



| | | |
|--------------|---|--------------------------------|
| 7:30 – 8:30 | Breakfast (<i>Marriott – Long Island University Room</i>) | |
| 8:30 – 9:00 | Shuttle Bus to Congregation | |
| 9:00 – 9:30 | Check-In Without Facilitators | |
| 9:30 – 9:45 | Welcome and Introduce Facilitators | Jim Key |
| 9:45 – 12:00 | ARAOMC Training | Hope Johnson / Josh Pawelek |
| 12:00 – 1:00 | Lunch | |
| 1:00 – 5:00 | ARAOMC Training | Hope Johnson / Josh Pawelek |
| 5:00 – 5:30 | Vespers | TBD |
| 5:30 – 6:00 | Shuttle Bus to Hotel | |
| 6:15 | Dinner (<i>Marriott – Long Island University Room</i>) | |



| | | |
|---------------|---|---|
| 7:30 – 8:30 | Breakfast (<i>Marriott – Long Island University Room</i>) | |
| 8:30 – 9:00 | Shuttle Bus to Congregation | |
| 9:00 – 9:15 | Centering | Denise Rimes |
| 9:15 – 9:30 | Call to Order, Welcome, and Introductions | Jim Key |
| 9:30 – 9:45 | Approval of Consent Agenda | Jim Key |
| 9:45 – 10:00 | President's Report | Peter Morales |
| 10:00 – 10:15 | Moderator's Report | Jim Key |
| 10:15 – 10:30 | Vice Moderator's Report | Denise Rimes |
| 10:30 – 10:45 | Break | |
| 10:45 – 12:15 | Responsive Resolution – BLUU Report | Carlton Elliott Smith / Leslie MacFayden |
| 12:15 – 1:00 | Lunch | |
| 1:00 – 1:30 | Talkback with UUCSR Leadership | Mary Katherine Morn |
| 1:30 – 1:45 | Financial Advisor's Report | Lucia Santini Field |
| 1:45 – 2:15 | Secretary's Report | Rob Eller-Isaacs |
| 2:15 – 2:45 | Treasurer's Report | Tim Brennan |
| 2:45 – 3:00 | Finance Secretary's Report | Christina Rivera |
| 3:00 – 3:15 | Break | |
| 3:15 – 3:45 | Working Group Assignments | Denise Rimes |
| 3:45 – 4:45 | Governance Working Group | Andy Burnette |
| 4:45 – 5:15 | Committees Working Group | Tim Atkins |
| 5:15 – 5:30 | Board Actions to Report | Christina Rivera |
| 5:30 – 5:45 | Process Observations | TBD |
| 5:45 – 6:15 | Shuttle Bus to Hotel | |
| 6:30 – 7:30 | Dinner (<i>Marriott – Long Island University Room</i>) | |

| | | |
|---------------|--|-----------------------------|
| 7:30 – 8:30 | Breakfast (<i>Marriott – Prime Seasons Restaurant</i>) | |
| 8:30 – 9:00 | Shuttle Bus to Congregation | |
| 9:00 – 9:15 | Opening Worship | Andy Burnette |
| 9:15 – 10:00 | Generative Discussion | Jim Key |
| 10:00 – 10:30 | Moderator Nominating Process | Tim Atkins |
| 10:30 – 10:45 | Break | |
| 10:45 – 12:15 | APF Task Force | Larry Ladd |
| 12:15 – 1:00 | Lunch | |
| 1:00 – 1:30 | Executive Session | Jim Key |
| 1:30 – 2:30 | Communications/Linkage Working Group | Christina Rivera |
| 2:30 – 2:45 | Break | |
| 2:45 – 3:15 | Congregational Boundaries Working Group | Denise Rimes |
| 3:15 – 3:45 | Inclusion and Empowerment Working Group | Patrick McLaughlin |
| 3:45 – 4:15 | Motions and Action Items | Denise Rimes |
| 4:15 – 4:45 | Board Actions to Report | Christina Rivera |
| 4:45 – 5:00 | Process Observations | TBD |
| 5:00 – 5:10 | Closing Reading | Jim Key |
| 5:10 – 6:00 | Adjourn & Break | |
| 6:00 – 8:00 | Reception | Stewardship and Development |
| 8:00 – 8:30 | Shuttle Bus to Hotel | |



BOARD OF TRUSTEES MEETING AGENDA

SUNDAY, OCTOBER 16, 2016

Unitarian Universalist Congregation at Shelter Rock



| | |
|---------------|--|
| Morning | Breakfast and Transportation to the UU Congregation at Shelter Rock on Your Own (Please speak to Stephanie if you need assistance.) |
| 11:00 – 12:00 | Shelter Rock Worship Service Preaching: Rev. Mary Katherine Morn and Rev. Rosemary Bray McNatt on the Wake Now Our Vision Collaborative Campaign |
| 12:00 | Departure |

UUA Board of Trustees
June 21 & 22, 2016

DRAFT - NOT YET APPROVED BY THE UUA BOARD.

MINUTES
BOARD OF TRUSTEES
UNITARIAN UNIVERSALIST ASSOCIATION

June 21 & 22, 2016

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held on Tuesday, June 21 and Wednesday, June 22, 2016 in Columbus, Ohio (in the days before General Assembly 2016).

MEMBERS

PRESENT: Tim Atkins, Greg Boyd, Andy Burnette, Rob Eller-Isaacs, Dorothy Holmes, Jim Key, Larry Ladd, Patrick McLaughlin, Peter Morales, Denise Rimes, Christina Rivera, Michael Sallwasser, Julian Sharp, and James Snell.

MEMBERS

ABSENT: None.

ALSO

PRESENT: Tim Brennan, Olivia Calvi (youth observer), Sarah Lammert, Caleb Leman (youth observer), Harlan Limpert, and observers.

Jim Key, Moderator, called the meeting to order at 9:28 AM on Tuesday, June 21, 2016. Board members and guests introduced themselves.

All board members read the covenant out loud in unison.

Andy Burnette moved to approve the consent agenda. It was approved with no changes. The consent agenda included the following motions:

- Approval of the UUA Board Minutes from 4-15 & 16, 2016
- Approval of the UUA Board Minutes from 5-6-2016
- Approval of the UUA Board Executive Session Minutes of 4-16-2016
- Approval of the motion by the Governance Working Group to delay review of Monitoring Report 2.2 until October 2016
- Approval of policy and rule changes of the Religious Education Credentialing Committee (RECC)

The following reports were presented:

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

UUA Board of Trustees
June 21 & 22, 2016

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

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

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

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

FINANCIAL ADVISOR'S REPORT – Larry Ladd presented his financial advisor's report.

EMERGING CONGREGATIONS WORKING GROUP REPORT – James Snell presented the report from the Emerging Congregations working group.

DISCUSSION OF WORKING GROUPS AND ASSIGNMENTS – Jim Key proposed committee assignments and the UUA Board Work Plan for the coming year.

GOVERNANCE & POLICIES WORKING GROUP REPORT (Part 1) – It was agreed that the topic of “what to measure” will be part of the board conversation at the October board meeting with, perhaps, a discussion of what the board *currently monitors*, what it *could* monitor, and what it *will* monitor in the future (Rob Eller-Isaacs' suggestion).

CONGREGATIONAL BOUNDARIES WORKING GROUP REPORT – Denise Rimes presented an update from the Congregational Boundaries Working Group.

EXECUTIVE SESSION

Rob Eller-Isaacs made a motion to move into Executive Session (no second needed). Patrick McLaughlin moved to stay in Executive Session for the purpose of considering nominations. Motion carried.

Upon returning from Executive Session Michael Sallwasser announced with gratitude and appreciation that:

- Kathleen Gaffney was approved to serve as the Investment Committee Chair.
- Kathy Mulvey was approved to serve as the Socially Responsible Investing Committee Co-Chair
- Mandolin Restivo was approved to serve on the Journey Toward Wholeness Transformation Committee
- The Rev. Dr. Kristin Harper was affirmed as a UU Ministers Association (UUMA) appointee on the Ministerial Fellowship Committee (MFC)
- Dr. Donald Brunnquell was approved as a board-appointed member of the MFC

GOVERNANCE & POLICIES WORKING GROUP REPORT (Part 2)

Andy Burnette made a motion to on behalf of the Governance & Policies Working Group that policy 4.0 be changed to read, “The board's connection to the administration is through the

UUA Board of Trustees
June 21 & 22, 2016

president.” It currently reads, “The board’s sole official connection to the operational organization, its achievements and conduct will be through the president.” Motion passed.

PROCESS OBSERVATION

James Snell shared process observations and at 3:00 PM Moderator Key declared the meeting recessed until Wednesday morning.

MEETING RECOVERED

Jim Key, Moderator, called the meeting to order at 10:30 AM on Wednesday, June 22, 2016 after Sarah Dan Jones led the board in a centering exercise. Board members and guests introduced themselves.

RENEWING THE COVENANT TASKFORCE REPORT – Susan Ritchie presented a report from the Renewing the Covenant Taskforce and a discussion occurred.

Patrick McLaughlin made a motion to move into Executive Session. Michael Sallwasser made a motion to remain in Executive Session.

Upon returning Michael Sallwasser announced that Christian Schmidt had been approved to serve as a member of the Open UUA Committee.

Moderator Jim Key announced that Christina Rivera had been selected a financial secretary.

James Snell moved that the following resolution be passed:

The Board affirms the transition of the Redding UU Fellowship out of UUA member congregation status so that it may be fully recognized as a covenanting community by staff. This transition is understood as an opportunity to explore what such transitions mean for the Association and to determine general guidelines for when a transition from member congregation to covenanting community is appropriate.

The resolution passed.

PROCESS OBSERVATION

Dorothy Holmes shared process observations and at noon Moderator Key declared the meeting recessed until Monday, June 27, 2016.

Respectfully submitted,

/s/ Harlan Limpert
Clerk

BOARD OF TRUSTEES SCHEDULE

- **Meeting: October 2016, Manhasset, NY (at UU Congregation at Shelter Rock)**
Thursday, October 13 - Saturday, October 15, 2016
- **Conference Call: November 2016**
Thursday, November 17, 2016
8:00 PM - 9:30 PM (Eastern)
- **Conference Call: December 2016**
Thursday, December 15, 2016
8:00 PM - 9:30 PM (Eastern)
- **Meeting: January, 2017, Boston, MA**
Friday, January 27 - Saturday, January 28, 2017
- **Conference Call: February 2017**
Thursday, February 23, 2017
8:00 PM - 9:30 PM (Eastern)
- **Conference Call: March 2017**
Thursday, March 23, 2017
8:00 PM - 9:30 PM (Eastern)
- **Meeting: April, 2017, Boston, MA**
Friday, April 21 - Saturday, April 22, 2017
- **Conference Call: May 2017**
Thursday, May 25, 2017
8:00 PM - 9:30 PM (Eastern)
- **Meetings: June 2017, New Orleans, LA**
Tuesday, June 20—Wednesday, June 21: Board of Trustees Meeting
Wednesday, June 21—Sunday June 25: General Assembly
Monday, June 26: Board of Trustees Meeting
- **Meeting: October 2017, Boston, MA**
Thursday, October 19 - Saturday, October 21, 2017
- **Meeting: January, 2018, Boston, MA**
Friday, January 19 - Saturday, January 20, 2018

UUA Board of Trustees

June 21 & 22, 2016

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

UUA Board of Trustees
June 27, 2016

DRAFT - NOT YET APPROVED BY THE UUA BOARD.

**MINUTES
BOARD OF TRUSTEES
UNITARIAN UNIVERSALIST ASSOCIATION**

June 27, 2016

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held on Monday, June 27 in Columbus, Ohio (the day following the end of General Assembly 2016).

MEMBERS

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

MEMBERS

ABSENT: None.

ALSO

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

Jim Key, Moderator, called the meeting to order at 9:31 AM on Monday, June 27, 2016. The UUA Board, including its new members, introduced themselves to one another and guests were invited to introduce themselves.

GA REVIEW AND REVIEW OF 2015-16 CALENDAR

A review of the just-completed General Assembly took place, and a discussion of the 2015-2016 board calendar occurred.

ADJORNMENT

Moderator Jim Key declared the meeting over at 10:30 AM.

Respectfully submitted,

/s/ Harlan Limpert
Clerk

BOARD OF TRUSTEES SCHEDULE

- **Meeting: October 2016, Manhasset, NY (at UU Congregation at Shelter Rock)**
Thursday, October 13 - Saturday, October 15, 2016
- **Conference Call: November 2016**
Thursday, November 17, 2016
8:00 PM - 9:30 PM (Eastern)
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- **Meeting: January, 2017, Boston, MA**
Friday, January 27 - Saturday, January 28, 2017
- **Conference Call: February 2017**
Thursday, February 23, 2017
8:00 PM - 9:30 PM (Eastern)
- **Conference Call: March 2017**
Thursday, March 23, 2017
8:00 PM - 9:30 PM (Eastern)
- **Meeting: April, 2017, Boston, MA**
Friday, April 21 - Saturday, April 22, 2017
- **Conference Call: May 2017**
Thursday, May 25, 2017
8:00 PM - 9:30 PM (Eastern)
- **Meetings: June 2017, New Orleans, LA**
Tuesday, June 20—Wednesday, June 21: Board of Trustees Meeting
Wednesday, June 21—Sunday June 25: General Assembly
Monday, June 26: Board of Trustees Meeting
- **Meeting: October 2017, Boston, MA**
Thursday, October 19 - Saturday, October 21, 2017
- **Meeting: January, 2018, Boston, MA**
Friday, January 19 - Saturday, January 20, 2018

UUA Board of Trustees

June 27, 2016

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

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.



Jim Key
UUA Moderator and
Chief Governance Officer

October 2016

Report to the UUA Board of Trustees

Congregational and other visits

| | | |
|-----------------|---------------|---|
| July 20-22 | Madison, WI | UUMN Conference |
| September 11-17 | Boston, MA | GAMAP, GAPC meetings |
| September 18 | Brunswick, GA | Rev. Jane Page installation |
| October 1-3 | Lansing, MI | Governance Workshop, Building Dedication |

Narrative

While my travel schedule has been light since GA in Columbus, I have been busy having conversations with stakeholders over the summer that have focused on the Berry Street Essay, Responsive Resolution, Section II bylaw amendments, debate and voting processes, GA scholarship program, and GA2017 in New Orleans.

Berry Street Essay - I met with the Rev. Gail Seavey, senior minister of First Unitarian Universalist Church in Nashville and featured speaker at the Berry Street Essay, along with the Boundaries Advisory Group to discuss responses and reactions to her essay of Clergy Sexual Misconduct. Denise Rimes, Vice Moderator will report on these discussions in the Boundary Working Group report.

Responsive Resolution - I met with the Youth sponsors of the Responsive Resolution to gain insights to their hopes and dreams as the Board of Trustees considers its response to the resolution. They deferred to people of color to provide specific recommendations. There were also consultations with the leadership of Black Lives Unitarian Universalism (BLUU). Rev. Carlton Elliott Smith and Leslie MacFadyen will represent BLUU at our October board meeting.

Bylaw Amendments - Other conversations have been with the Rev. LoraKim Joyner, principle organizer of the initiative to amend Article II bylaw C-2.1. Principles. That initiative seeks to change the first principle from "...inherent worth and dignity of every person" to every *being*. We have had multiple conversations on process, rules, and procedure. It appears the initiative has the support of at least 15 congregations and will be eligible to be placed on the GA Tentative Agenda once the sponsoring congregations have certified in February 2017.

I have also had an inquiry from an organizer of a proposed initiative to amend Article II bylaw C-2.1. Principles, to change the sources "...Jewish and Christian teachings" to include Muslim teachings. It is not clear whether this might come before the General Assembly in 2017 or 2018.

Given the interest to amend Article II, Section 2 bylaws from several organizers, it might be appropriate for the Board to consider asking the Commission on Appraisal (COA) to study these initiatives and others. The process is detailed in Article XV, Section C-15.1. (c)(1) Amendment of Bylaws, Section II. The COA will be making its current report on Class at GA2017 and should be available to begin a new study.

Debate and Voting Processes - I have hosted meetings with the Executive Committee of UUs for Justice in the Middle East (UUJME) and a cluster representing Board Presidents of Large Congregations. Both wanted to express support for bylaw changes that would reduce dependence on debating under Roberts Rules of Order as delegates discern and embrace social justice and other actions. A document from UUJME is attached as an addendum, and a report is anticipated in the coming months from the large congregations' presidents' group. I will forward that document when received.

GA Delegate Scholarship Pilot - The board-sponsored scholarship program had 87 applicants, all received grants totaling \$27,985. Additionally, the cost of registration was absorbed in the GA budget. While the program was intended to incent congregations to financially support these delegates, only 19 or 22 percent had any congregational endorsement, 4 or 4.6 percent had specific financial pledges, and 5 or 5.7 percent covered transportation costs.

The objective of the scholarship program was to encourage people of color, youth, young adults, and economically fragile to be named

delegates from congregations. Of the 87 recipients, 31 or 35.6 percent were people of color, 30 or 34.5 percent were non-cisgender/straight, 15 or 17.2 percent were youth, and (48 were either non-white, non-cisgender/straight, or both); 15 were youth and 41 or 47.1 percent were young adults. I did not receive data on how the recipients identified their economic status.

A post-GA survey to all 87 recipients received 30 responses or a response rate of 34.5 percent. Some data points of the 30 who responded:

- 72.4 percent identified as financially insecure
- 62.1 percent identified as a young adult
- 48.3 percent identified as in LGBTQ community
- 27.6 percent identified as a person of color
- 6.9 percent identified as a youth
- 56.7 percent learned of the program via the UUA website
- 16.7 percent learned of the program via called or elected congregational leadership
- 50.0 percent asked to be a delegate
- 50.0 percent received no financial assistance from their congregation
- General Sessions reports and awards were evaluated as the element of GA that increased their understanding and appreciation for Unitarian Universalism

I think that the results of the scholarship program are mixed. I recommend that the Inclusion and Empowerment Working Group study the data and make a recommendation to the board at our January meeting.

GAPC report – Denise Rimes, Vice Moderator, and I have been attending meetings with stakeholders for New Orleans GA 2017 for the past 18 months to discuss planning for this justice centered GA. We also attended GAMAP, Grid, and GAPC meetings as noted in the travel section of this report. More information is detailed in the Vice Moderator’s Report.

Addendum

Report to UUA on UUJME’s concerns regarding consideration of its Business Resolution at GA 2016 copy.pdf

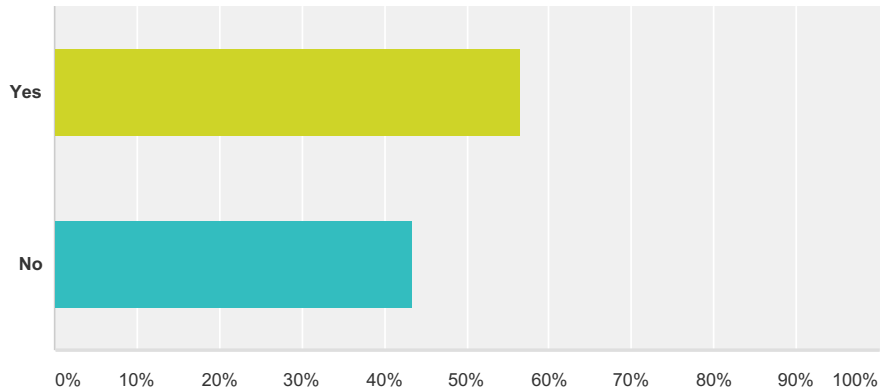
Input on UUA General Assembly Processes for Consideration of Resolutions (Dana) copy.pdf

|

Scholarship Survey 100816.pdf

Q1 Was this your first UU General Assembly?

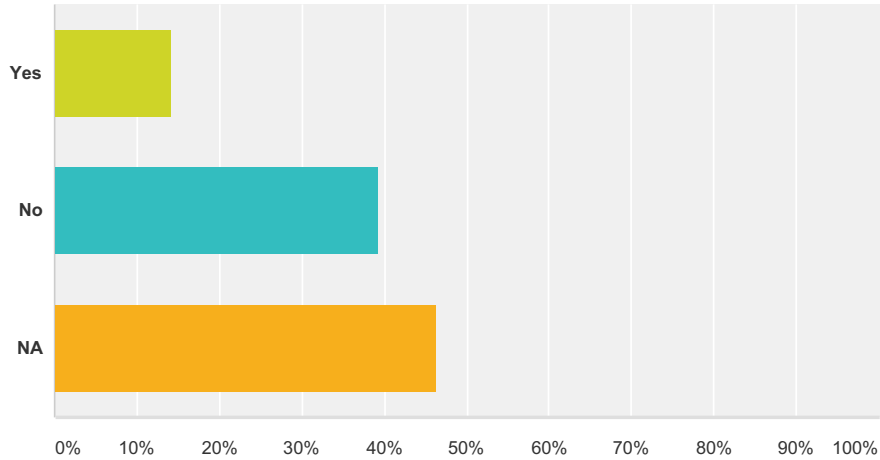
Answered: 30 Skipped: 0



| Answer Choices | Responses |
|----------------|-----------|
| Yes | 56.67%17 |
| No | 43.33%13 |
| Total | 30 |

Q2 If this was not your first GA, was it your first GA as a delegate?

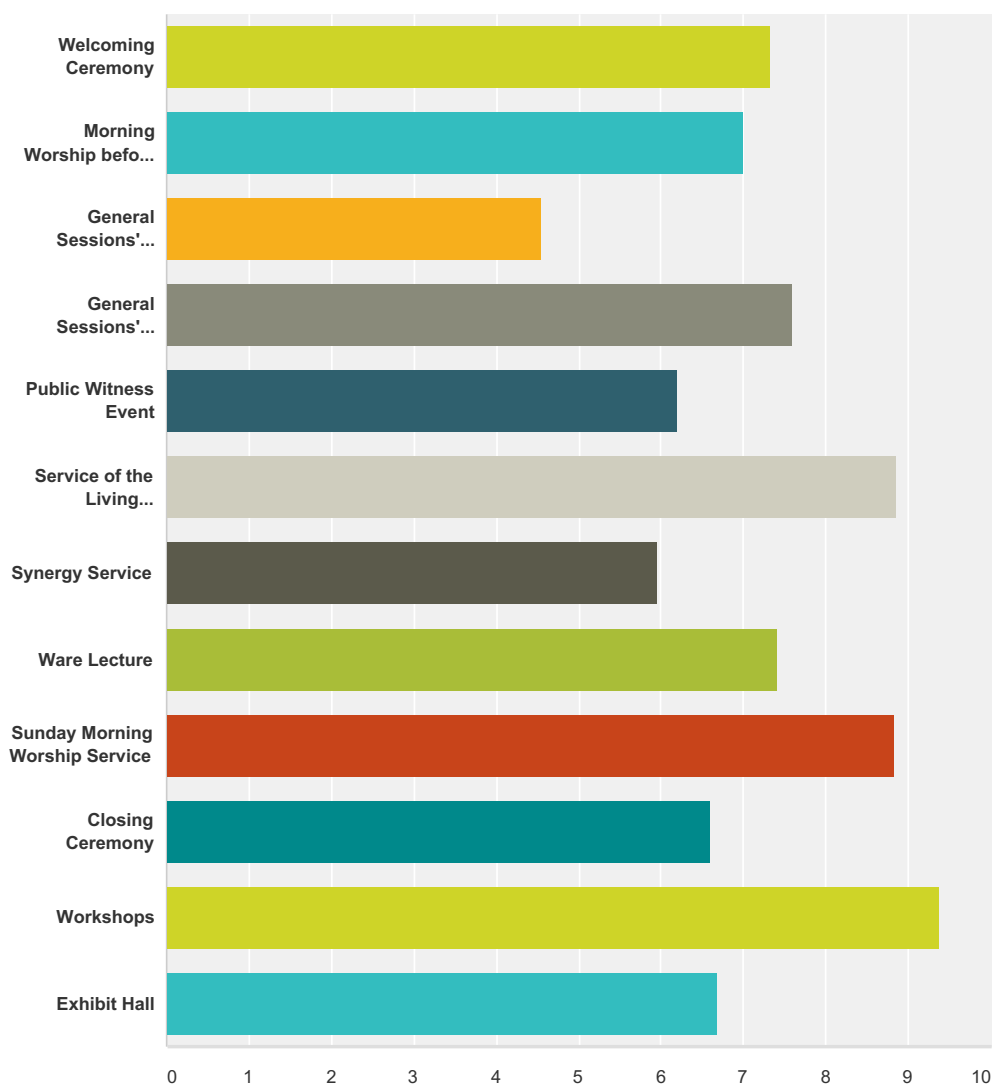
Answered: 28 Skipped: 2



| Answer Choices | Responses |
|----------------|-----------|
| Yes | 14.29%4 |
| No | 39.29%11 |
| NA | 46.43%13 |
| Total | 28 |

Q3 On a scale of 1 (greatest impact) to 12 (least impact), please rank the elements of General Assembly that most increased your understanding and appreciation of Unitarian Universalism. If you did not participate in one or more of the elements, please leave that rating box blank.

Answered: 30 Skipped: 0

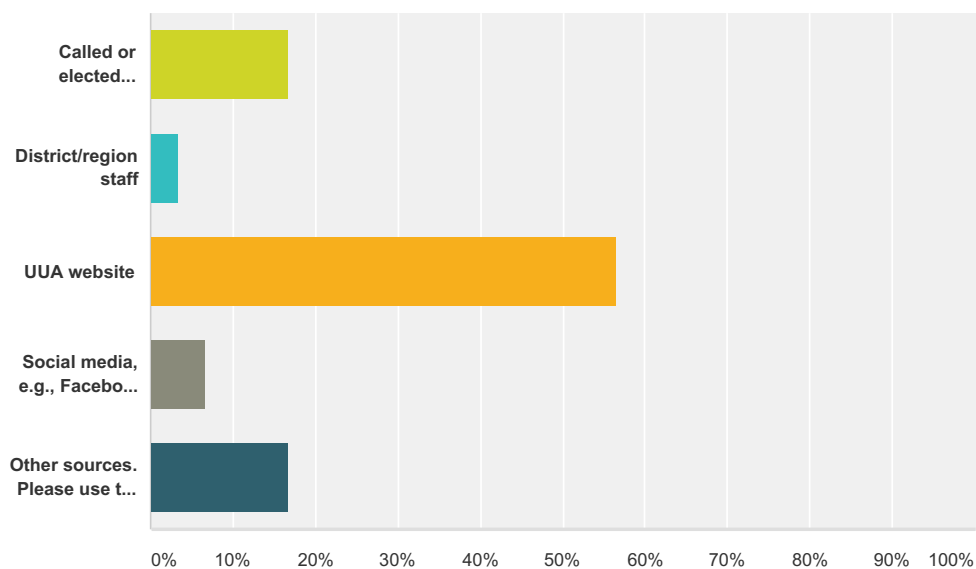


| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | Total | Score |
|---|------------|-------------|-------------|------------|------------|-------------|------------|-------------|-------------|------------|------------|------------|-------|-------|
| Welcoming Ceremony | 9.09% 2 | 9.09% 2 | 18.18% 4 | 9.09% 2 | 4.55% 1 | 4.55% 1 | 4.55% 1 | 13.64% 3 | 18.18% 4 | 4.55% 1 | 4.55% 1 | 0.00% 0 | 22 | 7.32 |
| Morning Worship before General Sessions | 0.00% 0 | 23.08% 3 | 7.69% 1 | 0.00% 0 | 7.69% 1 | 30.77% 4 | 0.00% 0 | 7.69% 1 | 7.69% 1 | 0.00% 0 | 7.69% 1 | 7.69% 1 | 13 | 7.00 |

| | | | | | | | | | | | | | | |
|--------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|----|------|
| General Sessions' Reports and Awards | 0.00% 0 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 16.67% 3 | 11.11% 2 | 16.67% 3 | 5.56% 1 | 11.11% 2 | 11.11% 2 | 11.11% 2 | 16.67% 3 | 18 | 4.56 |
| General Sessions' Debates and Voting | 4.55% 1 | 9.09% 2 | 9.09% 2 | 31.82% 7 | 9.09% 2 | 0.00% 0 | 9.09% 2 | 13.64% 3 | 0.00% 0 | 4.55% 1 | 9.09% 2 | 0.00% 0 | 22 | 7.59 |
| Public Witness Event | 6.25% 1 | 12.50% 2 | 12.50% 2 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 12.50% 2 | 18.75% 3 | 6.25% 1 | 25.00% 4 | 6.25% 1 | 0.00% 0 | 16 | 6.19 |
| Service of the Living Tradition | 15.00% 3 | 5.00% 1 | 30.00% 6 | 20.00% 4 | 5.00% 1 | 5.00% 1 | 10.00% 2 | 0.00% 0 | 5.00% 1 | 5.00% 1 | 0.00% 0 | 0.00% 0 | 20 | 8.85 |
| Synergy Service | 0.00% 0 | 6.25% 1 | 18.75% 3 | 6.25% 1 | 0.00% 0 | 18.75% 3 | 6.25% 1 | 6.25% 1 | 6.25% 1 | 6.25% 1 | 12.50% 2 | 12.50% 2 | 16 | 5.94 |
| Ware Lecture | 9.09% 2 | 9.09% 2 | 4.55% 1 | 22.73% 5 | 4.55% 1 | 18.18% 4 | 9.09% 2 | 4.55% 1 | 4.55% 1 | 0.00% 0 | 9.09% 2 | 4.55% 1 | 22 | 7.41 |
| Sunday Morning Worship Service | 26.09% 6 | 13.04% 3 | 8.70% 2 | 4.35% 1 | 26.09% 6 | 4.35% 1 | 4.35% 1 | 4.35% 1 | 0.00% 0 | 0.00% 0 | 4.35% 1 | 4.35% 1 | 23 | 8.83 |
| Closing Ceremony | 10.00% 2 | 15.00% 3 | 5.00% 1 | 5.00% 1 | 10.00% 2 | 0.00% 0 | 10.00% 2 | 10.00% 2 | 5.00% 1 | 20.00% 4 | 0.00% 0 | 10.00% 2 | 20 | 6.60 |
| Workshops | 25.00% 6 | 16.67% 4 | 16.67% 4 | 8.33% 2 | 12.50% 3 | 4.17% 1 | 8.33% 2 | 0.00% 0 | 8.33% 2 | 0.00% 0 | 0.00% 0 | 0.00% 0 | 24 | 9.38 |
| Exhibit Hall | 3.57% 1 | 7.14% 2 | 7.14% 2 | 7.14% 2 | 7.14% 2 | 25.00% 7 | 10.71% 3 | 10.71% 3 | 7.14% 2 | 7.14% 2 | 3.57% 1 | 3.57% 1 | 28 | 6.68 |

Q4 What was your primary source of information about the availability of scholarships for delegates?

Answered: 30 Skipped: 0



Answer Choices

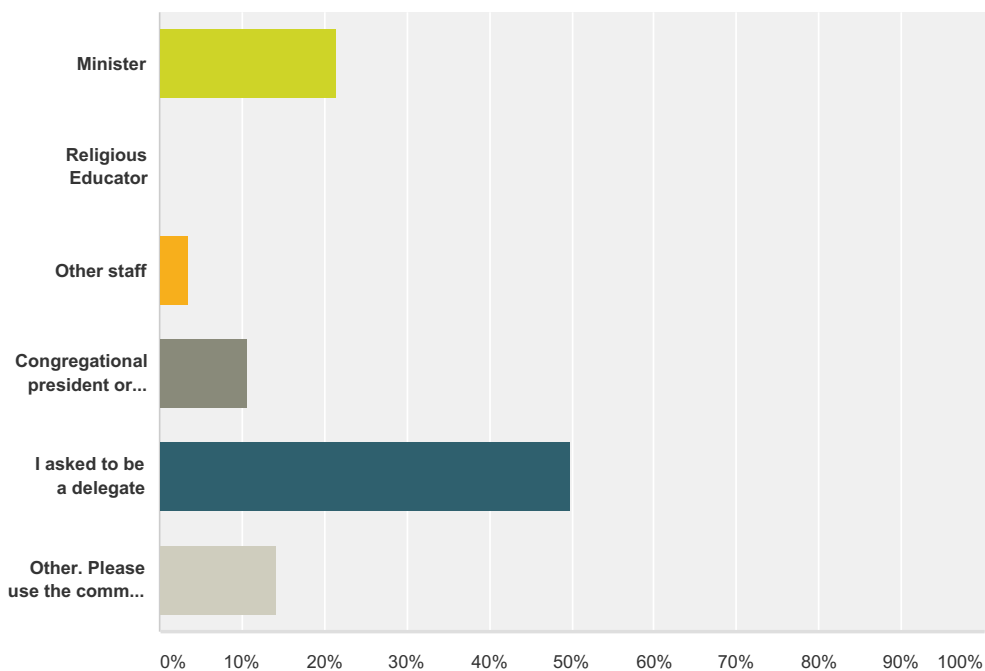
Responses

| | | |
|---|--------|-----------|
| Called or elected leadership in my congregation | 16.67% | 5 |
| District/region staff | 3.33% | 1 |
| UUA website | 56.67% | 17 |
| Social media, e.g., Facebook, Twitter | 6.67% | 2 |
| Other sources. Please use the comment field below to explain. | 16.67% | 5 |
| Total | | 30 |

| # | Comments | Date |
|---|--|--------------------|
| 1 | Emails from various departments and committees | 10/2/2016 3:14 PM |
| 2 | I learned about the financial aid in 2004 or 2005 I think, when planning to attend on behalf of CUUYAN. | 9/30/2016 2:42 PM |
| 3 | I applied for a scholarship and checked the box that said I was willing to be a delegate if called. When I received a scholarship, I approached my board about serving as a delegate. The scholarship form prompted me to want to be a delegate. | 9/20/2016 10:39 AM |
| 4 | I could not have attended without support. | 9/16/2016 9:09 PM |
| 5 | A friend who was also applying happened for a scholarship happened to mention it. | 9/15/2016 1:53 PM |
| 6 | Jim Key very kindly encouraged me to apply. | 9/15/2016 10:07 AM |

Q5 Who suggested that you become a delegate to represent your congregation?

Answered: 28 Skipped: 2



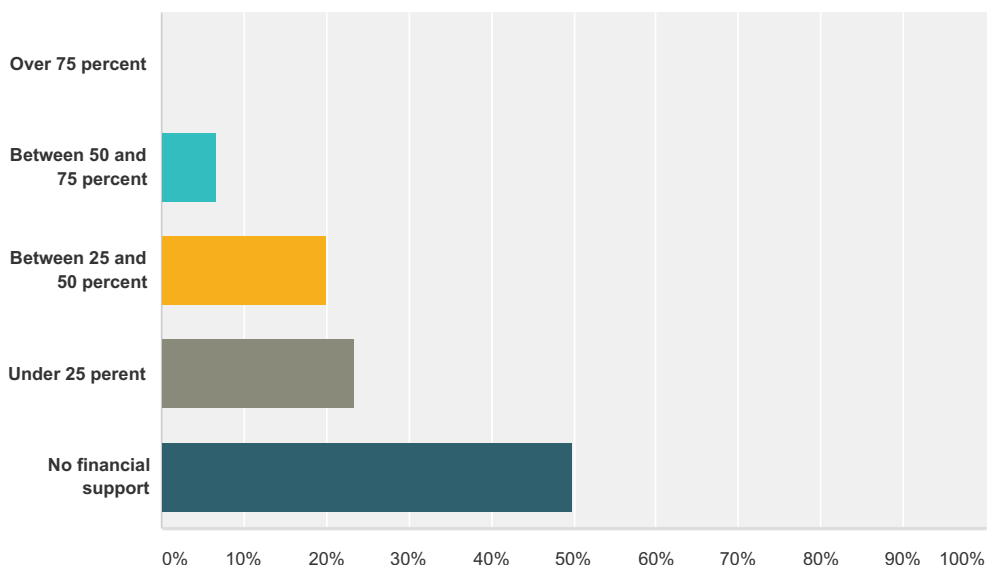
| Answer Choices | Responses |
|--|-----------|
| Minister | 21.43% 6 |
| Religious Educator | 0.00% 0 |
| Other staff | 3.57% 1 |
| Congregational president or other leadership | 10.71% 3 |

| | | |
|---|--------|-----------|
| I asked to be a delegate | 50.00% | 14 |
| Other. Please use the comment field below to explain. | 14.29% | 4 |
| Total | | 28 |

| # | Comments | Date |
|---|--|--------------------|
| 1 | Others said it was recommended highly | 10/2/2016 11:02 AM |
| 2 | Unitarian Universalists for Justice in the Middle East | 9/30/2016 2:50 PM |
| 3 | I offered to be a delegate as in years past. As we had enough other delegates, I became an alternate delegate. | 9/30/2016 2:42 PM |
| 4 | I discussed the prospect with my minister and wrote a letter to the board. All parties were in favor. | 9/20/2016 10:39 AM |
| 5 | I was not a delegate at GA 2016. | 9/15/2016 1:35 PM |
| 6 | I didn't know this was an option when k received the scholarship | 9/15/2016 10:34 AM |

Q6 How much financial assistance did your congregation provide to support your attendance at General Assembly?

Answered: 30 Skipped: 0



| Answer Choices | Responses |
|---------------------------|-----------|
| Over 75 percent | 0.00% 0 |
| Between 50 and 75 percent | 6.67% 2 |
| Between 25 and 50 percent | 20.00% 6 |
| Under 25 percent | 23.33% 7 |
| No financial support | 50.00% 15 |
| Total | 30 |

| # | Comments | Date |
|---|---|--------------------|
| 1 | Shared housing | 10/2/2016 11:02 AM |
| 2 | I did not request any financial support from my congregation. | 9/18/2016 9:36 AM |

| | | |
|---|--|--------------------|
| 3 | The congregation offered support near the date of our trip but everything had already been paid at that point. | 9/15/2016 12:22 PM |
|---|--|--------------------|

Q7 What was the estimated totalcost for you to attend GA?

Answered: 28 Skipped: 2

| # | Responses | Date |
|----|---|--------------------|
| 1 | \$2,000 | 10/5/2016 5:42 PM |
| 2 | About \$1,500. This amount does not reflect the UUA GA Scholarship. In other words, it still includes the full \$350 registration fee, and it does not reflect the UUA GA scholarship stipend. At the same time, the \$1,500 does not reflect any transportation costs, which my congregation (ERUUF) helped with -- see next answer. | 10/3/2016 1:49 PM |
| 3 | \$2000 | 10/2/2016 3:14 PM |
| 4 | 500. | 10/2/2016 11:02 AM |
| 5 | \$1,200 | 9/30/2016 2:50 PM |
| 6 | \$500 | 9/30/2016 2:42 PM |
| 7 | \$1200 | 9/30/2016 2:17 PM |
| 8 | \$400 | 9/30/2016 11:58 AM |
| 9 | \$200 | 9/30/2016 11:48 AM |
| 10 | 400 | 9/30/2016 11:43 AM |
| 11 | 1500 | 9/30/2016 11:39 AM |
| 12 | \$1500 | 9/25/2016 5:11 PM |
| 13 | Did well with the \$320.00 I received from UUA | 9/23/2016 2:12 PM |
| 14 | I have no idea. I split the cost of a hotel room outside of the city with a friend, and packed most of my own food for the trip to defray costs. Having to pay full price for parking each day was very disappointing. | 9/20/2016 10:39 AM |
| 15 | \$1400 less scholarship equals \$720. Scholarship covered registration and airfare. | 9/18/2016 9:36 AM |
| 16 | \$900.00 | 9/16/2016 9:09 PM |
| 17 | \$800 | 9/15/2016 3:35 PM |
| 18 | \$3500 | 9/15/2016 2:18 PM |
| 19 | \$350 | 9/15/2016 1:53 PM |
| 20 | 900.00 without my scholarship | 9/15/2016 1:35 PM |
| 21 | \$700 | 9/15/2016 12:22 PM |
| 22 | 1000 | 9/15/2016 12:03 PM |
| 23 | About \$400 | 9/15/2016 10:34 AM |
| 24 | 800 | 9/15/2016 10:31 AM |
| 25 | \$2000 | 9/15/2016 10:28 AM |
| 26 | 550 but was able to share a room at no cost | 9/15/2016 10:09 AM |
| 27 | \$400 | 9/15/2016 10:07 AM |
| 28 | \$800 | 9/15/2016 10:07 AM |

Q8 What was the amount of financial assistancefrom your congregation?

Answered: 27 Skipped: 3

| # | Responses | Date |
|----|--|--------------------|
| 1 | \$500 | 10/5/2016 5:42 PM |
| 2 | ERUUF paid approximately \$1,100 - \$1,200 total for the rental of a van, which transported 7 of us from ERUUF to UUA GA 2016 and back. This total included van rental, gasoline, tolls, parking, and insurance. This averages out to about \$155 - \$170 per person for those 7 people. | 10/3/2016 1:49 PM |
| 3 | \$300 | 10/2/2016 3:14 PM |
| 4 | \$250 | 9/30/2016 2:50 PM |
| 5 | \$201 | 9/30/2016 2:42 PM |
| 6 | \$0 | 9/30/2016 2:17 PM |
| 7 | \$100 | 9/30/2016 11:58 AM |
| 8 | 0 | 9/30/2016 11:48 AM |
| 9 | 9 | 9/30/2016 11:43 AM |
| 10 | 450 | 9/30/2016 11:39 AM |
| 11 | 0 | 9/25/2016 5:11 PM |
| 12 | none | 9/23/2016 2:12 PM |
| 13 | 0 | 9/20/2016 10:39 AM |
| 14 | None | 9/18/2016 9:36 AM |
| 15 | none | 9/16/2016 9:09 PM |
| 16 | \$0 | 9/15/2016 3:35 PM |
| 17 | \$800 | 9/15/2016 2:18 PM |
| 18 | \$0 | 9/15/2016 1:53 PM |
| 19 | 50% | 9/15/2016 1:35 PM |
| 20 | 0 | 9/15/2016 12:22 PM |
| 21 | 400 | 9/15/2016 12:03 PM |
| 22 | 0 | 9/15/2016 10:34 AM |
| 23 | 600 | 9/15/2016 10:31 AM |
| 24 | \$500 | 9/15/2016 10:28 AM |
| 25 | 400 | 9/15/2016 10:09 AM |
| 26 | 0 | 9/15/2016 10:07 AM |
| 27 | \$0 | 9/15/2016 10:07 AM |

Q9 How have you shared what you learned at GA with your congregation?

Answered: 29 Skipped: 1

| # | Responses | Date |
|---|---|-------------------|
| 1 | Presented 2 services on GA experience, Board discussion, Social Actions Committee discussions, Youth Programming | 10/5/2016 5:42 PM |
| 2 | I organized three evening classes on Wednesday nights in August at ERUUF. Two of them showed sermons from GA, followed by discussions among attendees. The third was a speakers panel by five of us who were ERUUF GA delegates. I also made a brief report to the ERUUF Board of Trustees. And have spoken in person with multiple people otherwise. | 10/3/2016 1:49 PM |
| 3 | Met with others who attended GA to discuss what and how best to share, Facebook, email networks, met with minister and board president, contacted Lifetime Learning Committee, spoken with most UUs of African descent | 10/2/2016 3:14 PM |
| 4 | I have talked extensively with my congregation about my experiences | 9/30/2016 5:43 PM |

| | | |
|----|---|--------------------|
| 5 | A lot! I did a presentation and I am teaching a class about Israel/Palestine | 9/30/2016 2:50 PM |
| 6 | Follow up meetings with ministers and committee members, joined a re-forming racial justice task force, plans for joining beloved conversations, contributions to services and refugee related service work | 9/30/2016 2:42 PM |
| 7 | Sermon and participation in Religious Exploration Activities | 9/30/2016 2:17 PM |
| 8 | Yes | 9/30/2016 11:58 AM |
| 9 | Many ways! Attended the 360 workshop and subsequently applied and was accepted! workshop info on reflective listening, conflict resolution, financial stewardship, covenant groups, music ministry | 9/30/2016 11:48 AM |
| 10 | Yes | 9/30/2016 11:43 AM |
| 11 | Sunday Service | 9/30/2016 11:39 AM |
| 12 | Implementing skills learned in workshops | 9/25/2016 5:11 PM |
| 13 | Shared at the Sunday service the week after the GA, and continue to apply and share what I've learned | 9/23/2016 2:12 PM |
| 14 | I spoke at a service following GA. | 9/20/2016 10:39 AM |
| 15 | Yes | 9/19/2016 9:07 AM |
| 16 | In a service, but I'd like to do more. | 9/18/2016 9:36 AM |
| 17 | Lots - of discussions and feedback with others who attended, and possible future attendees. | 9/16/2016 9:09 PM |
| 18 | Continued input in the life and function of the church | 9/15/2016 3:35 PM |
| 19 | Board meetings, workshops, informal conversations | 9/15/2016 2:18 PM |
| 20 | Through discussions, presentations, and services | 9/15/2016 1:53 PM |
| 21 | Yes | 9/15/2016 1:35 PM |
| 22 | Blog post, email, small groups, planning sessions | 9/15/2016 12:22 PM |
| 23 | Worship and advising leadership | 9/15/2016 12:03 PM |
| 24 | Yss | 9/15/2016 10:34 AM |
| 25 | Yes very much so, that was a big part of attending | 9/15/2016 10:31 AM |
| 26 | Newsletter, conversation | 9/15/2016 10:28 AM |
| 27 | Discussed during admin meeting | 9/15/2016 10:09 AM |
| 28 | We have had debrief sessions in order to share lessons and takeaways from GA with the congregation | 9/15/2016 10:07 AM |
| 29 | Yes, in my monthly newsletter column and at our annual leadership retreat. | 9/15/2016 10:07 AM |

Q10 Would you like to attend GA again? Why or why not?

Answered: 30 Skipped: 0

| # | Responses | Date |
|---|---|--------------------|
| 1 | Absolutely, it was a great way to connect with other UUs and it was very empowering. | 10/5/2016 5:42 PM |
| 2 | Most definitely. It was a great experience, from worship to networking to workshops/panels to gathering ideas for ERUUF's goals and challenges. | 10/3/2016 1:49 PM |
| 3 | Yes, I consider this my spiritual congregation as the worship services and General sessions are rich. I also enjoy the business sessions to learn of ongoing and upcoming initiatives and like being part of the decision making process. Largest gathering of people of color. | 10/2/2016 3:14 PM |
| 4 | Yes. It was good to meet other UU | 10/2/2016 11:02 AM |
| 5 | Probably not, the best part of GA for me was attending with my youth group and I don't plan on going as a young adult. | 9/30/2016 5:43 PM |
| 6 | YES! | 9/30/2016 2:50 PM |
| 7 | Yes. I always learn a great deal and renew my faith in some way. | 9/30/2016 2:42 PM |
| 8 | Yes! Gathering with other UUs is powerful and informative | 9/30/2016 2:17 PM |

| | | |
|----|--|--------------------|
| 9 | Yes! The workshops were very effective learning tools to take back to my congregation. It was wonderful to connect and worship with UUA people from all over the world. | 9/30/2016 11:58 AM |
| 10 | absolutely! | 9/30/2016 11:48 AM |
| 11 | Yes spiritual experience | 9/30/2016 11:43 AM |
| 12 | Yes. I enjoy the lectures and the workshops. | 9/30/2016 11:39 AM |
| 13 | yes | 9/25/2016 5:11 PM |
| 14 | Of course! It's a great learning experience. | 9/23/2016 2:12 PM |
| 15 | I will not likely attend GA again unless it is hosted in my home state again before I die. I can't afford to take the amount of time off of work that travel would require. | 9/20/2016 10:39 AM |
| 16 | Not sure. | 9/19/2016 9:07 AM |
| 17 | Yes because I believe we can do more together. | 9/18/2016 9:36 AM |
| 18 | Probably not - to allow another delegate from our congregation to attend. | 9/16/2016 9:09 PM |
| 19 | Yes; I felt it was an overall positive experience | 9/15/2016 3:35 PM |
| 20 | Yes, because it increased my understanding of the options for spiritual development in UU. | 9/15/2016 2:18 PM |
| 21 | Definitely. It's an amazing experience and I always learn immensely and meet great new people. | 9/15/2016 1:53 PM |
| 22 | Yes if there is a BLUU space and if I receive financial assistance | 9/15/2016 1:35 PM |
| 23 | Yes! I had a great time connecting with others and learned a lot. | 9/15/2016 12:22 PM |
| 24 | Yes. It's an important part of staying engaged with our faith. | 9/15/2016 12:03 PM |
| 25 | Yes, got to know more people from my congregation in a different setting | 9/15/2016 10:34 AM |
| 26 | Yes I would love to | 9/15/2016 10:31 AM |
| 27 | Maybe, if timing works out (time off from work is hard even with scholarship) | 9/15/2016 10:28 AM |
| 28 | yes, it was a wonderful experience | 9/15/2016 10:09 AM |
| 29 | Absolutely! The opportunity to connect with other UUs and to shape the future of the UUA is incredibly exciting. Additionally, the workshops, worship services, and social action events deepened my own sense of faith and passion for justice. | 9/15/2016 10:07 AM |
| 30 | Yes, definitely. | 9/15/2016 10:07 AM |

Q11 What are the top two takeaways from your GA experience?

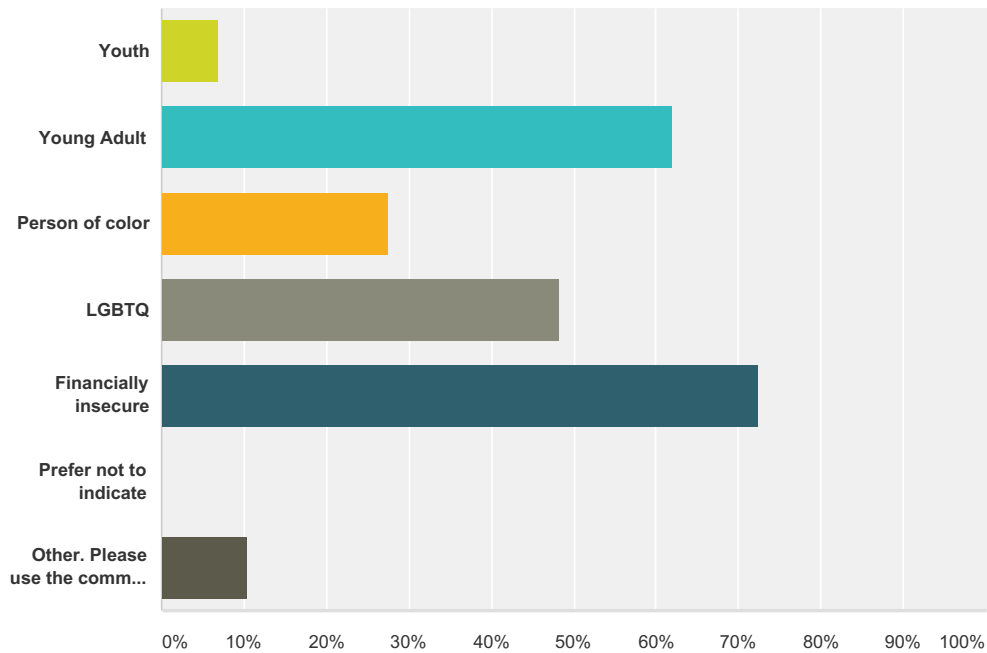
Answered: 27 Skipped: 3

| # | Responses | Date |
|---|--|--------------------|
| 1 | A new way to look at social action, connection to the larger UU community | 10/5/2016 5:42 PM |
| 2 | (1) The GA needs some significant reforms: it is too expensive, too long, too much a bastion of privilege, honestly. This is true despite positive moves by UUA BOT, such as Black Lives of UU fund. But we need a more efficient, more accessible, more inclusive, more affordable GA. Three or four days, not five days, for the laity. (I'm not including ministers' days in this.) And less endless debating endless resolutions with too little effect or relevance. (2) The main speakers were exceptionally powerful, e.g. Rev. Sinkford, Rev. Ladd, Rev. Barber, Ms. Tippet, etc. Loved them and their challenging messages! | 10/3/2016 1:49 PM |
| 3 | People of African descent need more opportunities to be together and congregations need better preparation to attend GA | 10/2/2016 3:14 PM |
| 4 | In Common UU, and Diverse members | 10/2/2016 11:02 AM |
| 5 | Black Lives Matter and that our faith is a lifetime journey | 9/30/2016 2:50 PM |
| 6 | The trust black UUs gave us in telling us their personal stories, and the sense of responsibility to speak up more often on their behalf, support them, and continue to learn more | 9/30/2016 2:42 PM |
| 7 | Stop the fake fights. Our action in social justice is imperative and needed now more than ever. | 9/30/2016 2:17 PM |

| | | |
|----|---|--------------------|
| 8 | UUA continues to be a strong social justice force. There are very few opportunities for new ministers coming out of seminary. | 9/30/2016 11:58 AM |
| 9 | Amazing leadership development week! Inspiring to experience what worship can look like on such a grand scale. | 9/30/2016 11:48 AM |
| 10 | Belonging to a larger movement and how things work | 9/30/2016 11:43 AM |
| 11 | The words provided by Rev. Dr. Barber and the Closing Worship. | 9/30/2016 11:39 AM |
| 12 | I've become even more outspoken about social justice and a stronger wish and commitment to serve my community. | 9/23/2016 2:12 PM |
| 13 | 1. Do not leave after voting because there could be a tie. The outcome of the tie breaker, which occurred unbeknownst to several delegates, resulted in our black siblings appearing not to have ripped their hearts out enough for us to commit to having even a CONVERSATION about race. Had I any idea that another vote might have been taken, I would not have left. The reason I left was due to seeking out the Right Relations Team because of takeaway number two. 2. Unitarian Universalists are not unwilling to stage an 'Israel vs. Palestine' debate over a STATEMENT about something that we already take action on, no matter how deeply upsetting this framing is to people inside and outside of the faith. | 9/20/2016 10:39 AM |
| 14 | The passion and diversity of ideas in the decision making process that makes up our membership. | 9/18/2016 9:36 AM |
| 15 | A pleasure to experience the energy of like minded people. | 9/16/2016 9:09 PM |
| 16 | Much denominational introspection needed; much I can do to further that cause | 9/15/2016 3:35 PM |
| 17 | Interacting with other black UUs!!! Learning other ways of faith formation. | 9/15/2016 2:18 PM |
| 18 | That UUs are a group of people that means well but sometimes needs help realizing what is the best thing to do to benefit people unlike themselves, and that a large group of generally older white people cannot clap on beat to save their lives | 9/15/2016 1:53 PM |
| 19 | Hope for me because of the BLUU healing pace and their track. Secondly, I now have a better understanding of how the UUA operates. | 9/15/2016 1:35 PM |
| 20 | Motivation to take action and deep connection with others | 9/15/2016 12:22 PM |
| 21 | Just how ineffective our governing system is in today's fast-paced world, and BLUU. | 9/15/2016 12:03 PM |
| 22 | My big takeaway was having a civilized conversation with delegates from my church about the BDS. I was just very impressed by the quality of discourse. | 9/15/2016 10:34 AM |
| 23 | We as young adults are not alone in this faith and we can learn so much from the diversity in our movement. I'm very proud to be a UU | 9/15/2016 10:31 AM |
| 24 | Emotional debates, Rev Barber | 9/15/2016 10:28 AM |
| 25 | First of all was so impressed by seeing so many UU's at one time and glad I was able to meet other Administrators | 9/15/2016 10:09 AM |
| 26 | While at GA, I discovered my own call to ministry. I'm currently applying to seminary programs, which I'm not sure would be my path if I didn't have this experience. Additionally, through the voting process, I gained a deeper understanding of our decision-making processes and how we live out our 5th principle. | 9/15/2016 10:07 AM |
| 27 | I continue to be inspired by Rev. Ladd's sermon during Sunday worship, and as a singer and sometime facilitator I also enjoyed the way Jen Hayman and Glenn Thomas Rideout made their physical instructions to the choirs more accessible and intentional. | 9/15/2016 10:07 AM |

Q12 This scholarship fund was intended to encourage congregations to consider youth, young adults, persons of color, LGBTQ community, and financially insecure members as delegates in hopes of ensuring our full delegate body was more diverse and representative. Please indicate how you primarily identify your self; check all that apply.

Answered: 29 Skipped: 1



| Answer Choices | Responses |
|--|-----------|
| Youth | 6.90% 2 |
| Young Adult | 62.07% 18 |
| Person of color | 27.59% 8 |
| LGBTQ | 48.28% 14 |
| Financially insecure | 72.41% 21 |
| Prefer not to indicate | 0.00% 0 |
| Other. Please use the comment field below to explain | 10.34% 3 |
| Total Respondents: 29 | |

| # | Comments | Date |
|---|---|--------------------|
| 1 | I would only describe myself as slightly financially insecure -- buying a house for the first time stretched my financial resources very tight in 2016. I realize there were financially needier UUA GA scholarship applicants than myself, a fact which I explicitly mentioned in my application at the time. I hope they also got the financial assistance that they needed for GA. | 10/3/2016 1:49 PM |
| 2 | Made it possible | 10/2/2016 11:02 AM |
| 3 | Disabled | 9/25/2016 5:11 PM |
| 4 | Hispanic | 9/23/2016 2:12 PM |
| 5 | Am on fixed income and was unable to budget for the GA. Felt that as a new Board member, I should attend once. | 9/16/2016 9:09 PM |
| 6 | I was recently divorced. I could not meet my child support responsibilities AND attend GA. I needed financial assistance. | 9/15/2016 2:18 PM |
| 7 | My partner is a student and our budget is very tight. Our UUA scholarships made it possible for us to attend GA for the first time . We are so appreciative! | 9/15/2016 12:22 PM |
| 8 | I couldn't rank order the 12 choices above on my phone. You should probably consider a scale with "Most Impactful" to least arranged. | 9/15/2016 10:34 AM |

Input on UUA General Assembly Processes for Consideration of Resolutions, AIWs, CSAs, etc.

My name is Dana Fisher Ashrawi, and I am on the board of UUs for Justice in the Middle East. I was at GA 2016 observing and participating in the General Session during which the “divestment/human rights investment screen resolution” was considered. At GA 2016, our resolution suffered an attempt at tabling using Robert’s Rules of Order, which was actually out of order under our meeting rules, and was certainly not in a UU spirit of wanting to listen to people with concerns. This motivated me to revisit a book that I learned of in past governance work and share some key aspects and my thoughts about them.

Roberta’s Rules of Order, by Alice Collier Cochran, was written to assist groups in better running nonprofit meetings, to “deep six the laborious meetings and heavy formal structures”. A cartoon displayed at the start of the book captures the spirit of its guidelines. A man is depicted standing at a podium with a gavel, saying, “A motion has been made that we dispense with the pompous formalities of parliamentary procedure & communicate like human beings. Does anyone second the motion?” I share highlights from the book and my suggestions for improving the processes and rules by which the UUA GA delegates may consider proposals for justice-related actions and resolutions.

The author notes that in “Western cultures groups have a tendency to jump directly into the *solution* space” and not spend sufficient time in the *problem* space”. She recommends a different process in which more time is spent understanding proposals before any votes are entertained. This approach seems to fit perfectly with a frequent UU focus on discernment, deep listening, and covenant.

In *Roberta’s Rules of Order*, there are no resolutions. All issues for discussion are called proposals, and are conceived of as needing a full airing of a perceived problem, the proposed solution, and a full hearing of arguments for and against before any amendments. There are no motions, either, and therefore there are no motions to table.

For complex or controversial situations, a delegate would present an in-depth proposal with extensive problem analysis. The outline for an in-depth proposal could be required for all such proposals. If these items are spelled out, it may be more helpful for delegates than the way resolutions are currently presented. There could be a new requirement that any resolutions, CSAs, AIWs and responsive resolutions are written in this format and presented for signatures in this format also.

In *Roberta’s Rules*, the author suggests “structured written proposals” rather than motions for situations that are complex and/or controversial. A proposal should answer these four questions:

1. What is the situation that needs changing, and why does it need to be changed?
2. What are the probable causes of the situation?
3. What is the recommendation (with costs and benefits), and why?
4. Who will carry out the change, and by when?

In the case of the “Divestment” resolution, the proposal could have been phrased like this:

1. There is no official UUA GA policy set directing the UUA to use a human rights investment screen. While the UUA has implemented a human rights screen for its investment analysis, through the work of its committees, this could be changed in the future. Furthermore, human rights screens only recently started including analysis of Palestinian human rights. It is important

to ensure that these rights continue to be analyzed in any future human rights screen selected by the UUA and its committees. Our UU principles should guide us to not be complicit in our investments in the severe human rights abuses against Palestinians that are carried out with the complicity of corporations that sell equipment, materials, and services to the Israeli government. When the UUA SRIC announced its divestment from several corporations complicit in abuses of Palestinian rights, there was no inclusion of the Palestinian rights issue in the announcement. Furthermore, the divestment from Caterpillar was undertaken for labor and environmental concerns, with no mention of Palestinian human rights. Caterpillar sells equipment used by the Israeli army to demolish Palestinian homes as collective punishment in contravention of international law. *[Continue with examples of other companies and how they are complicit in human rights, similar to how some of the Whereas clauses were written in the resolution.]*

2. Human rights investment screens have only recently started including analysis of Palestinian human rights. It is possible that some individuals are concerned that supporting Palestinian rights would constitute lack of support for Israel. It is possible that some do not want to be seen as supporting the global Boycott, Divestment, and Sanctions (BDS) movement, which is a call from over 170 Palestinian groups asking the world to boycott Israeli settlement and other goods, divest from corporations that enable the occupation, among other actions. It is possible that some UUs are not fully aware of the scope and severity of human rights abuses against Palestinians.
3. A clear guideline by vote of the GA delegates will ensure that a human rights screen continues to be applied and that the UUA will vet human rights screening tools to ensure that analysis of Palestinian rights is included in such tools. There is a small additional cost of time spent inquiring about the scope of human rights investment screens, and checking up on their status. The benefit of passing this policy will be assuring UUs that we are investing compassionately in accord with our principles.
4. The Socially Responsible Investing Committee will ensure that the required human rights investment screening tool is in place, and will report this status annually to the Board of Trustees, the UUA President, and future General Assemblies.

The decision-making process on a proposal in *Roberta's Rules* is this (could be modified to fit the UUA GA needs), with UUA related comments in italics.

Discussion of Issues

- A motion or second is **not required** to introduce an issue for discussion ("motion" which is called a "proposal"). *This would save some time as important background is given up front – sort of a pro with some hints about the possible cons. If the petition signature minimum is met, the item is on the agenda, and is effectively already "moved" by the signatories.*
- The person who presents the issue must have a written proposal that addresses the problem and the proposed solution according to the four points above. *Our current rules require petition, and the proposed resolutions, AIWs, etc., are in the Program Book.*
- All delegates have an opportunity to speak or ask questions. *This is somewhat of a Congressional hearing format. The presenter of the issue possibly could have a seat at a table on stage to answer questions, alongside the attorney and the moderator. If an identified opposition has organized, a representative could be at the table also.*

- A leader or “Egalitarian” will guide the discussion from “opening (idea generation) to narrowing (evaluating ideas) to closing (making decisions).
- The leader ensures that discussion is balanced between pros and cons.
- Anyone can suggest changes to a proposal. The assembly can agree to a change in the wording of the proposal by “group concordance” (defined as a substantial majority, which could be the 67%) first by non-binding show of hands straw vote, and if that looks like the required %, a formal vote. If there is not concordance, up to two more changes can be suggested and considered in the same manner.
- After discussion of up to three changes, the discussion portion is finished.

Decision Making

- Now that the proposal has been presented, thoroughly discussed, and possibly modified in the above step, the leader asks if the group is in agreement with the proposal by a non-binding show of hands straw vote.
- If there is no concordance, the leader will call for further discussion for a time. Based on the discussion (pro and con), the leader may suggest or request modifications and check again for concordance.
- If there is not enough time or interest to continue discussing the proposal, the group can “vote whether to vote”, and based on the outcome of this vote can vote on the proposal a final time.

It would be interesting to consider adopting something more consonant with UU values than Robert’s Rules. A “Roberta” approach to discussing issues and proposals is somewhat like a cross between a Congressional hearing and a democratically facilitated discussion. Perhaps the Mini Assembly should be something like a Congressional briefing or issue hearing, rather than a venue for introducing amendments. Perhaps the Mini Assembly could be held twice: once online as a webinar format where people have an opportunity to argue for and against, and to ask questions and suggest amendments, and a second time at GA. The gradient support method can be used in Mini Assembly as recommended by the author of Roerta’s Rules:

- The leader can ask for a show of gradient levels of support for the proposal in a multiple-choice, nonbinding poll. The author suggests this should be done before any modifications are proposed.
How this works: The leader explains the gradient levels and probably displays a chart. The leader then says, “Raise your hand if you are at level 5, ‘I endorse it enthusiastically,’” and assesses the number of hands. “Raise your hand if you are at level 4, ‘I support it with minor reservations.’” Then say “Raise your hand if you are at level 3, ‘I have mixed feelings.’” Then say “Raise your hand if you are at level 2, ‘I really don’t like it.’” Then say, “Raise your hand if you are at level 1, ‘I can’t support it.’” Then say, “Raise your hand if you are at level 0, ‘I don’t like this but I won’t stand in the way of the group.’ *This step might be better for a Mini Assembly that adopts a discussion style.*
- After the gradient support poll, the leader asks members to voice their concerns and suggest a change that would result in their support or greater support for the proposal. *This step might be better for smaller annual gatherings or could be used in a Mini Assembly that adopts a hearing and discussion style.*

A similar set of processes could be used for learning about Actions of Immediate Witness, Responsive Resolutions, and CSAIs. I think once these items are on the agenda or the ballot, there should not be a limit to the number that can be adopted. We should not have to choose between supporting racial injustice or environmental injustice, youth or others. The main actions on CSAIs seems to be creation of a web page of hyperlinked resources, and an email that goes out to the UUA congregations with a short study guide. Perhaps the top vote getter can receive this package, and the others that are approved can get a web page on the UUA for two years.

The UUA GA rules could add the following statement adapted from Cochran's book:

"The business meetings of the UUA GA will be run by the attached (to be developed) agreed-upon Special Rules for Meetings adopted from Roberta's Rules of Order. For situations that warrant more formal parliamentary procedure, we will use [choose one] *The Modern Rules of Order* [or] *Robert's Rules of Order*."

The UUA could greatly benefit from learning about the principles in *Roberta's Rules of Order* and implementing those that could streamline processes while also being more inclusive, more compassionate, and more democratic.

Report on UUJME's concerns regarding the consideration of its 2016 Business Resolution proposal both before and at the 2016 UUA General Assembly.

A) Historical background of the UUJME Business Resolution.

Unitarian Universalists for Justice in the Middle East (UUJME; www.uujme.org) proposed a Business Resolution in the fall of 2015 with the title "Divestment from corporations complicit in the violation of Palestinian rights." The goals of the resolution were to end UUA complicity in the violation of Palestinian rights through its ownership of shares in complicit corporations and by doing so to make a public witness in support of justice for Palestinians.

The proposed resolution called on the UUA to: refrain from purchasing shares in five particular corporations that are deeply complicit in maintaining the Israeli occupation of Palestinian lands with its associated abuses; to engage in shareholder activism with those corporations in which the UUA held shares with the goal of ending such corporate complicity; and to divest from those corporations if shareholder activism failed. At the time the UUA held shares in four of the five corporations named in the resolution.

We obtained 1700 signatures from members of 300 different UU congregations on the proposal, far more than the 250 signatures from 25 different congregations required to place a Business Resolution on the agenda for GA 2016, and submitted the resolution and signatures before the February 1, 2016 deadline.

In late March of 2016, almost two months after we submitted our resolution, we learned that the UUA financial officers had in the fall of 2015 begun applying a human rights in conflict zones investment screen, obtained from the Socially Responsible Investment (SRI) advisory company Sustainalytics. We were told that the new screen included corporations operating in the occupied Palestinian territories. As a result of applying the new screen, the UUA Investment Committee had begun selling their shares in three of the corporations named in our resolution. They had also begun selling shares in the fourth named corporation based on SRI considerations other than human rights.

We were told in March that all of the UUA shares in the four named corporations would be sold by the end of that month.

UUJME applauded the UUA decision to adopt a human rights investment screen that included corporations operating in the occupied Palestinian territories and to divest from four companies that are deeply complicit in human rights abuses occurring in the occupied Palestinian territories. Indeed we believed that these actions by the UUA reflected fundamental agreement with the goals of the resolution.

Some members of the UUA board and GA delegates felt that a resolution was no longer needed since the UUA had now divested from the four named companies in which it had owned shares. We disagreed, however. We believed that passage of a comparable resolution was still

necessary to accomplish the basic goals of the resolution by creating the denominational grounding and policy needed to guide investment decisions and justice work that, according to UUA bylaws, only the UU community as a whole can provide through the votes of their representatives to GA. Moreover, without such grounding, future investment committees could decide to stop using investment screens that include corporations operating in the Palestinian territories.

We also believed that quiet divestment from a few companies did not meet the basic goals of our resolution. (The UUA SRI committee's statement about its actions in April, 2016 made no mention of Palestinian rights or the involvement of the divested companies in the violation of those rights - <http://uucef.org/2016/04/14/sric-announces-new-human-rights-screen/> .) We felt that a more public witness was called for. We felt that UUs should be given the opportunity to join publicly with other faith and secular groups that are using their investments as a non-violent means to help end the decades-long violations of Palestinian human rights under Israel's oppressive occupation, just as UUs have joined similar movements to end apartheid in South Africa and to address the threat to our planet caused by fossil fuels.

Nevertheless, it was clear that the exact wording of our original resolution was no longer appropriate, since the UUA no longer held shares in the named companies. However, the final agenda had already been set and we could not make changes before GA. Thus, it was our original resolution that was printed in the program book for GA.

We drafted and were able to present an appropriately altered and much shortened version of the resolution at a mini-assembly on the Friday before the debate and the vote in the General Session on Saturday morning. The new version commended the UUA for including human rights issues in all areas of the world in its investment screening process and called upon it to continue to use human rights investments screens that identify corporations complicit in the violation of human rights around the world including in the occupied Palestinian territories.

The mini assembly strongly supported our revised version of the resolution and voted to incorporate into it two small amendments that were supported by UUJME. There were two amendments proposed at the mini-assembly that were not supported by UUJME. Strong opposition to both amendments occurred in the mini assembly and neither was incorporated. Despite the lack of support at the mini assembly, these same two unincorporated amendments were, nonetheless, presented again, debated and voted on in the General Session on Saturday morning.

The debate on our resolution on Saturday morning was contentious and took about 1.5 hours. The final vote was 55% for and 45% against. Thus, a majority of voting delegates supported our resolution but did not do so in sufficient numbers to reach the 2/3rds majority required for adoption.

B) Expression of UUJME's appreciation to Mr. James Key, Mr. Thomas Bean and Mr. Ted Fetter.

UUJME would like to express its great appreciation to moderator James Key for all the effort he put into making the debate on our resolution as fair and informed as possible. The panel discussion that he organized with pro and con speakers in the General Session the morning before the debate on our resolution was very helpful in this regard. In addition, Mr. Key's communications with us in the months prior to GA were characterized by genuine openness and fairness. UUJME also appreciated the fairness and helpfulness shown by Mr. Ted Fetter in his facilitation of the mini assembly and by Mr. Thomas Bean, UUA counsel, in his suggestions concerning the original version of our resolution and the subsequent revised version that was voted on.

C) Concerns about the Business Resolution process prior to GA.

1) Confusion in the Bylaws and Rules about steps required for placing a Business Resolution on the agenda for GA.

The bylaws state that after the required number of signatures to place a resolution on the agenda have been submitted before the February 1 deadline, the resolution is placed on a temporary agenda that is then sent out to all UU congregations for a vote (Bylaws Section 4.11). However, Rule G-4.18.3 states that congregations must return their votes by February 1. The Bylaw and the Rule are clearly incompatible.

Moreover, the intermediate step of a congregational vote between submission of signatures on a petition to place a resolution on the agenda for GA and the actual debate at GA was not required of us. We also understand that it was not necessary for placement of the fossil divestment resolution on the agenda for GA 2014. Thus this intermediate step does not seem to be a requirement, although the bylaws state that it is.

Recommendation. Change Bylaws and Rules to clarify the roles, if any, of the temporary agenda and congregational poll, as well as the deadline dates involved.

2) Inability to alter the resolution before GA so that it would accord with the resolution that would actually be voted on.

Most delegates prior to GA saw a version of the resolution in their program books that was no longer relevant, and they only learned about the actual version to be voted on the day before the vote. This added to the confusion and misinformation surrounding the debate and vote.

D) Concerns about events at GA prior to the debate and vote on the Business Resolution.

1) Rabbi Jacobs's speech in opposition to UUJME's Business Resolution at the opening ceremony of GA.

Rabbi Jacobs's interjection of his views on an internal UU matter into the celebratory opening ceremony was to many UU attendees surprising and distressing. This was the first time delegates heard about the resolution at GA and many were probably turned against the resolution by the Rabbi's misinformation and misleading arguments. He should not have been provided with this platform and once he was allowed to speak, a

comparable opportunity should have been given to UUJME to counter his allegations in a presentation before the entire assembly.

E) Concerns about actual debate and vote on the Business Resolution at GA.

1) General.

We do not feel that the actual debate during Saturday morning's General Session was as fair, as informed or as complete as it should have been when an issue as serious as the responsibilities of our UU faith with regard to one of the most important human rights issues of our time. Discussion of the resolution took 90 minutes of General Session time but only a tiny fraction of this total time was spent on actual debate on the merits of the resolution itself. UUJME and its supporters had only 8 of the 90 minutes to make the substantive case for the resolution and did not have time to reply to major arguments from the opposition such as that our resolution was anti-semitic. Delegates were distracted from the main issues at stake, and became impatient due to all the time taken for debate on unincorporated amendments, hostile motions, and procedural matters.

The difficulties were largely due to the constraints imposed by the rules and procedures under which the debate took place. But some of the problems were also due to poor application of these rules and poor understanding of the rules on the part of all concerned.

2) Time taken for debate and vote on unincorporated amendments.

This was perhaps the most serious problem. Debate on the unincorporated amendments began after only 13 minutes of debate on the main motion, although the bylaws state that at least 15 minutes of substantive debate shall take place before an amendment can be proposed. Most importantly, debate on the two unincorporated amendments took 14 minutes leaving only 8 minutes for pro and 8 minutes for con statements on the main motion.

Because the rules allow any amendment that was raised in the mini-assembly to be presented anew in the General Session, regardless of the support or lack thereof in the mini-assembly, the opposition could use this option to drain time and attention from debate on the main motion. This was a problem for several reasons. First the democratic process of the mini-assembly had already determined which amendments have support. In the mini-assembly amendments were fully debated with adequate time to do so. In the General Session there is less time to explore proposed amendments, so amendments that lose in mini-assembly can still be adopted in the General Session without being fully discussed. Second, proposed amendments can be used as a procedural ploy to take time away from the main issue. This is especially true with a main issue such as ours which tapped into deeply held feelings and beliefs. The quality of debate and the information on which delegates base their vote therefore suffer.

In theory, it could be even worse since current rules allow any amendment raised in the mini assembly to be proposed and debated in the General Session. Opponents of a resolution could introduce several amendments in the mini assembly that might receive little support there but which could then be introduced into debate in the General Session and take up a majority of the time allotted for debate. Clearly there is a problem with debate on unincorporated amendments - even ones that have little support - taking time and attention away from debate on the main motion.

Recommendation.

Strengthen the role of the mini assembly so that amendments which receive little support there cannot be brought forward into the General Session debate. One possibility would be to incorporate amendments receiving a majority vote in the mini assembly and to drop all those which fail to get a majority vote. Another would be to allow unincorporated amendments to be debated in the General Session, but only if they receive a significant percentage of mini assembly votes such as 30% . Such strengthening of the mini assembly process would require giving greater prominence to the mini assembly by not scheduling other GA events at the same time, by having actual votes rather than straw votes, and by allowing only delegates to speak and vote.

3) Introduction and debate on hostile motions which should not have been allowed.

As debate on the main motion began and before Larry Cooper our UUJME President could give the opening statement outlining the resolution, a spokesman at the Procedure mike was recognized and allowed to make a motion to table the resolution indefinitely. This motion should not have been made and should have been declared out of order because Rule #5 of Rules and Procedures states that such motions to table cannot be made before at least 15 minutes of debate on the main motion has taken place. The tabling motion was voted down but doing so took 16 minutes of precious time.

In addition, it was repeatedly argued during the debate on tabling and at other times that the resolution should be declared out of order because it did not qualify as a Business Resolution. This was even allowed to be debated at one point even though the moderator stated that UUA counsel had made clear that it was indeed a valid Business Resolution.

4) First speaker on the main motion spoke at the Con mike.

Debate on the main motion began immediately after the vote on tabling the resolution. But the first speaker recognized was at the Con mike and spoke in opposition to our motion which had not yet even been introduced. The first speaker in the debate should have been our UUJME President at the pro mike informing people what the resolution was and why it should be supported.

5) Excessive time taken at the procedural mike.

Much of the 90 minutes spent on the resolution, perhaps a majority of the time, was taken up with questions at the procedural mike and responses to those questions. The procedural “Questions” interrupted the flow of the debate and were often either lengthy or repetitive. Perhaps some way of limiting procedural questions can be found.

6) Moving from mike to mike.

The debate on our issue was interrupted by proposed amendments, procedural questions, and other motions. In order to respond, almost everyone had to switch mikes. For example, our supporters were lined up in the order we had decided upon at the Pro mike for the substantive debate. But, when an issue arose that we opposed, some of us had to go to the Con mike to speak in opposition. That morning, there was a lot of movement among the mikes, people got confused about where they were to be, they lost their places in line at the Pro Mike, etc. The result confused the delegates, the Moderator, and the participants. We do not propose that the mike set up be changed, but rather that procedures be changed so that a Business Resolution that gets to General Session has a full debate on the merits, that the introduction of substantive amendments be prohibited, and that frivolous motions be dispensed of summarily by the moderator and parliamentarian so that the speakers do not have to play musical chairs among the mike positions.

7) Poor understanding of rules, time limits and other process issues.

Up until the very end we at UUJME did not understand that discussion of the unincorporated amendments was taking up so much of the time that we had planned for our arguments. We had planned for eight or nine speakers in what we thought would be 15 minutes of allotted time, but in the end we had only 8 minutes and time for four speakers. In addition, many of us also did not notice the clock on the screen showing how time was being used. By the time the clock had run out, the question had been called and it was too late to request more time. We should have understood that the 30 minutes allowed for discussion would include the time to discuss and vote on unincorporated amendments and should have recognized what the clock was showing. But it would have been helpful for these important aspects of the debate to be pointed out clearly before the debate began.

8) Requirement for a 2/3rds majority vote to pass Business Resolutions, AIWs and CSAIs.

UUJME board members and supporters were divided on this issue, but we nevertheless ask that you give it some thought. Some of us felt that this requirement is too high a bar and is thus rather undemocratic. Most other denominations require only a simple majority. One can imagine how paralyzed Congress or state legislatures would be if everything needed a 2/3rds majority. Others of us felt that if measures could pass with only 51% then those who opposed would be alienated and the vote would be highly divisive for the community.

F) Overview and summary.

1) Arguments in opposition to the resolution.

We heard few if any arguments against the substance of our resolution and its three main points:

- a) that oppression of Palestinians under the Israeli occupation is real, continuing and severe;
- b) that major corporations are complicit in the maintenance of the occupation and its associated oppression; and
- c) that UUs should not be investing in and profiting from such corporations.

The main arguments against the resolution, apart from declaring that it was not a valid Business Resolution or that it was unnecessary given the investment decisions by the UUA during the months preceding GA, were of two basic types: a) that passing the resolution would alienate Jewish UUs and Jewish friends who are not UUs; and b) that a longer process of discernment should proceed debate and vote on such a difficult issue.

Concerning the first argument, the fear of alienating some Jewish people: We feel in the first place that such possible alienation should not be viewed as more important than the severe suffering that Palestinians have endured for decades and are enduring now under Israel's occupation. We also feel that if we had had the amount of time to make our case we would have made a convincing case that our resolution was neither anti-Jewish nor even anti-Israel.

Concerning the second argument, that a longer process of discernment was needed: We would like to remind interested parties that the UUA passed a General Resolution in 1982 and an AIW in 2002 condemning the occupation and its associated abuses. Recall too that UUJME attempted to have a Congressional Study Action Issue on Israel/Palestine adopted in 2014, but that initiative was not supported by UUs. In addition, UUJME has developed and made available to interested persons and congregations an adult RE study guide on Israel/Palestine. The study guide has been available for more than a year.

2) A few additional recommendations.

- a) More extensive UUA participation in prior educational efforts when difficult issues are to be debated and voted on.

Our proposed Business Resolution was briefly described in the webinars offered to delegates and others in early June before GA and that was helpful. The panel discussion about the resolution on the day before the debate was an excellent idea. But we believe that more could be done to inform delegates and attendees about an issue before it is debated.

- b) Clearer explanations of procedures and time limits before a debate begins.

The procedures and time limits to be followed in a debate should be clearly stated. What for example are the relative roles of UUA specific rules and Roberts Rules of order?

- c) Stronger support and involvement of the parliamentarian in the debate.
Rules and procedures were not always followed and the parliamentarian should be allowed to, and should, step in and say so when this occurs.

Denise Rimes
UUA Vice Moderator
October 2016
Report to the UUA Board of Trustees

Congregational and other visits

- Ministerial Search Committee Retreat (in role as MSR) Williamsburg, VA – June 4-5, 2016
- Ministerial Search Committee Retreat (in role as MSR) Blacksburg, VA – July 29, 2016
- Ministerial Search Committee Retreat and Preaching (in role as MSR) Memphis, TN – September 23-24, 2016

Narrative

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

- Follow up on the General Assembly Responsive Resolution on race (Jim Key report)
- General Assembly Post Event review and 2017 GA planning (additional report to follow)
- APF Task Force (report presented by Larry Ladd)
- Congregational Boundaries (additional report to follow)
- Renewing the Covenant continued planning
- Generosity Network ongoing efforts
- Vision for Social Witness follow up

As co-chair of the Generosity Network (along with Neil Lichtman), I've been working closely with Congregational Giving to build a network of volunteers to provide support and encouragement to congregations throughout the UUA around the Annual Program Fund (APF). Currently, there are approximately 30 volunteers throughout the five regions who are calling on Merit Congregations to thank them for their pledges and gifts. Over the longer term, the goal of the Generosity Network is to provide ongoing contact to help build APF growth, and, perhaps, assist with the transition to a new APF program as it develops. While

this work is not directly linked to the Vice Moderator/Trustee role, it serves as an excellent form of linkage to be in closer contact with our member congregations.

The work on Vision for Social Witness continues under the direction of Susan Leslie and Committee on Social Witness Chair, Dr. Susan Goekler. Their work ties closely to the Renewing Covenant work (led by Rev. Dr. Susan Ritchie) in terms of how we can be in our best relationships, particularly when dealing with difficult social justice issues.

Respectfully submitted,

Denise Rimes

General Assembly Liaison Report Report to UUA Board of Trustees October 2016

The General Assembly Mission of the Association Partnership (GAMAP) met on September 12-13 to review GA 2016 and continue planning for GA 2017. The outcomes of the meeting included a decision on the 2017 theme of “Resist and Rejoice,” and the completion of a draft of the 2017 programming grid.

The GA Planning Committee (GAPC) met Wednesday, September 14-Sunday, September 18 to further review GA 2016 and begin the deep dive planning for 2017. Appendix I of this report contains a summary of the participant feedback from Columbus. The entire report can be found [here](#); please do not distribute widely, as that is the responsibility of the GAPC.

Jolanda Walter, the local GA 2017 coordinator, and Ruth Idakula from the Center for Ethical Living and Social Justice Renewal (CELSJR) joined the meeting as key partners in the planning for New Orleans. A number of decisions from that meeting include, but are not limited to the following:

- Pre-GA programming is being considered by several entities (similar to Ministry Days)
- Unlike Phoenix, there is no single social issue or specific individual on whom to focus in New Orleans; this will be a “justice-making” GA as a result, with an emphasis on learning more about justice. This will provide significant opportunity for collaboration across teams (LREDA, UUCSJ, UUSC, YYA, etc.)
- The public witness event will include a “second line,” a lamentation/celebration that has deep roots in the New Orleans culture.
- There will be a small increase in the registration fees for GA 2017.
- The actual time saved in General Sessions by *suspending AIWs* is only about 90 minutes; however, workshop programming and the energy that goes into AIWs will be saved!
- It is our intention to test electronic voting in General Sessions in 2017 (rather than show of hands and/or counting paper ballots).
- After a detailed review of General Assembly expenses, it has been determined that some costs (ex: attorney and parliamentary fees) will be moved out of the GA budget and into the governance budget. This allows for greater transparency and more accurate accounting of cost of

governance. The budget dollars *do not* move from GAPC to the governance budget. In exchange, 100 free registrations will be included in the form of scholarships.

The GA planning committee meets monthly and will meet in person again in Kansas City January 12-15 in Kansas City, MO, the site of the 2018 General Assembly.

Respectfully submitted,

Denise Rimes

Denise Rimes
Vice Moderator and Liaison to the GAPC



UNITARIAN
UNIVERSALIST
ASSOCIATION

Treasurer's Report to the Board of Trustees

October 14, 2016

Tim Brennan
Treasurer & Chief Financial Officer

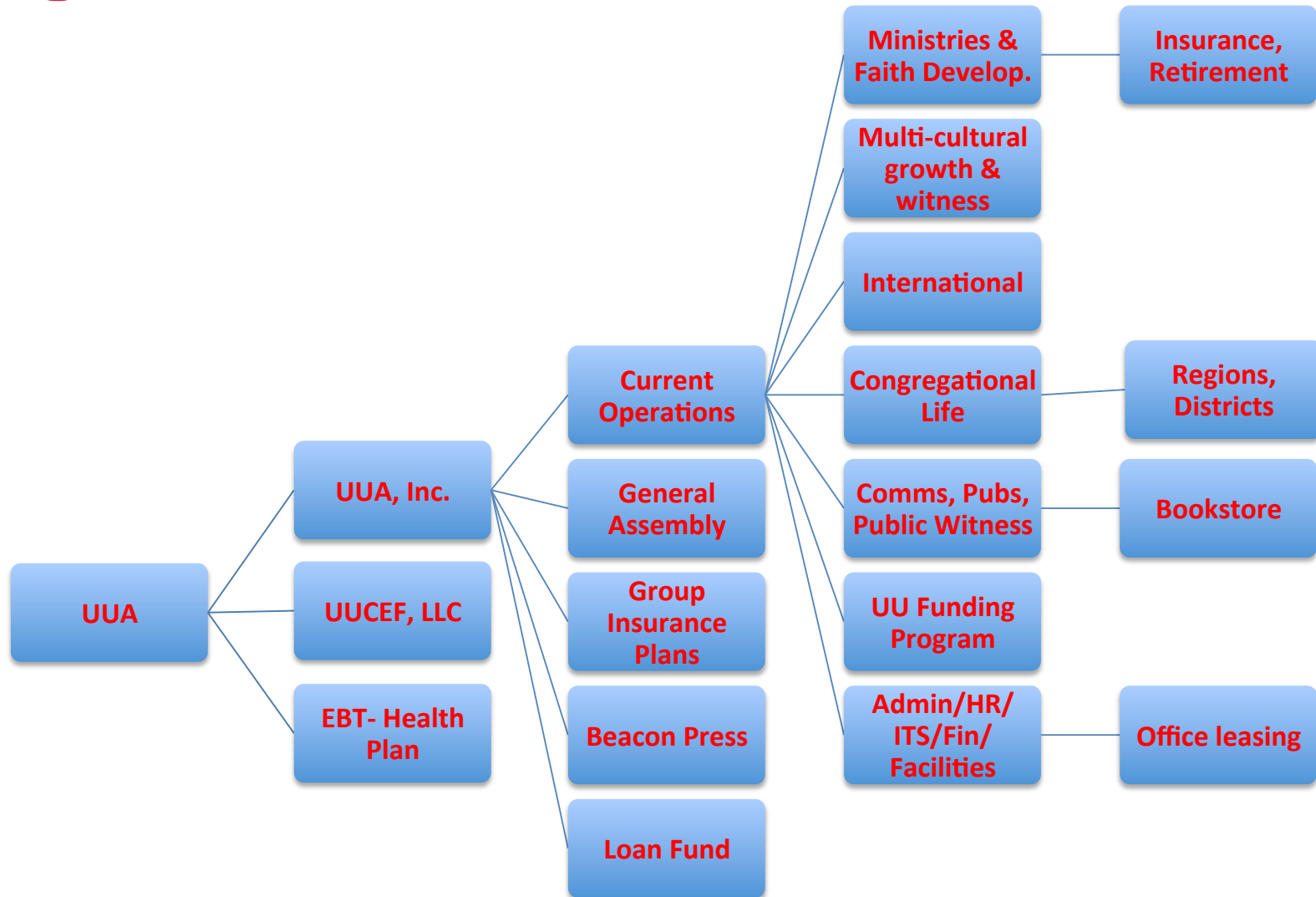


Agenda

- UUA financial structure
- FY17 1st quarter forecast
- Audit process update
- UU Common Endowment Fund, LLC
 - Performance
 - Endowment model
 - Shareholder engagement
 - Impact investments
- Facilities
 - Capital improvements
 - How it's going



UUA legal and financial structure





1st Quarter Forecast

- Forecast for current operations
- See BOT meeting packet under Treasurer's Report
- Headline: projecting breakeven for the year
- Campaign projected to be \$153K below budget
- Friends and other unrestricted gifts on target
- Offset against contingency with \$327K remaining



FY17 1st quarter forecast

Current operations (in \$000s)

| Through 9/30/16 | FY17 Budget | FY17 Forecast | Percent Inc/(Dec) |
|-----------------------|----------------|------------------|----------------------|
| Total revenue | 25,341 | 27,354 | 7.9% |
| Total expenses | 25,754 | 27,741 | 7.8% |
| Depreciation spending | 400 | 400 | 0% |
| Surplus (deficit) | 0 | 0 | 0% |



Fiscal year 2016 audits

- Three legal entities: UUA, UUCEF, EBT
- UUA, UUCEF audited by Mayer Hoffman McCann, Tofias New England Division
- UUA Health Plan audited by RSM (formerly McGladrey)
- Field work completed as of Oct 5
- Draft statements by Oct 31
- Audit committee, EBT Board receive reports Nov 21
- BOT receives audit report 12/15



UUCEF, LLC

Investment Performance

Periods ending 8/31/16

| | 1 Month | 1 Year | 3 Years | 5 Years |
|--------------|---------|--------|---------|---------|
| Gross return | 0.9% | 4.8% | 4.8% | 6.0% |
| Net return | 0.8% | 3.7% | 3.8% | 4.9% |
| Benchmark* | 0.3% | 5.1% | 5.5% | 6.0% |

** Weighted average of underlying benchmarks for each asset class*



Long-term strategy: the endowment model

- Used by most college and university endowments, pension funds
- Described in NEPC white paper: [“The Disease of Doubt”](#)
- Key elements:
 - diversification across asset classes and geography
 - long-term allocation targets



THE DISEASE OF DOUBT

Timothy F. McCusker, FSA, CFA, CAIA
Chief Investment Officer



Returns for Key Indices Ranked in Order of Performance

| 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 |
|--------------------------------|--------------------------------|--------------------------------|---------------------------------|--------------------------------|--------------------------------|---------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------------------|
| MSCI EMERGING MARKETS 34.54 | MSCI EMERGING MARKETS 32.17 | MSCI EMERGING MARKETS 39.39 | BC AGGREGATE 5.24 | MSCI EMERGING MARKETS 78.51 | RUSSELL 2000 GROWTH 29.09 | BC AGGREGATE 7.84 | MSCI EMERGING MARKETS 18.22 | RUSSELL 2000 GROWTH 43.30 | S&P 500 13.69 | RUSSELL 1000 GROWTH 5.67 |
| MSCI EAFE 13.54 | MSCI EAFE 26.34 | RUSSELL 1000 GROWTH 11.81 | RUSSELL 2000 VALUE -28.92 | RUSSELL 1000 GROWTH 37.21 | RUSSELL 2000 26.85 | RUSSELL 1000 GROWTH 2.64 | RUSSELL 2000 VALUE 18.05 | RUSSELL 2000 38.82 | RUSSELL 1000 VALUE 13.45 | S&P 500 1.38 |
| RUSSELL 1000 VALUE 7.05 | RUSSELL 1000 VALUE 22.25 | MSCI EAFE 11.17 | RUSSELL 2000 -33.79 | RUSSELL 2000 GROWTH 34.47 | RUSSELL 2000 VALUE 24.5 | S&P 500 2.11 | RUSSELL 1000 VALUE 17.51 | RUSSELL 2000 VALUE 34.52 | RUSSELL 1000 13.24 | RUSSELL 1000 0.92 |
| RUSSELL 1000 6.27 | RUSSELL 2000 VALUE 23.48 | RUSSELL 2000 GROWTH 7.06 | RUSSELL 1000 VALUE -36.85 | MSCI EAFE 31.78 | MSCI EMERGING MARKETS 18.88 | RUSSELL 1000 1.50 | MSCI EAFE 17.32 | RUSSELL 1000 GROWTH 33.48 | RUSSELL 1000 GROWTH 13.05 | BC AGGREGATE 0.55 |
| RUSSELL 1000 GROWTH 5.26 | RUSSELL 2000 18.37 | BC AGGREGATE 6.97 | S&P 500 -37.0 | RUSSELL 1000 28.43 | RUSSELL 1000 GROWTH 16.71 | RUSSELL 1000 VALUE 0.39 | RUSSELL 1000 16.42 | RUSSELL 1000 33.11 | BC AGGREGATE 5.97 | MSCI EAFE -0.81 |
| S&P 500 4.91 | S&P 500 15.8 | RUSSELL 1000 5.77 | RUSSELL 1000 -37.6 | RUSSELL 2000 27.16 | RUSSELL 1000 16.10 | RUSSELL 2000 GROWTH -2.91 | RUSSELL 2000 16.35 | RUSSELL 1000 VALUE 32.53 | RUSSELL 2000 GROWTH 5.60 | RUSSELL 2000 GROWTH -1.38 |
| RUSSELL 2000 VALUE 4.71 | RUSSELL 1000 15.46 | S&P 500 5.49 | RUSSELL 1000 GROWTH -38.44 | S&P 500 26.46 | RUSSELL 1000 VALUE 15.51 | RUSSELL 2000 -4.18 | S&P 500 16.00 | S&P 500 32.39 | RUSSELL 2000 4.89 | RUSSELL 1000 VALUE -3.83 |
| RUSSELL 2000 4.55 | RUSSELL 2000 GROWTH 13.35 | RUSSELL 1000 VALUE -0.17 | RUSSELL 2000 GROWTH -38.54 | RUSSELL 2000 VALUE 20.58 | S&P 500 15.06 | RUSSELL 2000 VALUE -5.50 | RUSSELL 1000 GROWTH 15.26 | MSCI EAFE 22.78 | RUSSELL 2000 VALUE 4.22 | RUSSELL 2000 -4.41 |
| RUSSELL 2000 GROWTH 4.15 | RUSSELL 1000 GROWTH 9.07 | RUSSELL 2000 -1.56 | MSCI EAFE -43.38 | RUSSELL 1000 VALUE 19.69 | MSCI EAFE 7.75 | MSCI EAFE -12.14 | RUSSELL 2000 GROWTH 14.59 | BC AGGREGATE -2.02 | MSCI EMERGING MARKETS -2.19 | RUSSELL 2000 VALUE -7.46 |
| BC AGGREGATE 2.43 | BC AGGREGATE 4.33 | RUSSELL 2000 VALUE -9.78 | MSCI EMERGING MARKETS -53.33 | BC AGGREGATE 5.93 | BC AGGREGATE 6.54 | MSCI EMERGING MARKETS -18.42 | BC AGGREGATE 4.21 | MSCI EMERGING MARKETS -2.60 | MSCI EAFE -4.90 | MSCI EMERGING MARKETS -14.93 |



Shareholder advocacy

| ISSUE | COMPANIES (lead filer*) |
|-------------------------------|--|
| Carbon Asset Risk | Marathon Oil - dialogue |
| | Exxon, Chevron – sustainable energy access |
| Public policy and climate | Devon*, Occidental |
| Exec comp and climate | Conoco*, |
| Heavy emitters | Air Products* Praxair – dialogue, Exelon - dialogue |
| Lobbying, political spending | Goodyear*, Ford*, Pinnacle West* |
| Gender identity, expression | Newmont Mining* |
| Executive comp | Wells Fargo* |
| Fossil fuel company dialogues | Apache, Conoco, EOG Resources |
| Race | Fair chance employment |



Impact investing: “Double bottom line”

- All investments have impact
- Private equity investments with market returns and measurable social and environmental impact
- Brockton – 2015
Retro-fitting existing commercial real estate in the UK to highest energy efficiency standards
- SJF Ventures – 2016
“focuses on companies with innovative social and environmental solutions embedded within their business models”



24 Farnsworth

- Capital improvements
 - Sound masking; sound proofing
 - HVAC: reheats
 - Waterproofing basement
 - Elevators
 - Security cameras
 - Fire safety system
- “Living into the space”
 - We love the new building: the collaborative atmosphere is real
 - April - Sept, 3,666 web meetings with 16,383 participants
 - Glitches being dealt with: HVAC, sound, technology



Top priorities

- Impact investing
- Shareholder advocacy and leadership at ICCR
- Application for group exemption
- Custodial bank RFP
- Holdeen Trusts payout rate

| | C | D | E | F | G | H |
|----|---|----------------|------------------|---------------|------------------|------------------|
| 2 | Unitarian Universalist Association | FY15 | FY16 | FY17 | FY17 | Percent |
| 3 | Budget Overview | Results | Results | Budget | 1Q17 Fcst | Inc/(Dec) |
| 4 | Current Operations | | Unaudited | | | G to H |
| 5 | | | | | | |
| 6 | \$ in Thousands | | | | | |
| 7 | Income: | | | | | |
| 8 | Income for General Support | | | | | |
| 9 | Annual Program Fund | 6,532 | 6,538 | 6,750 | 6,750 | 0.0% |
| 10 | Annual Program Fund - Regional | 0 | 468 | 490 | 1,738 | 254.7% |
| 11 | Unrestricted Gifts | 1,333 | 957 | 1,451 | 1,451 | 0.0% |
| 12 | Bequest Income | 450 | 445 | 500 | 500 | 0.0% |
| 13 | Administrative Fees | 2,037 | 2,216 | 2,327 | 2,247 | -3.5% |
| 14 | Investment Income | 3,288 | 3,148 | 2,971 | 2,971 | 0.0% |
| 15 | Net Lease Income | 319 | 954 | 975 | 976 | 0.1% |
| 16 | Other Current Fund Income | 1,908 | 1,746 | 1,952 | 1,940 | -0.6% |
| 17 | Total Income for General Support | 15,867 | 16,472 | 17,416 | 18,572 | 6.6% |
| 18 | | | | | | |
| 19 | Income for Designated Purposes | | | | | |
| 20 | Campaign Income | 1,774 | 1,507 | 1,577 | 1,424 | -9.7% |
| 21 | UUCSR Veatch Grants | 2,320 | 2,372 | 2,316 | 2,499 | 7.9% |
| 22 | Grants and Scholarships | 1,086 | 1,006 | 991 | 991 | 0.0% |
| 23 | Ministerial Aid Funds | 543 | 522 | 474 | 474 | 0.0% |
| 24 | Holdeen and International Trusts | 1,940 | 2,000 | 1,390 | 1,449 | 4.2% |
| 25 | Income for Other Purposes | 951 | 1,158 | 1,177 | 1,945 | 65.3% |
| 26 | Total Inc for Designated Purposes | 8,614 | 8,564 | 7,925 | 8,782 | 10.8% |
| 27 | Total Income | 24,481 | 25,036 | 25,341 | 27,354 | 7.9% |
| 28 | | | | | | |
| 29 | Expenses: | | | | | |
| 30 | Board & Volunteer Leadership | 550 | 467 | 502 | 497 | -1.0% |
| 31 | | | | | | |
| 32 | Programs: | | | | | |
| 33 | Program and Strategy Office | 803 | 815 | 582 | 589 | 1.3% |
| 34 | Multicultural Growth and Witness | 1,217 | 1,309 | 1,144 | 1,160 | 1.4% |
| 35 | International Programs | 1,770 | 1,936 | 1,432 | 1,497 | 4.5% |
| 36 | Congregational Life | 2,969 | 3,450 | 3,553 | 5,536 | 55.8% |
| 37 | Ministries and Faith Development | 4,824 | 4,877 | 5,031 | 4,923 | -2.2% |
| 38 | UU Funding Program | 1,320 | 1,405 | 1,341 | 1,364 | 1.7% |
| 39 | Crisis Relief & Misc. Programs | 60 | 158 | 61 | 61 | 0.0% |
| 40 | Communications | 2,654 | 2,660 | 2,804 | 2,800 | -0.2% |
| 41 | | | | | | |
| 42 | Total Programs | 15,617 | 16,611 | 15,949 | 17,930 | 12.4% |
| 43 | | | | | | |
| 44 | Administration | 1,211 | 1,358 | 1,521 | 1,514 | -0.5% |
| 45 | Contingency/Salary Increase | 0 | 0 | 604 | 555 | -8.1% |
| 46 | | | | | | |
| 47 | Infrastructure | | | | | |
| 48 | Stewardship and Development | 1,920 | 1,867 | 2,072 | 2,176 | 5.0% |
| 49 | Information Technology Services | 1,443 | 1,441 | 1,553 | 1,542 | -0.7% |
| 50 | Internal Services | 3,731 | 2,902 | 3,540 | 3,541 | 0.0% |
| 51 | Total Infrastructure | 7,094 | 6,210 | 7,165 | 7,258 | 1.3% |
| 52 | | | | | | |
| 53 | Total Expenses | 24,473 | 24,646 | 25,741 | 27,754 | 7.8% |
| 54 | | | | | | |
| 55 | Depreciation Spending | 0 | 0 | 400 | 400 | |
| 56 | | | | | | |
| 57 | Current Section Excess/(Deficit) | 8 | 390 | 0 | 0 | |

| | D | E | F | G | H | I |
|----|--|---------|-----------|--------|-----------|-----------|
| 1 | Unitarian Universalist Association | FY15 | FY16 | FY17 | FY17 | Percent |
| 2 | Forecast Summary | Results | Results | Budget | 1Q17 Fcst | Inc/(Dec) |
| 3 | Current Operations Expenses | | Unaudited | | | H to I |
| 4 | | | | | | |
| 5 | \$ in Thousands | | | | | |
| 6 | Income: | | | | | |
| 7 | Income for UUA General Support | | | | | |
| 8 | Annual Program Fund | 6,532 | 6,538 | 6,750 | 6,750 | 0.0% |
| 9 | Annual Program Fund - Regional | 0 | 468 | 490 | 1,738 | 254.7% |
| 10 | Unrestricted Gifts | 1,333 | 957 | 1,451 | 1,451 | 0.0% |
| 11 | Bequest Income | 450 | 445 | 500 | 500 | 0.0% |
| 12 | Administrative Fees | 2,037 | 2,216 | 2,327 | 2,247 | -3.5% |
| 13 | Endowment Income | 3,370 | 3,148 | 2,971 | 2,971 | 0.0% |
| 14 | Net Lease Income | 319 | 954 | 975 | 976 | 0.1% |
| 15 | Investment Income | (82) | 0 | 0 | 0 | N/A |
| 16 | Other Current Income | 1,908 | 1,746 | 1,952 | 1,940 | -0.6% |
| 17 | | 15,867 | 16,472 | 17,416 | 18,572 | 6.6% |
| 18 | Income for Designated Purposes | | | | | |
| 19 | Campaign Income | 1,774 | 1,507 | 1,577 | 1,424 | -9.7% |
| 20 | Veatch Grants | 2,320 | 2,372 | 2,316 | 2,499 | 7.9% |
| 21 | Grants and Scholarships | 1,086 | 1,006 | 991 | 991 | 0.0% |
| 22 | Ministerial Aid Funds | 543 | 522 | 474 | 474 | 0.0% |
| 23 | Holdeen & International Trusts | 1,940 | 2,000 | 1,390 | 1,449 | 4.2% |
| 24 | Income for Other Purposes | 951 | 1,158 | 1,177 | 1,945 | 65.3% |
| 25 | | 8,614 | 8,564 | 7,925 | 8,782 | 10.8% |
| 26 | Total Income | 24,481 | 25,036 | 25,341 | 27,354 | 7.9% |
| 27 | | | | | | |
| 28 | Board & Volunteer Leadership | | | | | |
| 29 | Board of Trustees | 221 | 183 | 193 | 193 | 0.0% |
| 30 | Board Committees | 101 | 85 | 94 | 89 | -5.3% |
| 31 | Board Task Forces | 7 | 4 | 5 | 5 | 0.0% |
| 32 | Moderator | 28 | 23 | 24 | 24 | 0.0% |
| 33 | Nominating Committee | 27 | 16 | 19 | 19 | 0.0% |
| 34 | Commission on Appraisal | 20 | 21 | 31 | 31 | 0.0% |
| 35 | Ministerial Fellowship Committee | 119 | 114 | 103 | 103 | 0.0% |
| 36 | Commission on Social Witness | 29 | 21 | 34 | 34 | 0.0% |
| 37 | Total Board & Volunteer Leadership | 550 | 467 | 502 | 497 | -1.0% |
| 38 | | | | | | |
| 39 | Programs: | | | | | |
| 40 | Program Strategy Office (former Growth Strategies) | 803 | 815 | 582 | 589 | 1.3% |
| 41 | | | | | | |
| 42 | Multicultural Growth and Witness | 1,217 | 1,309 | 1,144 | 1,160 | 1.4% |
| 43 | | | | | | |
| 44 | International Office | 230 | 219 | 203 | 220 | 7.9% |
| 45 | Holdeen International Partners | 143 | 165 | 154 | 154 | 0.0% |
| 46 | Holdeen India Program | 1,101 | 1,239 | 785 | 859 | 9.4% |
| 47 | UU-UNO | 296 | 314 | 289 | 264 | -8.7% |
| 48 | Total International | 1,770 | 1,936 | 1,432 | 1,497 | 4.5% |
| 49 | | | | | | |
| 50 | Congregational Life | | | | | |
| 51 | Congregational Life | 2,756 | 2,267 | 2,309 | 1,352 | -41.4% |
| 52 | Southern Region | 0 | 1,118 | 1,166 | 1,128 | -3.3% |
| 53 | New England Region | 0 | 0 | 0 | 1,213 | N/A |
| 54 | Central East Region | 0 | 0 | 0 | 1,765 | N/A |
| 55 | Office of Congregational Stewardship Services | 213 | 66 | 78 | 78 | 0.4% |
| 56 | Total Congregational Life | 2,969 | 3,450 | 3,553 | 5,536 | 55.8% |
| 57 | | | | | | |
| 58 | Ministries and Faith Development | | | | | |
| 59 | Resource Development Director | 139 | 146 | 155 | 147 | -5.0% |
| 60 | Resource Development Office | 507 | 454 | 474 | 482 | 1.7% |
| 61 | Youth and Young Adult Ministries | 528 | 580 | 609 | 625 | 2.5% |
| 62 | Director of Ministries and Faith Development | 364 | 426 | 410 | 415 | 1.2% |
| 63 | Director of RE Credentialing | 70 | 98 | 132 | 45 | -66.1% |
| 64 | Director of Ministerial Credentialing | 200 | 193 | 196 | 189 | -3.9% |
| 65 | Director of Transitions | 334 | 339 | 320 | 319 | -0.3% |
| 66 | Office of Church Staff Finances | 592 | 580 | 720 | 684 | -5.1% |

| | D | E | F | G | H | I |
|-----|---|----------------|------------------|---------------|------------------|------------------|
| 1 | Unitarian Universalist Association | FY15 | FY16 | FY17 | FY17 | Percent |
| 2 | Forecast Summary | Results | Results | Budget | 1Q17 Fcst | Inc/(Dec) |
| 3 | Current Operations Expenses | | Unaudited | | | H to I |
| 67 | Office of UUA Health Plan | 240 | 244 | 242 | 241 | -0.3% |
| 68 | Director of Professional Development | 193 | 208 | 212 | 211 | -0.5% |
| 69 | Scholarships and Ministerial Ed Grants | 350 | 334 | 336 | 336 | 0.0% |
| 70 | Continuing Education | 65 | 65 | 82 | 82 | 0.0% |
| 71 | Aid Funds | 606 | 589 | 540 | 540 | 0.0% |
| 72 | Panel on Theological Education | 634 | 621 | 603 | 608 | 0.8% |
| 73 | Total Ministries and Faith Development | 4,824 | 4,877 | 5,031 | 4,923 | -2.2% |
| 74 | | | | | | |
| 75 | UU Funding Program | 1,320 | 1,405 | 1,341 | 1,364 | 1.7% |
| 76 | Crisis Relief & Misc. Programs | 60 | 158 | 61 | 61 | 0.0% |
| 77 | | | | | | |
| 78 | Communications | | | | | |
| 79 | IPW Office | 349 | 368 | 389 | 388 | -0.2% |
| 80 | Periodicals Office | 952 | 917 | 957 | 955 | -0.2% |
| 81 | Publications Administration | 526 | 559 | 577 | 580 | 0.5% |
| 82 | UUA Bookstore | 827 | 815 | 882 | 877 | -0.5% |
| 83 | Total Communications | 2,654 | 2,660 | 2,804 | 2,800 | -0.2% |
| 84 | | | | | | |
| 85 | Total Programs | 15,617 | 16,611 | 15,949 | 17,930 | 12.4% |
| 86 | | | | | | |
| 87 | Administration | | | | | |
| 88 | Office of the President | 500 | 526 | 557 | 550 | -1.2% |
| 89 | Office of the Executive Vice President | 331 | 407 | 392 | 392 | -0.1% |
| 90 | Contingency Expense | 0 | 0 | 376 | 327 | -13.0% |
| 91 | Salary Increase | 0 | 0 | 228 | 228 | 0.0% |
| 92 | Human Resources | 379 | 426 | 572 | 572 | -0.1% |
| 93 | Total Administration | 1,211 | 1,358 | 2,125 | 2,069 | -2.7% |
| 94 | | | | | | |
| 95 | Infrastructure: | | | | | |
| 96 | Stewardship and Development | | | | | |
| 97 | Vice President, Development | 59 | 48 | 53 | 52 | -0.4% |
| 98 | APF Campaign | 270 | 290 | 424 | 410 | -3.3% |
| 99 | Friends Campaign | 291 | 289 | 300 | 295 | -1.5% |
| 100 | Charitable Gift and Estate Planning | 154 | 155 | 189 | 352 | 86.6% |
| 101 | Comprehensive Campaign | 1,146 | 1,085 | 1,107 | 1,067 | -3.7% |
| 102 | Total Stewardship and Development | 1,920 | 1,867 | 2,072 | 2,176 | 5.0% |
| 103 | | | | | | |
| 104 | Information Technology Services | 1,443 | 1,441 | 1,553 | 1,542 | -0.7% |
| 105 | | | | | | |
| 106 | Internal Services: | | | | | |
| 107 | Finance | | | | | |
| 108 | Treasurer and Vice President of Finance | 381 | 367 | 378 | 377 | -0.4% |
| 109 | Financial Services | 615 | 662 | 668 | 680 | 1.8% |
| 110 | Total Finance | 996 | 1,029 | 1,046 | 1,057 | 1.0% |
| 111 | | | | | | |
| 112 | Facilities | | | | | |
| 113 | 41 Mt Vernon Street | 29 | 0 | 0 | 0 | N/A |
| 114 | 24 Farnworth Street | 2,706 | 1,873 | 2,493 | 2,484 | -0.4% |
| 115 | Total Operations Services | 2,735 | 1,873 | 2,493 | 2,484 | -0.4% |
| 116 | | | | | | |
| 117 | Total Internal Services | 3,731 | 2,902 | 3,540 | 3,541 | 0.0% |
| 118 | | | | | | |
| 119 | Total Infrastructure | 7,094 | 6,210 | 7,165 | 7,259 | 1.3% |
| 120 | Total Expenses | 24,473 | 24,646 | 25,741 | 27,754 | 7.8% |
| 121 | | | | | | |
| 122 | Depreciation Spending | 0 | 0 | 400 | 400 | |
| 123 | | | | | | |
| 124 | Current Section Excess/(Deficit) | 8 | 390 | 0 | 0 | |

FY 17 1st Quarter Budget Variance Analysis

Summary

The variance analysis describes the key differences between the Fiscal Year 2017 budget adopted by the Board at the April meeting and the first quarter forecast. At this time, we are forecasting a breakeven outcome for the year. Overall, both income and expense variances are over budget by approximately 8%. Significant changes from the budget are described below.

Variances from Budget to 1st Quarter Forecast

Overall income – up 7.9%

Annual Program Fund – Regional – up 254.7%

When the budget was created in March, only income from the Southern Region was included. A plan was in place to incorporate the New England and Central East regions into the UUA budget, but the timing was uncertain. In the meantime, the staffs and expenses of those two regions have been incorporated into the UUA's operations. Therefore, the forecast now includes income and expenses from both NE and CERG.

Administrative fees – down 3.5%

The UUA charges 17.5% overhead on restricted income when it is expended. For this first quarter forecast, the projection for campaign income has been reduced (see below), and therefore the related income from the overhead charge has been reduced as well.

Campaign income – down 9.7%

In the five months since the budget was prepared many major donors have been contacted and solicited. This gives the campaign team a better understanding of the likely results of this year's campaign efforts. With this information in hand, the Stewardship and Development team have lowered their estimate by \$200,000. As stated above, \$35,000 of this reduction is captured in Administrative fees and the remainder is accounted for here.

Holdeen and international trusts – up 4.2%

The International Office and the Holdeen India Program successfully solicited a major grant from the Ford Foundation. In the time since the budget was created, Ford has increased its commitment by approximately \$20,000.

Income for other purposes – up 65.3%

The increase is the result including \$500K in conference income from the two regions incorporated into the UUA budget. In addition, this line includes miscellaneous income of \$249,290 from the New England Region and \$65,630 from the Central East Region.

Overall Expenses – up 7.8%

International programs – up 4.5%

This reflects the increased spending funded by the Ford Foundation grant.

Congregational life – up 55.8%

Includes the operating expenses of the New England and Central East regions, not originally factored into the budget.

Stewardship and development – up 5.0%

Includes the expenses of the Collaborative Campaign funded through a generous grant from the Shelter Rock Congregation.

Contingency – \$327,000 remains

Contingency decreased from \$378K.

Input on UUA General Assembly Processes for Consideration of Resolutions, AIWs, CSAs, etc.

My name is Dana Fisher Ashrawi, and I am on the board of UUs for Justice in the Middle East. I was at GA 2016 observing and participating in the General Session during which the “divestment/human rights investment screen resolution” was considered. At GA 2016, our resolution suffered an attempt at tabling using Robert’s Rules of Order, which was actually out of order under our meeting rules, and was certainly not in a UU spirit of wanting to listen to people with concerns. This motivated me to revisit a book that I learned of in past governance work and share some key aspects and my thoughts about them.

Roberta’s Rules of Order, by Alice Collier Cochran, was written to assist groups in better running nonprofit meetings, to “deep six the laborious meetings and heavy formal structures”. A cartoon displayed at the start of the book captures the spirit of its guidelines. A man is depicted standing at a podium with a gavel, saying, “A motion has been made that we dispense with the pompous formalities of parliamentary procedure & communicate like human beings. Does anyone second the motion?” I share highlights from the book and my suggestions for improving the processes and rules by which the UUA GA delegates may consider proposals for justice-related actions and resolutions.

The author notes that in “Western cultures groups have a tendency to jump directly into the *solution* space” and not spend sufficient time in the problem space”. She recommends a different process in which more time is spent understanding proposals before any votes are entertained. This approach seems to fit perfectly with a frequent UU focus on discernment, deep listening, and covenant.

In *Roberta’s Rules of Order*, there are no resolutions. All issues for discussion are called proposals, and are conceived of as needing a full airing of a perceived problem, the proposed solution, and a full hearing of arguments for and against before any amendments. There are no motions, either, and therefore there are no motions to table.

For complex or controversial situations, a delegate would present an in-depth proposal with extensive problem analysis. The outline for an in-depth proposal could be required for all such proposals. If these items are spelled out, it may be more helpful for delegates than the way resolutions are currently presented. There could be a new requirement that any resolutions, CSAs, AIWs and responsive resolutions are written in this format and presented for signatures in this format also.

In Roberta’s Rules, the author suggests “structured written proposals” rather than motions for situations that are complex and/or controversial. A proposal should answer these four questions:

1. What is the situation that needs changing, and why does it need to be changed?
2. What are the probable causes of the situation?
3. What is the recommendation (with costs and benefits), and why?
4. Who will carry out the change, and by when?

In the case of the “Divestment” resolution, the proposal could have been phrased like this:

1. There is no official UUA GA policy set directing the UUA to use a human rights investment screen. While the UUA has implemented a human rights screen for its investment analysis, through the work of its committees, this could be changed in the future. Furthermore, human rights screens only recently started including analysis of Palestinian human rights. It is important

to ensure that these rights continue to be analyzed in any future human rights screen selected by the UUA and its committees. Our UU principles should guide us to not be complicit in our investments in the severe human rights abuses against Palestinians that are carried out with the complicity of corporations that sell equipment, materials, and services to the Israeli government. When the UUA SRIC announced its divestment from several corporations complicit in abuses of Palestinian rights, there was no inclusion of the Palestinian rights issue in the announcement. Furthermore, the divestment from Caterpillar was undertaken for labor and environmental concerns, with no mention of Palestinian human rights. Caterpillar sells equipment used by the Israeli army to demolish Palestinian homes as collective punishment in contravention of international law. *[Continue with examples of other companies and how they are complicit in human rights, similar to how some of the Whereas clauses were written in the resolution.]*

2. Human rights investment screens have only recently started including analysis of Palestinian human rights. It is possible that some individuals are concerned that supporting Palestinian rights would constitute lack of support for Israel. It is possible that some do not want to be seen as supporting the global Boycott, Divestment, and Sanctions (BDS) movement, which is a call from over 170 Palestinian groups asking the world to boycott Israeli settlement and other goods, divest from corporations that enable the occupation, among other actions. It is possible that some UUs are not fully aware of the scope and severity of human rights abuses against Palestinians.
3. A clear guideline by vote of the GA delegates will ensure that a human rights screen continues to be applied and that the UUA will vet human rights screening tools to ensure that analysis of Palestinian rights is included in such tools. There is a small additional cost of time spent inquiring about the scope of human rights investment screens, and checking up on their status. The benefit of passing this policy will be assuring UUs that we are investing compassionately in accord with our principles.
4. The Socially Responsible Investing Committee will ensure that the required human rights investment screening tool is in place, and will report this status annually to the Board of Trustees, the UUA President, and future General Assemblies.

The decision-making process on a proposal in *Roberta's Rules* is this (could be modified to fit the UUA GA needs), with UUA related comments in italics.

Discussion of Issues

- A motion or second is **not required** to introduce an issue for discussion ("motion" which is called a "proposal"). *This would save some time as important background is given up front – sort of a pro with some hints about the possible cons. If the petition signature minimum is met, the item is on the agenda, and is effectively already "moved" by the signatories.*
- The person who presents the issue must have a written proposal that addresses the problem and the proposed solution according to the four points above. *Our current rules require petition, and the proposed resolutions, AIWs, etc., are in the Program Book.*
- All delegates have an opportunity to speak or ask questions. *This is somewhat of a Congressional hearing format. The presenter of the issue possibly could have a seat at a table on stage to answer questions, alongside the attorney and the moderator. If an identified opposition has organized, a representative could be at the table also.*

- A leader or “Egalitarian” will guide the discussion from “opening (idea generation) to narrowing (evaluating ideas) to closing (making decisions).
- The leader ensures that discussion is balanced between pros and cons.
- Anyone can suggest changes to a proposal. The assembly can agree to a change in the wording of the proposal by “group concordance” (defined as a substantial majority, which could be the 67%) first by non-binding show of hands straw vote, and if that looks like the required %, a formal vote. If there is not concordance, up to two more changes can be suggested and considered in the same manner.
- After discussion of up to three changes, the discussion portion is finished.

Decision Making

- Now that the proposal has been presented, thoroughly discussed, and possibly modified in the above step, the leader asks if the group is in agreement with the proposal by a non-binding show of hands straw vote.
- If there is no concordance, the leader will call for further discussion for a time. Based on the discussion (pro and con), the leader may suggest or request modifications and check again for concordance.
- If there is not enough time or interest to continue discussing the proposal, the group can “vote whether to vote”, and based on the outcome of this vote can vote on the proposal a final time.

It would be interesting to consider adopting something more consonant with UU values than Robert’s Rules. A “Roberta” approach to discussing issues and proposals is somewhat like a cross between a Congressional hearing and a democratically facilitated discussion. Perhaps the Mini Assembly should be something like a Congressional briefing or issue hearing, rather than a venue for introducing amendments. Perhaps the Mini Assembly could be held twice: once online as a webinar format where people have an opportunity to argue for and against, and to ask questions and suggest amendments, and a second time at GA. The gradient support method can be used in Mini Assembly as recommended by the author of Roerta’s Rules:

- The leader can ask for a show of gradient levels of support for the proposal in a multiple-choice, nonbinding poll. The author suggests this should be done before any modifications are proposed.
How this works: The leader explains the gradient levels and probably displays a chart. The leader then says, “Raise your hand if you are at level 5, ‘I endorse it enthusiastically,’” and assesses the number of hands. “Raise your hand if you are at level 4, ‘I support it with minor reservations.’” Then say “Raise your hand if you are at level 3, ‘I have mixed feelings.’” Then say “Raise your hand if you are at level 2, ‘I really don’t like it.’” Then say, “Raise your hand if you are at level 1, ‘I can’t support it.’” Then say, “Raise your hand if you are at level 0, ‘I don’t like this but I won’t stand in the way of the group.’ *This step might be better for a Mini Assembly that adopts a discussion style.*
- After the gradient support poll, the leader asks members to voice their concerns and suggest a change that would result in their support or greater support for the proposal. *This step might be better for smaller annual gatherings or could be used in a Mini Assembly that adopts a hearing and discussion style.*

A similar set of processes could be used for learning about Actions of Immediate Witness, Responsive Resolutions, and CSAIs. I think once these items are on the agenda or the ballot, there should not be a limit to the number that can be adopted. We should not have to choose between supporting racial injustice or environmental injustice, youth or others. The main actions on CSAIs seems to be creation of a web page of hyperlinked resources, and an email that goes out to the UUA congregations with a short study guide. Perhaps the top vote getter can receive this package, and the others that are approved can get a web page on the UUA for two years.

The UUA GA rules could add the following statement adapted from Cochran's book:

"The business meetings of the UUA GA will be run by the attached (to be developed) agreed-upon Special Rules for Meetings adopted from Roberta's Rules of Order. For situations that warrant more formal parliamentary procedure, we will use [choose one] *The Modern Rules of Order* [or] *Robert's Rules of Order*."

The UUA could greatly benefit from learning about the principles in *Roberta's Rules of Order* and implementing those that could streamline processes while also being more inclusive, more compassionate, and more democratic.



BLACK LIVES of UU

Summary of Funding Allocation from the Advance Provided by the Unitarian
Universalist Association to Black Lives of UU

September 30, 2016

In May 2016, Rev. Peter Morales, President of the UUA, notified the Organizing Collective of Black Lives of UU that the Association would assist with (1) bringing more Black Unitarian Universalists to General Assembly 2016 and (2) convening Black Unitarian Universalists at a stand-alone conference within the next year. It was our understanding from the beginning that what became known as the \$60,000 grant was a guarantee of support based on the assumption that the UUA would be reimbursed from the Saturday morning special offering at GA for BLUU.

In his notification letter, Rev. Morales asked that the Organizing Collective provide a brief summarization of the how the grant funds were used thus far. That is the purpose of this document.

In total, prior to General Assembly and the special offering, BLUU received a total of \$63,300 via the UUA:

| | |
|----------|---------------------------------|
| \$10,000 | James Reeb Fund |
| 10,000 | Anonymous Donor |
| 3,300 | Program Development Group Grant |
| 30,000 | UUA Grant/Advance |

| | |
|---------------|-------------------|
| <u>10,000</u> | UUA Grant/Advance |
| \$63,300 | Total |

The total of the special Saturday offering exceeded \$100,000. The UUA wrote a check to Unity Church-Unitarian for the total amount raised less the \$40,000 advanced above.

Along with our fiscal agent Unity Church-Unitarian we coordinated a report detailing our expenses using the following categories:

- ★ GA Program: speakers, rental equipment, supplies, musicians, consultants, etc.
- ★ GA Healing/Worship Space: supplies, refreshments, rental equipment, staffing.
- ★ GA Outreach: Informing Black UUs about the ability to attend GA with the help of BLUU
- ★ GA Attendees: registration, housing, transportation, incidentals
- ★ Organizing: Staff compensation, professional fees
- ★ Outreach: Work to publicize Black Lives of UU & expand our reach into the lives of more Black UUs
- ★ Travel: transportation housing and meals for musicians, staff and members of the Organizing Collective
- ★ Miscellaneous: incidental costs

The parts of the Unity report that are most relevant for the purposes of this summary are the GA Attendee expenses and the Travel Expenses.

The total amount spent on GA Attendee expenses was \$30,823.69. The total amount spent on Travel was \$15,792.56. The total for GA Attendee expense and Travel is \$46,616.25 — an amount that exceeds the \$40,000 provided by the UUA in advance of GA by more than \$6,000.

We initially thought that covering the cost of registration alone would have been sufficient to encourage greater participation by Black Unitarian Universalists at GA this year, but we quickly found out that was not the case. There were Black UUs who wanted to attend, but made it clear that in addition to having their registration comped, they also needed partial or full support for housing, travel, and meals. This is the reason we went back to the UUA and requested an additional \$10,000 over and above the \$30,000 check it had cut in May.

What we accomplished specifically at GA 2016:

- Designed and executed a four-part track of 10.5 hours (this includes one program slot that was broken into three groups)
- raised over \$100,000 to support Black Lives work within our UUA
- provided the first ever explicitly Black Healing Space at General Assembly
- led closing worship at General Assembly
- provided intentional access to GA for Black Unitarian Universalists, many for the first time, including meeting registration, housing and transportation needs for 61 Black UUs

In addition to the extensive work at GA led by the Organizing Collective we also:

- Held a leadership retreat in Denver to do the planning for General Assembly
- Created the BlackLivesUU.com website
- Launched the Support for Black Organizers initiative
- Joined Standing on the Side of Love in planning, marketing and executing the #ReviveLove Tour
- Joined All Souls NYC in celebrating the three founders of the Black Lives Matter Network
- Created and moderated the closed Explicitly Black UU Facebook group
- Appeared on Church of the Larger Fellowship's The VUU podcast each month promoting our efforts and the needs of the Movement for Black Lives
- Added two new members to the Organizing Collective - Dr. Takiyah Nur Amin and Dr. Royce James

- Announced the first Black Lives of UU Convening, scheduled for March 9-12, 2017 in New Orleans, LA

We want to take this opportunity to thank all those who supported Black Lives of UU programming at GA:

- Taquiena Boston responded affirmatively when the newly-formed BLUU Organizing Collective needed support to plan for the Black Lives Track and Closing Worship at GA. Multicultural Growth and Witness got us to Boston for our planning meeting last August, and through an anonymous donor, supported our GA programming.
- Susan Leslie was essential to spreading the word about scholarship support to Black UUs getting to the Movement for Black Lives Convening in Cleveland July 24-26, 2015. It was at the Convening that the seeds of BLUU took root.
- Rev. Mary Katherine Morn graciously offered to take fund-raising off our to-do list regarding GA by encouraging us to look for funds already within the Association and facilitated our access to the James Reeb Fund.
- Lesley Murdoch supported our transfer of monies from the James Reeb Fund to Unity Church-Unitarian.
- Jan Sneegas was key to the success of BLUU programming at GA from start to finish. From logistics and scheduling assistance to budgeting and troubleshooting, Jan was very much our ace!
- Moderator Jim Key and the UUA Board provided the platform upon which we were able to raise money at GA.
- Rev. Jan Eller-Isaacs and the staff of Unity Church-Unitarian -- particularly Michelle Hill and Song Thao -- were crucial in facilitating the processing of checks that made a tremendous difference with our ability to focus on the needs of Black UUs coming to General Assembly.
- We would also like to give special thanks to Rev. Rob Eller-Issacs for his support of our work as an Organizing Collective. The importance of his exemplary allyship, focused on trusting our vision and doing all he could to help us accomplish our goals cannot be overstated.

We have one concern that we raise: By publicizing the \$60,000 allocated as a “grant”, the UUA left many people with the impression that BLUU had been given

that much even before the \$100,000 was raised at GA itself. Some of the work we are doing now includes clarifying that we don't actually have \$160,000 to work with. As we look ahead, we would like to work jointly with our UUA to craft messaging that is as clear as possible so that donors and other partners understand our situation and are inspired to contribute accordingly.

As requested, we are providing the following links to videos created by our BLUU videographer, Adja Gildersleve and the recording of the UUA GA 2016 Closing Ceremony:

- [Black Lives of UU - General Assembly 2016 Recap/Reflections](#)
- [Black Lives of UU - Convening 2017 Promo](#)
- [Closing Ceremony - General Assembly 2016](#)

By October 15, we will have photographs and captions that Stewardship and Development can use in support of BLUU fundraising efforts.

We are grateful for our partnership with Rev. Morales and with our UUA that made the breakthroughs at General Assembly possible. We know, for example, that we are going to need considerable support to have the BLUU Convening come together as powerfully as we are imagining.

We look forward to further collaboration in the days, months, and years ahead.

For any questions regarding this report, please contact Rev. Carlton Elliott Smith via email: carlton@blacklivesuu or by phone at 703.577.0799.



BLACK LIVES of UU and The Clearing

A PRESENTATION TO THE UUA BOARD

Rev. Carlton Elliott Smith & Leslie Mac

Friday, October 14, 2016

The Unitarian Universalist Congregation at Shelter Rock
Manhasset, NY



WHAT IS BLACK LIVES of UU?

MISSION

Black Lives of UU is a grassroots platform created by Black Unitarian Universalists to encourage, inspire, engage and motivate Black people in their pursuit of liberation from systemic oppression in general and white supremacy in particular. It congregates locally, regionally and nationally/virtually.

VISION

Affirming our individual and collective worth and dignity with such bold consistency that each Black person in our Unitarian Universalist Association is equipped for and supported in the struggle for self-determination until victory is won.



Meet the



BLACK LIVES of UU

ORGANIZING COLLECTIVE



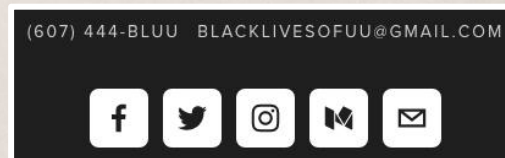
BLACK LIVES of UU

The Clearing



UUA BOARD PRESENTATION

What have we been up to since forming in August 2015?



The Clearing

UUA BOARD PRESENTATION

Our Heritage

*Religion is ethics touched by emotion.
If the intellect dominates and there is no
hint of emotion, a cold and barren
matter-of-factness results.*

*Conversely, if emotion leads, unguided
by intellect, we are doomed to a wild sea
of fanaticism. Yet mind and soul united
create one music, grander than before.*

-- Egbert Ethelred Brown
(1875-1956)



Our Heritage

*O women of America, it is yours
to create a healthy public
sentiment; to demand justice,
simple justice as the right of
every race.*

-- Frances Ellen Watkins Harper
(1825-1911)



Our Heritage



I have encountered riotous mobs and have been hung in effigy, but my motto is: Men's rights are nothing more. Women's rights are nothing less.

Cautious, careful people, always casting about to preserve their reputations... can never effect a reform.

-- Susan B. Anthony
(1820-1906)

Our Heritage



An oligarchy of race, where the Saxon rules the African, might be endured; but this oligarchy of sex which makes father, brothers, husband, sons, the oligarchs over the mother and sisters, the wife and daughters of every household... carries discord and rebellion into every home of the nation.

-- Susan B. Anthony
(1820 - 1906)

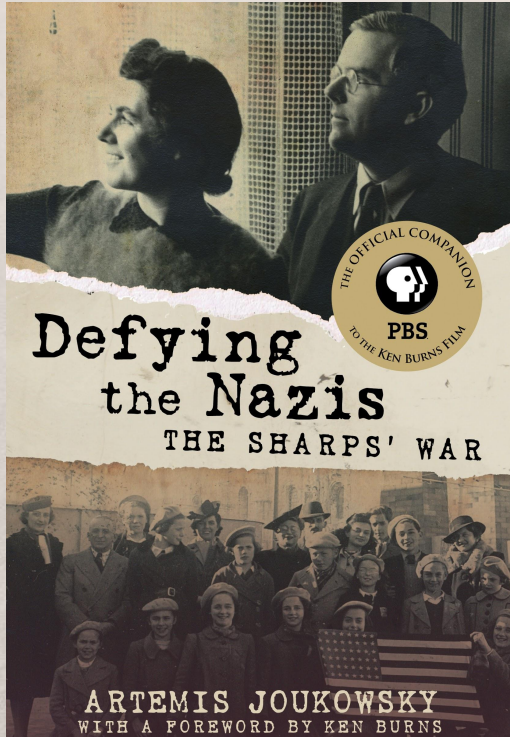
Our Courage

Martha Sharp and Rev. Waitstill Sharp

We have no interest in merely celebrating their heroism ... It is our intention to celebrate their heroism and redirect people's attention on to the slow genocide in Darfur today. We want to inspire activism by asking: How will our grandchildren celebrate our righteousness in regard to the inhumanity that occurs on our watch?

— Charlie Clements, President
UUSC (2003-2010)

“Righteous Among the Nations”, *UUWorld*, Summer 2006



Our Courage

So in his death, James Reeb says something to each of us, black and white alike—says that we must substitute courage for caution, says to us that we must be concerned not merely about who murdered him but about the system, the way of life, the philosophy which produced the murder. His death says to us that we must work passionately, unrelentingly, to make the American dream a reality, so he did not die in vain.

— Dr. Martin Luther King, Jr., "Eulogy for the Rev. James Reeb", March 15, 1965



Our Courage

No one who either knows or believes that there is another possible course of action, better than the one he is following, will ever continue on his present course when he might choose the better. To 'act beneath yourself' is the result of pure ignorance, to 'be your own master' is wisdom.

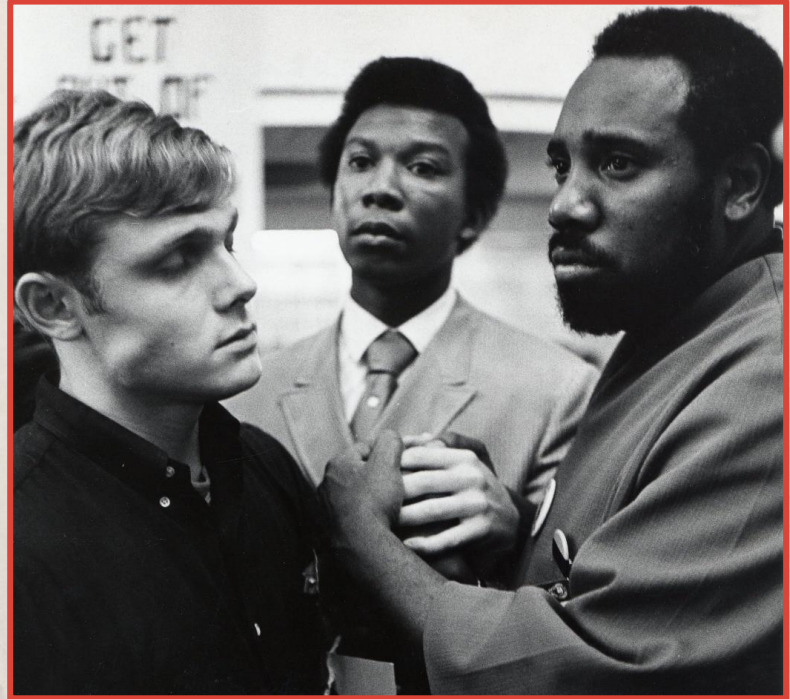
*-- from Socrates' Protagoras
(a favorite quote of Viola Liuzzo's, as
written in From Selma to Sorrow: The
Life and Death of Viola Liuzzo
by Mary Stanton)*



Our History

Unitarian Universalism never developed forms of worship, liturgy, writings, music, or theology reflective of African-American experience. Black folks came to UU congregations, not the other way around. Therefore, when 1967 arrived, there was nothing around which to build a specifically African-American UU identity and no natural interface with the African-American community. After one hundred years of squandered opportunities, the consequences came home to roost. The chaos that followed was the result of this self-created void.

--- Rev. Mark Morrison-Reed
“The empowerment tragedy” UU World 1.16.2012



Our Calling

"My involvement with Black Lives of UU proves what my late mother told me years ago: that one day, I would not have to choose between being in black community and being Unitarian Universalist.

On our core team and with black UUs and other UUs of color across the country, I feel understanding, camaraderie, and love. My mom was right--BLUU has helped me be proud to be black--and, through organizing and care--the proudest I've ever been to be a UU."

- Kenny Wiley

"BLUU has allowed me to STAY IN OUR FAITH during this time when my personal resources are desperately needed in the Movement for Black Lives. I don't know if I would still be calling myself a UU without Black Lives of UU being here."

- Leslie Mac

"I have been actively proclaiming my faith as a Unitarian Universalist for the last decade and then some. I'm proud of my faith because it calls me to live out the fullest and truest expression of my values and challenges me to live a life congruent with the ideals of equity, love, compassion and justice. BLUU is a clarion call for me to ensure that the lives of fellow Black UUs and myself are finally welcomed home in this faith."

- Dr. Takiyah Nur Amin

BLUU has allowed us each to **LIVE MORE DEEPLY INTO OUR FAITH**

Our Calling

"I lost my faith community when I became "Lena, Black Lives Matter Minneapolis leader." I could no longer go to my church to cry or be vulnerable or be spiritually nourished. It was a loss that struck me to my core (even as I also frequently experienced alienation because of my Blackness within my own congregation). Without Black Lives of UU, I would have left the organized faith completely. The community we have built and continue to build, the organizing we've done together and the ways in which we support each other and other UUs are invaluable and in some ways beyond description. Not having grown up in a church, BLUU is what I always imagined a loving spiritual community to feel like."

- Lena K Gardner

"From the time I became a Unitarian Universalist minister more than 20 years ago, I have dreamt of a ministry that brought together the spirit of Black religion and the insight from our faith. Black Lives of UU is bringing those dreams to life."

- Rev. Carlton Elliott Smith

"BLUU has brought me back home. Nowhere else have I felt surrounded with affirmation, love, and purpose so completely. We are making strides and connecting voices while holding each other dear in a way that is open and free of bias. BLUU is doing the work that has returned me to the faith and filled me with pride and joy...to be a UU."

- Dr. Royce James

BLUU has allowed us each to **LIVE MORE DEEPLY INTO OUR FAITH**

Our Challenge

Centering, Trusting and Funding Black Leadership

Acknowledging the Value of Black Programming

Supporting Economic Accessibility

Growing Accustomed to Discomfort

Reaffirming Distinct Spaces for Important Conversations



Our Opportunity

Healing Spaces - Online & In Real Life

Black UU specific pastoral care

Ongoing partnership with non Black UUs of color

Resource for white Anti-Racism work in our faith

Authentically Black worship

Direct support in times of racialized congregational conflict

Attention to the Economic needs of Black UUs

Increased connection to Local Black Movement Spaces

Ability to Introduce Our Faith Authentically to More Black People



Our Opportunity



**The Clearing is the
institutional manifestation
of a space to meet the
unique needs of
Black Unitarian Universalists.**

Our Invitation

SHORT TERM ASK:

Immediate access to \$300K to support our work in 2017

- Black Lives of UU Convening:
March 2017, NOLA
Black UUs will meet together to shape what BLUU should look like, how it should operate & what our collective goals are.
- Making The Clearing a reality
- General Assembly 2017
- #ReviveLove Tour 2017



Our Invitation

LONG-TERM ASK:

\$5 Million in long-range funding for Black Lives of UU

*These funds will allow us to create real change in our faith and to fully realize the potential of organizing **ALL UUs** for justice in the world.*

We believe **THIS** Faith & **THIS** Board is ready to make a substantial **INVESTMENT IN BLACK LEADERSHIP** within the broader context of an interdependent web that can hold us all.

Our Courage



BLACK LIVES of UU

The Clearing

UUA BOARD PRESENTATION

This Board is ready to lead with COURAGE.

Creating REAL change requires
doing things DIFFERENTLY....

Thank you for your continuing partnership.
With COURAGE and VISION - we have already won.

CONVERSATION



BLACK LIVES of UU

The Clearing

UUA BOARD PRESENTATION

| Executive Committee | |
|--|------------------------------|
| Moderator | Jim Key |
| Vice Moderator | Denise Rimes |
| Secretary | Rob Eller Isaacs |
| Financial Advisor | Lucia Santini Field |
| Financial Secretary | Christina Rivera |
| | |
| Liaisons Assignments | |
| Appointments | Jim Key Tim Atkins |
| | |
| Audit Committee | Lucia Santini Field |
| Socially Responsible Investing Committee | |
| Investment Committee | |
| Retirement Plan Committee | |
| UUA Employee Benefits Trust | |
| | |
| Council on Cross Cultural Engagement | Jim Key Elandria Williams |
| | |
| Commission on Appraisal | Jim Key |
| | |
| Commission on Social Witness | Jim Key Denise Rimes |
| | |
| District Presidents Association | Jim Key |
| | |
| General Assembly Planning Committee | Jim Key Denise Rimes |
| | |

| Working Groups and Committees of the Board (Not Defined in Bylaws) | |
|---|--|
| Congregational Boundaries | Jim Key Rev. Patrick McLaughlin Denise Rimes |
| | |
| Committee for the Award of Distinguished Service | Rev. Rob Eller-Isaacs Christina Rivera Jim Key |
| | |
| Committees | Tim Atkins, convener Sarah Dan Jones Dick Jacke |
| | |
| Communications | Christina Rivera, convener Rev. Rob Eller-Isaacs Bailey Saddlemire |
| | |
| Renewing Covenant | Rev. Patrick McLaughlin, convener Rev. Andy Burnette Denise Rimes |
| | |
| Governance and Policies | Rev. Andy Burnette, convener Tim Atkins Sarah Dan Jones Dick Jacke |
| | |
| Empowerment and Inclusion | Rev. Patrick McLaughlin Christina Rivera Andrea Briscoe Dorothy Holmes Elandria Williams |
| | |

| | |
|--|----------------------------------|
| Journey Toward Wholeness Transformation Committee | Jim Key |
| Liberal Religious Educators Association | Christina Rivera |
| Ministerial Fellowship Committee | Denise Rimes |
| Nominating Committee | Jim Key |
| Presidential Search Committee | Jim Key Rev. Rob Eller-Isaacs |
| UU Ministers Association | Rev. Rob Eller-Isaacs |
| UU Musicians Network | Sarah Dan Jones |

| | |
|---------------------------|------------------------------------|
| Linkage | Retired |
| Reimagining Governance | Retired (see Renewing Covenant) |

UUA Board of Trustees Work Plan

2016-2018

updated

9/30/16

October 13-15, 2016 – Boston

Finance Discussion

Board Work Plan

Delegates' discussions at GA 2017 in New Orleans?

Bylaws revisions

Evaluation of Board Scholarship Fund for delegates

Governance and Policies WG

< Monitoring of Policies in accord with Perpetual Calendar

< *Policies 1.0, 2.7, 2.7.2, 2.7.3, 2.7.4, 2.9, 3, 3.1, 3.2, 3.3*

< Appoint Moderator Nominating Committee

Linkage WG

< Report on GA 2016 linkage and linkage plan

Empowerment and Inclusion WG

< Board training?

January 27-28, 2017 – Boston

Finance Discussion

Review of Procedural Rules for GA 2017

Governance and Policies WG

< Monitoring of Policies in accord with Perpetual Calendar

< *Policies 2.1, 2.7.1, 2.7.5, 2.8, 3.4, 3.5, 3.6, 3.7*

Linkage WG

Empowerment and Inclusion WG

Communications WG

April 21-22, 2017 – Boston

Select DSA Recipient

Finance Discussion

Governance and Policies WG

< Monitoring of Policies in Accord with Perpetual Calendar

< *Policies 1.0, 2.6, 2.12, 2.13, 3.8, 3.9, 4.0, 4.1*

Linkage WG

< Linkage Plan

Empowerment and Inclusion WG

< Training?

Communications WG

June 20-21, 2017 – New Orleans

Rehearse for GA

Transition planning with current Board members and incoming trustees

Working Group assignments

Invite new trustee candidates to participate

Governance and Policies WG

< Monitoring of Policies in Accord with Perpetual Calendar

< *Policies 2.0, 4.2, 4.3, 4.4*

Linkage WG

Empowerment and Inclusion WG

Communications WG

June 26, 2017 – New Orleans

Post-GA Review

Review of 2017-2018 Board calendar

October 12-14, 2017 – Boston

Finance Discussion

Board Work Plan

Delegates' discussions at GA 2018 in New Orleans?

Bylaws revisions

Evaluation of Board Scholarship Fund for delegates

Governance and Policies WG

< Monitoring of Policies in accord with Perpetual Calendar

< *Policies 1.0, 2.7, 2.7.2, 2.7.3, 2.7.4, 2.9, 3, 3.1, 3.2, 3.3*

< Appoint Moderator Nominating Committee

Linkage WG

< Report on GA 2017 linkage and linkage plan

Empowerment and Inclusion WG

< Board training?

January 25-27, 2018 – Boston

Finance Discussion

Review of Procedural Rules for GA 2018

Governance and Policies WG

< Monitoring of Policies in accord with Perpetual Calendar

< *Policies 2.1, 2.4, 2.7.1, 2.7.5, 2.6, 2.7.1, 2.7.5, 2.8, 3.4, 3.5, 3.6, 3.7*

Linkage WG

Empowerment and Inclusion WG

Communications WG

April 19-21, 2018 – Boston

Select DSA Recipient

Finance Discussion

Governance and Policies WG

< Monitoring of Policies in Accord with Perpetual Calendar

< *Policies 2.6, 2.11, 2.12, 2.13, 3.8, 3.9, 4.0, 4.1*

Linkage WG

< Linkage Plan

Empowerment and Inclusion WG

< Training?

Communications WG

June 19-20, 2018 – Kansas City, MO

Rehearse for GA

Transition planning with current Board members and incoming trustees

Working Group assignments

Invite new trustee candidates to participate

Governance and Policies WG

< Monitoring of Policies in Accord with Perpetual Calendar

< *Policies 2.0, 4.2, 4.3, 4.4*

Linkage WG

Empowerment and Inclusion WG

Communications WG

June 25, 2018 – Kansas City, MO

Post-GA Review

Review of 2017-2018 Board calendar