



UNITARIAN
UNIVERSALIST
ASSOCIATION

UUA Board Linkage/ Communications Report

April 2016



Linkage Charge

- The Board's Linkage Working Group therefore is charged to create and maintain a system that insures the UUA's Ends reflect the Sources' values and desired outcomes. The system must include:
 - representational linkage with our Sources, including methodology for linking with each Source;
 - the necessary training and tools to Trustees to enable them to achieve meaningful linkage with our Sources;
 - analysis of feedback from the linkage work with recommendations for appropriate follow-up action; and
 - Board accountability for achieving meaningful linkage and acting on the results.



The Conversations – at General Assembly

- Renewing the covenant task force:
 - what is the big question?
- Suggestions for linkage at General Assembly:
 - 3 Facilitated Groups
 - Each ground takes a single End statement and answers the question:
 - what stories do you bring that live out this end



The Conversations – and Beyond

- Other avenues of linkage:
 - Surveys
 - Facilitated online discussion groups
 - Focus groups
- Resources needed:
 - Board training for facilitated discussions and multicultural competencies
 - Online discussion group model
 - UUA IT resources



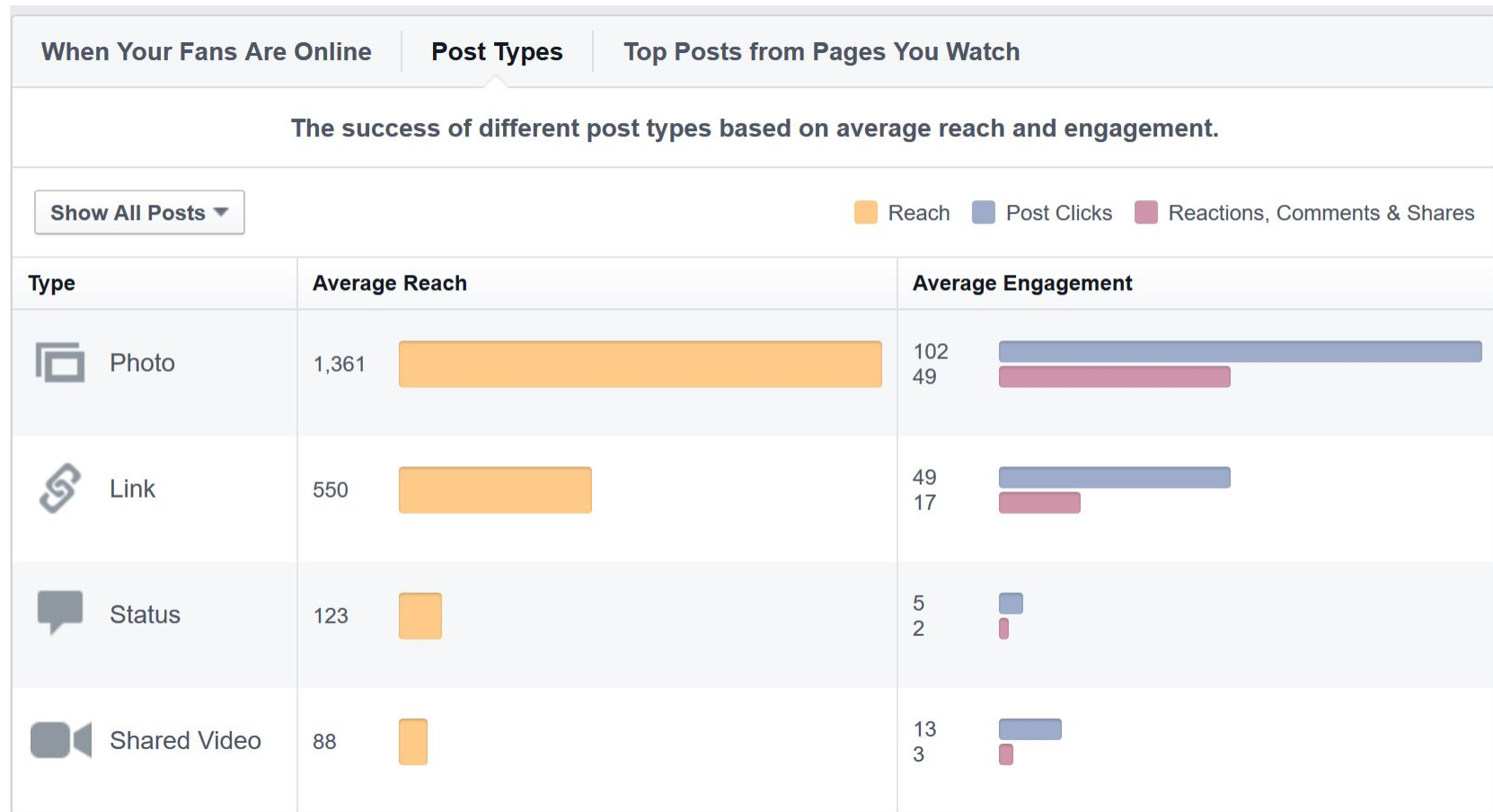
Communications

- **General Assembly**
- **Video Streaming**
- **Website**
- **Facebook**
- **Twitter – individual accounts**
- **No current account:**
 - **Snapchat**
 - **Instagram**
 - **Twitter**





































































Communications - Facebook

What we do and how we do it matters:





Communications - Facebook

Reach: Organic / Paid Post Clicks Reactions, Comments & Shares							
Published ▼	Post	Type	Targeting	Reach	Engagement	Promote	
04/13/2016 5:49 pm	 The UUA Board of Trustees welcomes our 2016-2018 Youth Obs			222 	21 14 		
04/08/2016 4:43 pm	 Join the UUA Board of Trustees at General Assembly 2016!			88 	13 3 		
03/29/2016 11:09 am	 Scholarship Funds available!! Get your application in by March 31			2.5K 	92 93 		
03/18/2016 12:33 pm	 The UUA Board of Trustees is one of several scholarships granted			147 	11 2 		
03/02/2016 3:02 pm	 Have you been to General Assembly and have a great story to share?			539 	56 19 		
02/24/2016 1:00 pm	 Statement from Moderator Jim Key regarding UUA Presidential C			649 	137 10 		
02/24/2016 11:03 am	 Welcome, Denise Meyer Rimes!			4.7K 	257 178 		
01/23/2016 8:10 pm	 ".....imagining a future for our association in which congregations			945 	171 16 		
01/23/2016 1:03 pm	 UUA Board of Trustees shared Michael Sallwasser's post.			123 	5 2 		
01/23/2016 10:31 am	 Reviewing how the Board is in compliance with our own Board P			75 	9 6 		
01/23/2016 9:29 am	 At it again in Boston! Join us at: http://www.uua.org/uuagovernan			63 	0 0 		



Communications - Facebook

01/22/2016 10:41 am	Discussion about UUA Presidential nominations, join us! http://ww			91		13 1		Boost Post
01/22/2016 10:14 am	We are in session!			66		5 2		Boost Post
01/22/2016 10:11 am	Trustees meeting has begun! Check us out at http://www.uua.org/			57		2 1		Boost Post
01/17/2016 3:14 pm	Nominees for UUA President			373		79 6		Boost Post
12/19/2015 2:54 pm	The Board of Trustees met via video conference Thursday evening			1.3K		181 42		Boost Post
11/20/2015 7:09 pm	The Board met last night via video conference (Zoom) and receive			403		24 15		Boost Post
10/24/2015 11:36 am	Some highlights of the Board of Trustees' meeting October 15-17			213		24 5		Boost Post
10/17/2015 6:16 pm	UUA Board of Trustees shared their photo.			103		1 2		Boost Post
10/17/2015 1:56 pm	Board of Trustees and Youth from Unity Church (St. Paul, MN) a			486		39 34		Boost Post
10/17/2015 9:49 am	Day Three of Board of Trustees meeting! Join us for: 9:15 Govern			72		0 0		Boost Post
10/16/2015 11:36 am	Patrick McLaughlin "APF is about sharing with each other in our			83		3 3		Boost Post
10/16/2015 11:11 am	Proposal for sustainable APF (Annual Program Fund)			111		24 1		Boost Post



Communications - Facebook

Post Details

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UUA Board of Trustees

Published by Jim Key [?] · December 19, 2015 · Beaufort, SC ·

The Board of Trustees met via video conference Thursday evening, December 17 to discuss the composition and charge of the Annual Program Fund (APF) Task Force. At the October meeting, Moderator Key asked Larry Ladd, Financial Advisor, to form a task force to work with President Morales and Director of Stewardship and Development Mary Katherine Morn to "bring to the board a recommendation on how and when to roll out a congregational giving approach that will best sustain the... [See More](#)

1,260 people reached

Boost Post

You, Caleb Leman, Sarah Stewart and 15 others 3 Comments 2 Shares

Like Comment Share

Chronological



Meg Richardson Congratulations, what a great team for the task force!

Like · Reply · Message · 1 · December 19, 2015 at 3:21pm



Denise Varner Beautiful Work

Like · Reply · Message · December 20, 2015 at 1:00pm



Lee Helena Lawrence Thanks for serving, everyone!

Like · Reply · Message · December 20, 2015 at 9:16pm



Write a comment...



1,260 People Reached

42 Likes, Comments & Shares

30 Likes	18 On Post	12 On Shares
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5 Comments	3 On Post	2 On Shares
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7 Shares	5 On Post	2 On Shares
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181 Post Clicks

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UUA Board of Trustees

Published by Christina Rivera [?] · March 29 at 11:09am ·

Scholarship Funds available!! Get your application in by March 31st and come to General Assembly! <http://www.uua.org/ga/registration/financialaid/scholarships>



Scholarship Opportunities for Attending General Assembly

2016 General Assembly Scholarships There are many different funding sources available via the General Assembly Unified Scholarship Application. General...

UUA.ORG

2,511 People Reached

93 Reactions, Comments & Shares

38 Like	5 On Post	33 On Shares
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1 Love	0 On Post	1 On Shares
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8 Comments	2 On Post	6 On Shares
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46 Shares	43 On Post	3 On Shares
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92 Post Clicks

0 Photo Views	33 Link Clicks	59 Other Clicks <i>i</i>
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2,511 people reached

Boost Post



5

1 Comment 43 Shares

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UUA Board of Trustees

Published by Christina Rivera [?] · February 24 ·

Welcome, Denise Meyer Rimes!



4,655 people reached

Boost Post

You, Tandi Rogers, Julian Sharp and 20 others

1 Comment 15 Shares

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Comment

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4,655 People Reached

178 Reactions, Comments & Shares

135 Like	23 On Post	112 On Shares
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6 Love	0 On Post	6 On Shares
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1 Wow	0 On Post	1 On Shares
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21 Comments	1 On Post	20 On Shares
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15 Shares	15 On Post	0 On Shares
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257 Post Clicks

110 Photo Views	0 Link Clicks	147 Other Clicks
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MEMORANDUM

To: UUA Board of Trustees, c/o James Snell
From: Carey McDonald, UUA Outreach Director

Re: Covenanting Communities pilot project
Date: April 6, 2016

The Covenanting Communities designation began in 2015 as a collaborative pilot project with the UUA staff and Board of Trustees. The project's goal was to explore different ways that groups can be in relationship with one another and with the UUA, beyond traditional congregational membership.

In the past year, we have learned a lot about the kinds of relationships that UU leaders value. This project has affected the choices of emerging congregations to pursue full congregational membership, connected with the UUA's emerging ministries programs, and encouraged discussion on the role of UUA related organizations. For the coming year we are continuing the status, though it is no longer a "pilot." We look forward to seeing how more groups, communities and leaders explore different kinds of relationships with and within our faith movement.

What is a Covenanting Community?

Covenanting communities are groups recognized by the UUA who show the following characteristics:

- They fully claim UU Principles and Sources and work to advance UU values
- They are committed to being in covenant with the larger UU movement, particularly with nearby UU communities and individuals
- They are self-governed and freely associate with the UUA
- They are NOT member congregations

This definition is intentionally inclusive of different forms, practices, geographies and identities beyond the traditional congregational model.

The Covenanting Communities process

Last year, the Board approved the creation of the Covenanting Communities status; groups submit applications and UUA staff review and approve applications. In the first year, we invited known existing ministries to consider becoming covenanting communities. Nine applied and were recognized, which included being showcased at General Assembly.

This year, we are issuing similar invitations to existing emerging ministry groups, and currently have two new applications. Communities recognized last year will be invited to renew. So far, we know Metthow Valley has shifted its status to be a part of a multisite ministry rather than a separate covenanting community.



2015-16 UUA Covenanting Communities

Covenanting Community	City	State
Buffalo Unitarian Universalist Fellowship	Buffalo	MN
Prairie Unitarian Universalist Fellowship	Hutchinson	KS
Sacred Path, A Unitarian Universalist Church	Indianapolis	IN
Sacred Fire Unitarian Universalist	Carrboro	NC
The Welcome Table Church	Tulsa	OK
Covenant of Unitarian Universalist Pagans	virtual	
Unitarian Universalist Community Cooperatives	Boston	MA
North Kitsap Unitarians	Poulsbo	WA
Metthow Valley Unitarian Universalist Fellowship	Twisp	WA

Impact of Covenanting Communities

Groups and leaders who have become (or considered becoming) Covenanting Communities have reported a range of positive reactions. Some groups that are non-traditional forms of religious community felt affirmed in ways they had not been able to experience before (UUCC, Sacred Fire). Other groups who had been emerging congregations valued the space and prompting for discernment about their status, and appreciated that they were seen as “enough” in the form they currently had, with openness but not pressure for future full congregational UUA membership. All welcomed the chance to be more international about their relationships with the wider UU faith movement.

Beyond the groups who received invitations, word has gotten out – other groups, such as camps and conference centers and independent spiritually-focused groups who feel a UU affinity, have reached out to us about the status. Some have been encouraged to pursue related organization status as a first step, recognizing that they could progress to the deeper relationship of Covenanting Community in the future. The CC status has thus helped us have new and important conversations. However, it is also clear that the CC status by itself is not sufficient to sustain innovative and emerging ministries. These groups need concrete resources – funding, back-office support, etc. – to succeed in the medium term beyond the startup phase. We must continue to respond to these needs going forward.

Moving forward

Given its positive response, we will keep the status in its current form for this year. Covenanting Communities will be featured on UUA.org this spring. We also need to clarify the different ways that groups and individual leaders can be in relationship with the UUA, including related organizations status, to help knit together a broader and flexible web of relationships. Finally, we want to explore new kinds of partnerships with interfaith and non-UU spiritual groups to see how the wider notion of covenantal relationship could facilitate a network of people committed to UU values and mutual relationship outside traditional church structures.

—

Types of Relationship between Independent Organizations and the Unitarian Universalist Association

Updated April 2016

Expectations & Benefits	Member Congregation	Covenanting Community	Emerging Congregation	Related Organization	Associate Member
Expected right relationship to surrounding UU communities	Yes	Yes	Yes	Yes	Yes
Submit explicit covenanting documents & practices	No	Yes	No	No	No
Member of UUA	Yes	Yes	Yes	No	No
Certify annually	Yes	Yes	Yes	No	No
Keep contact information current	Yes	Yes	Yes	No	Yes
Time limit	none	1 year	5 years	none	none
Covenantal Giving Expectation	APF/ GIFT	\$100+	N/A	Suggested	N/A
Listed in UUA.org Find A Congregation function	Yes	Yes	Depends	No	No
Listed on the UUA.org website	Yes	Yes	Yes	Yes	Yes
Vote at General Assembly	Delegates based on membership	No	No	No	No
Application process (web link)	View process on UUA.org	View process on UUA.org	Contact Regional Staff	Contact Chief Operating Officer	N/A
Time limit	Unlimited	1 year	5 years (tentative)	Unlimited	Unlimited
Special rates for UUWorld advertising	Yes	Yes	Yes	Yes	Yes
Access to building and loan program	Can apply	Can apply	Can apply	Can apply	N/A
Access to UUA benefits for paid staff	Yes	Can apply	Can apply	Can apply	N/A
Common Endowment Fund	Yes	Can apply	Can apply	Can apply	N/A
Notes	Over 1000	Current pilot project			Limited to UUSC and UUWF

For more information, email outreach@uua.org

UUA Board of Trustees Policy Monitoring Report April, 2016

Policy	In Compliance	Out of Compliance	Policy is Compliant with PG	Policy is Not Compliant with PG
3.8	6	4	9	1
3.9	8	2	7	1
3.10	9	1	9	0
4.0	5	5	9	0
4.1	10	0	9	1

3.8 Because poor governance costs more than learning to govern well, the Board will invest in its governance capacity.

* Do we need to schedule governance/ARAOMC training soon?

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

* Do we need to identify progress on GA decisions more intentionally?

* Do we wish the Executive Team to refer more work to the whole board?

3.10 The Board shall define its need for General Assembly General Session time.

4.0 The Board's sole official connection to the operational organization, its achievements and conduct will be through the President.

* We do communicate with staff, including Harlan and others, but is this a violation about which we should be concerned or is this policy simply worded too strictly? Let's check in with the President and staff on this question.

4.1 Only policies adopted by officially passed motions of the Board are binding on the President.

* Shall we continue to monitor this policy (and all the policies in this report), or shall we remove it/them from the perpetual calendar as a statement of intent and a "preamble to the policy manual," as one respondent said?



Unitarian Universalist Association Ends Monitoring Report April 2016

Developed by UUA Administration
for the UUA Board of Trustees

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PROLOGUE TO INTERPRETATION

The UUA Administration believes in the power of our liberal religious values to change lives and change the world. We understand that healthy Unitarian Universalist congregations and communities are the primary means of creating this transformation, especially when they understand themselves as part of a larger movement focused outward. We see the role of the Association as empowering and inspiring those congregations and communities to join together to increase the expression of Unitarian Universalist values in the world.

The congregations and communities themselves do the work and make the changes this evolving world calls for. We understand the UUA staff to be accountable for ensuring that these communities have the tools and engage in the practices that make them healthier and more impactful. In addition, the UUA creates the infrastructure for new kinds of communities to emerge and is accountable for raising the general public recognition of the relevance of UU values in today's world.

We realize that the UUA as an institution, as well as the structures of our congregations and communities, may evolve in directions beyond our current institutional forms, and we believe it is our role to be open to and encourage that evolution.

Sources of Metrics

The metrics in this report are derived from a number of sources. These include:

UUA Certification Process – data submitted by congregations on an annual basis, which include number of members, for the purpose of determining the allocated number of delegates to General Assembly, and other attendance and RE enrollment data. 100% of congregations (1,038 of 1,038) participated in the in 2016 UUA Certification process. For more information, see [2016 UUA Certification Report](#) (PowerPoint).

UUA Congregational Questionnaire (2016 CQ) – data submitted by congregations at the time of UUA Certification, which include self-reported answers to a number of questions about their programs, services, and use of resources. 72% of all congregations (751 of 1,038) participated in the 2016 Congregational Questionnaire. For more information, see [2016 UUA Congregational Questionnaire Report \(PDF\)](#).

Faith Communities Today study (2015 FACT) – Faith Communities Today is a series of ongoing research surveys and practical reports, about congregational life, conducted and published since 2000, by the Cooperative Congregations Studies Partnership, a multi-faith group of religious researchers and faith leaders. The research partnership includes members from 25+ different faith groups, working in conjunction with Hartford Institute for Religion Research, Hartford Seminary. The UUA pays to participate in this study and encourages congregational involvement in this every-five-year study. 46% (480 of 1,038) of all congregations participated in the 2015 FACT study. Learn more at FaithCommunitiesToday.org. For UUA-specific FACT data, see [2015 UUA FACT survey \(PDF\)](#).

Staff group reports and metrics – various metrics from individual staff groups and departments.

ENDS MONITORING

1.0 GLOBAL END POLICY

A healthy Unitarian Universalist community that is alive with transforming power, moving our communities and the world toward more love, justice, and peace in a manner that assures institutional sustainability.

Interpretation

With three exceptions, everything that needs to be further interpreted in this policy is fully defined in the lower level policies and so will be evidenced when the lower levels interpretations are found in compliance. The three exceptions are “Unitarian Universalist community,” “transforming power” and “institutional sustainability.”

Unitarian Universalist community

We understand “Unitarian Universalist community” to include those who identify as Unitarian Universalists. Member congregations, covenanting communities, and related UU organizations, as well as those individuals who identify as UU but do not belong to any of these organizations or communities.

We also understand “community” to be the larger web of connections between and among UU congregations and communities and the UUA institution and other UU institutions. We are aware that this community is influenced by others – past, present and future – with whom we are in relationship, and that, in turn, our actions and values have impact upon the larger world.

Transforming power

We believe that “transforming power” is that which inspires people to understand their capacity for change and strengthens them in taking responsibility for that change. We also understand it to be that which helps them recognize the ways in which they may not be in control or self-sufficient and, therefore, in need of others in community and to be open to moments of grace.

This will be evidenced by an increased number of UUs who attest to this experience through the Insight Congregational Self-Assessment Tool (Insight), a self-assessment tool being developed by the UUA, and in focus-group conversations recorded as anecdotal evidence.

Institutional sustainability

We interpret “institutional sustainability” to apply to the ongoing ability of the UUA to serve as an instrument, through the actions of our congregations and communities, of achieving the called for transformation which will be accomplished through the measurement of impact and the judicious use of resources.

This will be evidenced when at least 60% of major strategic programs designed to accomplish our Ends are being assessed with a formal process for determining impact in order to make decisions about further efforts and when an annual analysis shows that of those, all were found successful or adjusted based the information.

It does not mean that the UUA will focus on maintaining our present institutional forms, but that it will sustain its ability to make the community/communities healthier as measured by the lower level policies.

Monitoring Data

Program Assessment

All major strategic program initiatives have their own internal monitoring process, or, in a few cases, this process is under development. Areas of strategic focus and outcomes from these areas include:

- [The Strategic Review of Professional Ministries](#)
 - Fulfilling the Call (redefining ministerial competencies framework)
 - Recruitment videos
 - Summer Seminary (recruitment tool)
 - Continuing education partnerships with UUMA (Beyond the Call, Institutes)
 - Seminary partnerships (Panel on Theological Education)
 - Transitions Redesign
 - Economic Sustainability of Ministry Initiatives
- Professional development and support
 - Ministerial credentialing
 - Religious education credentialing
 - Music leadership credentialing
 - Curricula development and use
 - WorshipWeb
 - Church Staff Finances (insurance, fair compensation)
 - Endorsement and recruitment for military ministry
 - Finding Our Way Home, a retreat for religious professionals of color
 - TRUUsT retreat, a retreat for religious professionals who are transgender/gender-queer
- Public Witness & Social Justice
 - UU College of Social Justice
 - Commit2Respond
 - Standing on the Side of Love
 - Marriage Equality
 - Welcoming Congregation
 - Green Sanctuary
 - Accessibility and Inclusion Ministry (AIM)
 - Mosaic Makers
 - Moral Mondays/Selma/partnerships
 - Immigration action/new sanctuary movement
 - International Office
 - Shareholder advocacy
 - Support for congregational Black Lives Matter activism
 - Our Whole Lives

- Regionalization/ One UUA
 - Increased technological support for connection of dispersed staff
 - Integration of staff previously employed by districts only
 - Systems/website integration
 - Bringing resources into the Common Endowment
 - Greater collaboration among all staff due to the structure of the new building
 - Integration of data collection systems
- Outreach/Branding/Growth
 - New UUA.org
 - Congregational website template and other tools
 - Internal branding and alignment
 - Emerging Ministries including campus ministries
- General Assembly coordination and support
- Congregational direct support
 - Webinars
 - District/regional assemblies
 - Consultations
 - Leadership schools
 - Safe Congregations
 - Thrive schools for youth and young adults of color (also a justice priority)
- UUA Fundraising
 - Life's Calling
 - APF/GIFT
- Publications/Periodicals
 - UU World
 - Skinner House
 - Beacon Press
 - Common Read

1.0 Compliance

We report partial compliance as we continue to develop internal monitoring processes for some of these initiatives.

Results from internal assessments of these priorities are reflected in the data for the lesser policies below.

ENDS POLICY 1.1

Congregations and communities are covenanted, accountable, healthy, and mission driven.

Interpretation

We believe congregations and communities, as stated above, are primary means and methods to fulfillment of our ends.

Covenanted

We understand covenant to mean that congregations and communities make explicit and ongoing promises of faithful relationship to one another. We also understand this means individuals, communities and congregations understand themselves as a part of a larger whole (both institutionally and spiritually) in which they both contribute and receive. We also understand covenant to include our promises to others outside of our faith.

Accountable

We understand accountable to mean that congregations and communities understand that their purpose is to serve their members and to serve their surrounding community and the wider world, with particular accountability to the vision of our ancestors, the emerging generations, and people historically marginalized in larger society.

Healthy

We understand “healthy” to mean that a community exhibits radical hospitality, passionate worship, intentional faith development, engaging advocacy and witness, and faithful generosity.

Mission-driven

We understand “mission-driven” as related to our earlier statement that congregations and communities are the means of transformation, and therefore their understanding of transforming purpose must be clear, concise and explicable to anyone joining or observing from outside. Their mission must not just be expressed but their activities must demonstrate alignment with their expression.

This is evidenced by the majority of congregations and communities reporting a clear mission or purpose, exploring new approaches to their ministry in accordance with their mission, involvement in the congregation’s programs, a safe congregation policy, ability to handle conflict without serious disruption, and increased capacity over time in above areas based on a self-assessment and reflection of healthy congregational behaviors.

Organizational Impact and Rationale

As stated above, the values of Unitarian Universalism are those best expressed by our people from the inside out: from inside the individuals, congregations, and communities to outward action in the world.

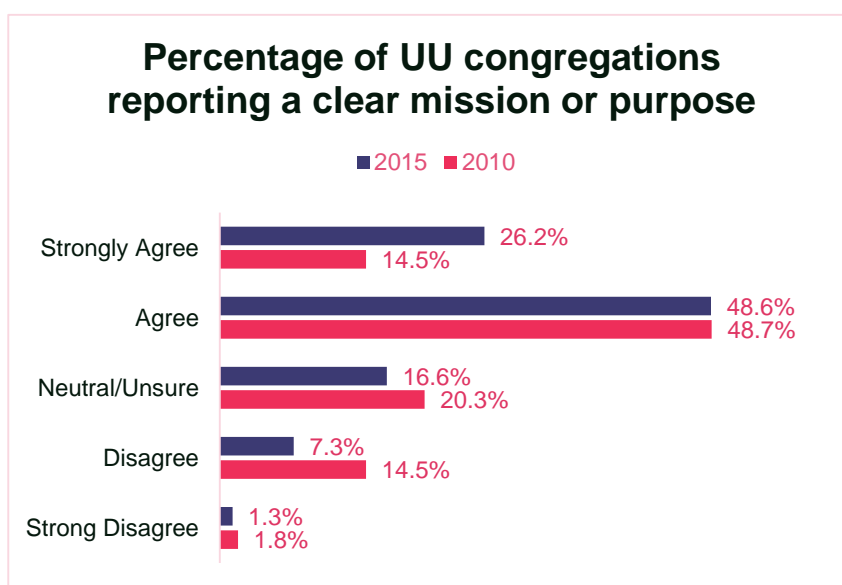
We understand that “love, justice and peace” are ideal expressions of beloved community that are not achievable in this lifetime, but infinitely worthy of efforts in those directions. Healthy expressions of Unitarian Universalism, like healthy individual behaviors, are best encouraged through inspiration and example, rather than through prescription or dictates. Therefore,

encouraging congregational self-assessment of improvement over time gives us indications of progress which could be correlated to UUA efforts, but not caused by them.

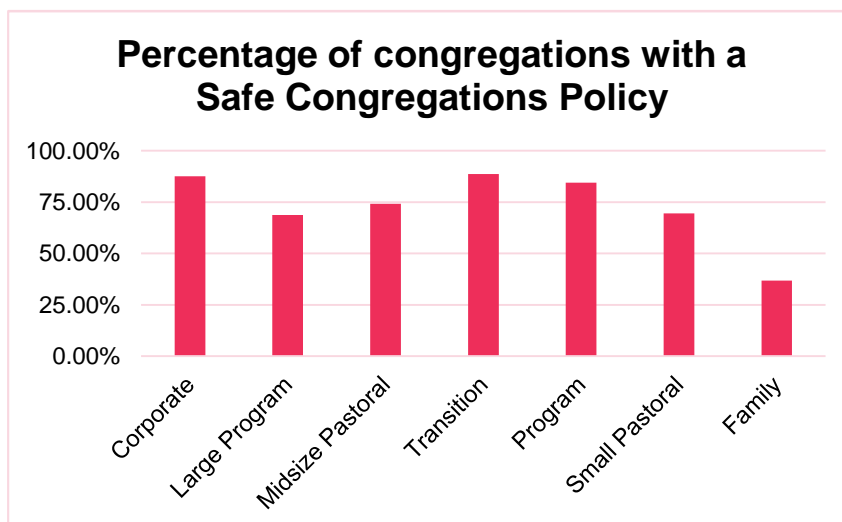
Monitoring Data

The Insight Congregational Self-Assessment Tool, which is intended to provide a structure for aligning UUA programming and resources toward helping congregations and communities fulfill the Ends of the Association, will be implemented by the end of 2016. In 2015, the Faith Communities Today (FACT) study, in combination with the annual Congregational Questionnaire (CQ), provided congregations with an opportunity to conduct a self-assessment. The available data is rich and deep, including health, vitality, growth, and mission-related data.

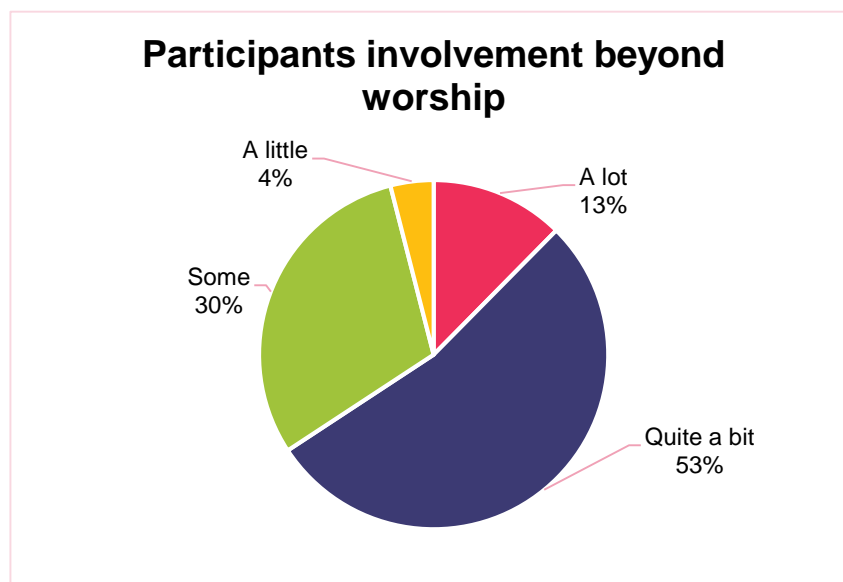
90% of congregations that responded to the 2016 CQ and 74.8% of congregations that responded to the FACT study report a clear mission or purpose. This is compared to 63.2% in 2010 (FACT).



62% of all congregations that responded to the 2016 CQ have a Safe Congregations Policy. 79% of congregations with over fifty members have a Safe Congregations Policy.



In 2015, 65% of congregations that responded to the FACT Survey report their participants are involved “a lot” or “quite a bit” in the congregation’s programs, committees and service projects outside of worship.



51% of congregation reported on the FACT survey that in the past five years their congregation has experienced no disagreements or conflicts (62) or has experienced conflict that wasn’t considered serious (182).

1.1 Compliance

We report compliance.

Although Insight has not been completed, we believe the large participation of our congregations in the FACT survey, which the UUA supported and encouraged, provided a strong tool for our congregations’ self-reflection and assessment.

ENDS POLICY 1.2

Congregations and communities are better able to achieve their missions and to spread awareness of Unitarian Universalist ideals and principles through their participation in covenanted networks of Unitarian Universalist congregations and communities.

Interpretation

UUA staff will create and/or support programs and opportunities for congregations to learn together and gather together on cluster, district/regional, and national levels. Success will be evidenced by at least 75% of congregations participating in such opportunities and at least 50% of individuals reporting (through feedback mechanisms of these events) that their work toward mission has been enhanced.

Organizational Impact and Rationale

Unitarian Universalists grow in their faith and their impact when they become inspired by one another. Leaders learn best from the example of one another and the ability to see themselves in a larger context. The role of the Association is to create accessible structures (physically and virtually) for such gatherings, and encourage this as well by offering programs to groups of congregations, rather than just one-on-one.

Monitoring data

Almost 75% of congregations who responded to the 2016 CQ report having informal conversations with other congregations. More than half are engaged in a shared project or community event and almost 12% share staffing in some capacity. This shows that collaboration among congregations is strong.

Informal Conversation	Shared Project	Community Event	Shared Staffing
73.38%	61.04%	50.91%	11.43%

Participation in General Assembly and Regional/District Meetings

- 66% of all congregations sent representatives to General Assembly in 2015, compared to 64% in 2014.
- 52% of all congregations sent representatives to district/regional annual meetings, compared to 49% in 2014.

The demonstrates an increase in national and regional/district meeting participation, although it's important to note that the location of General Assembly can be a factor in participation.

1.2 Compliance

We report partial compliance.

We meet the compliance standard for individual and congregational participation in local, regional and national events, but do not meet the standards for individuals reporting that their work toward their mission has been enhanced. This is because of the lack of consistent evaluation surveys to assess impact of programs and a process for gathering data for participation in other cluster/district/regional trainings/programs/events.

ENDS POLICY 1.3

Congregations and communities are intentionally inclusive, multigenerational and multicultural.

Interpretation

1. Congregations and communities will engage in intentional self-reflection and cultural changes as evidenced by increased participation in learning arenas in these areas.
2. Congregations and communities will have access to resources (see Policy 1.5 interpretation) that deepen their ability to grow in their inclusivity as evidenced by increased usage of relevant resources as well as participation in activities and partnerships that create border-crossing experiences.
3. UUA staff, volunteer structures, and policies will model inclusivity of age, identity and culture as evidenced by increased diversity in these areas.

Organizational Impact and Rationale

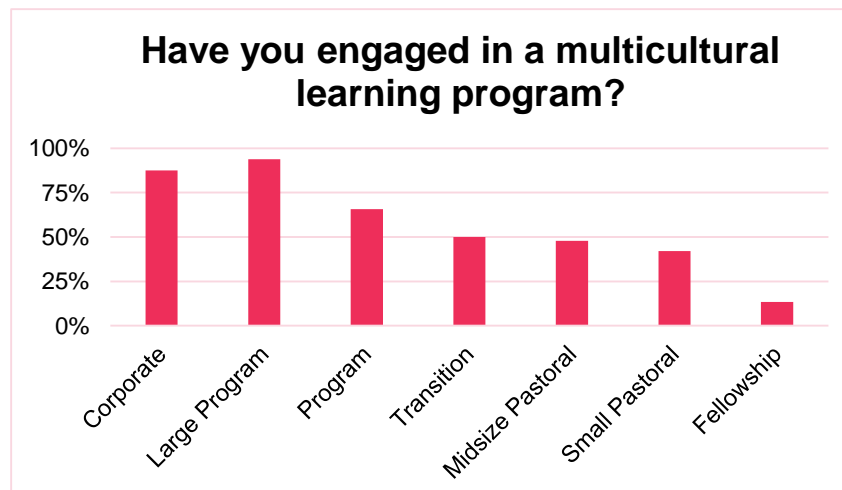
We believe the most important word in this policy is “intentional.” Communities that are authentically inclusive of all regardless of age, culture, class, race, creed, ability, and identity are created by a theologically-grounded, learned, and encouraged willingness to cross borders in all these arenas.

The role of the Association is to model inclusion in staff and volunteer structures; to create educational and experiential opportunities that invite individuals and communities into this learning and to discover, highlight and partner with best practices in communities that achieve high levels of inclusion.

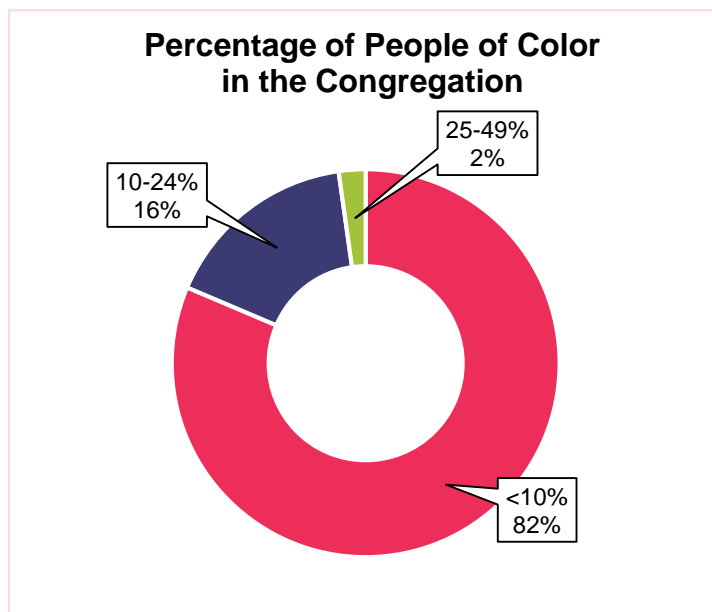
Monitoring data

1. Intentional self-reflection and culture change

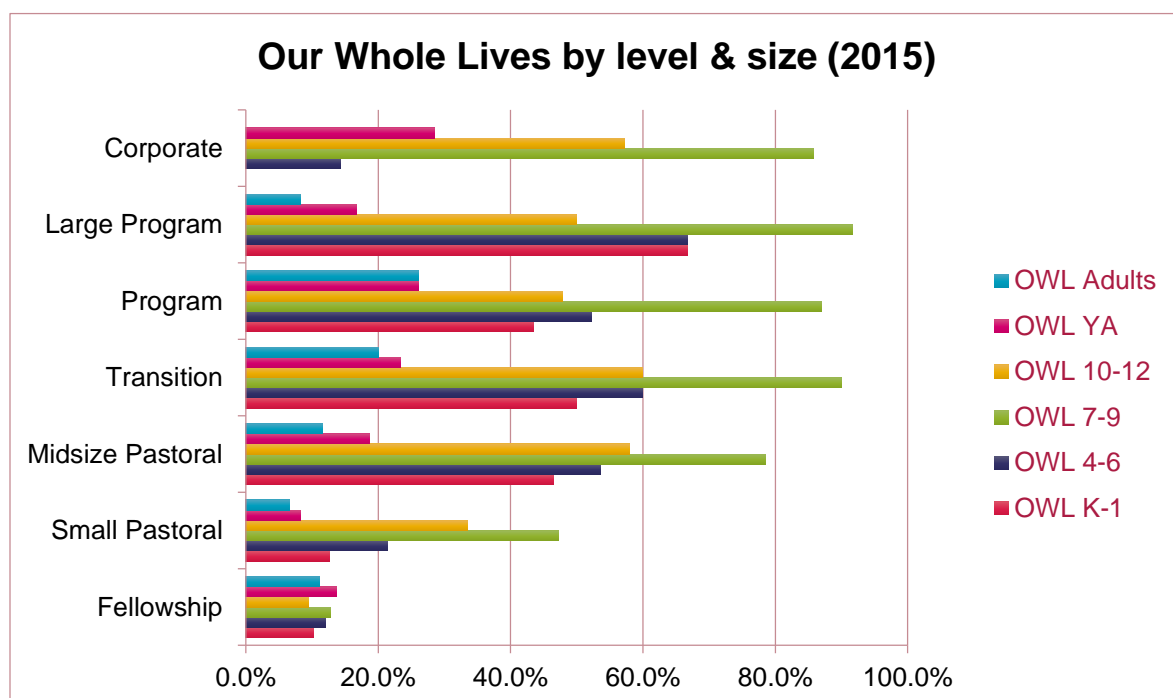
According to the 2016 CQ, at least half of congregations transition size or larger and over 85% of large and corporate size congregations, have engaged in a multicultural learning program, such as [Mosaic Makers](#), [Building the World We Dream About](#), [Beyond Categorical Thinking](#), the [Intercultural Development Inventory](#), or [Beloved Conversations](#).



Eighteen percent (18%) of congregations responding to the FACT survey report that people of color comprise 10% or more of their congregations.



Our Whole Lives, especially OWL 7-9, has high rates of adoption by congregations of all sizes, according to those who responded to the FACT survey.



54% of congregations in the FACT survey report that they are involved in one or more international program.

Program	% of congregations involved
UU Service Committee (UUSC)	45.3%
UU Partner Church Council (UUPC)	12.7%
UU United Nations Office (UU-UNO)	8.4%
UU College of Social Justice (UUCSJ)	8.1%
International Council of Unitarian Universalists (ICUU)	3.1%
UUA International Office	2.5%
Holdeen India Program	1.0%
International Association of Religious Freedom (IARF)	0.6%

The goal of the [UU College of Social Justice](#) (CSJ) is to deepen and sustain the work of justice in their congregations and communities through experiential learning: programs that help people cross boundaries, gain insight, and imagine new ways to bring their faith together with their yearning to make a difference in the world.

In its four years of existence, CSJ has conducted 40 short-term journeys taking 469 participants to Haiti, Arizona, New Mexico, Guatemala, India, Tanzania/Burundi, Chicago, Alabama and Mississippi, India, Bellingham, Lumni Nation, and Nicaragua.

In addition, CSJ has trained 220 youth in Youth Justice Trainings, placed 36 summer interns, and initiated the following pilot programs:

- Seminary program to the Arizona/Mexico border
- Ministers' program to the Arizona/Mexico border
- Youth service-learning trips to Brooklyn (Hurricane Sandy Recovery)
- Lummi Nation immersion program (Solidarity with First Nations)
- Joint training with Food Chain Workers Alliance
- Grow Climate Justice training for young adults
- Nicaragua program in partnership with Equal Exchange
- Volunteers program with Raices in San Antonio

2. Participation and use of resources for inclusion

Finding Our Way Home, an annual retreat by and for religious professionals of color, sponsored and organized by the UUA Multicultural Ministries staff continues to grow in numbers and impact.

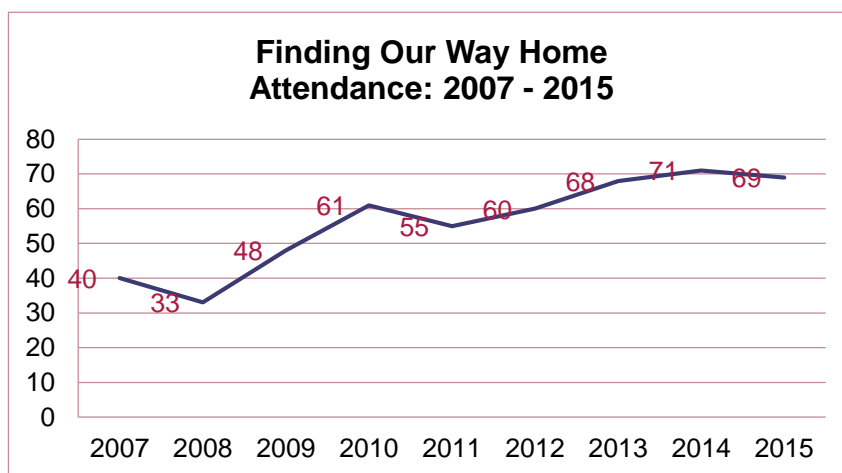
In 2015, Finding Our Way Home was held in Denver and drew 69 religious professionals of color.

Participation in this event, which has been held in the Washington Metro area, San Francisco Bay area, Atlanta, New Orleans, Chicago, Boston, and

Denver, and this year in Philadelphia, grows stronger each year, and as a result, our community of religious professionals of color strengthens with it.



Finding Our Way Home Religious Professionals of Color Retreat

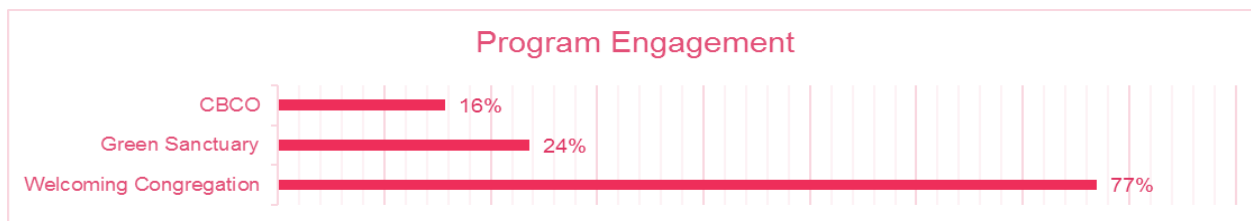


In 2015, youth and young adults (high schoolers through age 35) were supported to become leaders through a variety of programs offered by the UUA.

Program	Participation
Summer Seminary	18 youth representing 15 congregations
Multicultural Leadership School	10 youth representing 10 congregations, 6 young adults representing 6 congregations
GA Youth Caucus	Staff: 10 youth representing 10 congregations, 5 adults representing 5 congregations; General attendance: 262 youth representing 87 congregations
Luminary Leaders	69 youth, 60 congregations
UU-UNO Spring Seminar	126 people, 56% were youth

Three of the most active programs offered by the UUA include support for Congregation Based Community Organizing (CBCO), Green Sanctuary, and the Welcoming Congregation Program.

Welcoming Congregation recognition is up 4% in this past year.



The 12 congregations that were recognized as welcoming Congregations for the first time in 2015 averaged 63 members, and five of those had fewer than 50 members.

As an incentive to renew their Welcoming Congregation statuses, in 2015, we offered congregations newly designed posters and the right to use the Welcoming Congregation logo on their website and materials. Ten congregations made commitments to renew their Welcoming Congregation statuses.

Additionally, we published a new LGBTQ pamphlet entitled, *A Spiritual Home for LGBTQ People*.



The following metrics demonstrate how the UUA supports congregations to be inclusive, multigenerational and multicultural through online, social media, and printed resources.

5141	The number of unique pageviews on Multigenerational pages on UUA.org - 72% from returning users (people like the resources and are coming back!).
143,780	The number of people reached by /sideoflove (Standing on the Side of Love) through social media in a 28-day period - a 59% increase over the same period last year.
1:15	The average number of minutes spent on Tapestry of Faith religious education curriculum pages. Up 38% from 2015.
24,312	The number of unique pageviews on Tapestry of Faith /multigenerational. Up 6.11% from last year.
11	Number of top 20 Beacon Press bestsellers related to multiculturalism, multigenerationalism, and justice ministry.
8	Number of top inSpirit (UUA bookstore) bestsellers, including books and non-book items, related to multiculturalism, multigenerationalism and justice ministry.

3. Modeling Inclusivity through our staffing

Overall, we've had a 4% increase in the percentage of employees of color in the past year. Our ratio of males to females in top management positions has remained constant.

	Executive		First Management		Professional		Sales Worker		Administrative Support		Service Worker		Total	
2014 Total	14		28		97		1		64		7		211	
2015 Total	12		36		86		2		71		6		213	
Race/Ethnicity														
Latino/Hispanic														
2014	1	7%	1	4%	1	1%	0	0%	1	2%	1	14%	5	2%
2015	1	8%	1	3%	1	1%	0	0%	1	1%	1	17%	5	2%
Change	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
White														
2014	12	86%	24	86%	87	90%	1	100%	52	81%	2	29%	178	84%
2015	10	83%	31	86%	71	83%	2	100%	55	77%	1	17%	170	80%
Change	-2	-14%	7	25%	-16	-16%	1	100%	3	5%	-1	-14%	-8	-4%
Black or African American														
2014	1	7%	2	7%	3	3%	0	0%	3	5%	4	57%	13	6%
2015	1	8%	3	8%	7	8%	0	0%	6	8%	4	67%	21	10%
Change	0	0%	1	4%	4	4%	0	0%	3	5%	0	0%	8	4%
Native Hawaiian or Pacific Islander														
2014	0	0%	0	0%	3	3%	0	0%	0	0%	0	0%	3	1%
2015	0	0%	0	0%	2	2%	0	0%	0	0%	0	0%	2	1%
Change	0	0%	0	0%	-1	-1%	0	0%	0	0%	0	0%	-1	0%
Asian														
2014	0	0%	0	0%	1	1%	0	0%	4	6%	0	0%	5	2%
2015	0	0%	0	0%	2	2%	0	0%	4	6%	0	0%	6	3%
Change	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%	1	0%
American Indian or Alaskan Native														
2014	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
2015	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Change	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Two or more races														
2014	0	0%	1	4%	2	2%	0	0%	4	6%	0	0%	7	3%
2015	0	0%	1	3%	3	3%	0	0%	5	7%	0	0%	9	4%
Change	0	0%	0	0%	1	1%	0	0%	1	2%	0	0%	2	1%
Gender														
Male														
2014	8	57%	14	50%	28	29%	0	0%	16	25%	5	71%	71	34%
2015	7	58%	18	50%	26	30%	1	50%	12	17%	4	67%	68	32%
Change	-1	-7%	4	14%	-2	-2%	1	100%	-4	-6%	-1	-14%	-3	-1%
Female														
2014	6	43%	14	50%	69	71%	1	100%	48	75%	2	29%	140	66%
2015	5	42%	18	50%	60	70%	1	50%	59	83%	2	33%	145	68%
Change	-1	-7%	4	14%	-9	-9%	0	0%	11	17%	0	0%	5	2%

Note: the terminology used in the previous chart is according to EEO standard terminology and does not represent the UUA's understanding of how these categories are/ should be coded. In addition, EEO Standards do not include a category for transgender or gender neutral. We are in the process of determining how to track this in ways that do not force a choice and at the same time allow for personal privacy.

Volunteer Committees and Task Forces

We have not yet determined how we can formally track for inclusion in our volunteer structures.

1.3 Compliance

We report partial compliance.

We meet compliance standards for all parts of this interpretation except for the ability to track inclusion in our volunteer structures.

ENDS POLICY 1.4

Congregations and communities engage in partnerships to counter systems of power, privilege and oppression.

Interpretation

1. The UUA administration will participate in UU faith-based, inter-religious, and secular partnerships that counter systems of power, privilege and oppression at multiple levels of the organization.
2. The UUA administration will monitor the status and quality of its partnerships using multiple lenses and rubrics.
3. The UUA administration will create campaign structures which encourage congregations, communities and individuals to participate in partnerships that counter power, privilege and oppression, and monitor engagement.
4. Congregations and communities will engage in their own communities in interfaith partnerships that counter power, privilege and oppression through other community organizational structures, as evidenced by an increased number reporting such collaborations.

Organizational Impact and Rationale

The UUA administration recognizes that partnerships that counter systems of power, privilege and oppression have the following markers:

- Two or more individuals or organizations provide a significant investment of energy, ideas, resources, and/or time towards a common goal/vision/project/initiative that counters systems of power, privilege and oppression.
- The relationship between the parties is informed by their evolving identities, including the historic, current, and an envisioned future relationship between them.
- The collaboration has a clear and shared identity related to countering systems of power, privilege and oppression.
- The collaboration can be evaluated and changed by mutual agreement.
- The collaboration exists on an institutional level, is cognizant of staff/leadership transitions, and resilient beyond those changes.

The UUA administration understands that some collaborations - meaningful or otherwise - are not partnerships. These collaborations are not intrinsically related to Ends Policy 1.4. Additionally, the UUA further understands that valuable partnerships can exist even though they do not intentionally focus on countering systems of power, privilege and oppression. We believe that these partnerships can occasionally embrace initiatives that are related to Ends Policy 1.4 and for that reason will monitor them.

We understand that Unitarian Universalists have an obligation to learn about systems of power, privilege and oppression, both as systems we unintentionally participate in, as well as broader systems that are not entirely within our control. We believe partnerships with groups and

individuals within and beyond Unitarian Universalism are vital to bringing the most power to change these systems. Such partnerships do not require complete alignment on everyone's part about every issue, but the development of connections and strategies relevant to our highest priority of justice issues.

The Association's role is to model these partnerships at international, national and regional levels through pursuit of our justice priorities and to help create a campaign infrastructure that allows local groups to participate in such partnerships.

Monitoring Process

UUA staff structures, including multi-organizational structures, that report partnerships related to Ends Policy 1.4 include:

- Multicultural Growth and Witness
- Standing on the Side of Love
- International Office
- Holdeen India Program
- United Nations Office
- Our Whole Lives Program
- UU College of Social Justice

Representatives from these staff structures will provide the following monitoring data on an annual basis beginning in 2017:

1. A list of the partnerships with which they interface that are related to Ends Policy 1.4, and include a brief description of how each partnership counters systems of power, privilege and oppression, or how it is growing in that direction, and a general evaluation of their impact.
2. A thorough narrative evaluation of at least one of these partnerships that describes effectiveness, learning, and related change.
3. An annual narrative summary of constituent engagement with at least one additional partnership.
4. A narrative summary, and data when available, of congregations and communities they interface with that are active in interfaith partnerships in their local communities.

1.4 Compliance

We report non-compliance.

We will be in compliance once metrics are developed.

ENDS POLICY 1.5

Congregations and communities have and use Unitarian Universalist Association resources to deepen the spiritual and religious exploration by people in their communities, to enhance the ministry of their members and to improve their operations.

Interpretation

1. Resources designed to help congregations and communities, regardless of economic circumstances, achieve the interpretation of 1.1 (including physical and virtual publications, trainings, and events to connect them with others) will be used increasingly each year as measured by:
 - a. Number of publications accessed
 - b. Number of persons attending various trainings offered by UUA staff
2. Resources provided will be deemed to deepen, enhance and improve congregations when they are referenced as a source of improvement in the Insight Congregational Self-Assessment Tool provided by UUA.
3. Beginning in the second half of 2016, the Insight Congregational Self-Assessment Tool will be completed by an increasing number of congregations and communities each year.

Organizational Impact and Rationale

We hold that the Association's role is to curate, develop and promulgate resources that lead congregations and communities toward their abilities to be covenanted, healthy, accountable and mission-driven as defined above in Ends Interpretation 1.1. We understand that many such resources already live within congregations and communities and external resources, and that the Association is able to pursue this End by curating and promulgating best practices, creating learning communities among congregations and communities, as well as encouraging the use of local resources.

We have come to believe that the most sustainable learning does not always happen through the transmission of information but also through the development of relationships that strengthen capacity and resiliency. Therefore, creating encouragement and opportunities for congregations and communities to gather with one another strengthens this End.

We recognize that we must balance this End with institutional capacity and sustainability as outlined above.

Monitoring data

1. Publications and resources accessed

The UUA's Facebook page has seen a 6% increase in likes and a 109% increase in 28-day reach between February 2015 and February 2016.

Although UU World experienced a decrease in its 28-day reach in February 2015 compared to the same period last year, December 2015's total was almost four-times the previous year.

Note: A 2013 UU World readership survey provides an in-depth look at readers' preferences as well as some of the options that have the potential of expanding the magazine's reach. See [Meet our Readers](#) for more information.

In addition, Standing on the Side of Love, with its new website design, has experienced a 68% increase in likes and a 59% increase in its 28-day reach.

Of the 85% of congregations that acted in support of a community social justice issue in the past year, 61% used Standing on the Side of Love resources to do so.

UUA.org pages	2.1.15 Likes		2.1.16 Likes	% Diff	2.1.15 28-Day Reach		2.1.16 28-Day Reach	% Diff
/theUUA	45,509	↑	48,348	6%	110,251	↑	230,251	109%
/UUWorld	24,508	↑	26,800	9%	103,589	↓	86,147	-17%
/SideofLove	45,279	↑	76,257	68%	90,213	↑	143,780	59%

UUA blogs have also sustained growth this year compared to last, despite the fact that blog readership across the Internet is said to be down. In the case of Blue Boat, the Youth and Young Adult Ministries blog, the growth is substantial at a 188% increase in visitors from 2015 to 2016.

Blogs	2015		2016	% Diff
Blue Boat	27,991	↑	60,915	118%
Call and Response	17,635	↑	18,000	2%
GrowingUU	27,140	↑	27,328	1%
International	12,965	↑	13,520	4%
Vital Leaders	11,038	↑	14,020	27%
Total	96,769	↑	133,783	38%

The UUA bookstore, now named inSpirit, received orders from at least 547 (53%) of congregations in 2015. This does not include orders placed by individuals for their congregations, so it is expected that this number is higher. In fact, over 80% of congregations report using inSpirit in the past year (see *Services, Resources, Or Programs* chart below).

2015 inSpirit Bookstore data

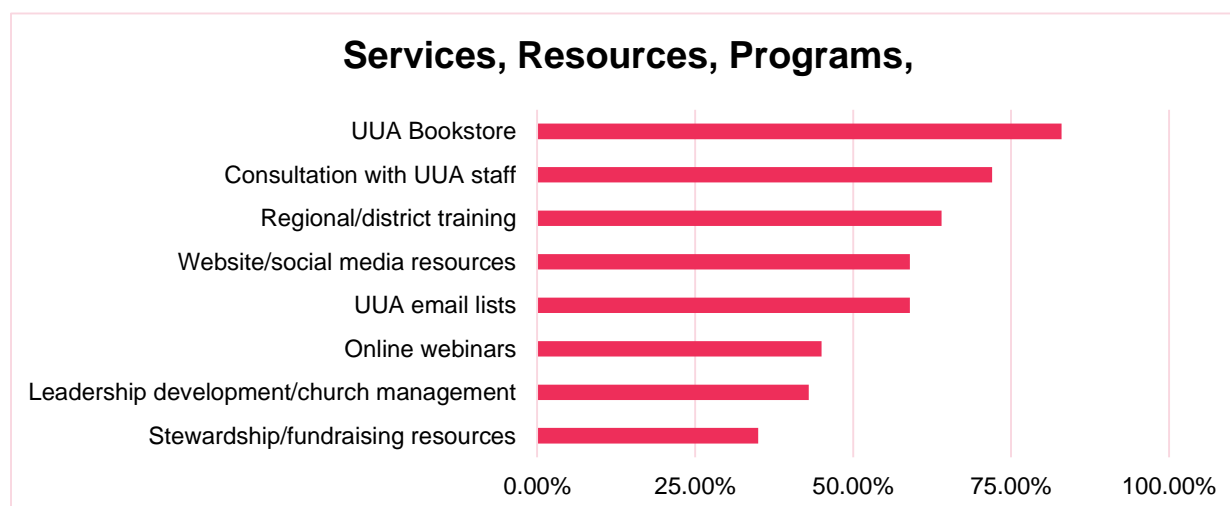
Sales	•1.2 million +
Items sold	•Books - 77,000 -- Non-book items - 16,500
Individual orders	•16,000
Method of sale	•Online - 60% -- Phone/Mail - 37% -- Instore - 3%
Website visits countries of origination	•170

2. Assessment of resources provided

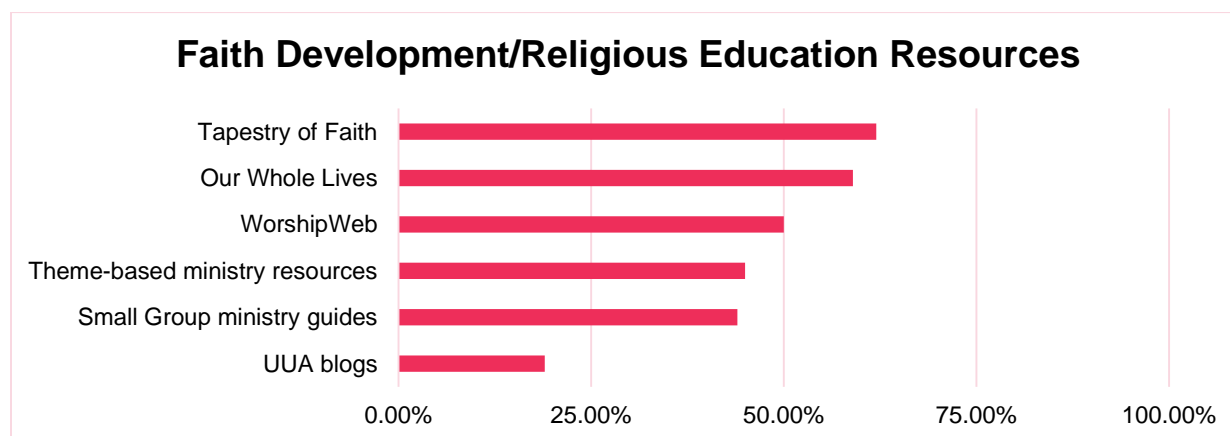
The Insight Congregational Self-Assessment Tool has not been completed (see 1.1) and, as a result, congregations do not have a way to provide feedback on whether resources provided by the UUA are a source of improvement in the congregation.

We can report, however, on the percentage of congregations that have used UUA resources in the past year according to responses on the 2016 CQ.

Percentage of congregations that have used the following services, resources or programs



Percentage of congregations that have used the following faith development/religious education resources



3. Use of Insight Congregational Self-Assessment Tool

See 1.1.

1.5 Compliance

We report partial compliance.

ENDS POLICY 1.6

There is an increase in the number of people served by Unitarian Universalist congregations and communities.

Interpretation

There will be an increased number of people participating in UU congregations and communities and persons served by these communities (both existing and emerging) as evidenced by the self-reporting of communities on membership numbers and people served.

Organizational Impact and Rationale

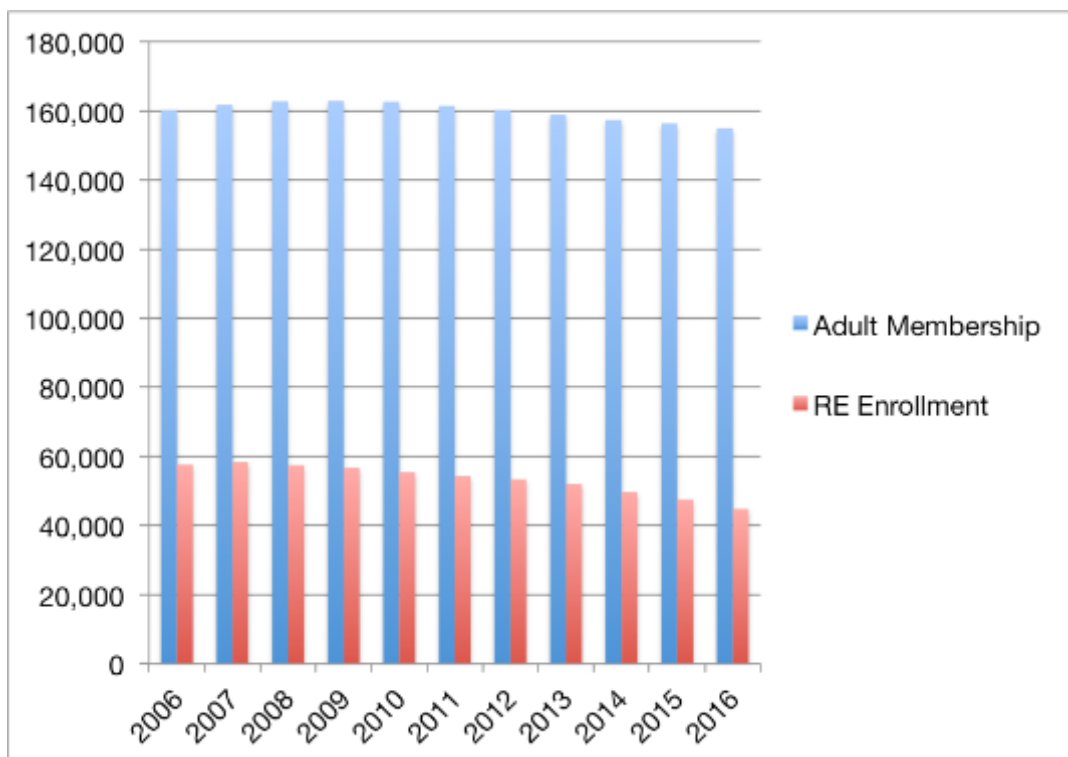
The role of the Association regarding growth is to offer congregations and communities strategies and resources for their own expansion of numbers and impact. Membership numbers are not the only indicator of growth, however. We understand it to be our role to encourage congregations to serve the community beyond their walls, as well as to deepen in their spiritual engagement.

Monitoring data

Adult membership in UU congregations was relatively flat from 2015 to 2016, showing a 1.1% decline. Although we have seen a 5% decrease in membership in the past 10 years, we have experienced 4% growth in the past twenty years (1997-2016).

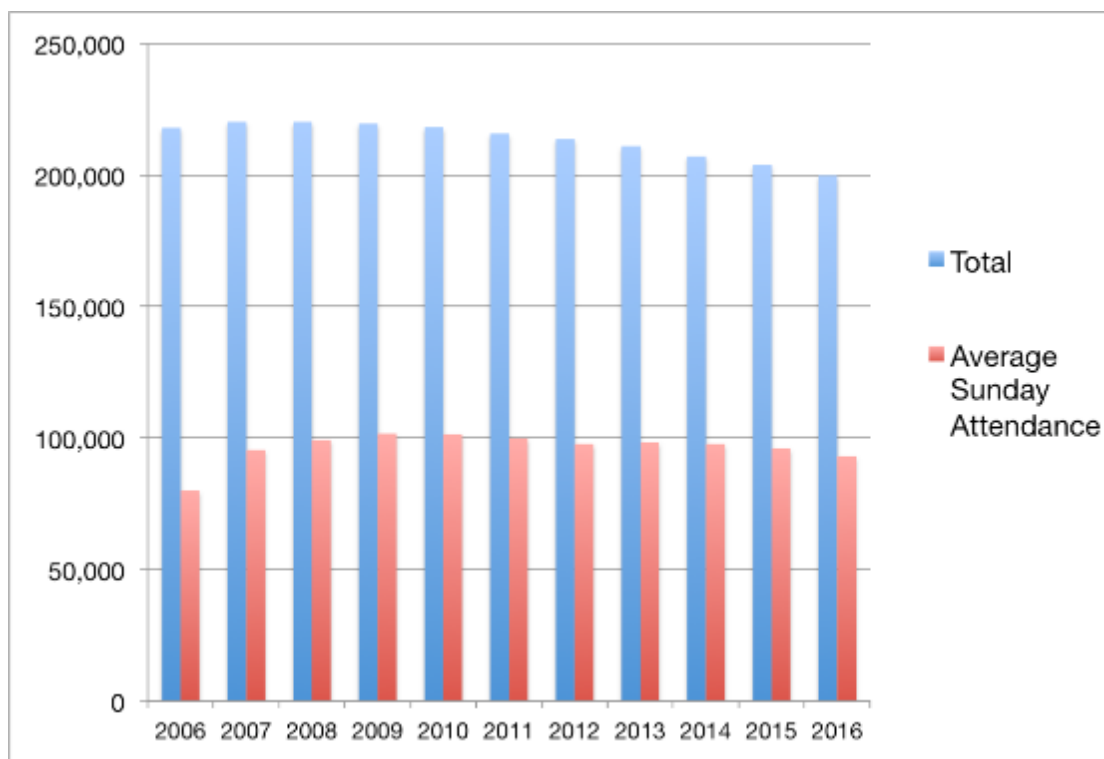
Enrollment in Religious Education (RE) declined 5.7% from 2015 to 2016 and has declined a total of 24% in the past ten years.

UUA Membership and RE Enrollment 10 Year Trends



Total (Community) includes membership and Religious Education (RE) enrollment combined. Average Sunday attendance includes an estimate of the average number of all people in attendance on Sunday mornings.

UUA Total Community & Average Sunday Attendance 10 Year Trends



While we currently request numbers of “people served” by congregations, not just membership numbers, the collection methods and criteria for this data are not universal and therefore the numbers are unreliable.

For additional growth-related data, see the [2015 Certification Report](#).

1.6 Compliance

We report non-compliance.

This is due to downward trends in congregational membership and religious education enrollment.

ENDS POLICY 1.7

There is an increase in the number of Unitarian Universalist congregations and communities.

Interpretation

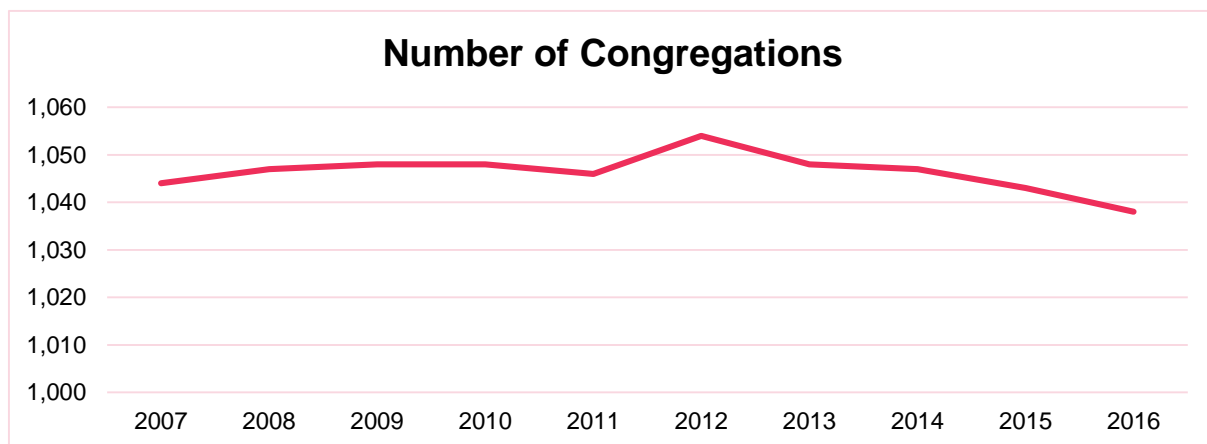
There will be an increase in the number of new communities and congregations in relationship to the UUA each year.

Organizational Impact and Rationale

It is the role of the Association to encourage existing congregations to employ growth strategies which research shows to be effective in the larger religious context (such as multi-site development), to respond to self-organizing groups with resources, coaching and encouragement, as well as to train religious leaders in entrepreneurial methods.

Monitoring data

In the last ten years, we've seen a slight decrease in the number of congregations from 1,044 to 1,038 (0.48%). In 2015, we welcomed three new congregations, while eight congregations dissolved, merged, or are no longer in UU relationship.



We continue to support 56 emerging ministries and eight covenanting communities.

1.7 Compliance

We report compliance.

While the number of congregations has declined slightly, the number of emerging ministries and covenanting communities more than offsets this decline.

ENDS POLICY 1.8

There is an increase in the number of inspired ordained and lay religious leaders equipped to effectively start and sustain new Unitarian Universalist congregations and communities.

Interpretation

There is an increase in the structural opportunities (within the UUA and with other institutional partners) for both lay and professional leaders to train in methods of entrepreneurial leadership.

Organizational Impact and Rationale

The role of the Association is to partner with our theological schools and professional organizations to provide education about effective religious leadership (inclusive of ministers, religious educators, musicians and laity). We understand it to be of great import to learn about and promulgate entrepreneurial methods and opportunities. We also understand our role to educate our entire Unitarian Universalist community about changing social and cultural contexts that create new challenges and opportunities for the creation of new communities. We believe existing healthy congregations are the best launching place for inspiration, and our role is also to highlight and help others learn from effective multi-site ministries.

Monitoring data

1. The UUA is collaborating with the UU Ministers Association (UUMA) to provide a “Beyond the Call: Entrepreneurial Ministry” two-year training for ministers to learn growth and outreach methods from secular entrepreneurial leaders. 25 participants were chosen to participate in this training which began in February, 2015, and continues through 2016.
2. Congregational Life is currently running five “Innovative Learning Circles” for religious leaders, including 37 participants from 37 congregations.
3. Congregational Life has created a new “Multisite Ministries” website hub of resources and a network congregations participating in multisite experiments.
4. New minister orientation at the UUA

Alicia Forde, Professional Development Director in the Ministry and Faith Development staff group, hosted 34 first-year ministers in March, 2016, at the UUA. Of note, only three of the ministers present were community ministers, with the rest serving parishes. Only one person identified as “bi-vocational.” Alicia reports that they left full of gratitude for the UUA and for the opportunity to build relationships with one another. The methodology for the seminar is Parker Palmer’s “Circle of Trust” designed to build lifelong collegial learning and support circles.

5. Emerging ministers support system

Emerging ministries are supported, tracked and encouraged through a cross-staff team, with members from Congregational Life, Outreach and Youth and Young Adult Ministries. Emerging ministries currently include emerging congregations, multisite ministries, missional groups and communities, small meeting groups, and more. Regional coaches help local groups discern the right organizational role for their

ministry, and connect them with additional staff and resources based on their unique needs.

6. [Faithify](#), a crowdfunding website introduced in June of 2014, where passionate people follow, share, and fund Unitarian Universalist ministries, has shown a strong increase in number of projects, in project success rates, and in total donations from its inception in June 2014 to the present. Although social media numbers have dropped this year, that would be expected since liking/following is a one-time activity.

FAITHIFY		6/25/14-1/31/15 Partial Year	2/12015 - 1/312016	Year-to-Year Growth/Decline	Cummulative Total	Cummulative Growth
money	pledges (\$)	\$157,545	\$285,209	81%	\$442,754	181%
	pledges (#)	1,400	3,075	120%	4,475	220%
	average pledge	\$113			\$99	\$99
	donations successful projects	\$139,999	\$269,552	93%	\$409,551	193%
	pledges unsuccessful projects*	\$12,679	\$14,225	12%	\$26,904	112%
projects	projects posted	40	77	93%	117	193%
	open projects	3	3	0%	6	100%
	closed projects meeting goal	24	59	146%	83	246%
	closed projects not meeting goal	13	14	8%	27	108%
	project success rate	65%	80%	23%	75%	15%
social media	Facebook likes	1,380	335	-76%	1,715	24%
	Twitter followers	608	343	-44%	951	56%

1.8 Compliance

We report compliance.

ENDS POLICY 1.9

Unitarian Universalist institutions are healthy, vital, collaborative partners invested in the future of Unitarian Universalism, its principles and theologies.

Interpretation

We understand UUA institutions to include the congregations and communities, whose health, vitality and collaboration will be shown by compliance with the above lower level policies.

We also recognize our obligation to be in collaborative and supporting relationships with other UU institutions (such as the theological schools, the UU Service Committee, UU Ministers Association), which result in an increased number of people participating in cross-institutional programs and in inspiring deeper relationship to UU values.

Organizational Impact and Rationale

We understand this policy to mean that the ends as articulated in all above policies are best achieved by empowering our congregations and communities to participate in a larger vision of Unitarian Universalism through their relationships to one another, their embodiment of our values within their own communities, and their willingness to give time, talent and treasure to the wider association. The UUA is not the only institution charged with serving this End, and we are most sustainable when we create partnerships and collaborative opportunities with other UU institutions that maximize re-sources and inspire other partnerships.

Monitoring data

The UUA develops and maintains active collaborative partnerships invested in the future of Unitarian Universalism, its principles and theologies. These include the following partnerships that began before 2/1/2015:

Initiative	Partners
UU College of Social Justice (UUCSJ)	UUA, UU Service Committee (UUSC)
Commit2Respond	UUA, UUSC, UU Ministry for Earth, Diverse and Revolutionary UU Multicultural Ministries (DRUUMM), Liberal Religious Educators Association (LREDA), UU Ministers Association (UUMA), UU Young Adults for Climate Justice, UUCSJ, Environmental Justice Collaboratory
Collaborative Campaign (Fundraising)	UUA, UUSC, Meadville-Lombard Theology School (MLTS), Starr King School for the Ministry (SKSM), Church of the Larger Fellowship (CLF)
Panel on Theological Education	UUA (grantees UUMA, MLTS, SKSM)
Beyond the Call	UUA, UUMA

These partnerships developed since 2/1/2015

Initiative	Partners
Wellbeing for Ministers	UUA, UUMA
In-Care Program (ministerial candidates)	UUA, UUMA, Senior Ministers of Large UU Congregations (SMOLUUC)
Religious Education Innovation Summit	UUA, LREDA, Fahs Collaborative/MLTS
LREDA 2016 Fall Conference	UUA, LREDA
Defying the Nazis Promotion and Outreach	UUA, UUSC, Beacon Press, Fahs Collaborative

1.9 Compliance

We report compliance.

APPENDIX

Size categories of congregations

In this report, we used the following size categories of congregations:

0-60	Family Congregations
61-160	Small Pastoral Congregations
161-300	Midsized Pastoral Congregations
301-400	Transition Congregations
401-60	Program Congregations
601-800	Large Program Congregations
800+	Corporate Congregations

MONITORING REPORT
Submitted: March 20, 2016

Policy 2.7.5

Policy: [The President shall not] Receive, hold, or disburse any funds that are not reported in the consolidated financial statements of the Association or the UUA Employee Benefits Trust.

Operational definition: UUA financial statements include all bank accounts opened in the UUA's name and all assets owned by the UUA.

Rationale: In the past, certain departments within the UUA received funds and deposited them into bank accounts and money market funds that were not managed by the Office of Financial Services and thus were not accounted for in the Association's books. The Association's management subsequently made clear to all staff group directors that such practices are against UUA policy, and specifically, that any donations or other assets intended for the UUA must be processed through the Office of Financial Services.

Supporting evidence: In March, 2016, all those on the UUA staff with financial and budget responsibility, including staff of the EBT, were polled by the Treasurer and asked to report any knowledge of bank accounts or other assets that were not managed through the Office of Financial Services. Each person queried stated that she/he knew of no such funds. All bank accounts and other financial assets managed through the Office of Financial Services are accounted for through the Association's general ledger and are included in the financial statements of the Association. The annual independent audit confirms that assets are accounted for in all material respects.

Therefore, we report compliance.

MONITORING REPORT

Submitted to UUA Board of Trustees on 4-1-2016

Policy 2.10 - Emergency Presidential Incapacity

In order to protect the Association from a sudden temporary loss of the President's ministry and leadership, the President shall not have fewer than two other senior executives who are familiar with the work and structure of the Board and the President's ministry and work.

Interpretation:

Familiarity with key aspects of the UUA administration – programming, finances, human resources, communications, etc. – is essential to the continuing effective leadership of the administration. Two people with a minimum of five years experience in senior leadership on UUA staff would be the minimum requirements to assure continuity of programming and administration. Either one of these two people, or the two together, could be authorized to lead the administration in the event of the president's incapacity and ensure relative stability until such time that a new interim president is named per the UUA bylaws.

Monitoring Data:

Two current members of the UUA's Leadership Council would fulfill these requirements:

The Rev. Sarah Lammert has been a member of the Leadership Council since joining the UUA as Director of Ministries & Faith Development in 2010 and a member of the Executive Team since January 2016. She has an M.Div. degree, is ordained and has successfully led two congregations in addition to substantial other work experiences. As a member of the Program & Strategy team, she has broad knowledge of all program areas of the UUA and as a member of the Leadership Council has broad knowledge of the administrative functions of the organization.

The Rev. Harlan Limpert has been a member of the UUA staff since 2002 and a member of the Leadership Council since 2004. He's held multiple roles in both the program and administrative areas of the Association. He has an M.Div. degree, is ordained and has had twenty years of senior leadership responsibilities at Target Corporation before joining UUA staff.

We Report Compliance.

Motion to Amend Section 3 Procedures from the Governance Working Group:

Amend Section 3.6.8 as follows:

Add c:

c) The selection of these positions shall occur annually at the June meeting of the Board, with the exception of a vacancy. If a vacancy exists, the position shall be selected during the next regularly scheduled Board meeting.

REASONING: Our reasoning for this: we were looking in the procedures for when we are supposed to actually elect these officers of the Board and for how long, but we couldn't find any guidance on it. We believe this corresponds to the customary procedure of the board, and we think we should codify it in our procedures. We also weren't sure if these selections should happen before the new members of the board typically join, or if it should happen during the post-GA meeting the day after the elections, with the new Board in place. We figure we can discuss that at the Board meeting, but the wording of June board meeting is vague enough to incorporate either possibility (and we can do a quick edit to make that clear, if the board so desires, during the meeting.)

Proposed Policy 3 Revisions

Section 3 Policies

Current Version

3.0 Prelude

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

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

Our Sources of Authority and Accountability are defined as:

1. Our member congregations
2. Current and future generations of Unitarian Universalists
3. The heritage, traditions, and ideals of Unitarian Universalism
4. The vision of Beloved Community
5. The Spirit of life, love, and the holy

3.1 Governing Style

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

3.2 Board Job Description

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

3.3 Board and Board Member Code Of Conduct

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

3.4 External Relations

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

Committee chairs, working group conveners and officers are authorized

Proposed Policy 3 Revisions

to communicate with members of the press concerning areas of Board discussion, deliberation and action within the scope of their authority following meetings of their respective groups.

3.5 Agenda Planning

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

3.6 Election Of Officers And Officer Roles

The General Assembly elects the Moderator (CGO) and Financial Advisor. The Board elects the Financial Secretary, Vice Moderator, and the Secretary. The Board also appoints the Youth Observer(s), Recording Secretary, and the Treasurer of the UUA.

3.7 Board Committee Principles

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

Proposed Changes

3.0 Preamble

The Board, on behalf of our Sources of Authority and Accountability, will hold the administration and itself accountable through carefully established, broadly written policies that reflect Unitarian Universalist values and perspectives.

Our sources of authority and accountability are:

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2. Current and future generations of Unitarian Universalists
3. The heritage, traditions, and ideals of Unitarian Universalism
4. The vision of Beloved Community
5. The Spirit of life, love, and the holy

3.1 Governing Style

The Board will govern with an emphasis on an outward, future-oriented vision, offering strategic leadership, and maintaining clear distinctions between Board and President roles. It will encourage and appreciate diversity in viewpoints, and seek to maintain an open and transparent process.

Proposed Policy 3 Revisions

3.2 Board Job Description

The Board will assure organizational effectivity by creating and monitoring systems and performance, in accord with established Board policy.

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

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Congregational Boundaries Working Group
Report to UUA Board of Trustees
April 2016

Moderator Key and I have met with several stakeholders and advisors in our ongoing effort to continue to refine the process of handling clergy misconduct:

- Consultation with Heather Bond and Rev. Sarah Lammert to fully understand the reporting and management process of complaints that are formally filed and informally reported. (Rimes)
- Consideration of the need for revised or improved reporting tools for complainants, including online and hard copy tools. (Rimes)
- Consultation with Marie Fortune regarding additional training and support (Key and Rimes)
 - MFC training (every 2 years)
 - UUA Board of Trustees training (Fall retreat?)
 - Need for 24 x 7 support (help line)?
- Other considerations
 - Restorative justice
 - Rehearing cases

Work will continue throughout the summer.

Respectfully submitted,

Denise Rimes

Vice Moderator's Report
April 15, 2016

Rules of Procedure GA 2016

RULE 1. ORDER OF BUSINESS Consideration of and action upon items must proceed in the order set forth in the Final Agenda unless during the meeting that order is changed by majority vote.

RULE 2. MEANS OF VOTING So long as a quorum is present, action on any question, unless the Bylaws otherwise provide, will be decided in the first instance by an uncounted show of hands/voting cards and off-site delegate input. If the Moderator wishes a counted vote or if a delegate requests it and the Moderator determines that at least 99 of the other delegates join in the request, the vote must be counted. Except for Congregational Study/ Action Issues (Rule 11) and selection of AIWS for inclusion on the final agenda, no vote will be taken by written ballot unless the Assembly orders a written ballot by a two-thirds vote. Provided a quorum is present at each General Session, all matters submitted to a vote of the Assembly will be determined by the number of votes cast by delegates and Trustees voting on the matter. The required proportion of votes cast by delegates and Trustees to approve any action or resolution will be as set forth in the Bylaws or Rules or these Rules of Procedure.

RULE 3. MINUTES The Board of Trustees will approve the minutes of the General Assembly General Sessions, which will be prepared by the Recording Secretary in consultation with Legal Counsel.

RULE 4. PRESENTATION OF ITEMS The provisions of Rule 5 notwithstanding, the Board of Trustees and/or the Commission on Social Witness will, at their discretion, move the item as printed on the Final Agenda or move an amended version of the item.

RULE 5. AMENDMENTS Except for clarifying amendments, amendments to the main motion and motions to refer, table or to call the question will not be in order until there has been at least fifteen minutes of debate, if that much is needed, on the merits of the main question as moved. Amendments to a business resolution, a bylaw, a rule, an Action of Immediate Witness (AIW), or a proposed amendment must be submitted for consideration at the appropriate Mini-Assembly in order to be offered in the general session. No amendment or other change to any motion under consideration will be entertained unless it is submitted in writing on forms prescribed by the Moderator, who may, however, waive this requirement. Only the section of particular bylaws that are proposed to be amended may be amended during GA. The remaining text of a bylaw, which may have been printed for the convenience of the reader, may not be amended. The Moderator will determine whether a particular section of text is eligible for amendment.

RULE 6. TIME LIMITS The following time limits are imposed on all business transacted by the Assembly except as otherwise provided in these Rules for Actions of Immediate Witness, Congregational Study/Action Issues, and UUA Statement of Conscience. If, however, there is no objection from the floor, the Moderator may grant minor extensions of time. Any time limits imposed by this rule may be extended by a two-thirds vote.

- a) No person may speak on any motion for more than two minutes, and not more than once, so long as there are others who have not spoken who desire the floor, except that

persons having special information may, with the permission of the Moderator, reply to questions.

b) Thirty minutes is allowed for discussion of any proposed bylaw or rule amendment, resolution, or action on a report that is on or admitted to the Final Agenda. Whenever possible, the discussion time will be equally divided between proponents and opponents through equitable recognition of speakers at microphones designated Pro and Con and off-site delegates.

c) A motion to call the previous question on the main motion shall not be in order if there are potential speakers at both Pro and Con microphones or in the off-site queue and the original or extended time for discussion has not expired. A motion to call the previous question is in order after the earlier of (a) 10 minutes of discussion concerning the amendment and (b) the absence of potential speakers at the pro and con microphones and in the off-site queue.

d) Time taken at the procedural microphone for procedural questions will not count against pro or con debate time as allotted elsewhere in these rules.

RULE 7. MICROPHONES

a) Pro and Con Microphones. Usage of the microphones designated “Pro” or “Con” and off-site “Pro” and “Con” queues is limited to statements in support of or in opposition to motions.

b) Amendment Microphone. Usage of the microphone or off-site queue designated “Amendment” is limited to presenters of motions and members of the Board of Trustees who may use the microphone only for:

1) making an amendment to a main motion or another amendment, provided the motion is otherwise in order;

2) using such additional time remaining under Rule 6, if any, to speak in support of the amendment; and

3) stating the Board of Trustees’ position at the outset of debate on those items on the Final Agenda on which the Board takes a position.

c) Procedure Microphone. All other matters must be brought to the Procedure microphone or offsite procedure queue.

RULE 8. COMMITTEE OF THE WHOLE At any stage of the meeting, the Moderator, without a vote of the Assembly, at his or her discretion from time to time may order the meeting resolved into a Committee of the Whole or reconvened in regular Session. While the meeting is acting as a Committee of the Whole, the following Special Rule will apply:

The Presiding Officer, without a vote of the Committee of the Whole, may permit reconsideration of any action taken by the Committee of the Whole and other departures of the Rules of Parliamentary Procedure if it appears to him or her that the work of the Committee of the Whole will thereby be expedited. When the General Assembly is reconvened, the only motion in order will be to adopt the recommendation of the Committee of the Whole. A motion recommended by the Committee of the Whole will not be subject to amendment, debate, or delay.

RULE 9. BUDGET MOTION Any motion concerning the 2015-2016 budget that is to be made at the time provided for such motions during the formal business sessions must be filed in writing in the Volunteer Office not later than 5:00PM Saturday. All such motions must provide for reductions in specific other categories of spending equivalent to the increase in spending recommended in the motion. Adoption of the motion requires a two-thirds vote.

RULE 10. RESOLUTIONS AND ACTIONS NOT ON THE FINAL AGENDA A

Resolution or Action not on the Final Agenda may be considered only under the following circumstances:

a) under Bylaw Section 4.16(c), which permits the addition of Actions of Immediate Witness to the Agenda and consideration of non-substantive resolutions; and

b) under Bylaw Section 4.16(d), which permits the addition of Responsive Resolutions in response to a substantive portion of a report by an officer or committee reporting to the Assembly. The author of a Responsive Resolution must notify the Moderator in writing of the title and content of his/her Responsive Resolution as soon as it is practical to do so, but not later than 6:00PM on Saturday for Responsive Resolutions based on reports delivered in general sessions 1 through 4. A resolution submitted to the Commission on Social Witness for consideration as an Action of Immediate Witness may not be submitted as a Responsive Resolution.

RULE 11. CONGREGATIONAL STUDY/ ACTION ISSUES Pursuant to Bylaw Section 4.12(a): In a year in which Congregational Study/Action Issue(s) are proposed, up to five Congregational Study/Action Issues may be presented to the General Assembly. A sponsor of a Congregational Study/ Action Issue determined by the Commission on Social Witness to be eligible for consideration will have two minutes to speak in support of obtaining the vote necessary to be selected as the Congregational Study/Action Issue referred for study. Following the presentation by the sponsors for all Congregational Study/Action Issues eligible for consideration, time will be provided for up to four additional statements of support for each Congregational Study/Action Issue. Persons wishing to speak shall use the microphone or off-site queue designated for the Congregational Study/ Action Issue for which he/she advocates. After debate concerning the proposed Congregational Study/Action Issues, a written or electronic ballot, prepared by the Commission on Social Witness, will be used to receive the vote of the delegates and Trustees for which one of the Congregational Study/Action Issues will be referred for study. The Congregational Study/Action Issue receiving the highest number of votes among all Congregational Study/Action Issues shall be referred for study providing, however, that if no Congregational Study/Action Issue receives a majority of the votes cast, then a second vote shall be taken between the two Issues receiving the highest number of votes cast in the initial election.

RULE 12. UUA STATEMENT OF CONSCIENCE In a year in which a UUA Statement of Conscience is proposed, one hour will be allowed for debate. The Commission on Social Witness may recommend for Assembly approval by majority vote an amount of time for the Statement to be debated before amendments are in order. If no such recommendation is proposed and approved, no amendment shall be in order unless there has been at least 30 minutes of debate, if that much is needed, on the merits of the proposed UUA Statement of Conscience. A motion to amend a proposed UUA Statement of Conscience is not in order in the General Session unless it first was presented to a Mini-Assembly as described in Rule 4.12.4. Up to twelve minutes will be allowed for the debate on an amendment. The Commission on Social Witness will have the discretion to prioritize the amendments including their presentation at the amendment microphone in General Session.

RULE 13. ACTIONS OF IMMEDIATE WITNESS

- a) The proposed Action of Immediate Witness must be in writing.
- b) A copy for posting at the Commission on Social Witness booth in the Exhibit Hall must be delivered to the booth in the exhibit area no later than 5:00PM Thursday, so that proposals may be made available for viewing prior to the filing deadline.
- c) The copy to be filed must have attached signatures showing the requisite delegate support specified in Bylaw Section 4.16(c)(3) and must be filed with the Commission on Social Witness in the Volunteer Office by no later than 5:00 PM Friday.
- d) The Commission on Social Witness will provide a summary of up to six proposed Actions of Immediate Witness that meet the criteria during Saturday morning's General Session.
- e) Each sponsor of a proposed Action of Immediate Witness determined by the Commission on Social Witness to be eligible will have two minutes to speak in support

of obtaining a vote supporting the admission of the action to the agenda.

f) Delegates and Trustees will vote by ballot for up to three AIWs that they would like to see added to the final agenda.

g) After the tellers count the ballots, the CSW chair will make a motion to add to the agenda each of the three proposed AIWs with the most votes. Those that receive a two-thirds vote are admitted to the Final Agenda for a vote at a subsequent General Session.

h) The motion to admit is not debatable and requires a two-thirds vote of support.

i) A motion to amend an Action of Immediate Witness is not in order in the General Session unless it first was presented to a Mini-Assembly, as described in Bylaw Section 4.16(c)(5). The Commission on Social Witness will have the discretion to prioritize the amendments including their presentation at the amendment microphone.

j) Up to twenty minutes will be allowed for debate, if needed, on each proposed Action of Immediate Witness admitted to the final agenda. No amendment shall be in order unless there have been at least twelve minutes of debate, if that much is needed, on the merits of the proposed Action of Immediate Witness.

k) Debate and voting on adoption of an Action of Immediate Witness will occur during General Session on Sunday. Adoption must be by two-thirds vote, as specified in Bylaw Section 4.16(c) (6). Proposed AIWs are not in competition with one another as are proposed Congregational Study/ Action Issues. Each of the proposed AIWs admitted to the Final Agenda may be adopted or rejected by the delegates & Trustees.

RULE 14. AMENDING THE RULES OF PROCEDURE These Rules of Procedure will be adopted by a two-thirds vote and may be amended, suspended, or repealed during the course of the Assembly only by a two-thirds vote, except for the preceding Rule 9, the amendment, suspension, or repeal of which requires a four-fifths vote.

RULE 15. PRECEDENCE OF THE BYLAWS AND RULES In the event of a conflict between these Rules of Procedure and the Bylaws or Rules of the UUA, the Bylaws and Rules of the UUA take precedence.

RULE 16. ADJOURNMENT The final business session of the 2015 General Assembly will be adjourned no later than 4:45 p.m. on Sunday, June 28

General Assembly Scholarship Update

Report to UUA Board of Trustees

April 2016

There are many different funding sources available via the General Assembly Unified Scholarship Application.

- General Assembly Planning Committee (GAPC)
- Unitarian Universalist Association (UUA) Office of Youth and Young Adult Ministries
- The [Katie Tyson Fund](#) for Youth and Young Adult Ministry
- UUA Stewardship and Development and the Jerry and Denny [Davidoff Fund](#) for Lay Leadership
- The UUA Board of Trustees
- Contributions from General Assembly attendees
- Current financials:

	Gross	Admin fee	Net
GA Delegate scholarships #70055	25,657	4,490	21,167
Davidoff Funds	8,485	1,485	7,000
Total	34,142	5,975	28,167

- Deadline to submit scholarship application was March 31.
- Application data
 - 184 applications (funding is available for approximately 204 awardees)
 - 36 Youth
 - 78 Young Adults (18-35, and 6 of whom were Youth)
 - 63 identified as non-white
 - 59 identified as non-cisgender/straight
 - 114 are delegates or would-be delegates
 - 56 submitted congregational endorsements
 - 43 had a specific financial pledge from their congregation
 - Additional information will be available after awardees are notified
- Awardees will be notified no later than April 25.