

7:30 – 8:30	Breakfast (<i>DoubleTree – Alaska Ballroom</i>)	
8:30 – 9:00	Check-in, Board Only	
9:00 – 9:10	Centering	Sarah Stewart
9:10 – 9:15	Call to Order, Welcome, and Introductions	Jim Key
9:15 – 10:00	Approve Consent Agenda	Jim Key
	President's Report	Peter Morales
	Moderator's Report	Jim Key
	Secretary's Report	Susan Ritchie
	Financial Advisor's Report	Larry Ladd
10:00 – 10:15	Break	
10:15 – 10:40	Finance Committee	Sarah Stewart
10:40 – 11:05	Committees Working Group	Sarah Stewart
11:05 – 12:00	Trustee Scripts for Bylaw Motions	Donna Harrison, et al
12:00 – 12:45	Lunch (<i>DoubleTree – Alaska Ballroom</i>)	
12:45 – 2:45	Belief Beyond Borders with Linda Mecandante	Susan Ritchie
2:45 – 3:00	Break	
3:00 – 3:15	Linkage Working Group	Susan Weaver
3:15 – 4:00	Governance Working Group	Rob Eller-Isaacs
	Policy Monitoring	Lew Phinney / Harlan Limpert
4:00 – 4:30	Re-Imagining Governance Working Group	Donna Harrison
	GA Schedule for Trustees	
4:30 – 4:45	Process Observation	Andy Burnette
4:45 – 5:00	Recess to Executive Session, If Required	



BOARD OF TRUSTEES MEETING AGENDA

WEDNESDAY, JUNE 24, 2015

DoubleTree Portland – Oregon Ballroom



8:30	UUMA's 25/50 Service	
10:30 – 10:40	Reconvene Board of Trustees Meeting	Jim Key
10:40 – 10:50	Reading / Centering	Susan Ritchie
10:50 – 11:20	Review and Approve Trustee Statements	Donna Harrison, et al
11:20 – 12:05	Emerging Congregations Working Group	James Snell
12:05 – 12:50	Lunch (<i>DoubleTree – Alaska Ballroom</i>)	
12:50 – 1:15	Congregational Boundaries Working Group	Susan Weaver
1:15 – 1:40	Inclusion Working Group	Julian Sharp
1:40 – 1:55	Appointments Process	Michael Sallwasser
1:55 – 2:30	Approve Motions and Note Action Items	Donna Harrison
2:30 – 2:45	Process Observation	Michael Sallwasser
2:45	Adjourn	



BOARD OF TRUSTEES MEETING AGENDA

MONDAY, JUNE 29, 2015

DoubleTree Portland – Ross Island & Morrison Ballrooms



7:30 – 8:30	Breakfast (<i>Doubletree – Ross Island & Morrison Ballrooms</i>)	
8:30 – 9:00	Check-In, Board Only	
9:00 – 9:15	Board Photo	
9:15 – 9:30	Centering	Christina Rivera
9:30 – 9:40	Call to Order, Welcome, and Introductions	Jim Key
9:40 – 10:00	Post GA Reviews	All
10:00 – 10:30	Review of 2015-2016 Board Calendar	Susan Weaver
10:30	Adjourn	

Board of Trustees Schedule for GA2014

Draft 1

June 10, 2015

Tuesday June 23

7:30 a.m. Breakfast available, Alaska Room at the Doubletree Hotel
8:30– 5:00 Board Meeting, Oregon Room at the Doubletree Hotel
6:30 – 9:00 Celebrate the service of the Trustees leaving the Board. All members of the Board (current and incoming) and their spouse, partner or a guest are invited. Please make sure Stephanie knows if you will be bringing someone. Ross Island Room at the Doubletree Hotel.

Wednesday June 24

Breakfast on your own

8:30 – 10:00 25/50 Service with the UUMA
10:30 – 3:00 Board Meeting, Oregon Room at the Doubletree Hotel
We are trying to arrange our schedule so that the Board can leave early enough to attend the Berry Street Lecture

5:45 – 6:45 Regional Meetings Various Rooms

8:00 – 9:30 GA Begins! General Session I

10:00 – 11:30 Moderators Reception, Oregon Room at the Doubletree

Thursday June 25

8:15 – 10:15 General Session II

10:45 – 12:00 Program Session #1

- Mini Assembly - Commission on Appraisal B110-112
- Board Committee Workshop: New Ways Forward in Ministerial Credentialing – B113-114
- Board Sponsored Workshop: Clergy Sexual Misconduct: Breaking the Silence Oregon Ballroom 204
- Board Sponsored Workshop: Funding Your Dreams, UU Funding Program, E141-142
- Investing from Fossil Fuels: Working with your Investment Committee, D133-134

1:15 – 2:30 Program Session #2

- Mini Assembly – Statement of Conscience: Reproductive Justice B110-112 (This runs until 4:15)
- Board Committee Workshop: Remixing Unitarian Universalism: How to Create an Energy Center? JTWTC, D137-138
- Addressing Climate Change Through UUA Investments, Tim Brennan, Investment Committee and SRIC, B113-114

3:00 – 4:15 Program Session #3

- Mini Assembly – Statement of Conscience: Reproductive Justice B110-112 (This began at 1:15)
- Emerging Ministries: People, Purpose, Partners – Oregon Ballroom 202

4:45 – 6:00 Program Session #4

- Mini Assembly – Financial Secretary & Campaign Finance B110-112
- Board Sponsored Workshop: Sexually Safer Congregations: Building a New Commitment, Oregon Ballroom 204
- Board Sponsored Workshop: Social Witness Sermon Contest Award – D135-136

7:00 – 9:00 Service of the Living Tradition

Friday June 26

8:45 – 12:00 General Session

1:15 – 2:30 Program Session #5

- Budget Hearing B110-112
- Appointments Committee & Nominating Committee sponsored Workshop: Create & Build New UUA Leadership, E141-142
- CSW: Reproductive Justice: Implementing a Statement of Conscience – C123-124
- COA: Expanding the Welcome Table: UU's Get Real about Class, D135-136
- Board Sponsored Workshop: Building Restorative Justice in cases of Clergy Sexual Misconduct – Portland Ballroom 255
- Reimagining Congregational Polity for a Beyond-Congregational Age – E147-148

3:00 – 4:15 Program Session #6

- Board Sponsored Workshop: Workshop on Re-imagining Governance B110-112
- Board Committee workshop: MFC & RECC – Equipping Staff in New Ways for New Times, B113-114

4:45 – 6:00 Program Session #7

Mini Assembly – Regions in the Bylaws B110-112

7:30 – 9:00 Synergy Worship

Saturday June 27

8:15 – 12:00 General Session IV

12:00 – 1:30 Distinguished Service Award Luncheon: , Oregon Room at the Doubletree Hotel (Jim and the members of the DSA Award Committee)

1:15 – 2:30 Program Session #8

- Candidates Forum / Meet the Board B110-112 All current & incoming trustees are asked to attend.
-

3:00 – 4:15 Program Session #9

4:45 – 8:15 Public Witness

8:00 – 9:00 Ware Lecture

Sunday June 28

9:00 – 10:00 Sunday Morning Worship

11:00 – 12:30 General Session V

1:30 – 4:30 General Session VI

5:00 – 6:00 Closing Celebration

Monday June 29

7:30 – Breakfast available, Ross Island Room, Doubletree Hotel

8:30 – 10:0 – Board meeting, Morrison Room, Doubletree Hotel. We will take a board photo so look pretty!

Note: The Board has a room that is available to us throughout GA for meetings etc. It can accommodate about 12 people with 10 people around the conference table. Please let Donna Harrison know if you would like to reserve the room.

Check List

Use this list to make sure your application is complete. Please include this checklist with your application.

Name of Congregation: All SOULS MIAMI

- ☒ Application from the congregation
- ☒ List of charter members
- ☒ The congregation's Articles of Incorporation
- ☒ The congregation's Bylaws
- ☒ Check to the UUA for the Annual Program Fund
- ☒ Recommendation from the Regional Lead
- ☒ Recommendation from the District or Regional President
- ☒ Recommendation from a local UUMA chapter minister
- ☐ ~~Recommendation from a UUA Growth Specialist~~

UUA Membership Application

Date of application: March 9, 2015

On March 9, 2015, the All Souls Miami
Date Name of Congregation

of Miami, Florida
City, State

was organized with 51 charter members.
Number

The following are the elected officers (Please print) :

President: MARGARITA SANTILER

Address: _____

Phone/
email : _____

Secretary: THERESA GoldSTEIN

Address: _____

Phone/
email : _____

Treasurer: Umer Rahman

Address: _____

Phone/
email : _____

Name and Address of Meeting Place:

Dave and Mary Alper Jewish Community Center
11155 S.W. 112 Ave.
Miami, FL. 33176

Official Mailing Address (will be used in UUA Directory):

P.O. Box 960535
Miami, FL 33296

Name and Address of Nearby Congregations/ Ministers:

UU CONGREGATION OF MIAMI
7701 S.W. 76th AVE
MIAMI, FL. 33143

Subscribing to the principles of the Association, including the stated policy of the UUA that applying congregations welcome into membership all qualified persons "without regard to race, color, sex, affectional or sexual orientation, age, or national origin," and pledging to support the Association, it is the desire of this congregation to become a member of the Unitarian Universalist Association. We herein enclose with this application: 1) a list of charter members; 2) the Articles of incorporation with the appropriate dissolution clause; 3) the Bylaws of the congregation, and; 4) an initial contribution of \$ 267-, which is not less than the suggested Fair Share of the Annual Program Fund, pro-rated for the portion of the UUA fiscal year remaining as to the date of this application.

Respectfully submitted,

President or Leader

Sign Full Name & Print Last Name

Date

Secretary

Sign Full Name & Print Last Name

Date

Margarita Santiler 3/8/15
Theresa Goldstein 3/8/15

FLORIDA DEPARTMENT OF STATE
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Detail by Entity Name

Florida Non Profit Corporation

ALL SOULS MIAMI, INC

Filing Information

Document Number	N06000009826
FEI/EIN Number	205601737
Date Filed	09/19/2006
State	FL
Status	ACTIVE
Effective Date	09/19/2006
Last Event	AMENDMENT
Event Date Filed	06/16/2014
Event Effective Date	NONE

Principal Address

15360 SW 111 ST
MIAMI, FL 33196

Mailing Address

15360 SW 111 ST
MIAMI, FL 33196

Registered Agent Name & Address

ESTRADA, MARIA T
15360 SW 111 ST
MIAMI, FL 33196

Name Changed: 06/16/2014

Address Changed: 06/16/2014

Officer/Director Detail

Name & Address

Title P

SANTILER, MARGARITA
15951 SW 96 TERR

Title T

RAHMAN, UMER
13741 SW 154 STREET
MIAMI, FL 33177

Annual Reports

Report Year	Filed Date
2012	03/26/2012
2013	03/09/2013
2014	02/10/2014

Document Images

06/16/2014 -- Amendment	View image in PDF format
02/10/2014 -- ANNUAL REPORT	View image in PDF format
03/09/2013 -- ANNUAL REPORT	View image in PDF format
03/26/2012 -- ANNUAL REPORT	View image in PDF format
03/02/2011 -- ANNUAL REPORT	View image in PDF format
03/09/2010 -- ANNUAL REPORT	View image in PDF format
03/18/2009 -- ANNUAL REPORT	View image in PDF format
04/02/2008 -- ANNUAL REPORT	View image in PDF format
07/05/2007 -- ANNUAL REPORT	View image in PDF format
09/19/2006 -- Domestic Non-Profit	View image in PDF format

**BY-LAWS
for
All Souls Miami Inc**

Article One — Organization

- 1. The name of this corporation shall be: All Souls Miami Inc.**
- 2. The organization shall have a seal in a form acceptable within the State of Florida.**
- 3. The organization may at its pleasure by a vote of the membership change its name.**

Article Two — Purpose

This organization shall operate as a Church.

Article Three — Membership

- 1. Membership is open to anyone who wishes to join. After a period of visiting, discernment of a person's faith and compatibility with the Spirit of What We Believe and the Principles of the UUA, they can request to become a member of All Souls Miami.**
- 2. It is especially understood that membership is open to all qualified persons regardless of race, color, sex, affectional or sexual orientation, age, or national origin.**
- 3. Withdrawal of membership may be made by written request to the secretary of the congregation. Such a notice shall be transmitted to the Board of Directors.**

Article Four — Denominational Affiliation

This church is an independent Unitarian-Universalist Church operating as an Emerging Congregation within the Unitarian Universalist Association and seeking full membership in the Unitarian Universalist Association.

Article Five — Meetings

- 1. The dates of Meetings and Worship Services for the congregation shall be determined by the congregation itself, or by any person or persons designated by it.**
- 2. An annual business meeting shall be held each year at such time and place as shall be fixed by the Board of Directors.**
- 3. Special business meetings may be called at the written request of any member or as needed when determined to be in the best interest of the congregation. Proper notice shall be given to all concern. The business to be transacted at all meetings shall be set forth in the notice of the meeting.**
- 4. Twenty (20) percent of the membership shall constitute a quorum for these meetings.**

Article Six — Officers and Board of Directors

- 1. At each annual meeting of the Congregation, the board of Directors shall be chosen, all of whom may hold their offices for three years or until their successors have been elected and qualified, and are able to perform the duties usually pertaining to these offices. The board of directors shall be a minimum of three individuals.**
- 2. The officers of the Corporation shall have general charge of the property of the congregation and the conduct of all its business affairs and the control of its administration. They may fill vacancies with persons who shall serve until the next annual meeting. All officers shall be voting members of the congregation. The officers by virtue of their office are members of the Board of Directors.**
- 3. The current designated officer positions of the corporation are:**

President:

Vice President:

Secretary:

Treasurer:

Article Seven — The Minister(s)

- 1. The minister(s) shall be responsible for the conduct of worship services for the congregation and for the congregations spiritual interest and affairs. The minister(s) shall have freedom of the pulpit as well as freedom to express his or her opinion outside the pulpit.**

The Minister(s) is a member of the congregation and is entitled to vote as such.

2. The minister(s) shall be a non-voting member of the governing board and of such committees as the board shall designate.

3. The minister(s) shall be called at the recommendation of the board of directors and a majority vote of the members of the congregation present at any meeting legally called for the purpose. A quorum for such a meeting is to be constituted by eighty percent of the voting members rather than twenty percent of the voting members as called for in Article Five.

4. The minister(s) may be dismissed by a majority vote of the members of the congregation present at any meeting legally called for the purpose, quorum for such a meeting to be constituted by eighty percent of the voting members rather than twenty percent of the voting members as called for in Article Five.

5. Should a minister offer his or her resignation, two month's notice must be given at the time the resignation is made except as the governing board may allow an interval of less time.

Article Eight — Fiscal Year

The fiscal year shall end December 31. Henceforth the fellowship shall be on a calendar year basis.

Article Nine — Dissolution

In the case of dissolution of the congregation, all of its property, real and personal, after paying all just claims upon it, shall be conveyed as required by the laws of the State of Florida, and as designated by the board of directors.

Article Ten — Amendments

These bylaws, so far as allowed by law, may be amended or replaced at any meeting of the congregation by a two-thirds vote of those present and voting. Notice of any proposed change shall be contained in the notice of the meeting.

Article Eleven — Other Operation Directives and Procedures

The Secretary of the Corporation shall maintain an operating and procedures manual for the specific directives and instructions necessary for the management and operation of the Corporation, its meetings, and its methods of doing business.

Board of Trustees
Unitarian Universalist Association
24 Farnsworth Street
Boston, Massachusetts 02210

5 March, 2015

Reference: Application for Membership
All Souls Miami, P.O. Box 960535, Miami, FL 33296
<http://allsoulsmiami.org>
Contact: The Reverend Kenneth Claus: drkennetheclaus@gmail.com



It is with great delight I write in support of the application of All Souls — “an emerging congregation of the UUA” — to simply become fully a member of our larger ministry.

All Souls has been in the incubation stage for several years. Under the leadership of the Reverend Dr. Kenneth Claus — formerly a United Church of Christ minister, now an associated member of the Florida Unitarian Universalist Ministers Association — this collection of seekers has steadily transformed itself into a covenanted, sacred congregation.

Their approach to ministry is eclectic and unique. They meet monthly in a community center in southwest Miami. They identify with a traditional Unitarian Universalist Christian approach to the free faith. At present, All Souls has to be one of our most diverse congregations, including many younger families of mixed ethnicities. I like their self-description “inclusive of all, exclusive of none.”

I have been in conversation with the lay leadership and Ken Claus for over three years. They have been open to and responsive to what it means to affiliate with the Association. For the last year, they have been in deliberate discernment about their ministry and future. They have taken the time to understand Unitarian Universalism and have attended nearby cluster events to establish relations there. They now stand ready to move from being a happy collection of seekers to being a congregation with a ministry, strengthened by their connection to the larger faith. In turn, the Florida District and our Association are enriched.

I urge your positive action upon their application. Let us welcome this hearty band of inspired and inspiring people, committed to the free expression of religion in a covenanted community.

With gratitude and hope,

Kenneth G. Hurto

The Reverend Kenneth Gordon Hurto
UUA Southern Region Lead Executive
khurto@uua.org; 239.560.5628

Mr. Jim Key
Unitarian Universalist Association Board of Trustees
24 Farnsworth Street
Boston, MA 02210-1409

March 15, 2015

Dear Moderator Key and Trustees:

It is with great pleasure that I endorse the application of All Souls Miami for membership in the Unitarian Universalist Association.

All Souls is not the congregation many of us are familiar with, but it is the congregation that our association might look to, as we work to grow the rich diversity of our faith homes and our outreach to seekers of all ages and ethnicities. The congregation's membership is 90 percent Hispanic, the average age of members is 28-years-old, and there are 10-11 children every Sunday, a full 20 percent of the 50 or so members.

All Souls, which describes itself as a congregation of non-traditional, progressive Christians and others seeking spiritual growth, also is diverse in its worship style. Members embrace religious symbols and liturgy, and "there is no reason you can't have liturgy with liberal religious content," said Dr. Kenneth Claus, minister. All Souls uses the teachings of Jesus and readings from the New Testament as a springboard to explore other traditions; a typical service might include a call to worship from Buddhism, a Jewish prayer and closing words from the Sufi tradition. Dr. Claus preaches in what he describes as an evangelical style, and a rock-a-billy band keeps the energy high during worship.

The congregation has begun planning its next goal of greater community outreach. It also will be working on a covenant to go with its inclusive mission statement.

As the Southern Region of our UUA works to build stronger connections between our congregations, our efforts are enriched by All Souls Miami and we can learn much from the radical diversity this congregation has nurtured. I look forward to celebrating their membership in our association.

In faith,

Margie Manning | margiem821@tampabay.rr.com |
President, Florida District Board of Trustees





First Unitarian Universalist Congregation of the Palm Beaches
635 Prosperity Farms Rd.
North Palm Beach, FL 33408
Phone: 561-627-6105; Fax: 561-627-3454
Webpage: www.uunpb.org

March 4, 2015

Unitarian Universalist Association
24 Farnsworth Street
Boston, MA 02108

Please consider this letter a recommendation for membership to the Unitarian Universalist Association of the All Souls congregation in Miami, Florida. I've worked closely with my colleague the Rev. Dr. Kenneth Claus for nearly two years. I have invited Ken to share the North Palm Beach, Florida pulpit on several occasions as he was well received and offered excellent worship services. Ken and congregational leadership reach out to colleagues regularly to offer and receive counsel or to simply stay in touch. They lead the congregation to participate in statewide justice efforts and district programs and events regularly. The congregation participates fully in district and regional life.

The congregation has experienced recent growth and is currently working to develop a religious education program for children and youth. The congregation's unique worship style, their use of resources, time, and space are innovative and seem to be meeting the unique needs of Unitarian Universalists in the Miami area. The congregation is a welcomed presence in our region and our Association and are partners in our work as the liberal voice in Southern Florida.

It is with great joy I recommend All Souls Miami for membership.

Blessings,

Rev. CJ McGregor

Rev. CJ McGregor
Minister
First Unitarian Universalist Congregation of the Palm Beaches
North Palm Beach, Florida

Cc: Rev. Kenneth Hurto
Rev. Dr. Kenneth Claus

All Souls Miami

Dr. Kenneth E. Claus
Minister

GIFT

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BUDGET

1015

ALL SOULS MIAMI, INC.
15360 SW 111TH ST.
MIAMI, FL 33196

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Protection for Business
63-8413-2670

DATE March 9 2015

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Unitarian Universalist Association

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Two hundred Sixty Seven & 10/100

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JPMorgan Chase Bank, N.A.
Palm Beach, Florida

TWO SIGNATURES REQUIRED

FOR

⑈001015⑈ ⑆267084131⑆

609935676⑈

ALL SOULS BUDGET 2014 – 2015

RENT @ 150.00 / Sunday @ 11 mos	1, 650.00
INSURANCE	900.00
MAIL BOX FEE	86.00
STATE OF FLORIDA	70.00
BANK ACCT FEE @10/ mos	120.00
BANK CHECKS	25.00
COMMUNION/CANDLE SUPPLIES	60.00
BULLTETIN PRINTING 11 mos @ \$ 15	165.00
UUA DELEGATES FEES FALL/SPRING	300.00
WEB SITE ANNUAL FEE	80.00
NEW SIGNS	350.00
	3,806.00

All Souls Miami

Dr. Kenneth E. Claus
Minister

WANT ALL SOULS IN A ONE PAGE DESCRIPTION ?

**SEE ENCLOSED ARTICLE FOUND IN OUR NORTH
EAST FLORIDA CLUSTER NEWSLETTER.....**

ATTACHED HERE.....



**Northeast Breeze
Monthly Newsletter
of the Northeast Cluster
Florida District, UUA**

March 2015: Vol.7, No.9

March 21 is the date for the Northeast Cluster workshop titled “Free the Giant Within” - hosted by the First Unitarian Church of Orlando. The workshop will prepare you to be more mindful and energetic as you plan and act for change in your church community and/or in the community beyond the church walls. *[Workshop flyer attached]*



Rev. Bud Murphy

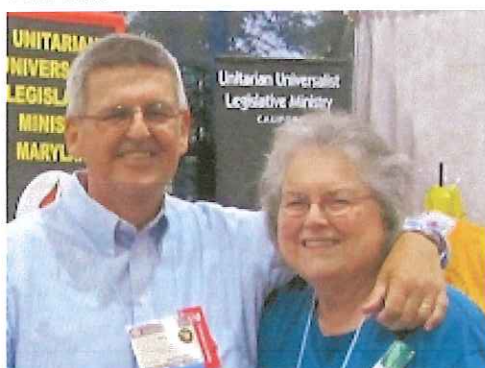
Morning facilitator Rev. Bud Murphy, professionally involved in helping individuals achieve their human potential for over 40 years, reminds us of a reading in our Living Tradition hymnal attributed to Lao-Tse, which states: “If there is to be peace in the world, there must be peace in the nations.” The reading takes us to the final line which says that world peace rests on the peace in our heart.

Social Justice Empowerment is very much like world peace – it must begin in our hearts. Our morning facilitator reminds us that as we unleash empowerment in our hearts we are better able to contribute to social justice. Rev. Bud will invite you to participate in exercises that provide unique insights into what motivates you and what may be keeping you from achieving more of your potential to make a difference. We hope you will experience firsthand why previous attendees have reported that “this is an event you will remember.”



Lois Cole

Once your peaceful giant is unleashed and fed, the afternoon sessions offer you three opportunities for learning and doing. It would be great if your congregation sends at least three attendees so that all breakout sessions can be attended. Bob and Irene Keim, Ministry of Earth president and UUSC leaders, will share environmental resources and actions – especially the UUA program Commit2Respond.org.



Bob and Irene Keim

Nancy Nordyke-Shelley, involved in the Justice for All Coalition of Central Florida, an affiliate of the STOP Mass Incarceration Network, a group that works to reduce mass incarceration and racism, will show how inequality, racial bias and mass incarceration are affecting all society. Her session will talk about her initiative or your chosen initiative and develop a way to start a first project. Lastly, Lois Cole, ministerial intern at First Unitarian of Orlando, will give attendees an opportunity to learn ways to prepare and deliver effective messages on all multiple media platforms and for different audiences.

Remember, the next coordinator will be selected at the end of the Workshop. Think about nominating yourself. We want to

Ministry Matters

7 here are some 40-plus congregations of the UUA in Florida – and my guess is that most, if not all, draw their membership from two distinct sources. First, there are the urbanites who have moved to the Sunshine state and brought with them a well-honed and informed secular humanism or atheism; the other are refugees from a particularly virulent and judgmental form of Christian Protestantism that can especially be found in the southern region of the United States. Overwhelmingly, it seems that most of the UUA membership is white, Anglo-Saxon or Jewish in ethnic identity, educated and suspicious of “liturgy,” anything that even remotely appears Christian and likes their “religion” intellectual. The UUA membership in Florida is not noted for being populated with lots of people under 40, let alone under 25.

Unless, of course, one considers a new interloper, eight years old, young (average age 28) and 90% Hispanic, celebrates “Communion” every time they gather, with a rambunctious country/rock band and often has a Zumba class one-half hour before worship...so people can put body, mind, exercise and spirituality together. Sermons are not lectures, but more “evangelical” in delivery. The content is decidedly not, however. And this is in the UUA. In Florida. In Miami. Particularly, All Souls Miami.

Some observations. The UUA has been “on” about growth and expanding to include more than just its “base”...mentioned above. Yet, if the UUA is going to do this, then it seems there needs to be a serious examination of what others prefer, naturally, for instance, in their worship. Hispanics, as a rule, love music, motion, action, loudness, excitement and vigor – a far cry from the staid worship patterns of the meeting house in New England – or elsewhere. Hispanics do not distrust “liturgy” or religious symbols and the ones I know genuinely want Communion regularly.

What many do not want, however, is the rigidity of either Roman Catholicism or its opposite side of the same coin – rigidity...Pentecostal and Evangelical Protestantism. Into this comes Unitarian theological and liturgical insight. And flexibility. And appreciation of freedom of thought. And democracy and....

All Souls Miami started because some students and their families wanted to “have a church” but one that was informed not by inflexible doctrine but an openness of spirit and inquiry. One that had a liturgy ...but the content of which was not “orthodox” – and Communion, but in line of a symbolic meal. These early founders wanted to see Jesus as a teacher not as a divine being and they openly enjoyed insights from other religions. Members today continue this with an interesting mix of a Buddhist lesbian congregation president and a Muslim treasurer, atheist faculty members, and some refugees from other churches. Most are of Hispanic origin.

Sounds like classic Unitarian thought...except there is a Service of Word and Sacrament – and this is “done” with loudness, vigor, excitement and rambunctiousness – and other high-churchy elements in form, but liberal in substance, style and attitudes. This is not for everyone. The congregation is small...38 or so members. It is possibly going to start a religious education program as there are now parents with young children, too. If this goes, they will significantly increase the membership and Sunday morning with kids all over the place.

All Souls rents...from the Jewish Community Center. It meets once a month. Again, it is not for everyone. The first worship in 2015 had readings from Lee Ann Womack, the Book of Ecclesiastes and a prayer for peace by an early 20th century Sufi poet. This is considered normal by the congregation. It is obviously not for everyone. But for a few, it is a light, a well, and path to help process “that strange mixed affair we call life.”

The future will be interesting. The church...yes, it considers itself a “Christian” church...will need to expand its budget and be prepared to move beyond its founding minister at some point. Whatever the future holds though, at the present it offers an option to both the Miami community and as a template to the UUA as well. We have within the UUA a theology about Jesus, about Communion as a welcoming meal and an openness to all religions. All Souls Miami suggests these can be combined with delightfully pleasing, if loud and rambunctious, results.

- Dr. Kenneth Claus, minister, All Souls Miami



All Souls Miami

Dr. Kenneth E. Claus
Minister

FROM OUR WEB SITE

www.allsoulsmiami.org

WHAT WE BELIEVE

(/)

- Home (/)
- Who We Are (/who-we-are)
- What We Believe (/what-we-believe)
- Our Name (/our-name)
- When We Meet (/when-we-meet)
- Our Ministers (/our-ministers)
- Ceremonies (/ceremonies)
- Contact Us (/contact-us)
- Worship Videos (/worship-videos)



What We Believe (/what-we-believe)

Because of our liberal Christian theology, All Souls Miami appeals to those with religious questions and spiritual longings who cannot accept the belief systems central to much of “traditional” Christianity. We draw those who can no longer recite ancient creeds or those for whom such creeds no longer express their faith. We attract those hurt by other churches where there seems to be more judgment than acceptance. But what is liberal theology? Here are some central affirmations at the heart of All Souls Miami.



Our General Approach to Religion

- 1. We affirm free thought.** All church members can believe what their consciences, minds, experiences and emotions lead them to affirm. The minister at All Souls Miami simply shares from the pulpit his own faith understandings, hoping that helps others on their faith journeys.
- 2. We affirm a fundamental unity of experience.** There is no intrinsic conflict between faith and knowledge, religion and the world, sacred and secular. Rather than seeing culture, especially science and the arts, as a threat to religious faith, liberal Christians understand their faith with reference to their experience within contemporary culture.
- 3. We define ourselves as a community of seekers.** We want to be a house of truth-seeking for those with searching minds and hearts. We find more value in questions than in absolute answers. We are not afraid of doubt.
- 4. We respect the human mind and its thought processes.** This is a church where you don't have to check your mind at the door. You are encouraged to think for yourself.
- 5. We do not limit the quest for religious truth to the intellect.** We are a community of yearning spirits crying out for experience. Our focus on reason is balanced by a conviction that our hearts and souls must be fed along with our minds.
- 6. We celebrate and respect the religions of every age and culture.** There is wisdom in all the world's living faiths. We recognize the faithfulness of other people who have other names for the way to God's realm and we acknowledge that their ways are true for them, as our ways are true for us.
- 7. We affirm the worth and dignity of every human being.** All people have equal claim to life, liberty and justice. So our faith community welcomes men, women and transgender people of all races, backgrounds, classes, abilities, and sexual orientations. Acknowledging the reality of sin and failure, we affirm the goodness and potential in everyone.
- 8. Most of us see the Bible as a collection of helpful ancient human reflections about**

God and the meaning of life. The biblical narratives arose from a particular group of Middle Eastern people who were seeking meaning in their journey through life. For many of us at All Souls Miami, the Bible is not literally God's word as it is a collection of human words, many divinely inspired, with the potential to liberate and propel us on a wondrous excursion of exploration.

9. The historical Jesus opens for us a pathway to God. Jesus, a Palestinian peasant teacher, began a reform movement within Judaism. His life and teachings offered hope and transformation to those at the bottom of society. To some at All Souls Miami, Jesus is a divine figure sent from God to pay for the sins of a fallen humanity, but for others, it is a human Jesus who serves as an inspiration and role model. Either way, for liberal Christians, Jesus opens a pathway to God which becomes for us a mirror into our own human potential and a window into God's love.

10. We understand God in various ways, but affirm in common that God's presence, filled with unconditional love, is everywhere. Some may believe in the traditional definition of God, for others at All Souls Miami, God is a life force, a divine spirit that can be experienced by everyone. Forrest Church, the Senior Minister of All Souls Church in New York City, speaks for many liberal Christians: "God is our name for that which is greater than all, yet present in each. God is the mystery that looms within and arches beyond the limits of my being."

11. Liberal Christians want to create communities of faith where people care deeply for one another and seek to help heal a wounded world. In liberal Christianity, religion is more about relationships than commandments, and communities of faith affirm relationships where we nurture and sustain one another in difficult moments, where we encourage one another on our spiritual journeys and where we work together to create a better world.

Most of those who attend services at All Souls Miami probably accept the majority of the affirmations found above. But because of our respect for free thought, many members may reject a few of the affirmations. But the eleven affirmations at least offer a picture of the kind of theology at the heart of our liberal congregation.

You are here: [Home \(/\)](#) ► [What We Believe](#)



All Souls Miami

Dr. Kenneth E. Claus
Minister

ALL SOULS SUNDAY WORSHIP BULLETINS

---- SOME EXAMPLES

ALL SOULS MIAMI

11 A.M.

MARCH 8, 2015

MUSIC: JAY VALOR BAND

GREETINGS AND ANNOUNCEMENTS

INTROIT (*a time for preparing spiritually*)

CALL TO WORSHIP:

V. Eternal Source of good...we thank You for the numberless gifts of blessings that fill our days: for life itself and its endless variety.

R. FOR ALL THAT SUSTAINS BODY AND MIND; FOR LOVE AND FRIENDSHIP FOR THE DELIGHTS OF THE SENSES....

V. For your teachings that deepen our life and enrich our days;

R. HELP US TO WORK FOR A JUST AND COMPASSIONATE SOCIETY WHERE ALL MAY SHARE YOUR GIFTS OF JOY AND FREEDOM.

(Reform (Jewish) prayers for Shabbat)

MORNING PRAYER SAID BY ALL:

O One, Who is the Perfection of Love, Harmony, and Beauty, open our hearts, that we may hear your Voice, which constantly comes from within. Disclose to us your Divine Light, which is hidden in our souls, that we may know and understand life better. Most Merciful and Compassionate, give us your great Goodness; teach us your loving Forgiveness; raise us above the distinctions and differences which divide us; send us the Peace of your Divine Spirit, And unite us all in your Perfect Being. Amen.

(Inayat Kahn ... Muslim...Sufi mystic)

SPECIAL MUSIC

ALL SOULS MIAMI

11 A.M.

FEBRUARY 8, 2015

MUSIC: JAY VALOR BAND

GREETINGS AND ANNOUNCEMENTS

INTROIT (*a time for preparing spiritually*)

CALL TO WORSHIP:

V. There can be

R. NO KEENER REVELATION OF A SOCIETY'S SOULS THAN THE WAY IN WHICH IT TREATS ITS CHILDREN. Nelson Mandela

V. I have a dream one day that my children will live in a nation where they...

R. WILL NOT BE JUDGED BY THE COLOR OF THEIR SKIN BUT BY THE CONTENT OF THEIR CHARACTER..... M.L. King

V. The greatest legacy one can pass on to one's children and grand children is not money ...or.....

R. MATERIAL THINGS ACCUMULATED IN ONE'S LIFE, BUT RATHER A LEGACY OF CHARACTER AND FAITH. Billy Graham

MORNING PRAYER SAID BY ALL:

KEEP EVER BEFORE US, WE PRAY, THE VALUE, THE CARE AND THE NUTURING OF CHILDREN, ALL THE CHILDREN, NOT ONLY THOSE WE LOVE, BUT, THOSE FOR WHOM WE HAVE A MORAL AND FAITHFUL RESPONSIBILITY.

AND SURPRISE US THAT CHILD LIKE THINGS OFTEN BRING US CLOSER TO YOU AND EACH OTHER. AMEN.

SPECIAL MUSIC: Jay Valor Band

SECULAR READING: *Children's Letters To God*

RESPONSIVE READING: *"Lining Out" Winnie the Pooh, Shel Silverstein et al*

SCRIPTURE LESSON: Matthew 19: 13 - 15

11 A.M.

JANUARY 11, 2015

MUSIC: JAY VALOR BAND

GREETINGS AND ANNOUNCEMENTS

INTROIT (*a time for preparing spiritually*)

CALL TO WORSHIP: Lee Ann Womack

V. I hope you never lose your sense of wonder,
R. *You get your fill to eat but always keep that hunger,*
V. May you never take one single breath for granted,
R. *GOD forbid love ever leave you empty handed,*
V. I hope you still feel small when you stand beside the ocean,
R. *Whenever one door closes I hope one more opens,*
V. Promise me that you'll give faith a fighting chance,
R. *And when you get the choice to sit it out or dance.*

ALL: I HOPE YOU DANCE.....I HOPE YOU DANCE.

MORNING PRAYER: by Sufi Inayat Khan

Send Your peace that our souls may radiate peace.
Send Your peace that we may think, act and speak harmoniously.
Send Your peace that we may be grateful
and thankful for the good there is in life.
Send Your peace that amidst our worldly strife
we can move to end strife between all peoples everywhere.
Send Your peace that we may endure and seek friendship with
all in the spirit of Your grace and mercy.
Send Your peace, that our lives may become a divine vision
and in Your light all darkness may vanish.
Send Your peace that we Your children may all unite in one family.
Amen.

SPECIAL MUSIC

RESPONSIVE READING: Lee Ann Womack

I hope you never fear those mountains in the distance,
Never settle for the path of least resistance
Livin' might mean takin' chances but they're worth takin',
Lovin' might be a mistake but it's worth makin',

EUCCHARISTIC PRAYERS

ENCLOSED HERE PLEASE SEE 3 EUCCHARISTIC PRAYERS
THAT WERE WRITTEN FOR ALL SOULS, BY ME, TO FULLFIL
THE NEED FOR SUCH PRAYERS IN A SETTING LIKE OURS.

ALL 3 WERE PUBLISHED BY THE UUCF, OF WHICH I AM A
BOARD MEMBER.

ALL 3 ARE NOW INCLUDED IN THE NEWLY REVAMPED UUA
WEB SITE.

(SEE: AUTHOR: KENNETH CLAUS; 3RD PRINCIPLE)

EUCCHARISTIC PRAYER " A "

O One, for whom words to describe are always inadequate, we give thanks that You may be often found in the most common, the most basic of human experience.

Particularly we give thanks for the common meal...that which has sustained us as individuals, as families and as faith communities.

Among the many who exemplify Your Presence, we give thanks for Jesus, of Nazareth, who used the meal to gather all kinds of people to become One in You and You in them.

On the night of his betrayal, Jesus used the meal to share of himself and You...asking that as we break common bread and share a common cup we experience an uncommon Oneness.

We ask that in this meal, we again experience what this Jesus would have of us all.....a sense of You that unites us in faith, hope, peace and blessingwith You and with each other.....

May we remember those who cannot be with us, both near and far, and those who remain on another shore but who, too, have rejoiced at the power of healing and love that comes from bread and cup.

Bless us we pray, as we go on our separate ways, reminding us that in all, through all, You remain Present.....Amen.

Rev. Dr. Kenneth Claus All Souls Miami Winter 2014

EUCCHARISTIC PRAYER B

WE GIVE YOU THANKS, O GOD, FOR ALL THAT IS GOOD, AND KIND AND JUST. FOR THE ALL THE WONDERS OF NATURE THAT SPEAK OF YOUR CONTINUING DIVINE PRESENCE: THE SUN RISE AND SUN SET, THE RAINBOW, THE WATERFALL, THE ROARING OCEAN AND THE QUIET STREAM, THE MAJESTIC MOUNTAIN PEAK AND THE SERENE DESERET.

WE GIVE YOU THANKS FOR PEOPLE, WHO, THROUGHOUT HISTORY, HAVE HAD PROFOUND AND SIMPLY STATED INSIGHT INTO YOUR PRESENCE IN ALL THAT IS AROUND US. WE GIVE THANKS, TOO, FOR ARTISTS, POETS, MUSICIANS, PEOPLE OF DIFFERENT FAITHS, DIFFERENT CULTURES, DIFFERENT TIMES AND DIFFERENT PLACES.... EACH HAS HELPED US TO AFFIRM, THAT BIDDEN OR NOT, YOU ARE WITH US—EVEN IN TIMES OF DEEPEST DARKNESS AND DOUBT.

WE GIVE THANKS THAT IN A PARTICULAR TIME AND PLACE JESUS WAS BORN AND LIVED AMONG US AND SPOKE TO US IN WAYS THAT AGAIN AFFIRMED YOUR PRESENCE . JESUS' WORDS, HIS LIFE AND HIS MINISTRY GAVE US INSIGHT AS TO WHO WE ARE, WHAT WE CAN BE AND HOW WE CAN LIVE LIFE IN YOUR IMAGE.

WHEN HE FACED DEATH, HE REMINDED US THAT THOUGH WE WALK THROUGH THE VALLEY OF THE SHADOW OF DEATH, WE NEVER WALK ALONE. DURING HIS LAST MEAL, HE GAVE US A CONTINING MEMORIAL :

FOR ON THE NIGHT HE WAS BETRAYED, HE TOOK BREAD, BLESSSED AND BROKE IT AND GAVE IT TO HIS DISCIPLES AND SAID: "TAKE AND EAT, THIS IS MY BODY GIVEN FOR YOU." HE ALSO TOOK A CUP AND SAID: "AS OFTEN AS YOU DRINK THIS, DRINK THIS IN REMEMBRANCE OF ME."

IN THE COMPANY OF THOSE WHO HAVE GONE BEFORE, PROPHETS AND APOSTLES, DISCIPLES AND MARTYRS, MEN AND WOMEN, YOUNG AND OLD, PEOPLE OF PROFOUND FAITH AND PROFOUND DOUBT, WE NOW SHARE THIS BREAD AND THIS CUP, IN THE AFFIRMATION THAT THE CONTINUNG SPIRIT OF THE JESUS WILL MAKE US ALL.... ONE IN YOU ...AND ...YOU IN US ...IN HIS NAME WE PRAY. AMEN.

EUCCHARISTIC PRAYER " C " THE DIDACHE*RE IMAGED .

O God, we give thanks this day and every day for all you have made known to us through the life of Jesus.

Glory to you throughout the ages.

We give thanks for all the knowledge, faith and hope that is implanted in our hearts by the teachings of Jesus, who you sent to us, and spiritually remains with us today.

Glory to you O God, through the ages.

You have created everything, O God, implanting within us a sense of the Divine. You have given all sustenance, food and drink, to remind us to give thanks for all that is good in life.

You

have also given us spiritual food and drink to remind us of the promise and power of your Divine love, for which we give thanks this day and every day.

Glory to you O God through the ages.

As this bread is made from ingredients that must be gathered together from different places and sources, so too may your church be gathered from all peoples and places to become One, One in you and you in them.

Deliver those gathered in Your Name from all evil and teach us to love each other and to build a church that becomes the holy and sacred community you wish for all.

Come again, Jesus, bring us closer to God.

Come again, Jesus, instill in us justice and compassion

Come again, Jesus, to nurture hope and faith in you, for all, always .

Come again, Jesus come again Amen.

The Didache ("The Teaching")* is dated to about 100 C.E. and may have come from the community that produced what is now called the Gospel of Matthew. In it is our first "Communion" service. When sharing this with my students, several noted that It portrayed Jesus as a teacher. I smiled.

**** "Teaching of the Lord to the Gentiles (or Nations) by the Twelve Apostles"***

Rev. Dr. Kenneth Claus All Souls Miami Spring 2014

UUA Board of Trustees
May 7, 2015

DRAFT - NOT YET APPROVED BY UUA BOARD.

**MINUTES
BOARD OF TRUSTEES
UNITARIAN UNIVERSALIST ASSOCIATION**

May 7, 2015

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held electronically on Thursday, May 7, 2015 at 8:00 PM EDT.

MEMBERS

PRESENT: Donna Harrison, Jim Key, Larry Ladd, Peter Morales, Lew Phinney, Susan Ritchie, Michael Sallwasser, James Snell, Sarah Stewart, and Susan Weaver.

MEMBERS Andy Burnette, Rob Eller-Isaacs, Christina Rivera, Julian Sharp
ABSENT:

ALSO

PRESENT: Tim Brennan, Harlan Limpert, Benji Janapol and observers.

Moderator Jim Key called the meeting to order at 8:00 PM EST.

Lew Phinney moved on behalf of the Governance Working Group (therefore no second needed) that Monitoring Reports for Policies 2.7.1, Audit Cooperation; 2.7.5, Report All Transactions; and 2.8, Asset Protection be approved as presented. Motion carried.

Sarah Stewart moved and Donna Harrison seconded a motion to approve the Southeast Unitarian Universalist Summer Institute (SUUSI) for participation in the UU Common Endowment Fund. Motion carried.

Sarah Stewart moved and Larry Ladd seconded a motion that the “second collection at General Assembly be targeted for use by youth, young adults, people of color, and other marginalized groups with the funds directed towards delegates whose congregations are also contributing to their GA attendance”. Motion carried.

Michael Sallwasser moved and Lew Phinney seconded a motion to enter into Executive Session for the purpose of discussing appointments and confidential personnel matters. Motion carried.

Upon returning from Executive Session the board announced that the appointments listed below were made, appointments to three other committees (Election Practices Committee, Retirement and

UUA Board of Trustees

May 7, 2015

Benefits Trust) were tabled until May 28, 2015, and that the board discussed a confidential staff matter.

The board approved the appointment of three new people for the Ministerial Fellowship Committee, Dr. Joetta Proust, Michael Lyde and Jan Devor, and affirmed the continuing members of the Ministerial Fellowship Committee and the four UUMA Appointees for 2015-2017:

Nick Allen

The Rev. Jackie Clement (UUMA)

The Rev. Marge Corletti

The Rev. Jennifer Hamlin-Navias

Dr. Bill Kirkpatrick

The Rev. Shana Lynngood (UUMA)

The Rev. Madeleine Sifantus

The Rev. Gary Smith (UUMA)

The Rev. Karen Stoyanoff

The Rev. Greg Ward (UUMA).

The board also voted to approve the appointments of the following committees:

Committee	Current Member	Recommended Action by the Board
Appointments	Hope Johnson (C)	Reappoint, Reappoint as Chair
	Chris Bell	Reappoint
	Neal Anderson	Reappoint
	Duncan Teague	Reappoint
	Anne Vogt	Reappoint
	Marcia Bowman	Reappoint
	Tim Atkins	Replace With Courtney McKenney
Audit	Sean Rush (c)	Reappoint, Reappoint as Chair
	James Wu	Reappoint
	Chris Chepel	Reappoint
SRIC	David Stewart (C)	Reappoint
	Marva Williams	Reappoint
	Vonda Brunsting	Reappoint
	Kimberly Gladman	Replace With Kathy Mulvey
	Simon Billenness	Replace With Kristin Faust
Investment	Robert Friedman	Reappoint
	Lucia Santi Fields	Appoint as Chair

UUA Board of Trustees
May 7, 2015

	John LaPann	Reappoint
	Carol McMullen (C)	Replace with Kathleen Gaffney
	Kimberly Gladman	Replace with David Stewart
JTWTC	Wendy von Zirpolo	Reappoint, Reappoint as Chair
	Carrie Stewart	Reappoint
	Tracey Robinson-Harris	Reappoint
	Ted Fetter	Reappoint
	Ben Gabel	Reappoint
	Jackie Clement	Replace with Elizabeth Mount
	Walter LaFlore	Reappoint
	Jonipher Kwong	Replace with Theresa Soto
Open UUA	Dick Jacke	Reappoint, Appoint as Chair
	Cheri Cody	Reappoint
	Jennifer Carver	Replace with Bob Falanga
	Sam Trumbore (C)	Replace with Matthew Weinstein
GAPC	Ila Klion	Replace with Tuli Patel
	Paul Langsten Daly	Replace with Samuel Prince
CSW	David Breeden	Replace with Jyaphia Christos-Rodgers

Donna moved and Lew Phinney seconded a motion to adjourn the meeting. Motion carried and Moderator Key adjourned the meeting at 9:08 PM EDT.

Respectfully submitted,

/s/ Harlan Limpert
Clerk

BOARD OF TRUSTEES SCHEDULE

UUA Board of Trustees

May 7, 2015

May 28th Monthly Board Conference Call

May 28, 2015 8:00 to 9:30 PM EST

Call in information:

Toll Number: (201) 479-4595

Meeting Number: 26903998

June 2015, Portland, OR

Tuesday, June 23 – Wednesday, June 24 – Board of Trustees meeting

Wednesday, June 24 – Sunday June 28– General Assembly

Monday, June 29 – Board of Trustees

July 2015 Monthly Conference Call

July 23, 2015 8:00 to 9:30 PM EST

Call in information:

Toll Number: (201) 479-4595

Meeting Number: 28356694

August 2015, Boston, MA – New Trustee Orientation

Monday, August 24, 2015 8:00 to 9:30 PM EST

September 2015 Monthly Conference Call

September 24, 2015 8:00 to 9:30 PM EST

Call in information:

Toll Number: (201) 479-4595

Meeting Number: 28356714

October 2015, Boston, MA

Thursday, October 15 –October retreat for all board members

Friday, October 16 to Sunday, Oct 18 – Board meeting in Boston

November 2015 Monthly Conference Call

November 19, 2015 8:00 to 9:30 PM EST

Call in information:

Toll Number: (201) 479-4595

Meeting Number: 28356738

December 2015 Monthly Conference Call

December 17, 2015 8:00 to 9:30 PM EST

Call in information:

Toll Number: (201) 479-4595

Meeting Number: 28356746

January 2016

Friday, January 22 to Sunday, January 24 – Location TBD

UUA Board of Trustees

May 7, 2015

February 2016 Monthly Conference Call

February 25, 2016 8:00 to 9:30 PM EST

Call in information:

Toll Number: (201) 479-4595

Meeting Number: 28356754

March 2016 Monthly Conference Call

March 24, 2016 8:00 to 9:30 PM EST

Call in information:

Toll Number: (201) 479-4595

Meeting Number: 28356770

April 2016, Boston, MA

Friday, April 15 to Sunday, April 17

(Note: This is changed from April 22 to 24 due to Passover)

June 2016, Columbus, OH

Tuesday, June 21 – Wednesday, June 22 – Board of Trustees meeting

Wednesday, June 22 – Sunday June 26– General Assembly

Monday, June 27 – Board of Trustees meeting

UUA Board of Trustees
May 28, 2015

DRAFT - NOT YET APPROVED BY UUA BOARD.

MINUTES
BOARD OF TRUSTEES
UNITARIAN UNIVERSALIST ASSOCIATION

May 28, 2015

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held electronically on Thursday, May 28, 2015 at 8:00 PM EDT.

MEMBERS

PRESENT: Andy Burnette, Rob Eller-Isaacs, Donna Harrison, Jim Key, Larry Ladd, Peter Morales, Lew Phinney, Susan Ritchie, Christina Rivera, Michael Sallwasser, Julian Sharp, James Snell, Sarah Stewart, and Susan Weaver.

MEMBERS Benji Janapol
ABSENT:

ALSO
PRESENT: Tim Brennan, Harlan Limpert, Tim Atkins and observers.

Moderator Jim Key called the meeting to order at 8:00 PM EST.

Sarah Stewart moved and Lew Phinney seconded the following motion:

Moved that the UUA board support the request by the Southwest Unitarian Universalist Conference (SWUUC), a district of the Unitarian Universalist Association, to transfer their endowment fund consisting of approximately \$140,000 to the Unitarian Universalist Friends Foundation, a 501(c)(3) organization, as part of the process of disincorporation. Details are described in the memo from Brenda Gaye Webb, Treasurer and Chair of the Endowment Committee of the SWUUC dated May 25, 2015. Motion passed with Donna Harrison abstaining.

Larry Ladd presented the report from the Ad Hoc Committee assessing two committees – the Retirement Plan Committee and the Health Plan Trust. It included a number of recommended changes. Reference the Proposed Charges/Composition for the Retirement Plan Committee / Health Plan Trust document dated 5-26-2015.

After discussion Larry moved to adopt the recommended charge to the Retirement Plan committee as described in the May 26 report to the Board of Trustees. Donna Harrison seconded. Motion carried.

UUA Board of Trustees

May 28, 2015

Larry Ladd then moved to adopt the recommended charge to the Health Plan Trust as described in the May 26 report to the Board of Trustees. Donna Harrison seconded. Motion carried.

Donna Harrison moved and Andy Burnette seconded a motion that the Board delegate a team for each agenda item being considered to determine which, if any, proposed amendments will be incorporated into the final proposal brought to the delegates for their consideration in the General Session. The team for each item will consist of the Moderator, the moderator of the relevant Mini-Assembly, the Vice Moderator of the Board, and the Board member that will be speaking on behalf of the Board for that item in the General Session. They will work in collaboration with the UUA attorney. Motion carried.

Michael Sallwasser moved and James Snell seconded a motion that the board move into Executive Session for the purpose of discussing appointments. Motion carried.

Upon returning from Executive Session it was announced that the following appointments were approved:

Committee	Current Member	Recommended Action by the Board
Election Campaign Practices Committee (ECPC)	Manish Mishra (C)	Reappoint, Reappoint as Chair
	Elisabeth McGregor	Reappoint
	Susan Smith Webb	Replace with Katherine Slack
Retirement	Paige Roth (C)	Reappoint, Reappoint as Chair
	Marni Harmony	Reappoint
	Rich Sider	Reappoint
	Glenn Farley	Reappoint
	Kevin Bolton	Reappoint
Benefits Trust	Barbara Lewis Johnson	No Action Needed
	Tom Loughery	No Action Needed
	Jan Sammons	Reappoint
	Kathleen Burek (C)	Replace with Susan Smith Webb
	Paul A Bluestein	Replace with John Vogt

A motion was made to adjourn the meeting and Moderator Key adjourned the meeting as 9:24 PM EDT.

UUA Board of Trustees
May 28, 2015

Respectfully submitted,

/s/ Harlan Limpert
Clerk

BOARD OF TRUSTEES SCHEDULE

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UUA Board of Trustees

May 28, 2015

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January 2016

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June 2016, Columbus, OH

Tuesday, June 21 – Wednesday, June 22 – Board of Trustees meeting

Wednesday, June 22 – Sunday June 26– General Assembly

Monday, June 27 – Board of Trustees meeting

Changes in Congregational Status
June 2015 UUA Board of Trustees Meeting

ITEMS FOR BOARD ACTION:

Applications for Membership of the UUA

The Southern Region of the Unitarian Universalist Association recommends that **All Souls Miami** in **Miami, FL** be accepted into congregational membership with the Unitarian Universalist Association as a member congregation.

ITEMS FOR INFORMATION, AND REPORTING TO THE BOARD:

UU Fellowship of Austin, TX (emerging congregation), has dissolved.

Formerly: UU Church of Lafayette (West Lafayette, IN)

Now Known As: UU Church of Tippecanoe County

Formerly: UU Fellowship of Erie County (Sandusky, OH)

Now Known As: UU Fellowship of the Firelands



Brent Lewis
Administrator, Congregational Life

DRAFT v2.3

UUA Board Procedural Document
(Implementation procedures for Policy 3.0)

"Moved that the changes in the text of the Section 3 Procedural document be made as identified in the text below and that the Governance Working Group be authorized to make the appropriate item numbering and punctuation changes."

3.0 Governance Process

As amended ~~January~~ June 2014 2015.??

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

Policy: The Board will inspire, direct and hold accountable the administration and itself through the careful establishment of broad written policies reflecting Unitarian Universalist values and perspectives.

3.1 Governing Style.

Policy: The Board will govern with an emphasis on (a) outward vision, (b) encouragement of diversity in viewpoints, (c) strategic leadership, (d) clear distinction of Board and President roles, (e) collective, (f) future, (g) pro-activity, and (h) an open and transparent process.

Procedures:

On any issue, the Board must insure that ~~all~~ relevant divergent views are considered in making decisions, yet must resolve into a single organizational position.

Accordingly:

1. The Board will cultivate a sense of group responsibility. The Board, not the staff, will be responsible for excellence in governing. The Board will be the initiator of policy, not merely a reactor to staff initiatives. The Board may use the expertise of individual Trustees to enhance the ability of the Board as a body, rather than to substitute the individual judgments for the Board's values.
2. The Board's major policy focus will be on the intended long term impacts ~~in~~ within the ~~Unitarian Universalist Association of Congregations~~ and its external relations and partnerships, ~~not on the administrative or programmatic means of attaining those effects.~~

DRAFT v2.3
UUA Board Procedural Document
(Implementation procedures for Policy 3.0)

- 30 3. The Board will govern with excellence. Discipline will apply to matters such as
31 attendance, preparation for meetings, policy-making principles, and respect of roles.
32 Although the Board can change its governance process policies at any time, it will
33 observe them scrupulously while in force. The Board will address an issue only if the
34 Board determines that the following criteria have been met:
35
36 A. A substantial portion of the Board believes that the issue deserves Board time;
37
38 B. The issue is the responsibility of the Board;
39
40 C. If the Board has dealt with the issue before, there is new information that compels
41 reconsideration;
42
43 D. The focus of the issue is at a systemic level, and is not just a fix for a specific
44 problem. If the issue is below the Board's broad policy threshold, the Board will
45 seek to broaden the issue to include a class of related issues in a proactive style.
46
47 4. Continual Board development will include orientation of new Trustees in the Board's
48 governance processes.
49
50 5. The Board will allow no officer, individual or committee of the Board to hinder or be an
51 excuse for not fulfilling its commitments.
52
53 6. The Board will select, from among ministers serving on the Board, one or more Trustees
54 to serve as chaplains to the Board.
55
56 7. The Board will monitor and discuss the Board's processes and performance at each
57 meeting. Self-monitoring will include comparison of Board activity and discipline to
58 policies in the Governance Process and Board-President Linkage categories, following
59 the monitoring schedule in Appendix 3.A.
60
61 8. The work of the Board of Trustees on matters of public witness will be guided by the
62 actions made by the General Assembly. This shall not preclude the Board from choosing
63 to bear witness in a time of extraordinary circumstances. Accordingly, on matters of
64 public witness regarding social concern, the Board will:
65
66 9. Call upon the elected leadership of our congregations to provide and safeguard the sacred
67 space where Unitarian Universalists may discuss, better understand, and explore public
68 policy in the light of our UU principles and the individual's conscience.
69
70 10. Encourage our congregations to take a responsible role in bearing witness publicly to
71 their faith in matters of social concern.
72

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- 73 11. Support the work of the UUA President and staff to bear witness publicly, expressing the
74 historic and theological grounding of UU positions on matters of public social concern.
75
- 76 12. Encourage the President of the UUA to provide prophetic leadership.
77
- 78 13. Encourage congregations to make use of the Social Witness process, which refers issues
79 for study and statements of conscience to the larger Association, through the authority of
80 the congregations meeting at the General Assembly.
81
- 82 14. Speak as the Board of Trustees of the UUA on matters of witness in our own work as an
83 Association.
84
- 85 15. To be consistent with our commitment to the right of conscience and the democratic
86 process and achieve a transparent and open process, the Board will:
87
- 88 A. Provide advance notice of dates and locations of regular business meetings, and
89 making agendas, reports, and the previous meeting minutes available prior to the
90 meeting;
91
- 92 B. Provide avenues for comment on issues on the meetings' agendas;
93
- 94 C. Accommodate observers at regular business meetings, and notify all participants
95 of recording and archiving policies.
96
- 97 D. Make documents submitted for consideration to the Board of trustees publicly
98 available, with the exception of documents distributed during or related to
99 business to be discussed in executive sessions.
100
- 101 E. Conduct its business in public, except when the Board decides by majority vote to
102 deal with the following kinds of matters in Executive Session:
103
- 104 ▪ volunteer and staff personnel matters that are of a delicate nature
105
- 106 ▪ legal matters of which public discussion could be legally injurious
107
- 108 ▪ budget matters that involve such legal or personnel matters
109
- 110 ▪ property acquisition or disposition
111
- 112 ▪ business of the above nature involving a member society if the society
113 requests an Executive Session.
114
- 115 ~~16.~~ Any officer or trustee may initiate a request for an Executive Session. The first item of
116 business in any Executive Session shall be an explanation of the reason for the request,

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after which the Board shall vote whether or not to remain in Executive Session.

17. 16. Participants in Executive Session will be limited to Board Members, the Youth Observer, the Chief Operating Officer, Vice President for Ministries and Congregational Support the Program and Strategy Officer and the Treasurer, Chief Financial Officer. The Board may vote to include others in Executive Session ~~if their presence is required for the meeting~~ where appropriate.

- A. All meetings in executive session will close with a determination as to whether the material is confidential and needs to be confidential.
- B. The Executive Session may be ended at any time by majority vote.
- C. Executive Sessions will be held to the minimum necessary under these guidelines.

11. Record and archive audio of business proceedings of the UUA Board, with the exception of executive sessions, to be available to members of UUA congregations upon request.

12. Regularly hold meetings in sites other than Boston, to strengthen relationships with the Association's Member Congregations and other Sources of Authority and Accountability, and also to learn first-hand about vital interests of the Association.

A. The Board will ~~authorize~~ select a Site Selection Team.

- a. Proposals to the Site Selection Team must come from Trustees.
- b. Proposals must contain the following:
 - i. ~~At least two preferred dates for hosting the Board (from the scheduled list of upcoming dates on the Board's calendar);~~
 - ii. An identified contact person, who will represent the host site as a liaison with the Board;
 - iii. Evidence of strategic importance (how will the Board's exposure to the host site serve the strategic interests of the Association?)
 - iv. Evidence of wise stewardship of Association resources

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- v. Evidence of support of a group of related Congregations (for example, a Cluster) and other Sources of Authority and Accountability (how will the Board link with local Congregations; how will the Board link with other Sources of Authority and Accountability).

B. The Site Selection Team will authorize a spokesperson as a single point of contact on meeting logistics with the Administration. Within parameters established by the Site Selection Team, the spokesperson may make meeting logistics decisions on behalf of the Board.

C. To be in healthy relationship with the Administration, and to ensure lowest cost, the Board will select meeting geographic areas no less than eleven months prior to the meeting. If a geographic area is not chosen, the default choice is to meet in Boston.

3.2 Board Job Description.

Policy: As informed and elected leaders of our Association of member congregations, the UUA Board of Trustees assures organizational performance by creating, communicating, and monitoring organizational systems and performance, in accord with established Board policy.

Procedures:

Accordingly, the Board has responsibility to:

1. Create and maintain linkage between the Board and the Sources of Authority and Accountability defined in Policy 3.0.
 - a. Linkage shall mean
 1. Formal, intentional dialogue with the Sources of Authority and Accountability for the purpose of understanding the Sources' values and the benefits the Association should produce
 2. Connections with the Sources of Authority and Accountability that ensure the board governs accountably on their behalf.
 - b. No task shall have a higher priority.

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- 191 c. In linking with any particular Source, the Board will listen to multiple voices.
192
193 d. The Board will collaborate with communities and organizations outside the Board
194 in identifying the voices invited to speak on behalf of these Sources.
195
196 e. The Board will report on its linkage activities with these Sources, identifying not
197 only the methodology but also the values discerned, and the impact of those
198 values on Board actions.
199
- 200 2. Write policies that address organizational decisions and situations at the broadest levels:
201
- 202 a. Shared Vision (ENDS): Statements that express values identifying what benefit to
203 whom and at what cost.
204
205 b. Leadership Covenant and Expectations: Established boundaries around both
206 ethics and prudence within which all executive activity and decisions must take
207 place.
208
209 c. Governance Process: How the Board conceives, carries out and monitors its own
210 tasks.
211
212 d. Board-President Linkage: Promote right relationship between the President and
213 the Board by defining the president's role, authority, and accountability.
214
- 215 3. Assure operational performance through systematic monitoring of systems and
216 performance of the organization in relation to established policy and examining and
217 approving the operating and capital budgets before they are implemented.
218
- 219 4. Act as faithful stewards of the resources of the UUA.
220
- 221 5. Obtain an annual audit of the Association's financial reports by a certified public
222 accounting firm with experience conducting audits of organizations of comparable size,
223 as overseen by the Audit Committee. Upon completion of the audit, the Board will meet
224 with the chair of the Audit Committee to receive a report that discusses the audit and the
225 auditors' management letter. Prior to this meeting, the Audit Committee will provide the
226 Board with a written report, for publication on the UUA website, containing the key
227 findings of the audit, including any finding of a serious accounting or management
228 weakness.
229
- 230 | 6. Promote and actively engage in the work of building an antiracist /
231 antioppressive/multicultural institution.
232

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7. Act in direct relationship with the General Assembly (GA).

- a. Approve the GA site, participating in GA programs, and responding, as appropriate, to motions adopted by GA.
- b. Review and affirm adoption of UUA Public Policy Statements, based on actions of previous General Assemblies.
- c. In consultation with the General Assembly Planning Committee, make decisions about the allocation of excess funds generated from General Assembly activities. (q.v. Policy on GA Reserve Fund)

8. Vote to accept into membership or to terminate association membership of a congregation in accordance with UUA By-laws.

9. Appoint and empower Board committees and Board liaisons.

10. Ensure continuity of governance capability

3.3 Board and Board Member Code Of Conduct.

Policy: The Board commits itself and its members to act in adherence with the UUA bylaws, to conduct themselves ethically, businesslike, and lawfully, and to act with respect for others, with proper use of authority and appropriate decorum when serving as Trustees.

Procedures:

1. Board members must act in accordance with our covenant with each other.

We promise to:

- ...listen deeply, speak boldly and keep an open mind, balancing views of self and others authentically
-be humble, prepared and present and focus on governance as the board's essential role, while taking the long view, and maintaining accountability for Anti-Racism, Anti-Oppression and Multi-Culturalism

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-have respect and affection for each other, assuming the best of intentions and honest needs and building new bridges and mending bridges that are broken
-remember our sources and whose we are, giving space for faith
-learn and grow, practice self-care, laugh and sing!

This covenant shall be read at the beginning of each board meeting.

2. Board Members must act in accordance with our covenant with member congregations. As Board members, our primary purpose is to serve our member congregations regardless of personal relationships with staff, affiliations with other organizations, or any personal interest.
3. Board Members must comply with Conflict of Interest (Appendix 2.J) and Whistleblower policies (Appendix 2.K).
4. Member Trustees covenant with each other to follow a practice of "Speaking with one voice". This requires that each Trustee has had reasonable opportunity to participate in the debate of the issues and opportunities before the committee or Board. The Trustee may have disagreed with the Board's decision, and consistent with the right of conscience may say so publicly. However, once the Board makes a policy decision, and even if an individual Trustee does not fully support the Board's position, each Trustee agrees to do their best to act in alignment with that policy in the spirit of moving our organization ahead in accordance with our democratic principles.

If a Trustee finds that they cannot in good conscience adhere to this policy and covenant, then that Trustee bears the responsibility to consult with the Moderator or ~~First~~ Vice-Moderator and determine an acceptable course of action.
5. Board Members ~~may~~must not attempt to exercise individual authority over all or any part of the organization.
6. Board Member's interaction with the President or with staff must recognize that an individual Board member has no authority except when explicitly authorized by the Board
7. Board Members will not express individual judgments of performance of employees of the President, except during participation in Board deliberation about whether reasonable interpretation of Board policy has been achieved by the President.
8. Board Members will respect the confidentiality appropriate to issues of a sensitive nature.

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307 | 9. Board Members will be properly prepared for Board deliberation.

308 | 10. Board Members will model UU ~~[Unitarian-Universalist]~~ values in our lives and in our
309 | roles as Trustees.

310 | 11. Board Members will provide leadership for UUA's stewardship and development efforts.
311 | Each Board Member is encouraged to:

312 | A. Support the financial well being of the Association, including: pledges to his or
313 | her congregation, an annual contribution to the Friends of the UUA, and participation in
314 | capital campaigns.

315 |
316 | B. Submit names of potential donors to the Stewardship and Development staff
317 | group;

318 |
319 | C. Encourage his or her own congregation to attain the fair share contribution to the
320 | Annual Program Fund.

321 |
322 | D. Promote testamentary giving through legacies and bequests.

323 |
324 | E. Be knowledgeable about Association funding.
325 |

326 | 12. Board Members are expected to have completed anti-racism training that includes
327 | analysis and systems theory components prior to the January meeting of their first year
328 | as a Trustee. Participation in such training will be paid for, or reimbursed by the UUA,
329 | with prior approval of the CGO.

330 | 13. Individual Board Members will not engage in fundraising or public support of any
331 | candidate for national UUA office except within twelve months of the date of the
332 | election.
333 |

334 | 14. Each Board Member will annually certify in writing their knowledge of, and their
335 | agreement to honor, the contents of these Governance Process policies.

336 |
337 | **3.4 External Relations.**

338 | **Policy:** Speaking with one voice is an important value of the Board. To achieve this, the board
339 | will formally delegate official authority to speak on behalf of the organization in the public
340 | arena.

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Policy: Committee chairs, working group conveners and officers are authorized to communicate with members of the press concerning areas of Board discussion, deliberation and action within the scope of their authority following meetings of their respective groups.

Procedures:

1. The CGO [Chief Governance Officer] and President are the customary spokespersons for the UUA [Unitarian Universalist Association]. Trustee's interaction with the public, press or other entities must recognize that no Trustee may speak for the Board except to repeat explicitly stated Board decisions.
2. Any Board member may be empowered and charged by the Board to be a Board representative in relationship with any group, and such empowerment, the charge and its responsibilities will be defined by the Board at the time of the assignment.
3. At events with organizations external to the UUA, Board members may represent the Board or the Association at meetings and events where such representation is deemed desirable and where the CGO has agreed to the representation. Board members should represent the Board and the Association at district and regional meetings whenever appropriate to their role as trustees. Board members are entitled to represent themselves as UUA Trustees at ceremonial events where the Board member deems such representation desirable. Board members must avoid any ambiguity about their representative role or authorization to speak for the Board of Trustees of the UUA. ~~Board members may represent the Board or the Association at meetings and events where such representation is deemed desirable and where the CGO has agreed to the representation. Board members are entitled to represent themselves as UUA Trustees at ceremonial events where the Board member deems such representation desirable. Board members are responsible and accountable for avoiding any ambiguity about their representative role or authorization to speak for the Board of Trustees of the UUA.~~
4. For special electronic communications (e.g., ~~the Board Blog~~, the Board Face Book page), the CGO may appoint an individual trustee to write inputs in areas in which she/he has knowledge or expertise.
5. The Chief Governance Officer will appoint a trustee or trustees to write a brief letter to UU ministers and congregational presidents following each quarterly board meeting, to apprise them of important decisions the Board made at that meeting and vital issues it discussed. Such a letter will be signed by the Secretary on behalf of the Board.

3.5 Agenda Planning.

Policy: The Board will follow an annual agenda which (a) advances and/or reevaluates the relevance of its Shared Vision (ENDS) and (b) continually improves Board performance through Board education and enriched input and deliberation.

Supporting procedural guidance for policy 3.5

1. Agenda planning will be completed during the first meeting of each fiscal year, and the agenda published with the minutes of that meeting. The agenda or work plan should look out at least 24 months.
2. Agenda planning will include:
 - A. Consultations with selected groups in the member congregations, or other methods of gaining member congregations input.
 - B. Governance education, and education related to Shared Vision (ENDS) determination, (e.g. presentations by futurists, demographers, advocacy groups, staff, etc.)
 - C. A consent agenda to help the Board deal with routine items as expeditiously as possible.
3. The agenda [for each meeting](#) is to be prepared by the Chief Governance Officer (Moderator). Suggestions for agenda items are solicited from Working Group conveners and committee chairs. Any Trustee may suggest items for the agenda. The tentative agenda will be sent to Trustees and posted on UUA.org at least two weeks prior to the meeting with all available supporting documents.
4. All monitoring events will be included on the agenda as reflected in the monitoring schedule in Appendix 3.A.
5. All recurring calendar events will be included on the agenda as reflected in the Recurring Events schedule shown in Appendix 3.B.
6. Individual meeting agendas will generally follow the format below:
 - A. Welcoming and recognizing guests

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B. Chalice Lighting

C. Approve agenda

D. Consent Agenda

1. Operational (~~President~~ Moderator constructs).

2. May include ~~accepted~~ Monitoring Reports motions.

E. Linkage to Member congregations and Board Communications

1. Member congregation communication

2. Communication with the stakeholders and selected interested groups or constituencies in regard to Board's Annual Agenda.

F. Board ~~Education~~ Information

1. President's Report

2. Moderator's Report

3. Financial Advisor's Report.

4. Special topics in accord with the annual agenda to assist the Board in its work and governing capacity.

G. Policy Discussion, based and focused upon the annual plan of Board work.

H. Assurance of Operational Performance

1. Receipt of Monitoring Reports; Review of Trustee's personal analysis of the reports; Discussion of interpretations; Challenges to interpretation; Vote on compliance.

2. New Operational ~~Worries~~ updates / concerns (~~if submitted prior to the meeting~~)

3. ~~Next m~~ Monitoring assignment schedule

4. Board self-assessment against Board means policies (according to the monitoring schedule)

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I. Executive Session (if circumstances require)

J. Process Observations (~~AR/AO, governance~~)

K. Other issues that require board knowledge or action.

~~J.~~L.

~~K.~~M. Announcements

~~L.~~N. Adjournment

3.6 Election Of Officers And Officer Roles.

Policy: The General Assembly elects the Moderator (CGO) and Financial Advisor. The Board elects the Vice Moderator and the Secretary. The Board also appoints the Recording Secretary and the Treasurer of the UUA

Youth Observer The Youth Observer is the primary liaison between GA Youth Caucus and the Board.

The Youth Observer shall serve her/his term without vote.

Excluding matters of voting, The Youth Observer shall bear the same responsibilities and accountabilities as defined for trustees.

With consent of the Board, the enumerated tasks of the observer may evolve as the structures of denominational youth leadership evolve.

The Youth Observer is charged with:

- Informing GA Youth Caucus and Youth Caucus staff of relevant Board issues at the Youth Observer's discretion
- Staying informed about the planning and activities of GA Youth Caucus
- Keeping abreast of national issues that are of interest to Unitarian Universalist youth in districts and congregations
- Linking and nurturing relationships between youth leaders in districts and congregations across the nation
- Seeking out qualified youth candidates as future Youth Observers and for other UUA volunteer positions

Procedures

Elected Officials from General Assembly

1. The **Moderator** is the **Chief Governance Officer (CGO)**. The CGO assures the integrity of the Board's processes and, secondarily, represents the Board to outside parties. Accordingly, the CGO is responsible for:
 - Ensuring that the Board behaves consistently with its own rules and those legitimately imposed upon it from outside the organization.
 - Ensuring that the Board discusses only those issues that, according to Board policy, clearly belong to the Board to decide, not the President.
 - Ensuring that deliberation is fair, open, and thorough, but also timely, orderly, and kept to the point.

D. Nomination of Candidates for Moderator/CGO

- 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

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539 candidates for Moderator.

540
541 iv. As required by Section 9.5 of the Bylaws, the board shall nominate one or
542 more candidates no later than February 1 of the year before the General
543 Assembly at which there is to be an election for Moderator.

544
545 a. The following individuals may participate in Board deliberations
546 but shall not be eligible to vote: the Secretary of the Board, the
547 Trustees who serve on the Election Campaign Practices
548 Committee, the President, and the Youth Observer.

549
550 b. The following individuals may participate in Board deliberations
551 and shall be eligible to vote: the Moderator, and any Trustee who
552 served as a voting member of or non-voting board liaison to the
553 MNC.

554
555 c. Voting shall be by secret ballot in executive session, with
556 procedures for voting and vote counting to be determined by the
557 Secretary.

558
559 d. Voting shall be conducted using the “single transferable vote”
560 method, with a ballot designed to permit the designation of first,
561 second, third, etc. choice. At the conclusion of the vote counting,
562 the two candidates with the highest number of votes shall be
563 declared the nominees. However, if one candidate receives more
564 than 75% of the first choice votes, then only that candidate shall be
565 the nominee of the board. Furthermore, if two or more candidates
566 for nomination are separated by less than one full vote, they shall
567 be considered tied and the board shall take a second vote to break
568 the tie.

569
570 e. The minutes of the executive session shall report only the names of
571 the nominee(s).

572
573 v. If a special election is to be held to fill a vacancy in the office of
574 Moderator, the procedures in this section 3.6.1.A shall be followed to the
575 extent that time permits. The Moderator Nominating Committee shall
576 make its recommendations to the Board no later than November 1 of the
577 year before the election.

578
579 E. The CGO is authorized to use any reasonable interpretation of the provisions in these
580 policies. The CGO may make decisions that fall within topics covered by Board policies on
581 Governance Process and Board-President Linkage, with the exception of employment or
582 termination of a President and situations where the Board specifically delegates portions of this

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authority to others.

F. The CGO is empowered to chair Board meetings with all the commonly accepted power of that position (e.g., ruling, recognizing).

G. The CGO has no authority to make decisions about policies created by the Board within Shared Vision (ENDS) and Leadership Covenant and Expectations policy areas. Therefore, the CGO has no authority to supervise or direct the President.

H. The CGO may represent the Board to outside parties in announcing Board stated positions and in stating chair decisions and interpretations within the area delegated to her or him.

I. The CGO may delegate CGO authority, but remains accountable for its use.

J. In special circumstances, the CGO may create task forces or special committees to address or explore issues of concern to the Association.

K. In the event of a vacancy, the CGO shall inform congregations of the vacancy.

~~Financial Advisor~~

~~The responsibilities of the Financial Advisor are defined in the Bylaws in various sections of Articles VII, VIII, and X.~~

Board-Elected Roles and Positions

4. ~~First~~ Vice Moderator (Board Coordinator)

The role of the ~~First~~ Vice Moderator/Board Coordinator is to:

- Assist with Board of Trustees agenda planning and scheduling of Board work.
- Participate in leading Board of Trustees meetings.
- Assumes the CGO role in the event of absence ~~death, disqualification, resignation or removal~~ of the CGO.

~~5. Second Vice Moderator (Assistant Board Coordinator)~~

~~The role of the Second Vice Moderator/Assistant Board Coordinator is to:~~

- ~~○ Support the work of the First Vice Moderator and CGO and shall fill those roles in succession if either or both are incapacitated.~~

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- ~~○ Develop a coordinated schedule for Board member activity at General Assembly.~~
-
- ~~Obtain written certification on an annual basis, and monitors that each Board member is familiar with Governance Process policies and agrees to honor the Board covenant regarding these policies.~~

~~6.~~**5. Secretary**

The responsibilities of the Secretary of the Association are defined in the Bylaws ~~in various sections of Articles VIII, IX, and X, and in various sections of the Rules with number headings 3, 4, 6, and 9.~~

In addition to these responsibilities, the Secretary shall:

- Maintain the UUA Governance Manual, assuring that all policies will be reviewed at least once in five years.

~~7.~~**6. Assistant Secretary**

The role of the Assistant Secretary is to support the work of the Secretary and shall fill those roles in succession if the Secretary is ~~incapacitated~~ unavailable.

~~8.~~**7. The process for selection of the ~~First and Second Vice Moderators~~, the Secretary and Assistant Secretary shall be ~~as follows~~:**

- A. Each Board member shall be given the opportunity to stand for election as ~~First~~ Vice Moderator/Board Coordinator. A vote shall then be conducted to choose the ~~First~~ Vice Moderator.
- B. ~~Each Board member shall then be given the opportunity to stand for election as Second Vice Moderator/Assistant Board Coordinator. A vote shall then be conducted to choose the Second Vice Moderator.~~
- C. The Committee on Committees brings forward nominees for the Secretary and Assistant Secretary positions. A vote shall then be conducted to approve the recommendations.

Board-appointed Positions and Appointment Procedures

9. Recording Secretary

~~The recording secretary has various duties defined in Article VIII of the Bylaws.~~

10. Treasurer

~~The responsibilities of the Treasurer are defined in the Bylaws in various sections of Articles VII, VIII, and X.~~

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11. Appointment of the **Recording Secretary** and **Treasurer** of UUA shall be done as follows:

- A. President recommends to the Board at least one candidate for each position.
- B. Board discusses in Executive Session, and votes to affirm or reject.
- C. Appointments announced.

3.7 Board Committee Principles.

Policy: Board committees will be used sparingly and, when used, will be chartered to reinforce the wholeness of the Board's responsibilities and to never to interfere with delegation from Board to President.

Procedures

Accordingly:

1. Board committees are established by the Board to help the Board do its job, and in general, not to help or advise the staff. Some exceptions to this policy exist due to constraints placed on the Board by Bylaws, or because the Board is still in discernment (See 3.8 below for more information). Committees ordinarily will assist the Board by preparing policy alternatives and implications for Board deliberation. In keeping with the Board's broader focus, Board committees will normally not have direct dealings with current staff operations.
2. Board members may serve on committees outside the Board, but only in their capacity as private individuals, and do not carry any Board authority in these roles.
 - A. Board members may serve on staff operational committees at the invitation of the President.
 - B. Board members may serve on General Assembly operational committees, at the invitation of those committees established by the General Assembly.
3. Except as specified by the By-laws, Board committees may not exercise authority over staff. Because the President works for the full Board, the President will not be required to

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obtain approval of a Board committee before an executive action.

4. Board committees are to avoid over-identification with organizational parts rather than the whole. Therefore, a Board committee that has helped the Board create policy on some topic should take special care to represent the full Board's interest when monitoring organizational performance on that same subject.
5. Special committees will be used sparingly and ordinarily in an ad hoc capacity for specific short-term objectives or to carry out special tasks that will facilitate the work of the Board. Although the CGO may create special committees, the CGO will consult with the Appointments Committee regarding any appointments the CGO wishes to make.
6. This policy applies to any group that is formed by Board action, whether or not it is called a committee and regardless whether the group includes Trustees. It does not apply to committees formed under the authority of the President.
7. All members of Board-appointed committees are expected to have reasonable competence in the area of racism and oppression. Members of the **AntiRacism/Anti-Oppression Assessment and Monitoring Team (AR/AO AMT)** and chairs of the Appointments Committee and **Finance Committees** must additionally have an understanding of change theories and demonstrated commitment to anti-racism and anti-oppression.
8. Each Board-appointed committee, including Working Groups, is charged with developing standards and processes for embodying the commitment to antiracism, anti-oppression and multi-culturalism in its work, and to develop a plan for the ongoing training and education of its members.
- ~~9.~~ 9.10. Unless otherwise specified by these policies or by the Bylaws or Rules of the Association, committee appointments are made for two-year periods, which can normally be renewed up to ~~three times for~~ a maximum of 8 years of service. Terms begin at the close of the regular General Assembly in odd-numbered years. When considering possible reappointments of committee members, the Appointments Committee shall take into account the goal that committee membership should reflect the full diversity of the Association, ~~as stated in Policy 3.7.10~~, as well as the need for each committee to have the full range of skills and experience necessary for its work. ~~The Appointments Committee may recommend a reappointment resulting in more than eight years of service when failure to allow a term extension would have a significantly negative impact on a committee's ability to function.~~
- ~~10.~~ 11. Whenever a new committee is named, the Appointments Committee shall develop a charge, including a statement of the committee's purpose and estimated duration, and forward that charge to the Board and the Finance Committee and monitor and address

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issues of committee performance.

~~11.~~12. Committees will not be reimbursed for committee expenditures beyond their approved budget, without prior approval by the ~~Vice President for Finance~~Treasurer, the Chair of the Finance Committee, and the ~~Chair of the Appointments Committee~~.

~~12.~~13. If a Board-appointed committee finds that an individual member creates a working atmosphere that is unproductive, disruptive, or otherwise impeding effective committee functioning, the Appointments Committee urges the leader and members of that particular committee to speak candidly with the member whose behavior is problematic in order to identify desired changes. If the committee is not able to resolve the problem internally, the chair should contact the Chair of the Appointments Committee for help in resolving the problem.

~~13.~~14. Committee members must comply with the Association's Conflict of Interest Policy (Appendix 2.J, see Policy Section 2)

~~14.~~15. Committee members must comply with the Association's Whistleblower Policy (Appendix 2.K, see Section 2)

3.8 Board Committee Structure.

3.8 Board Committee Structure

A. The board has the responsibility for appointing and monitoring certain committees and entities. Section 7.1 of our Bylaws mandates the following board-appointed committees:

1. Executive Committee
2. Ministerial Fellowship Committee
(The MFC has created sub-committees on candidacy that also require board appointments)
3. Finance Committee
4. Investment Committee of the Unitarian Universalist Common Endowment Fund, LLC (UUCEF LLC) [[Charge to the Investment Committee](#)]

The Bylaws of the UUCEF LLC specify the qualifications of members of the UUCEF Investment Committee, and further describe the specific responsibilities of the committee.

The Board of Trustees appoints the members of the UUCEF Investment Committee and has other powers over the UUCEF LLC, as described in the Certificate of Organization, the Operating Agreement, and the Bylaws of the

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UUA Board Procedural Document
(Implementation procedures for Policy 3.0)

UUCEF LLC.

5. Religious Education Credentialing Committee [[Charge to the Religious Education Credentialing Committee](#)]; and
6. Audit Committee [[Audit Committee Charter](#)]

Additional board-appointed committees were created in response to General Assembly actions:

7. Open UUA Committee (Rule G-2.1)
 8. Journey Toward Wholeness Transformation Committee (1997 Business Resolution)
- Election Campaign Practices Committee (Rule G-9.13.10) The Board itself has created the following entities:

9. Appointments Committee
[[Charge to the Appointments Committee](#)]
10. Moderator Nominating Committee
Not later than 26 months before the beginning of a General Assembly at which an election for Moderator will be held, the board shall appoint a Moderator Nominating Committee to assist the board in carrying out its responsibilities under Section 9.5 of the Bylaws and **Section 3.6.1.A** of these policies. The committee shall consist of five members, including not more than two trustees.
11. Committee on Socially Responsible Investing [[Charge to the CSRI](#)]
12. Retirement Plan Committee [[Charge to the RPC](#)]
13. Employee Benefits Trust
[[Charge to the Health Plan Trustees](#)]
14. Council on Cross-Cultural Engagement [[Charge to the CCCE](#)]

B. The board-appointed entities and committees identified in this policy should report to the board no less than once a year. Each report should address the committee's performance against the committee charge, and demonstrate compliance **with policy 3.7.8**, which requires standards, processes and plans related to antiracism, anti-oppression and multi-culturalism. As reflected in policy 2.13 (Support to the Board), the board will ensure that adequate staff support is provided to facilitate compliance **with 3.7.8 and Open UUA guidelines**. The board shall consider and take appropriate action on committee recommendations.

3.9 Board / General Assembly Relations.

Policy: Pursuant to the Bylaws, the Board shall act for the Association between General Assemblies.

Procedures:

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Accordingly:

1. ~~Board skills, methods, and supports will be sufficient to assure governing with excellence.~~
2. ~~Outreach mechanisms will be used as needed to ensure the Board's ability to listen to member congregation viewpoints and values.~~
3. Costs will be prudently incurred. The Board will develop its budget to coordinate with the budget cycle each year to assure its inclusion in the overall budget. The Board budget shall include:
 - A. Board training, including attendance at conferences and workshops.
 - B. An annual external financial audit and other third-party monitoring of organizational performance.
 - C. Surveys, focus groups, opinion analyses,
 - D. Operating and meeting costs of the Board, Board committees, Board appointed committees, and the elected Committees of the Association.
4. Only prudently incurred expenses related to volunteer service on behalf of the Board are reimbursable from the Association budget. The Board shall comply with all provisions of the Association's expense reimbursement policies that are applicable to volunteers who serve on committees. The staff may ask the Moderator to review and approve any reimbursement request from a Board or committee member. The Audit Committee shall designate a committee member to review the Moderator's expense reimbursements at least twice a year, to ensure that they are in compliance with the Association's reimbursement policies.
5. Candidates for President or Moderator who have been duly nominated in accordance with Section 9.5 or Section 9.6 of the bylaws shall be entitled to be reimbursed by the Association for reasonable expenses for registration, travel, meals and lodging for attending the General Assemblies held one year prior to the election and in the year of the election, and for regular meetings of the Board of Trustees held during the period between the two General Assemblies, provided they remain candidates as of the time of the General Assembly(ies) and the quarterly meeting(s) for which they seek reimbursement. Each such candidate shall be provided a single booth space in the Exhibit Hall at the General Assemblies held one year prior to the election and in the year of the election. In no case is a candidate eligible for reimbursement for expenses incurred prior to being nominated.

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UUA Board Procedural Document
(Implementation procedures for Policy 3.0)

- 869 6. Candidates for Financial Advisor who have been duly nominated in accordance with
870 Section 9.4 or Section 9.6 of the bylaws shall be entitled to be reimbursed by the
871 Association for reasonable expenses for travel, meals and lodging for attending the
872 regular meetings of the Board of Trustees held in April and June of the year during which
873 the election of a Financial Advisor will be held.

874

Memorandum

To: UUA Board of Trustees
Subject: President's Report
From: Peter Morales
Date: June 21, 2015

In this report I will highlight a few key issues.

APF

I believe the decision several years ago to make the setting of the amount of the Annual Program Fund per member request was a mistake. We have conducted a reevaluation of how we ask congregations to fund their Association and have explored a number of alternatives in detail. However, I believe the Board needs to make the ultimate decision. Before our October meeting we will present the Board with alternatives and recommendations. We will also discuss how to move forward to get buy-in and how to manage a transition to a new system.

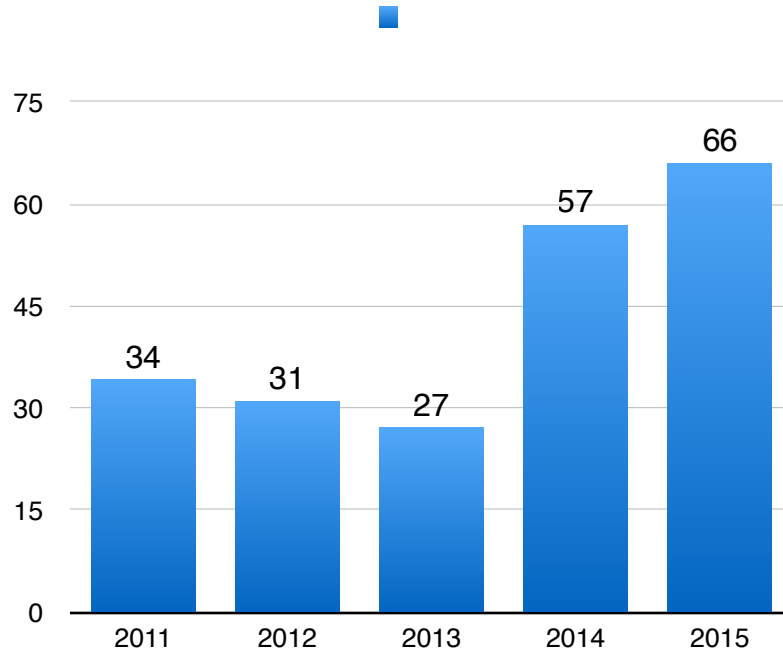
Multi-faith future

The meeting last month among leaders of faith communities (UCC, Union for Reform Judaism, Islamic Circle of North America, United Religions Initiative, Religions for Peace) opened the door for additional cooperation. I am convinced that this is an area with enormous potential. General Assembly 2016 in Columbus will have the theme "Heart Land—Where Faiths Connect." In addition, I am in the early planning stages of creating small prototypes of interfaith outreach.

Ministerial transition

We are dealing with a record number of ministerial retirements in our congregations. The chart below shows the number of retirements:





North Carolina public witness July 13

At the invitation of the Rev. William Barber, I will be participating in a public witness event in Winston-Salem, NC. The rally, which is focused on voting rights, will take on a special urgency after the recent killings in Charleston. I expect a large UU turnout.

June 1, 2015

Jim Key
UUA Moderator and
Chief Governance Officer

June 2015

Report to the UUA Board of Trustees and Delegates to General Assembly

Narrative

Over the past year, I have visited 16 congregations and participated in 14 conferences; and way too many webinars and conference calls to count. While my anecdotal observations cannot be extrapolated to apply throughout the Association, I see positive trends that suggest more and more clergy and lay leaders have growing confidence that the collaboration between board and staff are improving the efficacy of our governance structures. Moreover, the focus of the Board and staff on monitoring progress toward our [Ends](#), or Shared Vision, has been noticed and appreciated.

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Field Code

My observations from these visits and interactions can be catalogued into three broad areas that bear reporting: *the concern of a few that the Board of Trustees' reimagining-governance initiatives appear to be an attempt to concentrate power, the challenge of making GA more inclusive and financially accessible, and the need to recognize that covenant is both a noun and a verb.*

First, I sometimes hear a concern that the Board of Trustees' reimagining-governance initiatives appear to be an attempt to concentrate power. There are several initiatives that have created some anxiety in the system:

- the move to a smaller board of two years ago,
- the recent movement of four districts in the Southern Region to dissolve their governance structures and rely on the UUA Board as the singular governance entity,
- the proposed bylaw amendment this year to change the Commission on Appraisal to a smaller appointed rather than elected commission, as well as

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- the proposed bylaw amendment to remove the ability of districts and regions to place bylaw amendment and business resolutions on the Tentative Agenda.

All of these initiatives are seen by some as an attempt to concentrate power. I don't see it that way. Over time, we - meaning all of us - had developed systems and practices of governance that kept us focused on the internal workings of governance and our association. We must do better than this. The model the Board, and I as Moderator, are working toward is intended to free up not only our staff but also literally hundreds of talented volunteers to do the work of bringing our faith to life. The Board has developed, continues to develop, new models for broad based inclusion and input to governance decisions. As the Moderator and we as a board must continue our efforts of modeling and communicating our work at transparency and linkage with our [Sources of Authority and Accountability](#) to better frame our work and efforts to balance the cost of governance with the benefits to our congregations.

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While we have been live-streaming our board meetings when meeting in Boston; posting our board agenda, packets, and minutes on the website; and hosting post-board meeting and pre-GA webinars; but we are still not reaching many people. We are committed to finding ways to make better use of social media to communicate and demonstrate our transparency and encourage feedback.

As I travel the country, I have spoken to these issues, and that all of these governance-related changes are in fact for the purpose of making the governance structure more accountable and accessible to congregations and other [Sources of Authority and Accountability](#). My congregational visits and our board linkage activities have spoken to the need for more congregations to elect, charge, send, and financially support delegates to General Assemblies that are more inclusive and who will accountable to the congregations. These delegate attributes are essential if we are to create a representative delegate body that is essential to our democratic aspirations.

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Field Code

Second, the challenge of making GA more inclusive and financially accessible comes up over and over in linkage conversations and surveys. As I reported earlier in the year, I propose creating a pilot scholarship program for the General Assembly in Columbus, OH in 2016. The objective of the project would be to attract traditionally under-represented constituencies as delegates that would otherwise not be asked or able to attend. Partnering with the GA Planning

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Committee, we would expect to increase the number of delegates by ten percent over our current ad hoc approach. This pilot scholarship program will be partially funded by a special collection at GA on Saturday that would provide seed money to jump-start the pilot for 2016. Additionally, we would engage the Stewardship and Development staff to ensure the special collection is appropriately monitored to ensure donors' intentions are honored. If the pilot meets the objectives, then we would make these scholarship funds part of the governance budget in future years.

The program imagines that congregations who participate would seek to select youth, young adult, people of color, and other historically marginalized people to represent those congregations at GA 2016. The registration fee would be born by the pilot program, and the congregation would be expected to underwrite some of the travel expenses in conjunction with other funding sources available in districts and regions. There would be pre-GA web meetings to prepare these delegates for their responsibilities, orient them to the process, and support them during GA. There would be post-GA web meetings and surveys to assess the success of the program in targeting a different demographic to the delegate body and congregations who have not sent delegates in recent years.

Third and finally, the need to recognize that covenant is both a noun and a verb. Too often, I see congregational leaders speak of covenant only in the context of controlling unhealthy behaviors rather than an expression of how we manifest our love for one another and the world. Covenant is both the commitment and the means to practice engagement in community. It is both a noun – the promise itself – and a verb – the practice that manifests the promise. It is the collective commitment to and practices of religious community that we embrace when we say we are a covenantal faith tradition rather than a creedal one. Covenanting, the gerund, must be intentional if we are to counter the forces of individual isolation and institutional drift.

We need to explore over the next months how we might change the conversation from membership to mutual covenant. What we have seen as we discussed emerging congregations and covenanting communities over the past year is that the practice of covenanting has energized some groups that appeared to be isolated and static. Let's imagine, rather than signing the book, people entered and were welcomed into covenant that could be renewed periodically. Imagine if congregations entered and were welcomed into covenant with the

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larger association that would be renewed periodically. Perhaps this is an approach that would energize our movement and attract individuals who are increasingly uninterested in membership in yet another organization, but desire to get and stay connected, to probe for and express affiliation. Perhaps this process of covenanting is an activating impulse that connects our personal commitments in community, drawing individuals together to co-create a world of more love, justice, and peace.

I will ask the board at our October meeting to consider how we might imagine moving from the notion of membership to one of covenant.

Congregational and other visits

August 15, Columbia, SC – represented UUA at graduation of Rev. Jake Morrill from Chaplaincy School at Ft. Jackson

September 21, Oak Ridge, TN – participated in the ordination of Tandy Scheffler

October 5, Lincroft, NJ – spoke at services of UU Congregation of Monmouth County

October 11, Richmond, VA – participated in the dedication of remodeled facility of First Unitarian Universalist Church of Richmond

October 24, Berkeley, CA – Conducted a leadership workshop for Pacific Central District

October 25, Oakland, CA – Preached at First UU Church of Oakland

November 1, Athens, GA – Was Keynote speaker at 60th Anniversary Celebration of First UU Congregation of Athens

November 2, Athens, GA – Conducted town hall meeting between services

January 25 – UU Church of Aiken, met with leadership, preached

February 8 – First UU Society of Sacramento, preached

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February 9 – UU Church of Davis, met with leadership, Town Hall meeting

February 22 – UU Church of Bloomington (IN), met with leadership, preached

March 7 – UU Church of Birmingham, recognized contributions during the Voting Rights marches in Alabama in 1965

March 20 – Met with emerging congregation group in Pinehurst, NC

March 21 – Town Hall meeting at UU Fellowship of Raleigh

March 22 – Guest at morning Forum to discuss Selma experience, preached at service

April 17 – Met with board of Granite Hills UU Congregation, Prescott

April 18 – Keynote for Albert Lovejoy dinner, Prescott

April 19 – Preached at Granite Hills UU Congregation, Prescott

May 3 – Participated in Installation of Rev. Sarah Stewart, First UU Worcester

May 9 – Participated in Ordination of Pat Owen, First UU Richmond

May 24 – Preached at UU Fellowship of Beaufort (SC)

Meetings with committees and organizations

July 12, Atlanta, GA – Represented UUA at SCLC HQs with Jubilee Committee to plan and celebrate the 50th Anniversary of the Selma to Montgomery Voting Rights March of March 1965

November 6-8, Boston, MA – Met with District Presidents Association

November 13, San Diego, CA – Met with Susan Weaver on board business

November 14-16, Boston, MA – Met with President's Council

Moderator's Report

June 1, 2015

January 8-10, Columbus, OH – Met with GAPC

January 12-13, Boston, MA – Met with Appointments Committee

January 20 – Teleconference with Safety Net (First UU Nashville) to plan GA workshop on CSM National Conversation

January 24 – Google Hangout meeting with Luminary Leaders (with Peter Morales)

January 28 – Video conference with representatives of CCCE to set meeting site and date (June 29-30, Portland following GA), and to assess charge from the board

February 16-17 – Met with Donna Harrison and Susan Weaver to plan General Sessions for GA Portland

March 5-8 – Participated in the Living Legacy Project's Marching in the Arc of Justice Conference in Birmingham and Selma, AL

March 24 – Met with Journey Towards Wholeness Transformation Committee via video conference

April 8 – Met with MFC in Boston

April 9-12 – Met with GA Planning Committee in Portland

April 30 – Attended UUSC's 75th Anniversary in Boston

June 3-5 – Participated in Summit on Economic Sustainability of Ministries in St. Louis

	C	D	E	F	G	H	I
2	Unitarian Universalist Association	FY13	FY14	FY15	FY15	FY15	Percent
3	Budget Overview	Results	Results	Budget	3Q15 Fcst	4Q15 Fcst	Inc/(Dec)
4	Current Operations						G to H
5							
6	\$ in Thousands						
7	Income:						
8	Income for General Support						
9	Annual Program Fund	6,724	6,657	7,000	6,654	6,630	-0.4%
10	Unrestricted Gifts	1,234	1,437	1,365	1,186	1,275	7.5%
11	Bequest Income	936	698	450	450	450	0.0%
12	Administrative Fees	1,868	2,007	2,124	2,140	2,160	1.0%
13	Investment Income	2,216	2,293	3,687	3,456	3,509	1.5%
14	Other Current Fund Income	2,652	2,595	1,978	1,846	1,880	1.8%
15	Total Income for General Support	15,629	15,688	16,604	15,731	15,904	1.1%
16							
17	Income for Designated Purposes						
18	Campaign Income	1,202	698	2,209	1,960	1,998	1.9%
19	UUCSR Veatch Grants	2,307	2,207	2,241	2,241	2,241	0.0%
20	Grants and Scholarships	884	927	1,038	1,070	1,081	1.0%
21	Ministerial Aid Funds	454	531	506	506	506	0.0%
22	Holdeen and International Trusts	1,412	1,448	1,516	1,661	1,679	1.1%
23	Income for Other Purposes	724	835	777	971	984	1.4%
24	Total Inc for Designated Purposes	6,983	6,645	8,287	8,409	8,489	1.0%
25	Total Income	22,612	22,333	24,891	24,140	24,393	1.0%
26							
27	Expenses:						
28	Board & Volunteer Leadership	613	568	527	469	490	4.6%
29							
30	Programs:						
31	Program and Strategy Office	248	899	991	821	813	-1.0%
32	Multicultural Growth and Witness	1,406	1,242	1,214	1,194	1,198	0.3%
33	International Programs	1,473	1,367	1,451	1,524	1,534	0.6%
34	Congregational Life	3,673	2,912	3,076	3,012	3,035	0.8%
35	Ministries and Faith Development	4,895	4,864	4,892	4,832	4,857	0.5%
36	UU Funding Program	1,298	1,207	1,241	1,241	1,241	0.0%
37	Crisis Relief & Misc. Programs	417	401	47	59	61	4.2%
38	Communications	2,676	2,733	2,702	2,627	2,652	0.9%
39							
40	Total Programs	16,085	15,624	15,614	15,311	15,390	0.5%
41							
42	Administration	1,525	1,626	1,661	1,432	1,409	-1.6%
43	Contingency/Salary Increase	66	22	388	0	0	N/A
44							
45	Infrastructure						
46	Stewardship and Development	2,030	2,343	2,126	2,029	2,077	2.4%
47	Information Technology Services	1,415	1,419	1,477	1,482	1,470	-0.8%
48	Internal Services	1,833	1,874	3,850	3,931	4,307	9.6%
49	Total Infrastructure	5,278	5,636	7,452	7,442	7,854	5.5%
50							
51	Total Expenses	23,567	23,476	25,641	24,655	25,143	2.0%
52							
53	Transition Funding	0	0	750	515	750	
54							
55	Current Section Excess/(Deficit)	(955)	(1,143)	0	0	0	
56							

	D	E	F	G	H	I	J
1	Unitarian Universalist Association	FY13	FY14	FY15	FY15	FY15	Percent
2	Forecast Summary	Results	Results	Budget	3Q15 Fcst	4Q15 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	6,724	6,657	7,000	6,654	6,630	-0.4%
9	Unrestricted Gifts	1,234	1,437	1,365	1,186	1,275	7.5%
10	Bequest Income	936	698	450	450	450	0.0%
11	Administrative Fees	1,868	2,007	2,124	2,140	2,160	1.0%
12	Endowment Income	2,216	2,254	3,140	3,140	3,140	0.0%
13	Lease Income	0	0	377	394	451	14.5%
14	Investment Income	0	39	170	(78)	(82)	5.1%
15	Other Current Income	2,652	2,595	1,978	1,846	1,880	1.8%
16		15,629	15,688	16,604	15,731	15,904	1.1%
17	Income for Designated Purposes						
18	Campaign Income	1,202	698	2,209	1,960	1,998	1.9%
19	Veatch Grants	2,307	2,207	2,241	2,241	2,241	0.0%
20	Grants and Scholarships	884	927	1,038	1,070	1,081	1.0%
21	Ministerial Aid Funds	454	531	506	506	506	0.0%
22	Holdeen & International Trusts	1,412	1,448	1,516	1,661	1,679	1.1%
23	Income for Other Purposes	724	835	777	971	984	1.4%
24		6,983	6,645	8,287	8,409	8,489	1.0%
25	Total Income	22,612	22,333	24,891	24,140	24,393	1.0%
26							
27	Board & Volunteer Leadership						
28	Board of Trustees	325	249	150	137	146	7.1%
29	Board Committees	53	102	113	93	98	5.7%
30	Board Task Forces	11	8	6	6	7	17.5%
31	Moderator	17	26	20	23	24	4.8%
32	Nominating Committee	31	21	23	19	23	19.4%
33	Commission on Appraisal	23	26	27	19	19	1.8%
34	Ministerial Fellowship Committee	122	111	155	145	146	0.7%
35	Commission on Social Witness	31	24	33	27	26	-1.8%
36	Total Board & Volunteer Leadership	613	568	527	469	490	4.6%
37							
38	Programs:						
39	Program Strategy Office (former Growth Strategies)	248	899	991	821	813	-1.0%
40							
41	Multicultural Growth and Witness	1,406	1,242	1,214	1,194	1,198	0.3%
42							
43	International Office	228	233	202	217	228	5.0%
44	Holdeen International Partners	209	139	151	149	144	-3.6%
45	Holdeen India Program	707	686	782	852	859	0.8%
46	UU-UNO	328	310	316	305	303	-0.9%
47	Total International	1,473	1,367	1,451	1,524	1,534	0.6%
48							
49	Congregational Life						
50	Congregational Life	3,293	2,633	2,670	2,808	2,810	0.1%
51	Office of Congregational Stewardship Services	380	278	405	204	225	10.1%
52	Total Congregational Life	3,673	2,912	3,076	3,012	3,035	0.8%
53							
54	Ministries and Faith Development						
55	Resource Development Director	264	131	141	140	140	-0.2%
56	Resource Development Office	629	624	588	505	514	1.8%
57	Youth and Young Adult Ministries	466	442	500	531	543	2.3%
58	Director of Ministries and Faith Development	564	569	372	397	397	0.0%
59	Director of RE Credentialing	89	96	99	72	71	-2.0%
60	Director of Ministerial Credentialing	190	208	215	201	201	0.0%
61	Director of Transitions	344	343	313	313	315	0.6%
62	Office of Church Staff Finances	563	572	580	592	596	0.7%
63	Office of UUA Health Plan	192	195	226	239	238	-0.2%
64	Director of Professional Development	185	158	198	199	199	0.0%
65	Scholarships and Ministerial Ed Grants	323	328	350	350	350	0.0%
66	Continuing Education	50	48	85	85	84	-0.2%
67	Aid Funds	521	597	573	591	542	-8.4%
68	Panel on Theological Education	514	552	651	618	668	8.0%
69	Total Ministries and Faith Development	4,895	4,864	4,892	4,832	4,857	0.5%
70							

	D	E	F	G	H	I	J
1	Unitarian Universalist Association	FY13	FY14	FY15	FY15	FY15	Percent
2	Forecast Summary	Results	Results	Budget	3Q15 Fcst	4Q15 Fcst	Inc/(Dec)
3	Current Operations Expenses						H to I
71	UU Funding Program	1,298	1,207	1,241	1,241	1,241	0.0%
72	Crisis Relief & Misc. Programs	417	401	47	59	61	4.2%
73							
74	Communications						
75	IPW Office	477	500	372	364	363	-0.3%
76	Periodicals Office	946	960	984	927	953	2.7%
77	Publications Administration	553	504	541	545	544	-0.2%
78	UUA Bookstore	699	769	805	791	793	0.2%
79	Total Communications	2,676	2,733	2,702	2,627	2,652	0.9%
80							
81	Total Programs	16,085	15,624	15,614	15,311	15,390	0.5%
82							
83	Administration						
84	Office of the President	535	460	531	540	534	-1.1%
85	Office of the Executive Vice President	485	651	418	413	413	-0.1%
86	Contingency Expense	66	22	388	0	0	0.0%
87	Human Resources	505	514	711	478	462	-3.4%
88	Total Administration	1,591	1,648	2,049	1,432	1,409	-1.6%
89							
90	Infrastructure:						
91	Stewardship and Development						
92	Vice President, Development	183	288	61	58	55	-5.1%
93	APF Campaign	226	291	303	291	283	-2.9%
94	Friends Campaign	326	414	368	315	295	-6.3%
95	Charitable Gift and Estate Planning	125	140	171	171	170	-0.5%
96	Comprehensive Campaign	1,169	1,210	1,223	1,194	1,274	6.7%
97	Total Stewardship and Development	2,030	2,343	2,126	2,029	2,077	2.4%
98							
99	Information Technology Services	1,415	1,419	1,477	1,482	1,470	-0.8%
100							
101	Internal Services:						
102	Finance						
103	Treasurer and Vice President of Finance	524	529	373	386	381	-1.3%
104	Financial Services	714	601	627	616	616	0.0%
105	Total Finance	1,238	1,130	1,001	1,001	996	-0.5%
106							
107	Facilities						
108	Facilities - General	60	78	776	0	0	0.0%
109	25 Beacon Street	56	(27)	0	0	0	#DIV/0!
110	41 Mt Vernon Street	3	(7)	0	28	29	2.3%
111	Eliot & Pickett House	469	416	25	0	0	0.0%
112	24 Farnworth Street	8	284	2,048	2,902	3,281	13.1%
113	Total Operations Services	596	743	2,849	2,930	3,310	13.0%
114							
115	Total Internal Services	1,833	1,874	3,850	3,931	4,307	9.6%
116							
117	Total Infrastructure	6,869	7,284	9,501	8,874	9,263	4.4%
118	Total Expenses	23,567	23,476	25,641	24,655	25,143	2.0%
119							
120	Transition Funding	0	0	750	515	750	
121							
122	Current Section Excess/(Deficit)	(955)	(1,143)	0	0	0	
123							



UNDERSTANDING THE SPIRITUAL BUT NOT RELIGIOUS

THE REV. LINDA MERCADANTE, PH.D.

PROF. OF THEOLOGY

THE METHODIST THEOLOGICAL SCHOOL IN OHIO

FOUNDER, [HEALTHY BELIEFS.ORG](http://HEALTHYBELIEFS.ORG)

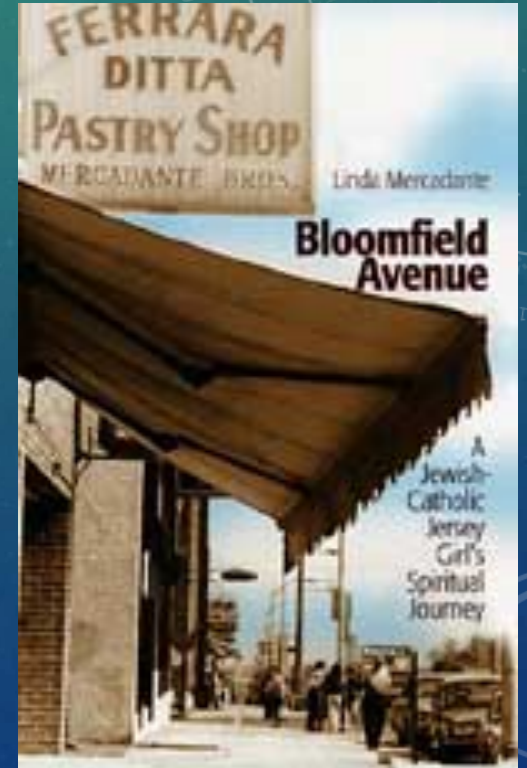
SOME “CREDS”

- Why Do I Care?
- How Do I Know?

Bloomfield Avenue: A Jewish-Catholic Jersey Girl's Spiritual Journey

Rowman & Littlefield, 2006

WHY DO I CARE?



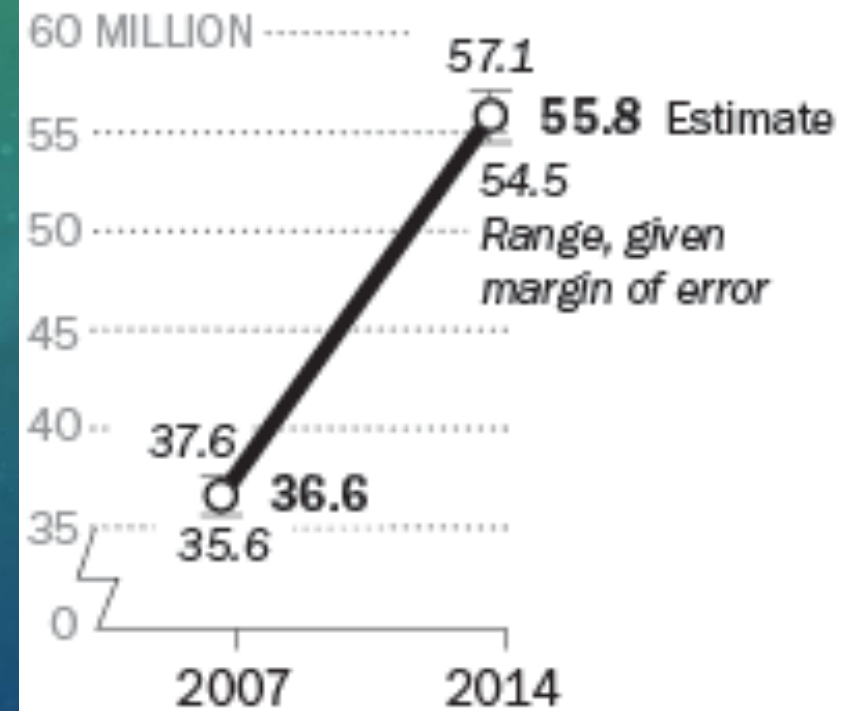
AN OFFICER ON THE TITANIC??



RAPID DECLINE IN:

- Religious involvement
- Religious affiliation
- Religious loyalty
- Confidence in religion
- Religious beliefs
- Religious upbringing

Rapid Growth of Religiously Unaffiliated



Source: 2014 Religious Landscape Study, conducted June 4-Sept. 30, 2014

PEW RESEARCH CENTER

Unaffiliated Make Up Growing Share Across Generations

% of each generation that identifies current religion as atheist, agnostic or nothing in particular

	2007	2014	Change
Silent generation (b. 1928-1945)	9	11	+2
Baby Boomers (b.1946-1964)	14	17	+3
Generation X (b. 1965-1980)	19	23	+4
Older Millennials (b. 1981-1989)	25	34	+9
Younger Millennials (b. 1990-1996)	n/a	36	n/a

2014 Religious Landscape Study, conducted June 4-Sept. 30, 2014. All changes are statistically significant.

PEW RESEARCH CENTER

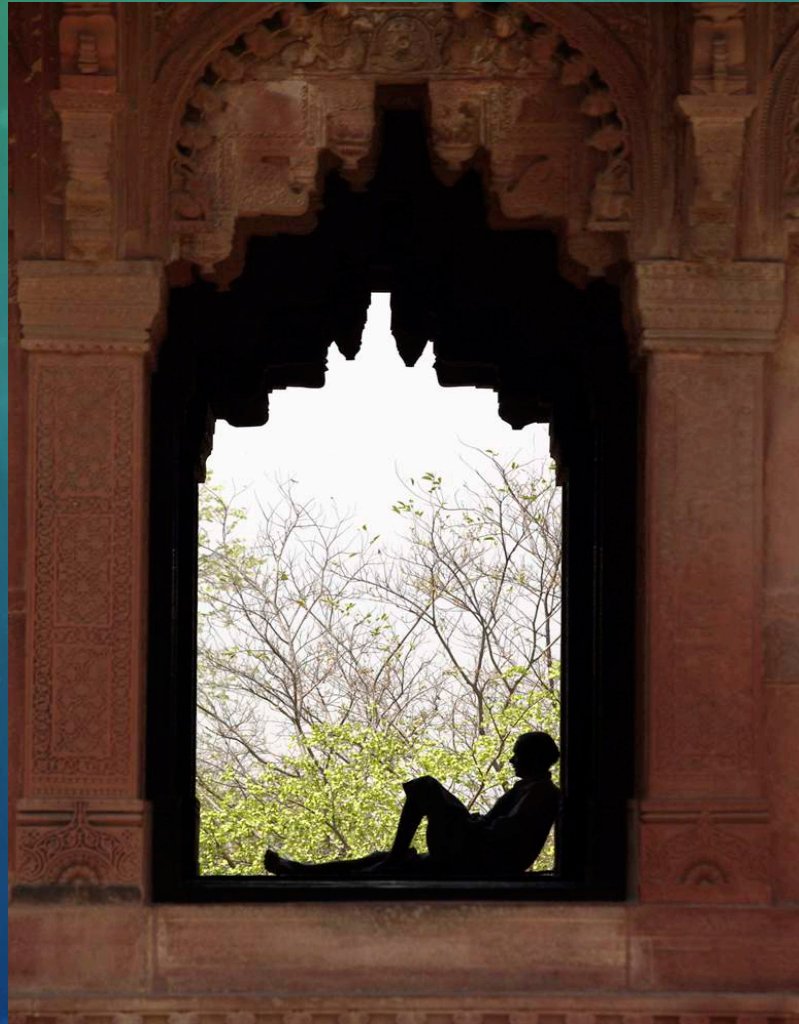
AWARDED HENRY LUCE FELLOW IN THEOLOGY

“UNFETTERED BELIEF, UNTETHERED PRACTICE”

Investigating an ethos which:

- Rejects or minimizes organized religion
- Insists all religions are the same or equally limited
- Minimizes belief or practices “hybridity”
- Highly individualistic
- Often non-theistic
- Experiments with monism, pantheism, paganism, dualism

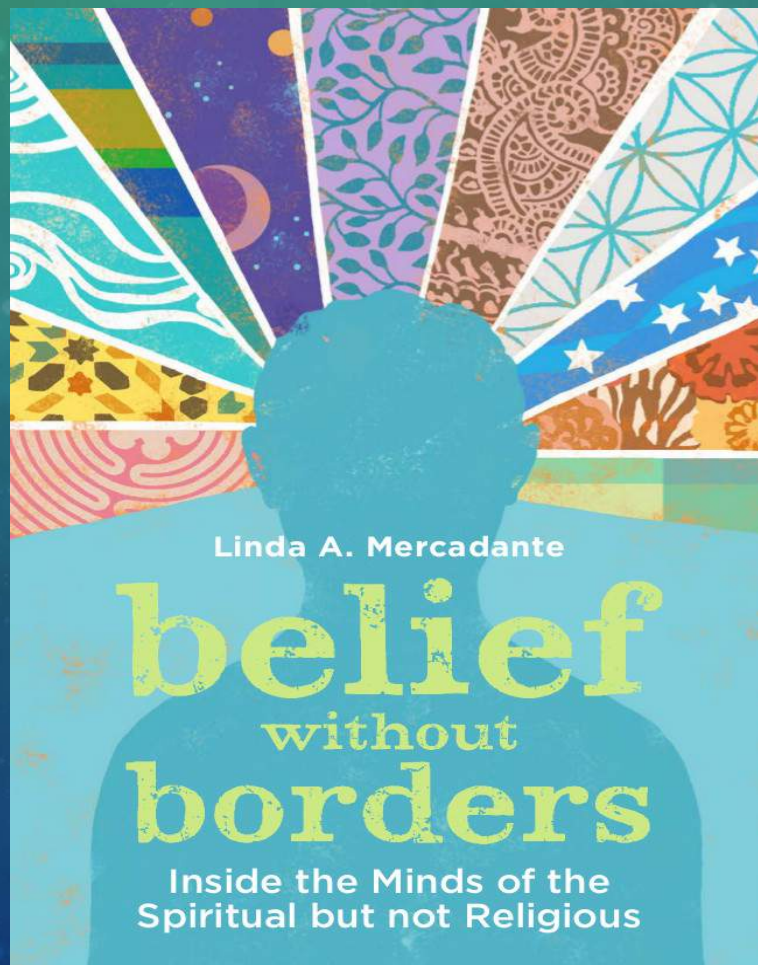
THE INTERVIEWEES



MY CONVERSATION PARTNERS

- ▣ 100 recorded interviews
- ▣ Focus groups and 100s of informal conversations
- ▣ Geographic Diversity
- ▣ Age, Gender, Racial/Ethnic, Sexual Diversity
- ▣ Education and Occupation Diversity
- ▣ Socioeconomic Diversity

BELIEF WITHOUT BORDERS:
INSIDE THE MINDS OF THE SPIRITUAL BUT NOT RELIGIOUS
OXFORD UNIVERSITY PRESS, 2014



WHAT PEOPLE ARE SAYING ABOUT THE BOOK

- “Far and away the richest study...to date of the SBNRs.”
 - Phyllis Tickle, founding religion editor of Publishers Weekly
- “Breaks new ground...[with] an analysis of...belief in...America”
 - John C. Green, Senior Fellow, Pew Foundation
- “Affirms the power of spiritual experience as a force remaking... contemporary faith.”
 - Diana Butler Bass, author of *Christianity After Religion* and others

ENTHUSIASTIC REVIEWS

- *The New York Times*
- *NBCs The Today Show*
- *Beliefnet.com*
- *Publishers' Weekly*
- *Spirituality & Practice*
- *First Things*
- *CNN Belief Blog*
- *CNN Belief Blog*
- *The Huffington Post*
- *The Columbus Dispatch*
- *National Catholic Reporter*
- *The Christian Century*
- *and others*

AWARDED AMONG THE “BEST SPIRITUAL BOOKS OF 2014”
BY THE JOURNAL *SPIRITUALITY&PRACTICE*



MY RESEARCH DISPROVES SOME COMMON ASSUMPTIONS

- ✗ Few stories of “religious distress”
- ✗ Few complaints about church as community
- ✗ Not just rich people, women, or whites
- ✗ Not “narcissistic commitment-phobes”

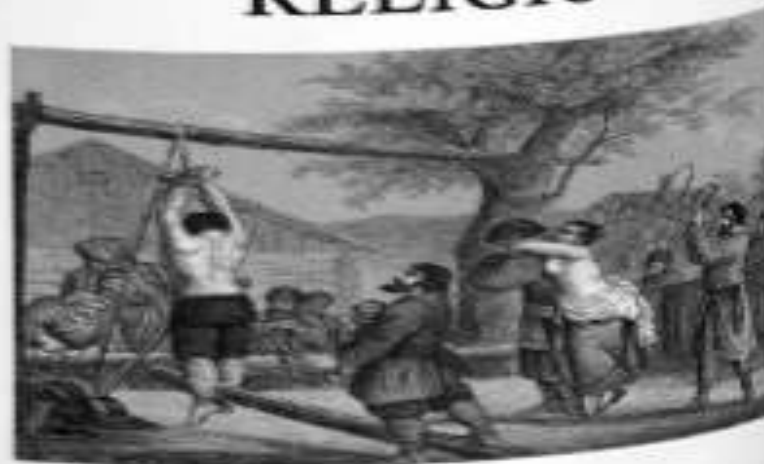
MY RESEARCH DISPROVES SOME COMMON ASSUMPTIONS

- ✗ Not nihilist, anarchist, loners
- ✗ Not uncritical of the “exotic” and non-western
- ✗ Not against belief
- ✗ Not shallow but very open to theological questions

BUT WHY?

- Is This a Reaction against “BAD Religion?”

**GIMME THAT
OLD TIME
RELIGION**



- **Not exactly, because there are many factors at work.**

- Demographic changes
- Changes in our 'social landscape'
- Changes in Our 'intellectual landscape'
- Changes in "believability"
- Changes in morality



CHANGES IN MORALITY

- Honor Culture [Shame]
 - Higher Purposes Culture [Guilt]
 - Self-Fulfillment Culture [Regret]
- See Edward L. Rubin, *Soul, Self and Society: The New Morality and the Modern State*



THE SPIRITUAL SANDS HAVE SHIFTED

- Not “Where do I belong?”
- But “Who am I?”
- The quest is for “Meaning”
- The self is the arbiter
- “De-traditioning” seems the best choice
- The “locus of authority” has shifted from “out there” to “in here”

And yet...

They are haunted by the echoes of religion and often long for it.

- *They “live in the twilight of both gods and idols. But their ghosts refuse to depart, and every one in a while [they] might be surprised to find [themselves] tempted by belief, by intimations of transcendence.”*

James K.A. Smith *How (Not) to be Secular: Reading Charles Taylor*

A SEARCH FOR “FULLNESS”

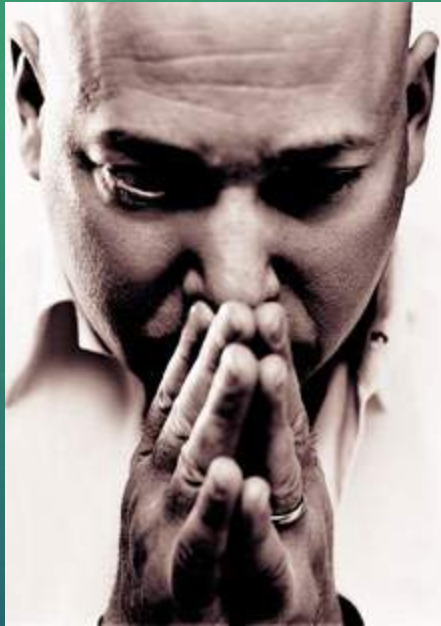


THEY FEEL THERE MUST BE SOMETHING MORE

“Even the secularist is pressed by a sense of something more – some ‘fullness’ that wells up within (or presses down upon) the managed immanent frame we’ve constructed in modernity.”

James K.A. Smith *How (Not) to be Secular: Reading Charles Taylor* [Eerdmans, 2014]

THE SPIRITUAL BUT NOT RELIGIOUS



WE NEED TO UNDERSTAND

- SBNR Attitudes
- SBNR Theology

ATTITUDES

- View religious/political/financial institutions as tainted by wrong values and self-interest
- Have trouble finding ones that mesh with their spiritual beliefs
- “Righteousness” for them means:
 - Resisting “religious enclosure”
 - Supporting progressive values

MORE ABOUT SBNRS

- Not “secularists”
- Share ethical values
- Motivated by “issues” not institutions
- See religion as institutional, dogmatic, exterior, unessential
- See spirituality as personal, private, open, individualistic, core

AND YET, IN A TIME OF RAPID SOCIAL CHANGE, SBNRS:

- Are often “morally lonely”
- Have learned to be cynical
- May not trust or commit easily
- See things “therapeutically”
- Are turned off by the liberal vs. conservative battle

SBNRS WANT TO KEEP THEIR SPIRITUAL OPTIONS OPEN

- Less Joining
- Less Affiliating
- Less Committing
- More experimentation
- More exploration
- More choices

YET THEY ALSO...

- Long for authentic, meaningful relationships
- Care about community and civic life
- Value inclusivity
- Seek genuine experience combined with clear explanation
- But often just don't "get it" re religion

I'M SPIRITUAL BUT NOT RELIGIOUS

Now seems more:

- Reasonable
- Praiseworthy
- Courageous
- Necessary
- Acceptable



SBNR AS A NEW MORALITY

- Rather than soul salvation ➡ the goal is self-fulfillment
- Rather than a morality of “higher purposes” ➡ this life is its own justification
- Rather than giving service to state ➡ the state is supposed to serve individuals
- Rather than mere hedonism ➡ this is seen as a new morality
- For more information, see Edward L. Rubin, *Soul, Self, and Society: The New Morality and the Modern State*.

WHAT ABOUT BELIEF?

- ▣ The key is what they **don't** believe!
- ▣ Widespread **opposition** to certain concepts associated with Christianity and other religions
 - ▣ Exclusivism
 - ▣ Truth
 - ▣ Personal, self-conscious, intentional, involved God
 - ▣ Sin
 - ▣ Communal approach to spiritual growth

BUT THEY ALSO HAVE A RANGE OF BELIEFS



- Transcendence and Immanence
- Human Nature
- Community
- Life After Death

IMPERSONAL DIVINE ENERGY



HUMAN NATURE



COMMUNITY VS. FREEDOM



LIFE AFTER DEATH



AN EMERGING “META-NARRATIVE” OF OPTIONS

☐ We are all One.

☐ We are on our own.

☐ We are on a par with nature.

☐ Each person is divine.

☐ There is no personal God.

☐ A “Universal Energy Source”
may exist but

☐ is not conscious

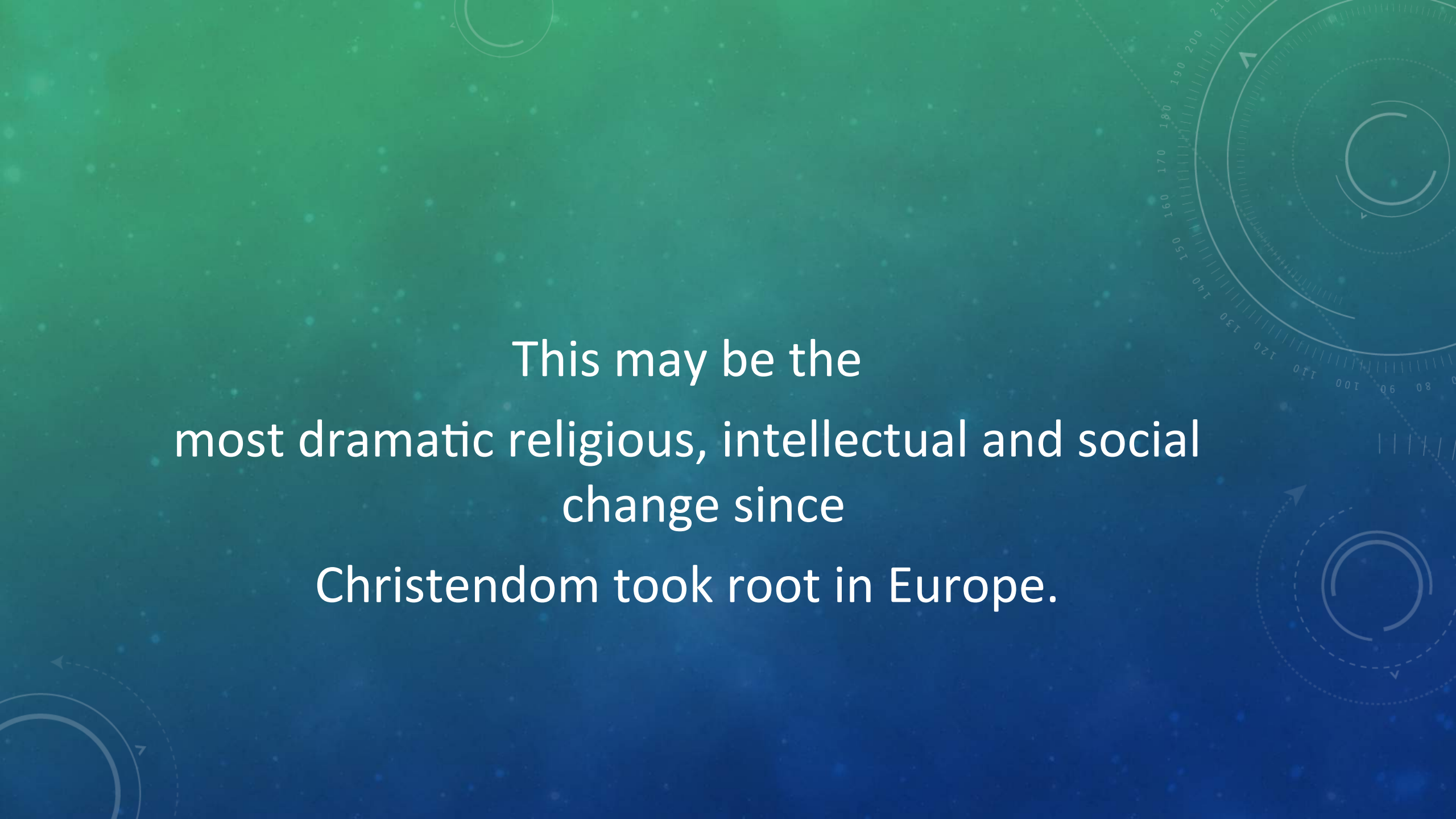
☐ Is impersonal

☐ does not communicate

☐ Is indifferent to us

EMERGING META-NARRATIVE OF OPTIONS

- ❑ Your most important task is to find your “true self.”
- ❑ Tradition stifles the individual.
- ❑ Personal growth takes precedence over community.
- ❑ After death, we either get endless second chances, or we blend in with the universal energy.



This may be the
most dramatic religious, intellectual and social
change since
Christendom took root in Europe.

FACING FORWARD

- Good News

A WAKE UP CALL TO AMERICAN RELIGION

- *SBNRs protest 3 things which also concern religious people:*
 - 1) Scientism
 - 2) Secularism
 - 3) Run-down Religion
 - A) Rigid version
 - B) Comotose version

GOOD NEWS

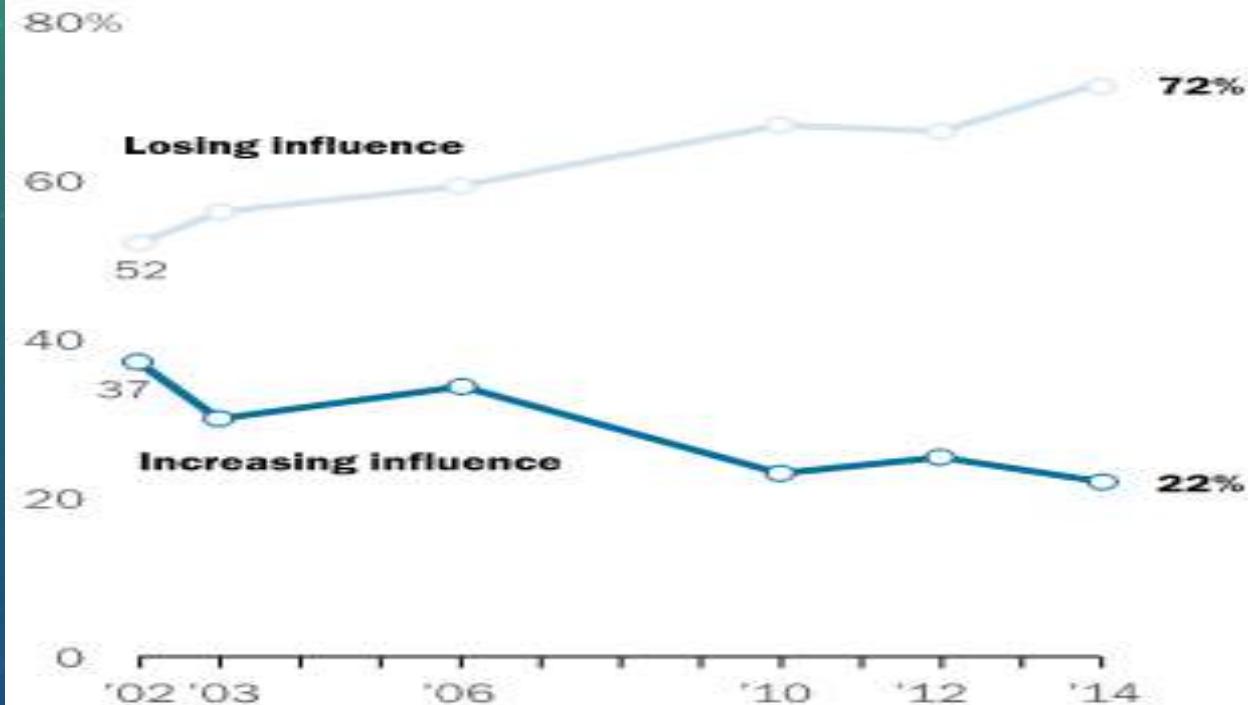
Many SBNRs are:

- **Very open to the sacred**
- **Grateful to be heard**
- **Excited to explore belief**
- **Open to theological discussion**
- **Thinking and questing**
- **Want tools for articulating and refining belief**

AMERICANS CARE ABOUT THE WANING INFLUENCE OF RELIGION

Rising Number Say Religion Losing Influence

At the present time, do you think religion as a whole is increasing its influence on American life or losing its influence?



Survey conducted Sept. 2-9, 2014.
Don't know/refused responses not shown.

PEW RESEARCH CENTER

AND WANT *MORE* RELIGION IN PUBLIC LIFE

- 72% of Americans believe religion is losing influence.
- Up 5% from 2010.
- 54% of religiously affiliated believe houses of worship should express views on social and political issues.

• Pew Research Center, Sept. 2014

A CULTURE-WIDE SPIRITUAL REVOLUTION

- More people are spiritually searching now than previously.
- More are determined, dedicated, willing.
- Spiritual seeking is on the rise across generations
- Many are searching for meaningful spiritual practices
- Many are searching for a vital spiritual community
- Less religious upbringing = Less 'religious distress,' thus a new openness to religion.

WHAT WE LEARN FROM SBNRS

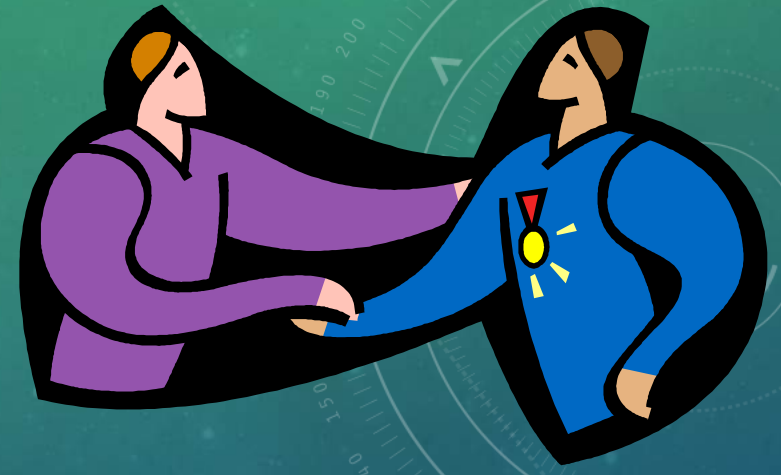


- Commitment must be gently taught
- Seekers need compassionate guides
- Doubts and questions should be welcomed
- Seekers want to be challenged
- Humble confidence is attractive
- Belonging may have to take precedence over believing
- The tools of theological thinking are desperately needed

HOW CAN WE ENGAGE SBNRS AS ALLIES?



TO CONNECT WITH SBNRS



- ❖ Avoid stereotypes [of religion, of SBNRs]
- ❖ Avoid apologizing for religion
- ❖ Don't simply assume "religious distress"
- ❖ Be aware of the morality of self-fulfillment

TO CONNECT WITH SBNRS

- ❖ Affirm their spiritual seeking
- ❖ Affirm their desire for authenticity
- ❖ Be available for meaningful relationships



TO CONNECT WITH SBNRS

- ❖ Be open to their questions and doubts
- ❖ Be prepared to push thinking deeper
- ❖ Learn, respect, and use your theological resources**

TRUE VITALITY ATTRACTS!



The SBNR movement is a
new creative challenge for
organized religion.

FOR MORE INFORMATION

Please visit us on the web

Healthy Beliefs – Healthy Spirit

“When your beliefs are healthy, your spirit thrives!”

www.healthybeliefs.org

- To contact Dr. Mercadante: Imercadante@mtso.edu