

UUA COMMITTEE SURVEY RESPONSES 10/4/2017

Timestamp	Email Address	What is your name?	What is the name of your group?	What do you understand to be the charge to your group?	What is the source of that charge?
9/25/2017 17:40:41	kgj419@gmail.com	Kimberly Johnson	Appointments Committee	to recruit volunteers for UUA Board appointed committees. To recruit replacements for UUA elected committee positions (appointed by the Board)	? The Board?
9/25/2017 19:20:35	johnsonbl@usa.net	Barbara Johnson	Employee Benefits Trust, Board of Trustees	Operating a self-funded health insurance plan for the staffs of Unitarian Universalist (UU) congregations, the UUA headquarters and field staffs, plus other eligible persons.	UUA Board of Trustees
9/25/2017 19:44:11	xolani.kacela@gmail.com	xolani kacela	Commission of Appraisal	To study the association and report every 4 years.	The general assembly delegates; the board.
9/26/2017 9:44:33	stewart.david.w@gmail.com	David Stewart	Socially Responsible Investment Committee	To advise, act on, and report on the socially responsible aspects of the UU Common Endowment Fund	Charter by the Board of Trustees
9/26/2017 9:57:42	josephmcherry@gmail.com	Joe Cherry	UUA Nominating Committee	The democratic population of denominational committees in partnership with Appt.	By Laws

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Is your group the right size to fulfill its charge?	Is your group at full strength at present or are there vacancies?	What are your needs in appointments to fill current or future vacancies?	How would you characterize your relationship to the Board?	Does your group have needs that the Board might help you address? (If so, please be specific.)	Does your group have needs that the staff could support? (If so, please be specific.)
Yes	There are vacancies in my group.	we have one vacancy	my committee supports the Board	we sometimes lose track of the range of vacancies - upcoming vacancies. It would be helpful to have some conversations (probably with Board & Nominating Committee) about long-term leadership development across committees. [instead of always responding to immediates short term needs of individual committees]	We would like to do some work around de-centering whiteness/uprooting white supremacy in our recruitment (considering how white supremacy may be showing up in our assumptions while recruiting and in stated qualifications for committees.)
Yes	My group is at full strength.	Current experience, preferably at a senior level, in health insurance policy or health plan administration as a financial, human resources, and or medical professional, that will contribute to an informed background. Relevant pharmacy benefit background preferred.	I serve as Chair to the Benefits Trust Board, subject to terms and conditions determined by the UUA Board	Not at this time. The Board was helpful recently in clarifying our membership parameters.	We are well-supported by UUA staff in Benefits Administration and Human Resources and by the Office of Church Staff Finance.
Yes	There are vacancies in my group.	Youth, economic class, and geographic diversity	Collegial, respectful, and open.	Not at the moment.	Not at the moment.
Yes	My group is at full strength.	I am in my last year and we are planning for my turnover by bringing names forward.	Because we have a Board representative on our committee, we mostly have a relationship via the Financial Adviser. We have rare interactions with the Board, one in my 8 year tenure.	We are in the process of preparing a report for the Board, so any needs will be more fully articulated at that time. They have not been specified at this time.	We have generous support from Tim Brennan and Susan Helbert
Yes	There are vacancies in my group.	1 person	Appropriately well working.	New Volunteer applications. Help with our mission of leadership development.	Stephanie and Brent are awesome.

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-	-
Not at this time.	I feel that our relations and communication with the Board are strong at the present time.
None at the moment.	We like to keep lines of communication open and free flowing.
CSRI will be addressing this via a report to the Board in the near future. CSRI and IC are trying to further integrate their work and will address relevant issues in the Bylaws and other documents in the report.	CSRI is in a transitional period as we tighten the integration of SRI practices into the Investment Committee that runs the UUCEF. We will be providing the Board, likely via the Financial Advisor, a report on our current versus recommended practices that would require Board intervention to bring into line with our recommended practices in the relatively near future.
Quite possibly	We feel supported as a Committee

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9/26/2017 19:47:55	ila.gapc@gmail.com	Ila Klion	General Assembly Planning Committee	To ensure that there is a General Assembly, that there is a location and the means to do the business of the Association, and that the General Assembly Congregation have the opportunity to attend transformative or meaningful quality worship and programming.	The bylaws and my history on the committee
9/27/2017 13:12:30	susangoekler@gmail.com	Susan Goekler	Commission on Social Witness	to discern and craft a vision for the Association on pressing social issues as a reflection of the values of our faith and the voices from our congregations	CSW mission statement. Specific tasks and duties in UUA Bylaws
9/28/2017 9:30:52	minister@durangouu.org	Katie Kandarian-Morris	Fund for UU Social Responsibility	Make grants to projects that increase UU involvement in social responsibility	UU Funding Program
9/29/2017 11:29:38	Lwagner@uumassaction.org	Laura Wagner	UUFP, Fund for Just Society	To work with the funding panel team and make grant awards for applicants to the UUFP fund, Fund for a Just Society	The UUFP

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Yes	There are vacancies in my group.	Our size is probably at its optimum (6), however we currently lack diversity because we only have members that self-identify as women.	Has had many rocky times but is getting better.	I'm uncomfortable limiting the answer to this question to writing.	The GACS staff supports us well. The administration and Congregational Life staff could help advertise and support the event so help raise the number of folks in attendance.
Yes	There are vacancies in my group.	We have one appointed vacancy and one elected vacancy that requires an appointment until election can occur	We have been in conversation	Bylaws revisions, appointments	A UU-wide calendar that is prominent on website with deadlines for submission opportunities -- for CSW, for GA, for Board agenda, for congregational poll, etc.
Yes	My group is at full strength.	at the end of the year 2 people will rotate off	connected through staff and board convener	not that I am aware of	our staff connection (from UU Funding Program) is fully supportive
Yes	My group is at full strength.	This process is managed by UUFP staff	Our group does not interact with the board. The program is managed by UUFP staff	No	No

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I have not read our bylaws in quite sometime and currently am unable to answer this question.	Not at this time.
YES -- huge. The board is aware that we are interested in working on this	We think that there needs to be better coordination among all social justice/witness UUA-level activities -- by staff, at GA, Standing on the Side of Love, CSW...
not that I am aware of	we have been paying attention to staffing our group with p.o.c. when possible
UUFP staff are the best people with whom to have this conversation	I love working with UUFP staff. My experience as a volunteer has been wonderful!

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9/30/2017 16:24:36	mulveykathy@gmail.com	Kathy Mulvey	Socially Responsible Investing Committee	to uphold the UUA's commitment to invest its endowment funds in alignment with UU values	UUA Board of Trustees
10/1/2017 19:30:49	randy@randolphbecker.com	Randy Becker	Religious Education Credentialing Committee	To provide leadership around the granting of professional Religious Education Credentials, including interviews with candidates, setting of program standards, review of goals and models, and interaction with UUA staff	UUA bylaws, rules, and internal committee documents

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Yes	My group is at full strength.	Next vacancy: someone with expertise in communications (and knowledge of investment management). On ongoing basis, committee should have at least one member with expertise in community investing, one member with expertise in shareholder advocacy, one member with expertise in screening. All members should have knowledge of UUA priorities and programs, knowledge of the field of SRI, and an understanding of the intersection between UU values and SRI/ESG issues.	Mainly via the Financial Adviser and the Treasurer	Helping to raise the profile of the UUA/UUCEF's leadership role in socially responsible investing with congregations -- from the impact of community investments and the opportunity for congregations' community investments to be matched, to our shareholder advocacy on issues such as climate change and political spending transparency. Thereby inspiring more congregations to invest with UUCEF.	Communications, social media outreach
Yes	My group is at full strength.	In two years we will need someone appointed as Chair of the Committee and at least one new member representing Ministers of Religious Education.	As needed, we make structural suggestions to the Board for changes in our enabling documents, and we rely on the Board to fulfill the designated spaces on our committee with appropriate people.	Not at the present time	We are well supported by staff!!!!

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<p>The SRIC and the IC are engaged in a process of integrating our work. As part of that process, we are reviewing various guidelines and governing documents for the UUCEF. It is possible that some revisions and clarifications may be necessary to ensure alignment.</p>	<p>I would welcome guidance and support from the Board about how our committee can best engage in the UUA's urgent and vital work to dismantle structures of institutional racism and white supremacy -- perhaps a conversation involving the SRIC, IC, and Board about leveraging our power as a faith-based investor to advance racial justice.</p>
<p>We need to look at the enabling sections in relation to composition of the committee as there are some definitions which are becoming less and less possible to fulfill. We also believe that all credentialed Religious Educators at the Credential and Master levels should have General Assembly voting rights.</p>	<p>Thank you for the support of the Board as we have evolved in the understanding of our role as a committee. The Board has always been helpful in the work of developing this committee from concept to practice</p>

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10/1/2017 22:15:48	gaffnut@mac.com	Kathleen Gaffney	UUCEF Investment Committee	Responsibility for the investment management and policy of UU Common Endowment Fund	UUCEF Investment Memorandum
10/2/2017 8:41:48	pjroth@comcast.net	Paige Roth	UUA Retirement Plan Committee	Assist UUA with administration of UU Retirement Plan (includes Congregations)	Plan Documents & Bylaws

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Yes	There are vacancies in my group.	We have a committee member whose term is approaching expiration	Awareness of the Board	Not at this time	The staff has been a HUGE part of making the committee work well
Yes	My group is at full strength.	Folks with Investment Experience.	Good. UUA Financial Adviser & Treasurer both sit on the Committee so that is our primary link.	None that I can think of now.	Not at this time.

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<p>The integration of the two investment committees may create a need for a change in the Bylaws but we do not want to rush our important work in this area</p>	<p>The work to integrate the two investment committees is important and we believe can establish the UUA as a leader in ESG investment policy</p>
<p>No</p>	<p>Can't think of anything now - continued outreach / and events at GA are useful</p>

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10/2/2017 12:47:00	jesse.king@q.com	Jesse King	Ministerial Fellowship Committee	The MFC has exclusive jurisdiction over ministerial fellowship and makes rules governing ministerial fellowship, subject to the approval of the Board of Trustees. Each member society has the exclusive right to call and ordain its own minister or ministers, but the Association (through the Ministerial Fellowship Committee) has the exclusive right to admit ministers to, or remove them from, ministerial fellowship with the Association. The MFC examines candidates for the ministry, in the course of their academic and professional training to make a determination as to whether those candidates have the basic skills and fitness for ministry to be accepted into preliminary ministerial fellowship and later final fellowship with the UUA.	Article 7.6 and Article 11.1-8 of the UUA By-Laws

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No	My group is at full strength.	<p>Article 7.6 of the UUA By-Laws states, "The Ministerial Fellowship Committee shall consist of no fewer than fourteen members as follows..." The MFC size should not be fixed. The size of the MFC should be flexible based on need. Because of the back log of demand for interviews with the MFC the past September meeting, the December 2017, and the March 2018, meetings have all been expanded to address the back log of demand for interviews with the MFC. Additionally, appointments are made by the board and only approved at GA. The By-Laws do not provide any flexibility in creating a staggered committee appointment schedule. Hence, the MFC can loose half its members all at once and cannot modify or adjust terms of new members to create a staggering of member terms. The staggering of committee member terms is a best practice that would greatly benefit the MFC and increase the retention of institutional memory, skill, and capacity of members.</p>	Very positive. The relationship with the past and current moderators has been supportive and understanding.	<p>Yes: 1) Clarity from the board regarding the future of credentialing in the UUA. 2) Support as the MFC, the UUA staff, and the Commission on Institutional Change examines how the MFC serves to perpetuate inequity, oppression, and privilege in the UU movement. 4) Flexibility regarding member term appointments. Allow for different length terms so committee member terms can be staggered to avoid large member turnovers. 5) Require the committee to make formal recommendations for new members. Currently, the recommendations come from the UUA staff and the UUA, then are voted upon by the UUA Board and approved at GA. The UUA staff has too much power in this decision making/recommendation process and the MFC has no accountability. The relationship between the UUA staff and the MFC could be more collaborative. The UUA staff should propose a slate of potential MFC members, the MFC should interview the slate and make final recommendations to the UUA Board. The UUMA role in appointments could also be improved and made collaborative. The UUMA should propose a slate of potential MFC members, the MFC should interview those potential UUMA representatives and make a recommendation to the UUA board. 6) Require the MFC to be accountable to the constituents it serves. If it remains in its current format, it should be required to survey the people it serves and report on those finding to the UUA Board and its constituents. 7) There should be an evaluation process of MFC members when their terms expire and they are being considered for additional terms. Currently, the expectation is that members are automatically renewed. 8) The MFC is not held accountable for making a formal recommendation to the UUA Board or the UUMA regarding the renewal of a MFC member's term.</p>	The MFC gets great support from the staff. No additional needs are required other than support with the recommendations provided in the previous section.

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<p>See previous comments regarding terms and size of MFC</p>	<p>The following comments reflect my only my perspective and do not reflect the views or opinions of the other MFC members.</p> <p>It is privilege and a challenge to serve on the MFC. The privilege comes in meeting wonderful and committed ministerial candidates. It also comes with working with dedicated and similarly committed committee members and UUA staff.</p> <p>The challenging aspects come from the knowledge that this committee is the poster child for gatekeeping and the perpeptuation of elite systems and a culture that defines UU ministry within very specific parameters. The current model of the MFC served a system that was based on white supremacy, bricks and mortar churches, and expectations that the spiritual needs of the country (and our world) would remain constant over time. The current UUA credentialing system and the MFC role in that system will not serve the needs of our rapidly changing demographics and the quickly evolving social and spiritual needs of the future.</p> <p>I'm not convinced that the MFC and the UUA credentialing systems has the DNA for agility and may actually serve to repress the changes required for the future. I do not make these assertions lightly. The implications are far reaching and potentially impact numerous institutions, most definitely our congregations, seminaries, the UUA, the UUMA, and all of the other critical partner entities within the UU movement. When thinking about reforming the UUA credentialing system and the MFC, Audre Lorde's words haunt and implore us, "For the master's tools will never dismantle the master's house. They may allow us to temporarily beat him at his own game, but they will never enable us to bring about genuine change.." Her words implore us to go way beyond moving rearranging the deck chairs on the Titanic, they implore us to be courageous and dig up the systems of inequity at the roots, create more inclusive and equitable systems, and take the big risks required to position this religious movement for the future.</p> <p>- Jesse King</p>

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10/2/2017 13:58:32	caitlin.c.coillberg@gmail.com	Rev. Caitlin Cotter Coillberg	Moderator Nominating Committee 2019	to nominate a person (or persons) for the office of moderator	The Board of Trustees of the UUA
10/2/2017 14:54:40	awborn@gmail.com	Anne Watson Born	Music Leadership Certification Committee	The MLCC has jurisdiction over music leadership certification. It makes rules governing music leadership certification as well as policies and procedures related to music leadership certification. The MLCC grants the music leadership credential and governs the rules and policies which apply. The MLCC also has the authority to suspend or terminate a music leadership credential.	The UUA President
10/3/2017 17:36:06	donmarymiles@bellsouth.net	Mary Miles	UU Funding Program, Panel on UUism	We review grant proposals and determine funding and level of funding.	UU Funding Program policies and guidelines

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Yes	My group is at full strength.	n/a	We will be working closely with them	Yes, we will need help with issues related to ethics and logistics, are in conversation with the co-moderators about our specific needs.	Yes, we could use support around posting our application process and similar things online
Yes	My group is at full strength.	No needs at present	The MLCC is a seven member committee appointed by the UUA President and we report to the President.	No	We have staff: The Professional Development Programs Manager and the Assistant to the Director (members of the Ministries and Faith Development Staff Group) are ex-officio members of the committee.
Yes	My group is at full strength.	I am leaving the panel after 8 years. Exec. Director, Hillary Goodridge, will make recommendations for my replacement.	No direct relationship with the UUA Board.	Not that I'm aware of. It's Hillary's responsibility to convey those if any.	Panel on UUism receives excellent support from Hillary and the Grant's Administrator.

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<p>We are hoping the Board will consider a bylaws change to allow shared leadership for the position of Moderator</p>	<p>We will continue to be in touch with the Board as our deadlines approach, and appreciate all the work they do.</p>
<p>Not that I know of.</p>	<p>No</p>
<p>Since UU Funding Program operates in a semi-autonomous way, I really don't know what I would recommend for Bylaws' changes.</p>	<p>The UU Funding Program and my panel specifically are a most valuable resource for congregations and other UU institutions. I certainly hope the Veatch Program continues to provide the funding for the grants my and all 4 panels provide. I can't speak highly enough of the UUFP staff, Hillary and Michelle. They are highly experienced and professional and provide the support to the Cmt. that we need to do our job.</p>