

# Memorandum

To: Board of Trustees  
Subject: President's Report  
From: Peter Morales  
Date: Oct. 3, 2016

In this report I want to bring to the board's attention information that is significant but that is unlikely to come before the board in either monitoring reports or in the normal course of business.



- **General Assembly**—The GA Planning Committee, the board and the administration are developing a memorandum of understanding around roles and responsibilities for GA. The overall direction is to continue the movement of recent years to move the operational responsibilities from the GAPC to the administration. The role of the GAPC will continue to move in the direction of oversight and providing feedback and advice.
- **Entrepreneurial Ministry**—We had the fourth and final “intensive” gathering in August. While the evaluations of the value of the pilot program are overwhelmingly positive, this was a pilot. The core team of six is beginning discussions about how to make what was most valuable available much more broadly to our ministers, other religious professionals and lay leaders. The Congregational Life staff group has initiated a part time “entrepreneur in residence” program to support a program with high promise and to coach and support others. We are also planning all staff training in “design thinking.”
- **Multi-faith Outreach**—The challenge of how to engage the religiously unaffiliated affects all religious groups. The initiative that the UUA began a year and a half ago with a gathering of faith leaders has evolved into a partnership with Harvard Divinity School and the Fetzer Foundation. A gathering of about 80 innovators from across the religious spectrum is coming together at Harvard in December. The gathering is under the direction of Casper ter Kuile and Angie Thurston, who are recent HDS graduates and who are now research associates at HDS. Five of the eighty religious innovators are Unitarian Universalists. A follow up meeting with denominational officials will be held in Austin in January.
- **UU World Seeker Issue**—The seeker issue of *UU World*, which was introduced at GA in Columbus, is proving to be a great success. We did it as an experiment and printed 10,000 copies. We have

already exhausted the initial supply and have printed a second run of 26,000.

- **Ministry**—The Ministerial Fellowship Committee met last month. For the first time it saw a few candidates who elected to be evaluated with reference to the new revised competencies. This marks a major change in how prospective ministers are evaluated. This is one more result of the strategic review of professional ministries that began seven years ago.
- **Diversity on UUA Staff**—We just completed the annual Equal Employment Opportunity government report. The UUA's staff is 19.5% people of color (40 of 205). The percentage has gone up and down. It was only 13.7% in 2007. What I believe is most significant is that only four of the 40 people of color are service workers. The others are professional and administrative staff. Interestingly, nine of the 40 people of color are mixed race. Only three staff are Latino/a.

