLaughlin seconded that the Board move out of Executive Session.

The Board adjourned at 9:41 p.m.

Respectfully submitted,

/s/ Sarah Lammert  
Clerk

***DRAFT - NOT YET APPROVED BY THE UUA BOARD.***

**MINUTES  
BOARD OF TRUSTEES  
UNITARIAN UNIVERSALIST ASSOCIATION**

June 6, 2017

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held via videoconference call on Tuesday, June 6, 2017.

**MEMBERS**

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

**ABSENT:** Christina Rivera, Bailey Saddlemire (Youth Observer)

**ALSO**

**PRESENT:** Sofia Betancourt, Andrea Briscoe (Youth Observer), Stephanie Carey Maron, Bill Sinkford, Leon Spencer, and observers.

Denise Rimes, Vice Moderator, called the meeting to order at 8:02 PM EDT on Tuesday, June 6, 2017. Denise Rimes opened the meeting with a reading and asked for reflections of special recognition.

**INTERIM CO-PRESIDENTS' UPDATE**

The Interim Co-Presidents gave an update.

**VICE MODERATOR'S UPDATE**

The Vice Moderator gave an update.

**UUA MODERATOR APPOINTMENT**

The Vice Moderator reviewed the bylaws concerning the appointment of a Moderator until a special election can be held at GA2018. Tim Atkins, Gregory Boyd, and Sarah Dan Jones volunteered to serve on this committee.

**GENERAL ASSEMBLY PLANNING**

The Vice Moderator gave a report on the status of General Assembly planning.

UUA Board of Trustees  
June 6, 2017

The Board adjourned at 9:43 p.m.

Respectfully submitted,

/s/ Sarah Lammert  
Clerk



***DRAFT - NOT YET APPROVED BY THE UUA BOARD.***

**MINUTES**  
**BOARD OF TRUSTEES**  
**UNITARIAN UNIVERSALIST ASSOCIATION**

June 13, 2017

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held via videoconference call on Tuesday, June 13, 2017.

**MEMBERS**

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

**ABSENT:** Dick Jacke, Bailey Saddlemire (Youth Observer).

**ALSO**

**PRESENT:** Sofia Betancourt, Tim Brennan, Andrea Briscoe (Youth Observer), Sarah Lammert, Stephanie Carey Maron, Mary Katherine Morn, Bill Sinkford, Leon Spencer, and observers.

Denise Rimes, Vice Moderator, called the meeting to order at 7:30 PM EDT on Tuesday, June 13, 2017. Christina Rivera opened the meeting with a reading. Denise welcomed viewers and thanked the Trustees.

**INTERIM CO-PRESIDENTS' UPDATE**

The Interim Co-Presidents gave an update.

**ACTING MODERATOR NOMINATING COMMITTEE REPORT**

Tim Atkins, Sarah Dan Jones and Greg Boyd gave their report. An announcement will be posted soon with a deadline of June 30 for nominations.

**GENERAL ASSEMBLY PLANNING UPDATE**

The Vice Moderator gave a report on the status of General Assembly planning.

Christina Rivera moved and Rob Eller Isaacs seconded that the UUA Board authorizes \$30,000 from the GA Reserve Fund for additional and final UU POCI Financial Aid to attend GA 2017. The motion passed.

UUA Board of Trustees  
June 13, 2017

Kathy Burek, Elandria Williams, and Greg Boyd will serve as the Facilitation Team for the purpose of leading discussions in the general sessions.

### **EXECUTIVE SESSION**

Patrick McLaughlin made a motion to move into Executive Session (no second needed) to consider appointments. Tim Atkins moved to stay in Executive Session for the purpose of personnel discussions Patrick McLaughlin. Motion carried. Rob Eller Isaacs moved and Kathy Burek seconded that the Board move out of Executive Session.

The Board adjourned at 10:12 p.m.

Respectfully submitted,

/s/ Sarah Lammert  
Clerk

Denise Rimes  
UUA Vice Moderator and  
Acting Board Convener

June 2017

## **Report to the UUA Board of Trustees, Congregations and Covenanted Communities**

You will read this report as a testament to the leadership of Jim Key; in fact, it is. Jim led the Board of Trustees and our Association through a very turbulent year, and with the strong support of the Board members and hundreds of you reading this report, we rose up to meet many challenges and celebrated positive achievements. Jim's legacy in leading so much of this work speaks for itself.

### **Congregational and other visits made by Jim Key**

- July 20-22, 2016 Madison, WI UUMN Conference
- September 11-17, 2016 Boston, MA GAMAP, GAPC meetings
- September 18, 2016 Brunswick, GA Rev. Jane Page installation
- October 1-3, 2016 Lansing, MI Governance Workshop, Building Dedication
- October 29, 2016 River Road UU; participated in "Trustee Day" training for six area congregations' boards
- December 3, 2016 Met with MFC to observe interview process
- January 13, 2017 Met with GAPC regarding both NOLA and KC GAs for 2017 and 2018
- January 14, 2017 Delivered Key Note for the 150<sup>th</sup> Anniversary celebration of 5 congregations in Cleveland
- January 15, 2017 Preached at First Unitarian Church of Cleveland and met with board
- January 22, 2017 Preached at UUs of the Susquehanna (PA)
- February 5 Williamsburg Unitarian Universalists, Williamsburg VA, participated in building dedication
- February 11, 2017 Cedar Lane UU Church, Bethesda MD, participated in Leadership Reception

- February 25, 2017 Facilitated the Presidential Candidate Forum and lead a class in *Governance as Leadership*, Pacific Northwest District, Eugene, OR
- April 1, 2017 Facilitated the Presidential Candidate Forum, Central East Region, Bethesda MD
- April 8, 2017 Facilitated the Presidential Candidate Forum, Southern Region, Charleston SC
- April 13, 2017 Reported UUA Board actions and introduced the Interim Co-President Team, Boston, MA
- April 21-23, 2017 UUA Board meeting, Boston, MA
- April 28-29 Mid America Regional Assembly

## **Narrative**

### **GA 2016**

Following General Assembly 2016 in Columbus, OH, Moderator Key connected with a number of stakeholders to review concerns that arose around various aspects of GA:

- *Berry Street Essay* offered by Rev. Gail Seavey on clergy boundaries and misconduct.
- *Responsive Resolution* offered by Youth sponsors, supporting BLUU, to gain insights to their hopes and dreams as the Board of Trustees considers its response to the resolution. (An update on the Resolution can be found in the appendix to this report.)
- *Debate and Voting Process* – Moderator Key met with several groups who support bylaw changes that would reduce dependence on debating under Roberts Rules of Order as delegates discern and embrace social justice and other actions.

The board provided funding for scholarships at GA 2016. The objective of the scholarship program was to encourage people of color, youth, young adults, and the economically fragile to be named delegates from congregations. The program was moderately successful with 87 scholarships awarded. A post-GA survey indicated that 72% percent identified as financially insecure and 50% received no financial assistance from their congregations. 36% of the recipients were people of color, 35% percent were non-cisgender/straight, 17% were youth, and 55% were either non-white, non-cisgender/straight, or both; 17% were youth and 47% percent were young adults. This data indicates mixed results with more work to do to encourage greater inclusion at General Assembly.

### **Black Lives of UU (BLUU)**

Since our historic October board meeting when the board approved a commitment of \$5.3 million to Black Lives Unitarian Universalism (BLUU), the staff along, with the Moderator, have been in discernment on how best to support BLUU's efforts. BLUU leadership focused on planning the very successful Convening in March in New Orleans and is now focusing on organizational and financial plans. Currently, the UUA financial staff is acting as Fiscal Agent without fee for BLUU. The board is committed to the \$5.3MM guarantee and the relationship will continue to evolve and grow. Members of the board made initial, personal contributions of \$54,000 for BLUU and continue to build relationships as organizational and financial plans develop.

### **Presidential Candidates Forums**

Working with the Board Secretary, Chair of Election Campaign Practices Committee, and Congregational Life staff, the board hosted five candidate forums, with four of them facilitated by Moderator Key and one facilitated by Rev Manish Mishra Marzetti. The forums took place in conjunction with regional or district meetings and were well-received by participants.

### **Staff Leadership Changes**

In a recent Moderator's report, Jim Key commented that "the... turbulent events and resignations (of President Rev. Peter Morales, Executive Vice President Rev. Harlan Limpert, and Director of Congregational Life Rev. Scott Tayler) have resulted in a great deal of heartbreak, uncertainty, and anxiety throughout our movement. People of color throughout our Association, especially religious professionals of color, and those on the UUA staff, have been deeply affected. I want to thank our Sources of Authority for communicating with the board and me. We have received hundreds of emails representing thousands of UUs, religious professionals, congregations, and organizations... Thank you for the bottom of my heart, particularly to the people of color on staff for holding the center."

After the Board worked through many hours of discussion and discernment, the following was moved, seconded and implemented:

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

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

Following the appointment of the co-presidents, the Board was made aware of over \$500,000 in financial commitments in the form of severance packages made to the recently-resigned staff leaders. The packages far exceeded acceptable limits. While legally obligated to meet the terms of the commitments, work continues, as of this writing, to renegotiate the terms of the severance packages to mitigate the financial impact. The Board will not only review the policies and practices related to such financial commitments, but, more importantly, focus on the systemic and structural constructs of power and privilege that enabled this to happen.

The co-presidents have accomplished a great deal in a short period of time, including implementing interim hiring procedures, beginning the foundations and staffing of the Commission on Institutional Change, and reaching out to dozens of stakeholders for the purposes of linkage and pastoral care. We owe them a debt of gratitude for their tireless efforts.

### **White Supremacy Teach In**

In response to the issues of racism and white supremacy raised in recent hiring practices, three devoted colleagues, Aisha Hauser, Christina Rivera and Kenny Wiley co-created the White Supremacy Teach-In for use in congregations throughout the UUA. Over 750 congregations participated to raise awareness and begin difficult discussions around these issues. Many congregations are carrying this work forward to keep the conversations going. *Although not a board activity*, we are grateful for this work that shows the power of who we can be.

### **Moderator Nominating Committee**

Rev. Chip Roush will convene the newly-appointed committee at GA in New Orleans. The board is approving a charge to the Committee as they begin their work for the 2019 election. In the meantime, a small committee of board members is working to make a recommendation to the full Board of Trustees for an appointed interim moderator until General Assembly 2018, where an election will be held for an acting moderator, as called for in our bylaws:

1083 **Article VIII Section 8.7. Vacancies.**

1084 (a) Elected Officers. A vacancy created by the death,  
1085 disqualification, resignation, or removal of an elected officer  
1086 shall be filled by majority vote of the Board of Trustees. An  
1087 individual appointed to fill a vacancy shall serve until the  
1088 vacancy is filled by regular or special election.

1312 **Article IX, Section 9.12. Special Elections.**

1313 If a vacancy occurs more than 630 days before the expiration of the  
1314 term of an elected officer, an elected member of a standing  
1315 committee of the Association, or a trustee, a special election shall  
1316 be held to fill the balance of the unexpired term. The special election  
1317 shall be held at the next regular General Assembly that begins at  
1318 least 270 days after the date of the vacancy.

Until an interim Moderator is named, Denise Rimes is serving as  
convener of the Board of Trustees' meetings.

This has been a year of extraordinary change. The change has been  
difficult, and many have experienced deep pain and disruption. As we  
look in the rearview mirror at the past twelve months, there are things  
we would do differently, and things we have learned. But so many  
people and communities have stayed in the struggle and discomfort,  
with the faith that the voices of people of color will be heard and  
systems will evolve to move us closer to Beloved Community. In just  
a matter of days, our leadership will change as we elect a new  
President and name a new Moderator. There has never been a time  
when our faith has been riper for major cultural and systemic change.  
May those voices continue to lead and guide us, and may our  
uncertainty and anxiety serve as reminder of the work to be done and  
the possibilities ahead.

Blessed be.

## **Unitarian Universalist Association General Assembly 2017 Update on 2016 Responsive Resolution**

In 2016, the delegates of the General Assembly of the Unitarian Universalist Association adopted the following resolutions:

Be it resolved that the Board of Trustees issue a multi-year report on the board, staff, congregational and denominational responses to Black Lives Matter, and particularly examines the year-to-year growth in the responses at General Assemblies 2017, 2018, and 2019.

While much has happened since 2016, there is much yet to do. The summary of activities in this report is only the tip of the iceberg in terms of the work remaining. Our civil rights forebears knew that their work would not be completed in their lifetimes, and we carry that spirit forward on the long road to truth and reconciliation.

### **Board activities/actions**

#### **• October Board Meeting**

- The Revs. Hope Johnson and Josh Pawelek expertly guided the Board through a series of exercises aimed at reflecting on the Board's commitment and vision in regards to anti-racism, anti-oppression, multicultural (ARAOMC) explorations of our systems of privilege, power, and oppression as well as how to go from ideology to making it real in the Board's internal work processes. The Board affirmed its ongoing commitment to ARAOMC and sought to put those ideas into practice throughout the ensuing days of meetings.
- October 14, 2016 was an historic day in Unitarian Universalism. The Unitarian Universalist Association (UUA) Board of Trustees affirmed our ongoing solidarity with, and support of, the Black Lives of Unitarian Universalism organizing collective (BLUU). In a passionate discussion that included calls for attention to the beauty and religious nature of this work, the Board allocated \$300,000.00 of immediate support for BLUU, as well as \$5,000,000.00 in long-term funding, guaranteed by the endowment against future fundraising. The presentation by Leslie Mac and Rev. Carlton Elliott Smith included both history of the movement and plans for the proposed funding. BLUU will be sharing their vision in upcoming months. This commitment is just one step in a



long journey towards fulfilling promises made to Black Unitarian Universalists in the 1960s. The Board is fully committed to working collaboratively with the UUA administration to develop the funding sources necessary for this financial support of BLUU. The discussion ended with a laying-on of hands and prayer for the continued work of all those who are giving so much of their lives to building the beloved community.

- **January Board meeting**

- Rev. Mary Katherine Morn, Director of Stewardship and Development, announced that the Board had pledged over \$50,000 in anticipation of a new campaign in support of Black Lives Unitarian Universalist and the larger racial justice work.
- The meeting ended with a deep and thoughtful conversation reaffirming our passionate support for Black Lives of Unitarian Universalism. We reviewed the process that led to the decision to provide \$5.3 million dollars in funding, expressed our appreciation for the excellent work of the staff in moving the effort forward, and [pledged to be the most effective partner possible in helping the vision of Black Lives of Unitarian Universalism to be fulfilled.](#)

- **April Board meeting**

- By the April Board meeting, Peter Morales, Harlan Limpert, and Scott Taylor had submitted their resignations. A good deal of conversation centered on the appointment of the co-presidents, especially on their tasks of creating interim hiring policies, establishing a Commission for Institutional Change, and constituency outreach. Moderator Key, in his report, provided strong support for the Board's use of terms like white supremacy, and pledged, on behalf of the Board, that we would continue to change our framework to further the efforts around dismantling white supremacy and racism. In particular, Moderator Key continued to build relationships with BLUU "as their organizational and financial plans become clearer."

**Staff activities/actions**

- Every print issue of ***UU World*** in FY2017 has included prominent articles highlighting racial justice work and the experiences of UUs of color

- A cover story ("The Dream of White Innocence") and two feature stories
- News stories about BLUU
- Profiles of black and Japanese-American UUs
- Fine art, a personal essay, and a poem by black contributors
- In all, racial justice or the personal experience of people of color was the subject of 17 print articles.
- Photo choices have put black or POCI leadership in the foreground several times in every issue
- The online magazine has covered the UU White Supremacy Teach-In, provided extensive and detailed news coverage of the Board of Trustees conversations about institutional racism, and featured a black guest columnist on Kwanzaa.
- **Standing on the Side of Love (SSL)** has built several key partnerships with BLUU
  - Partnered with BLUU (and Rev. Sekou and the Holy Ghost) to sponsor Revive Love Tours in 5 cities. These tours combined community-based performance with networking and coaching for organizers engaged in the Movement for Black Lives. Lena Gardner was also contracted through CLF to work with SSL in coordinating these events that grew out of organizers identifying a need for spiritual fortification.
  - Fortification is also the brand of the podcast series initiated by SSL as a platform where faith-based organizers share the spiritual grounding for their movement work. In FY18, SSL and the Auburn Seminary will co-host the series 2 of the Fortification podcast with a primary focus on organizers engaged in the Movement for Black Lives.
  - In FY17, 30 Days of Love (MLK Holiday Weekend through Valentine's Day weekend) included Movement for Black Lives resources for UU congregations. SSL has produced webinars to help UUs and the UU-friendly understand the context of current anti-racism work that brings the intersectional analysis that informs the Movement for Black Lives.
  - SSL participated in the conference sponsored by Mijente in March 2017 that brought together Movement for Black Lives organizers with organizers engaged in justice work with the transgender, immigrant, and queer community to expand the understanding of sanctuary in the context of the Trump administration. This convening informed the strategy for expanded sanctuary in the UUA-UUSC Conscience Campaign.

## **Congregations**

- Unitarian Universalists (UUs) are exploring how to **visibly show our support** for the Movement for Black Lives—through community partnerships, education, social justice actions, and more. Access to resources provided by BLUU and the UUA staff have been used extensively. Over 160 congregations, for example, have hung Black Lives Matter banners, some multiple times.
- Over 750 congregations have engaged in the **White Supremacy Teach-In**. The ongoing conversations inspired by the teach-in continue to grow. An even more important lesson is the significant amount of work that three people did (Aisha Howard, Christina Rivera and Kenny Wiley) in a very short period of time that resulted in widespread adoption and conversation.
- Alongside banner displays, many congregations are **holding and attending vigils** for people killed by police violence, starting study groups and anti-racism education workshops and engaging with UU-led efforts in support of the movement from Black Lives of UU and Diverse Revolutionary Unitarian Universalist Multicultural Ministries (DRUUMM). Many congregations and UU State Action Networks have also begun working with local Black Lives Matter and Standing Up for Racial Justice chapters, the Moral Monday Forward Together Movement, and Congregation-Based Community Organizations.

We have much work yet to do. Our policies, our words and our deeds often fall short of Beloved Community. The actions taken since last year represent only a fraction of the road left to travel. As Rev. Bill Sinkford reminded us in the foreword to the book The Arc of the Universe is Long,

Do we not ultimately want our faith to look like the world in which we live?...We must honor and celebrate the presence of those voices [African American and other communities], those persons. But we cannot ignore the formative nature of the black-white paradigm that informs so much of our conversation about race, ethnicity, and culture. There is knowing and healing about our national and personal history that is long overdue.

May it be so.

	C	D	E	F	G	H	I
2	<b>Unitarian Universalist Association</b>	<b>FY15</b>	<b>FY16</b>	<b>FY17</b>	<b>FY17</b>	<b>FY17</b>	<b>Percent</b>
3	<b>Budget Overview</b>	<b>Results</b>	<b>Results</b>	<b>Budget</b>	<b>3Q17 Fcst</b>	<b>4Q17 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	6,532	6,538	6,750	6,503	6,509	0.1%
10	Annual Program Fund - Regional	0	468	490	1,636	1,547	-5.4%
11	Unrestricted Gifts	1,333	957	1,451	1,320	1,330	0.8%
12	Leadership Annual Giving	0	0	0	0	20	100.0%
13	Bequest Income	450	445	500	500	500	0.0%
14	Administrative Fees	2,037	2,216	2,327	2,369	2,400	1.3%
15	Investment Income	3,288	3,148	2,971	2,971	2,971	0.0%
16	Publications Income	1,276	1,173	1,455	1,326	1,295	-2.4%
17	Net Lease Income	319	953	975	964	941	-2.4%
18	Other Current Fund Income	632	573	496	460	456	-0.9%
19	Total Income for General Support	15,867	16,471	17,416	18,049	17,968	-0.4%
20							
21	<b>Income for Designated Purposes</b>						
22	Campaign Income	1,774	1,507	1,577	1,496	1,547	3.4%
23	UUCSR Veatch Grants	2,320	2,372	2,316	2,519	2,484	-1.4%
24	Grants and Scholarships	1,086	1,006	991	992	1,017	2.5%
25	Ministerial Aid Funds	543	522	474	484	381	-21.3%
26	Holdeen and International Trusts	1,559	1,469	1,248	1,357	1,366	0.6%
27	Income for Other Purposes	1,332	1,689	1,319	2,286	2,353	2.9%
28	Total Inc for Designated Purposes	8,614	8,564	7,925	9,133	9,147	0.2%
29	<b>Total Income</b>	<b>24,481</b>	<b>25,034</b>	<b>25,341</b>	<b>27,182</b>	<b>27,115</b>	<b>-0.2%</b>
30							
31	<b>Expenses:</b>						
32	<b>Board &amp; Volunteer Leadership</b>	<b>550</b>	<b>467</b>	<b>502</b>	<b>476</b>	<b>487</b>	<b>2.3%</b>
33							
34	<b>Programs:</b>						
35	Program and Strategy Office	803	815	582	588	589	0.2%
36	Multicultural Growth and Witness	1,217	1,309	1,144	1,100	1,117	1.6%
37	International Programs	1,770	1,936	1,432	1,439	1,464	1.7%
38	Congregational Life	2,969	3,450	3,553	5,507	5,691	3.3%
39	Ministries and Faith Development	4,824	4,877	5,031	4,975	5,007	0.6%
40	UU Funding Program	1,320	1,405	1,341	1,384	1,388	0.3%
41	Crisis Relief & Misc. Programs	60	158	61	417	407	-2.4%
42	Communications	2,654	2,660	2,804	2,772	2,725	-1.7%
43							
44	<b>Total Programs</b>	<b>15,617</b>	<b>16,611</b>	<b>15,949</b>	<b>18,182</b>	<b>18,389</b>	<b>1.1%</b>
45							
46	<b>Administration</b>	<b>1,211</b>	<b>1,358</b>	<b>1,521</b>	<b>1,504</b>	<b>1,771</b>	<b>17.7%</b>
47	<b>Contingency/Salary Increase</b>	<b>0</b>	<b>0</b>	<b>604</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>
48							
49	<b>Infrastructure</b>						
50	Stewardship and Development	1,920	1,867	2,072	2,123	2,039	-4.0%
51	Information Technology Services	1,443	1,441	1,553	1,540	1,540	0.0%
52	Internal Services	3,732	2,883	3,540	3,576	3,628	1.5%
53	<b>Total Infrastructure</b>	<b>7,095</b>	<b>6,191</b>	<b>7,165</b>	<b>7,239</b>	<b>7,207</b>	<b>-0.4%</b>
54							
55	<b>Total Expenses</b>	<b>24,473</b>	<b>24,628</b>	<b>25,741</b>	<b>27,401</b>	<b>27,853</b>	<b>1.6%</b>
56							
57	<b>Depreciation Spending</b>	<b>0</b>	<b>0</b>	<b>400</b>	<b>400</b>	<b>400</b>	
58							
59	<b>Current Section Excess/(Deficit)</b>	<b>8</b>	<b>407</b>	<b>0</b>	<b>181</b>	<b>(337)</b>	

	D	E	F	G	H	I	J
1	Unitarian Universalist Association	FY15	FY16	FY17	FY17	FY17	Percent
2	Forecast Summary	Results	Results	Budget	3Q17 Fcst	4Q17 Fcst	Inc/(Dec)
3	Current Operations Expenses						H to I
4							
5	\$ in Thousands						
6	Income:						
7	Income for UUA General Support						
8	Annual Program Fund	6,532	6,538	6,750	6,503	6,509	0.1%
9	Annual Program Fund - Regional	0	468	490	1,636	1,547	-5.4%
10	Unrestricted Gifts	1,333	957	1,451	1,320	1,330	0.8%
11	Leadership Annual Giving	0	0	0	0	20	100.0%
12	Bequest Income	450	445	500	500	500	0.0%
13	Administrative Fees	2,037	2,216	2,327	2,369	2,400	1.3%
14	Endowment Income	3,370	3,148	2,971	2,971	2,971	0.0%
15	Publications Income	1,276	1,173	1,455	1,326	1,295	-2.4%
16	Net Lease Income	319	953	975	964	942	-2.3%
17	Investment Income	(82)	0	0	0	0	0.0%
18	Other Current Income	632	573	496	460	456	-0.9%
19		15,867	16,471	17,416	18,049	17,969	-0.4%
20	Income for Designated Purposes						
21	Campaign Income	1,774	1,507	1,577	1,496	1,547	3.4%
22	Veatch Grants	2,320	2,372	2,316	2,519	2,484	-1.4%
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24	Ministerial Aid Funds	543	522	474	484	381	-21.3%
25	Holdeen & International Trusts	1,559	1,469	1,248	1,357	1,366	0.6%
26	Income for Other Purposes	1,332	1,689	1,319	2,286	2,353	2.9%
27		8,614	8,564	7,925	9,133	9,147	0.2%
28	Total Income	24,481	25,035	25,341	27,182	27,116	-0.2%
29							
30	Board & Volunteer Leadership						
31	Board of Trustees	221	183	193	181	183	1.1%
32	Board Committees	101	85	94	81	91	13.0%
33	Board Task Forces	7	4	5	4	4	0.0%
34	Moderator	28	23	24	23	27	15.2%
35	Nominating Committee	27	16	19	19	19	0.0%
36	Commission on Appraisal	20	21	31	31	31	0.0%
37	Ministerial Fellowship Committee	119	114	103	103	103	0.0%
38	Commission on Social Witness	29	21	34	34	29	-14.2%
39	Total Board & Volunteer Leadership	550	467	502	476	487	2.3%
40							
41	Programs:						
42	Program Strategy Office (former Growth Strategies)	803	815	582	588	589	0.2%
43							
44	Multicultural Growth and Witness	1,217	1,309	1,144	1,100	1,117	1.6%
45							
46	International Office	230	219	203	215	213	-1.0%
47	Holdeen International Partners	143	165	154	154	154	0.0%
48	Holdeen India Program	1,101	1,239	785	807	823	1.9%
49	UU-UNO	296	314	289	263	274	4.4%
50	Total International	1,770	1,936	1,432	1,439	1,464	1.7%
51							
52	Congregational Life						
53	Congregational Life	2,756	2,267	2,309	1,319	1,584	20.1%
54	Southern Region	0	1,118	1,166	1,146	1,135	-1.0%
55	New England Region	0	0	0	1,176	1,181	0.4%
56	Central East Region	0	0	0	1,791	1,724	-3.7%
57	Office of Congregational Stewardship Services	213	66	78	75	67	-10.1%
58	Total Congregational Life	2,969	3,450	3,553	5,507	5,691	3.3%
59							
60	Ministries and Faith Development						
61	Resource Development Director	139	146	155	143	161	12.7%
62	Resource Development Office	507	454	474	484	486	0.5%
63	Youth and Young Adult Ministries	528	580	609	632	649	2.7%
64	Director of Ministries and Faith Development	364	426	410	436	475	9.1%
65	Director of RE Credentialing	70	98	132	33	32	-3.7%
66	Director of Ministerial Credentialing	200	193	196	188	189	0.7%
67	Director of Transitions	334	339	320	321	324	0.9%
68	Office of Church Staff Finances	592	580	720	702	717	2.0%
69	Office of UUA Health Plan	240	244	242	244	237	-2.7%
70	Director of Professional Development	193	208	212	216	239	10.4%

	D	E	F	G	H	I	J
1	<b>Unitarian Universalist Association</b>	<b>FY15</b>	<b>FY16</b>	<b>FY17</b>	<b>FY17</b>	<b>FY17</b>	<b>Percent</b>
2	<b>Forecast Summary</b>	<b>Results</b>	<b>Results</b>	<b>Budget</b>	<b>3Q17 Fcst</b>	<b>4Q17 Fcst</b>	<b>Inc/(Dec)</b>
3	<b>Current Operations Expenses</b>						<b>H to I</b>
71	Scholarships and Ministerial Ed Grants	350	334	336	337	355	5.3%
72	Continuing Education	65	65	82	82	83	1.1%
73	Aid Funds	606	589	540	550	453	-17.6%
74	Panel on Theological Education	634	621	603	608	608	0.0%
75	<b>Total Ministries and Faith Development</b>	<b>4,824</b>	<b>4,877</b>	<b>5,031</b>	<b>4,975</b>	<b>5,007</b>	<b>0.6%</b>
76							
77	UU Funding Program	1,320	1,405	1,341	1,384	1,388	0.3%
78	Crisis Relief & Misc. Programs	60	158	61	417	407	-2.4%
79							
80	<b>Communications</b>						
81	IPW Office	349	368	389	393	373	-5.2%
82	Periodicals Office	952	917	957	945	937	-0.8%
83	Publications Administration	526	559	577	584	585	0.3%
84	UUA Bookstore	827	815	882	850	830	-2.4%
85	<b>Total Communications</b>	<b>2,654</b>	<b>2,660</b>	<b>2,804</b>	<b>2,772</b>	<b>2,725</b>	<b>-1.7%</b>
86							
87	<b>Total Programs</b>	<b>15,617</b>	<b>16,611</b>	<b>15,949</b>	<b>18,182</b>	<b>18,389</b>	<b>1.1%</b>
88							
89	<b>Administration</b>						
90	Office of the President	500	526	557	568	725	27.6%
91	Office of the Executive Vice President	331	407	392	407	524	28.8%
92	Contingency Expense	0	0	376	0	0	0.0%
93	Salary Increase	0	0	228	0	0	0.0%
94	Human Resources	379	426	572	529	522	-1.4%
95	<b>Total Administration</b>	<b>1,211</b>	<b>1,358</b>	<b>2,125</b>	<b>1,504</b>	<b>1,771</b>	<b>17.7%</b>
96							
97	<b>Infrastructure:</b>						
98	<b>Stewardship and Development</b>						
99	Vice President, Development	59	48	53	275	279	1.6%
100	APF Campaign	270	290	424	372	354	-4.9%
101	Friends Campaign	291	289	300	308	312	1.2%
102	Charitable Gift and Estate Planning	154	155	189	301	246	-18.3%
103	Comprehensive Campaign	1,146	1,085	1,107	868	849	-2.2%
104	<b>Total Stewardship and Development</b>	<b>1,920</b>	<b>1,867</b>	<b>2,072</b>	<b>2,123</b>	<b>2,039</b>	<b>-4.0%</b>
105							
106	<b>Information Technology Services</b>	<b>1,443</b>	<b>1,441</b>	<b>1,553</b>	<b>1,540</b>	<b>1,540</b>	<b>0.0%</b>
107							
108	<b>Internal Services:</b>						
109	<b>Finance</b>						
110	Treasurer and Vice President of Finance	381	367	378	395	399	1.2%
111	Financial Services	615	662	668	709	710	0.2%
112	<b>Total Finance</b>	<b>996</b>	<b>1,029</b>	<b>1,046</b>	<b>1,103</b>	<b>1,110</b>	<b>0.6%</b>
113							
114	<b>Facilities</b>						
115	41 Mt Vernon Street	29	0	0	0	0	0.0%
116	24 Farnworth Street	2,706	1,854	2,493	2,473	2,518	1.8%
117	<b>Total Operations Services</b>	<b>2,735</b>	<b>1,854</b>	<b>2,493</b>	<b>2,473</b>	<b>2,518</b>	<b>1.8%</b>
118							
119	<b>Total Internal Services</b>	<b>3,731</b>	<b>2,883</b>	<b>3,540</b>	<b>3,576</b>	<b>3,628</b>	<b>1.4%</b>
120							
121	<b>Total Infrastructure</b>	<b>7,094</b>	<b>6,191</b>	<b>7,165</b>	<b>7,240</b>	<b>7,207</b>	<b>-0.5%</b>
122	<b>Total Expenses</b>	<b>24,473</b>	<b>24,628</b>	<b>25,741</b>	<b>27,402</b>	<b>27,853</b>	<b>1.6%</b>
123							
124	<b>Depreciation Spending</b>	<b>0</b>	<b>0</b>	<b>400</b>	<b>400</b>	<b>400</b>	
125							
126	<b>Current Section Excess/(Deficit)</b>	<b>8</b>	<b>407</b>	<b>0</b>	<b>181</b>	<b>(337)</b>	

Financial Advisor's Report  
June 20, 2017

I have five recommendations for the Board's consideration. To my mind, all are governance related. I shared these with Tim last week and he has incorporated two of them into the policy recommendations which you received yesterday. He did not have an opportunity to share his drafts with me in advance so I will have tweaks to suggest at the meeting. He and I have discussed my conclusion that, as stopgap measures, it is best to make some changes now, but that more should be done soon hereafter.

First, and most important in my mind, is to review the policy governance structure in place at the UUA as well as alternatives and best practices in place at high functioning, diverse, innovative and successful denominations and other non-profits. I would like to see a task force comprised of Board members, volunteers and, perhaps if necessary, a professional governance expert. I would have made this suggestion in the absence of the issues of the past 3 months or so, based on my experience with the training and in service on this Board.

Amend current conflicts policy language to eliminate reference to exceptions to policy which prohibits Board member application for staff position while in service to the Association. Consider a one year delay between service and application for a position. Our recent experience is just one of many ways exceptions to this policy may serve to harm the Association, its reputation, operations and financial health.

Determine a percentage of budget (preferred over fixed dollar amount as it will not require adjustment with inflation, etc.) beyond which the President or others in leadership may not commit financial resources, singly or cumulatively, without the approval of the Board. Strengthen language in this policy, as well as other financial policies, to make clear the severity of consequences (termination/forfeiture of sabbatical) for breach of policy.

Review severance and sabbatical policies in the context of norms. Understand risks, benefits and implementation. Add controls and consequences as appropriate.

Review indemnification language in the context of like organizations and the differential, if any, of indemnification afforded volunteers and paid staff. Obtain assistance from legal counsel.

Thank you for your consideration. I look forward to finally meeting in person.

## **UUA Board of Trustees**

### **Black Lives Unitarian Universalist Funding**

Moved:

In furtherance of the Mission and Ends of the Association and In particular of Section 1.3 "Congregations and communities are intentionally inclusive, multigenerational and multicultural"; And of Section 1.4 "Congregations and communities engage in partnerships to counter systems of power, privilege and oppression"; be it resolved that the UUA Board authorizes staff to execute a binding memorandum of understanding between the UUA and BLUU consistent with the memo entitled, "Considerations and Recommendations Concerning UUA Board's BLUU Funding Resolution" as revised June 2, 2017."



## CONSIDERATIONS AND RECOMMENDATIONS CONCERNING UUA BOARD'S BLUU FUNDING RESOLUTION

**January 17, 2017**

**Revised June 2, 2017**

The following recommendations come from the UUA's Leadership Council's BLUU Task Force (Harlan Limpert (now retired), Taquiena Boston, Tim Brennan, John Hurley, Sarah Lammert, and Mary Katherine Morn). They are informed by conversations with BLUU, general counsel Tom Bean, Financial Advisor Lucia Santini Field, and the executive committee of the UUA board.

We make these recommendations in order to:

- fulfill the promise extended at the October 2016 meeting of the UUA Board to provide financial support for the work of BLUU,
- to answer BLUU's call to make URGENT the work of creating communities and a world where Black Lives Matter,
- and, in keeping with the Board's Ends, to create and sustain healthy Unitarian Universalist community that is alive with transforming power, moving our communities and the world toward more love, justice, and peace in a manner which assures institutional sustainability.

The Board's adopted motion at their October 2016 Board meeting affirmed **in principle** 5.3 million dollars in funding for BLUU. The staff was directed to make recommendations concerning the legal, financial, and covenantal details of this action. The discussion of the proposal at the Board meeting left a number of issues unanswered. There are several areas where differing interpretations leave questions as to the Board's intent. We have outlined the critical issues that need to be addressed and our best understanding of the Board's intent.

### 1. Legal structure for BLUU.

- Recommendation: BLUU will establish itself as a legal entity. We believe the best options are either an independent 501(c)3 organization or a church auxiliary, each of which has advantages and disadvantages. If

assistance is desired, the UUA will support BLUU in its work to establish their legal status. There may be other options to be explored. BLUU will establish legal organization as soon as practical but at a time that is in the best interests of BLUU and the UUA.

- Recommendation: BLUU's organizational mission and purpose will be consistent with the mission and purposes of the UUA as articulated in the by-laws and board policies.

## 2. Short-term funding structure.

- Recommendation: the UUA should serve as the fiscal agent for BLUU until it is legally organized and should do so with no administrative charge. Thus the initial \$300,000 funding would be used to fund expenses supporting BLUU's mission until the UUA has paid the full \$300,000 commitment. The UUA is currently acting as fiscal agent, having signed a Memorandum of Understanding with BLUU. We think it appropriate for the UUA to continue in this role.

## 3. Long-term funding structure.

- Recommendation: BLUU should be legally organized before funding from the payout of the \$5 million is paid to BLUU. If BLUU requires funding after December 31, 2017 but before BLUU is legally organized, then the UUA make funding available to BLUU in an amount equal to the endowment spending formula applied to \$5 million. BLUU will then have authorization to spend that amount through the fiscal agency arrangement referenced above.
- Recommendation: the funds should be accumulated in the UU Common Endowment Fund in an account dedicated to the support of BLUU. After BLUU is legally organized, the fund would pay out a sum each quarter to BLUU based on the UUA's standard spending formula. BLUU would have discretion over how to use those funds consistent with its organizational mission and purpose.
- Recommendation: If, at the end of 5 years, the \$5 million fundraising goal has not been reached, the balance would be funded from UUA unrestricted endowment assets. See below for an example.

## 4. BLUU funding during the fundraising period, which is estimated to be 5 years (a three-year campaign with pledges paid over 5 years).






- Recommendation: BLUU ought to benefit from the payout proceeds of the full \$5 million beginning in January 2018 (first payment in April 2018), even as the fundraising continues to take place. Therefore, after BLUU is legally organized, the UUA would pay out an amount equal to the spending formula multiplied by \$5 million regardless of the amount raised to date. If BLUU is not yet legally organized, then that amount would be made available to BLUU through the fiscal agency arrangement. The commitment would be to accumulate a corpus of \$5 million at the end of 5 years. Thus any amounts paid out in excess of the actual payout generated by the accumulated balance would add to the fundraising goal. If, at the end of 5 years, the goal has not been reached, the balance would be funded from UUA unrestricted endowment assets. See below for an example.
- Recommendation: The \$5 million fund should benefit BLUU as long as they are pursuing their mission and purpose. As is the case with our congregations, there should be a dissolution provision should they cease operating or change their mission in a way that is inconsistent with the UUA's mission.

#### 5. Mutual accountability.

- Recommendation: No specific accounting reports or written reports beyond what is required by IRS regulations would be expected from BLUU, though BLUU could, of course, provide any reports or documents it wishes. There will be annual in-person meetings between BLUU leaders and the UUA board which would provide an opportunity for learning and conversation about the mission and purpose of BLUU and the UUA.
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Example of 5-year financial plan

	Endowment fund Cash raised	Endowment fund Year-end balance	BLUU Initial Expenses	Initial funding	Balance needed Payout	over payout	Total Revenue
year 1	1,000,000	1,000,000	300,000	300,000	-		300,000
year 2	1,000,000 	1,820,000	225,000		45,000	180,000	225,000
year 3	1,000,000 	2,676,900	225,000		81,900	143,100	225,000
year 4	1,000,000	3,572,361	225,000		120,461	104,540	225,000
year 5	1,491,883	5,000,000	225,000		160,756	64,244	225,000
year 6		5,000,000	225,000		225,000	0	225,000
Total 	5,491,883		1,425,000		633,117	491,883 	1,425,000

**Notes:**

Payout r 4.50%

Payout is based on the previous year's ending balance.

Balance needed is the difference between the endowment payout and total expenses for the year.

Cumulative amount raised is reduced by the cumulative balance needed, which is assumed to be drawn from the BLUU dedicated endowment fund.

Note that the ending BLUU endowment is less than the \$5 million raised.

Motion to Amend Section 2 Policies in the UUA Governance Manual as follows:

Insert Policy 2.4.5

2.4.5: Offer a severance package to any employee that goes beyond six months with accrued sabbatical and COBRA without approval of the full Board.

Motion to Amend Section 2 Policies in the UUA Governance Manual as follows:

Insert Policy 2.7.8:

2.7.8: Make any off budget expenditure greater than \$50,000 without the approval of the Board.

Motion to Amend Section 2 Policies in the UUA Governance Manual as follows:

Insert Policy 2.10.1

2.10.1: In the event of emergency presidential incapacitation, the UUA board will designate an immediate Acting Executive for the purposes of UUA policies until either a) The President sends written notice to the Board they are able to resume functions of the presidency or b) The UUA Board designates a new President in accordance with UUA Bylaws.

Amend Preamble of Section 2.0

Amend the second paragraph of the preamble of Section 2.0 to read, "Furthermore, and in all instances, neither the President, nor any person acting in the President's stead, shall cause or allow any practice, activity, decision, or operation which is in violation of the Bylaws of the Association, commonly accepted business practices, professional ethics or which is imprudent or unlawful, except where Unitarian Universalist principles, as set forth in the Bylaws, are at risk."

Motion to Appoint a Second Vice Moderator:

Moved that the Board appoint a Second Vice Moderator.

We charge the Second Vice Moderator to monitor how the Board governs, and specifically to

- Monitor the Board in following Section 3 Policies in our discussions and actions;
- Monitor the Board in following Section 3 Procedures in our discussions and actions;
- Monitor the Board in following the UUA Bylaws in our discussions and actions.

We empower and encourage the Second Vice Moderator to

- Be recognized during discussions to point out concerns relating to policy, procedure, and/or bylaws;
- Recommend changes to Section 3 Policies and Procedures to the Governance Working Group;
- Offer proposals to amend bylaws to the full Board;
- Regularly issue monitoring reports



## **Moderator Nominating Committee Charge from the Board of Trustees**

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

1. The search committee will develop a statement of desired qualifications for the Moderator that will guide the search and selection process and be shared with candidates and nomination sources. The statement will be reviewed and approved by the UUA Board of Trustees.
2. The search committee will adopt a timetable for the search that will permit the anticipated election of a moderator at General Assembly 2019.
3. The search committee will make periodic reports to the board secretary about the progress of the search.
4. All search committee members will observe strict confidentiality in the conduct of the search. Any member of the search committee who breaches confidentiality may be removed from the committee without replacement.
5. The search committee will present to the Board of Trustees a summary of its work and to make its recommendation for two or more nominees on or before December 1, 2017.

# Current Procedures for MNC

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

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

These are the current UUA Board policies for the Moderator Nominating Committee (MNC.) From our Section Three Policies, adopted in October of 2015, Section **3.6.2.b**:

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

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

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

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

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

## **Timeline for MNC**

### **January 2016**

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

### **October 2016**

Board appoints Moderator Nominating Committee

### **No later than GA 2017**

MNC issues call for nominations

### **No later than October 2017**

Deadline for applications

### **No later than December 2017**

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

### **December 2017 – January 2018**

UUA Board interviews candidates in executive session

UUA Board votes on nominations

### **By February 1<sup>st</sup> 2018**

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

### **GA 2019**

Election for Moderator

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

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

## **2017 GA Board Panel**

### 3 Powerful Questions

- How has your faith prepared you for this moment?
- What qualities will we need to embody together as we continue the work of building Beloved Community?
- As trustees of our Association what do you need from our people, now and in the future, as you work to make our promises real?

### Instructions to Facilitator

- Establish the context
  - Complexity and ambiguity of the events
  - Each panelist has their own understanding of events
  - None of the panelists have first-hand knowledge
  - Would like the panelists to talk as though no one else were in the room
- Charge to the audience
  - During the panel discussion
    - Support the panel in speaking honestly by listening without reacting to any comments (no jeers or cheers, please)
    - Think about your role in this
  - Going forward
    - How can you help your UUA live into the Beloved Community?
    - How can you support the work of your leadership?

### Key Points for Denise

- Need to prep John Sarrouf (see instructions above)
- Needs a script to set up the panel (Rob has volunteered to write this)
- How early can this panel be held? We need to charge the delegates; the earlier the better
- Best to limit to 3 panelists, given time constraints
- Panelists need to have deep context, sense of history as well as vision for future