

## MINUTES

### BOARD OF TRUSTEES UNITARIAN UNIVERSALIST ASSOCIATION

April 16-17, 2005

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held on April 16-17, 2005 at 25 Beacon Street, Boston, Massachusetts.

#### MEMBERS

PRESENT: Adair, Allen-Thompson, Arnason, Ballester, Blevins, Conley, Courter, Dame, Dowdell, Ladd, Lund, Marx, McGavin, McIntyre, Olson Peebles, Ortman, Payne-Alex, Redd, Rickter, Saunders, Shanti, Solomon, Stukey, Wight, Wilde, and Sinkford

#### MEMBERS

ABSENT: Carley

#### ALSO

PRESENT: K. Montgomery, J. Gabert, N. Lawrence, J. Sharp, and observers

Gini Courter, Moderator, called the meeting to order at 8:30 a.m. on Saturday, April 16, 2005. Kathryn McIntyre provided opening words. It was announced that Wayne Arnason and Larry Ladd would lead Sunday's worship service. Trustees and visitors were introduced and the agenda was approved.

#### **APPROVAL OF JANUARY 2005 BOARD MINUTES**

The minutes of the January 2005 meeting of the Board of Trustees were approved as written.

#### **APPROVAL OF EXECUTIVE COMMITTEE MINUTES**

The minutes for the Executive Committee meetings of February 22-23 and March 10, 2005 were approved by members of the Executive Committee and ratified by the Board of Trustees.

### **MINISTERIAL HOUSING ALLOWANCE**

The Board received a memo from the Treasurer dated March 15, 2005 reporting housing allowances for a minister employed by the Association that had been approved by him by authority of Board action of January 25-26, 1997, said allowance having been approved by him prior to the effective date.

### **LAW AND ART SCHOLARSHIPS**

By consensus, the Board approved the following scholarships:

#### MARION BARR STANFIELD ART SCHOLARS Total: \$21,500

|                      |                                     |          |
|----------------------|-------------------------------------|----------|
| Emerson Greenesmith  | Bell Street Chapel, Providence, RI  | \$ 2,000 |
| Kyle Huston          | First U.U., Burlington, VT          | \$ 5,000 |
| Amanda Jayne Kennedy | U.U. Fellowship of Redwood City, CA | \$ 4,500 |
| Lauren Kolesinkas    | U.U. Society: East, Manchester, CT  | \$ 2,000 |
| Lydia Reed Lemond    | U.U. Church of Charlotte, NC        | \$ 5,000 |
| Sara Lynch Thomason  | First U.U. Church, Nashville, TN    | \$ 3,000 |

#### PAULY D'ORLANDO ART SCHOLAR

|                      |                                     |        |
|----------------------|-------------------------------------|--------|
| Amanda Jayne Kennedy | U.U. Fellowship of Redwood City, CA | \$ 500 |
|----------------------|-------------------------------------|--------|

#### OTTO M. STANFIELD LAW SCHOLARS Total \$20,000

|                     |  |          |
|---------------------|--|----------|
| Rebecca A. Green    | First Parish in Bedford, Bedford, MA                     | \$ 3,000 |
| Alison Kent         | First U.U. Congregation, Ann Arbor, MI                   | \$ 4,000 |
| Krista Piche        | U.U. Church of Winnepeg, Manitoba                        | \$ 4,000 |
| Seth Tucker Shelley | U.U. Community Church, Glen Allen, VA                    | \$ 2,000 |
| Jill Elizabeth Webb | First U.U., Dallas, TX                                   | \$ 3,000 |
| Allie Yang          | Thomas Jefferson Memorial Church,<br>Charlottesville, VA | \$ 4,000 |

### **PRESIDENT'S REPORT**

President William G. Sinkford reported on growth in the Association, saying that there had been a 1.2% increase in adult membership over a year ago. To put this in perspective, he said that the Catholics and Southern Baptists had had a 1% growth, the Methodists had increased by .2% and the Mormons at less than 2%; declining denominations included the Evangelical Lutheran Church of America, Presbyterians, Lutherans, and the United Church of Christ. He acknowledged that Unitarian Universalists needed to grow more and more quickly

and said that the recent local growth efforts seemed to be showing strength thus far. At General Assembly this year, four “breakthrough congregations” will be featured, sharing ways in which they have succeeded as well as the stress and struggle of growth.

Sinkford announced that he and Megan Dowdell had convened an initial conversation about ministry to and with youth. The 30-person group identified areas for significant re-imagining and task groups have been working to create a process and plan for the future.

He showed a new logo for the work of the staff, saying that our Associate Members were considering using a variation on that same logo. On April 4, Sinkford said, he participated in a major interfaith service at Riverside Church in New York City, hosted by the Center for American Progress, a group on whose Board Meg Riley sits. Ken Carpenter will receive the President’s Volunteer Service Award this year. The planning for the Sunday worship service in Fort Worth is nearly complete; Rob Hardies will be preaching and the sermon title is “Born again, and again, and again.”

### **SECRETARY’S REPORT**

Wayne Arnason, Secretary, reported that 925 congregations had certified this year, a strong response, with only 4 Canadian congregations included; he said that there had been fewer complaints and fewer appeals than in the past. He announced that plans for the election at General Assembly were on track and described the process for the election.

### **STATEMENT OF CALL**

M (Saunders), S, and

VOTED: To approve the following Statement of Call for the Board of Trustees of the Unitarian Universalist Association:

#### **STATEMENT OF CALL**

We, the Board of Trustees of the Unitarian Universalist Association, are called to lead our Association of faith communities through a web of independence and interdependence to:

- deeper spiritual awareness and nurture
- ways and means for living our faith
- the promise that the many might become and be one.

We do this by:

- being a faith community
- acting with humility
- telling our Unitarian Universalist stories so that our tradition lives

- acknowledging the primacy of congregations and fostering their health
- developing professional and lay leadership
- being an agency of change through frequent re-examination and renewal of our vision, mission and ministry
- listening to, mirroring and helping make concrete hopes and dreams in the larger Unitarian Universalist movement
- aligning our patterns of organization and behavior with a vision of right relations based on trust, generosity and hospitality
- being prudent stewards of our human and financial resources
- collaborating with other Unitarian Universalists entities, and
- participating in diverse multicultural partnerships.

### **REPORT OF THE CONGREGATIONS WORKING GROUP**

Members of the Congregations Working Group reported on their discussions, including their joint meeting with the Growth Working Group on growth issues for the Association, progress in creating a new logo for staff work, information about the Church of the Larger Fellowship, a review of new compensation guidelines, the Summit meeting to be held at the 2005 General Assembly, and plans for congregational presidents' training to be held before the 2006 General Assembly.

M (Saunders), S, and

VOTED: To approve the newly recommended salary ranges for UUA congregations dated March 17, 2005, effective January 1, 2006

#### **New and Reinstated Congregations**

M (Ballester), S, and

VOTED: To approve the application of and accept into membership in the Unitarian Universalist Association:

Wildflower Church  
AUSTIN, TX

M (Olson Peebles), S, and

VOTED: To approve the application of and accept into membership in the Unitarian Universalist Association:

Unitarian Universalists of Gettysburg  
GETTYSBURG, PA

M (Ballester), S, and

VOTED: To approve the application of and accept into membership in the  
Unitarian Universalist Association:

Unitarian Universalist Community Church  
NORMAN, OK

M (Shanti), S, and

VOTED: To reinstate into membership in the Unitarian Universalist  
Association:

Unitarian Church of Hubbardston  
HUBBARDSTON, MA

Additionally, it was announced that the congregation in Coronado, California had terminated its membership in the Association.

### **FINANCIAL ADVISOR'S REPORT**

Larry Ladd, Financial Advisor, reviewed financial matters for the Association during his eight years as Financial Advisor. He reported the following activities:

- The conclusion of two capital campaigns (Handing on the Future which raised \$13.5million and the Campaign for Unitarian Universalism which raised \$32million)
- The sale of 53 Beacon Street and 8 Mt. Vernon Place and the acquisition of 41 Mt. Vernon Street properties.
- A balanced budget in seven of the eight years
- The choice of a preferred vender for church insurance (Church Mutual)
- The choice to outsource administration, management, and education for the UU Pension Plan
- Strengthened financial reporting
- Transparency in reporting (a web page for financial reporting and the availability of written Financial Advisor reports to General Assembly and congregations)
- The linking of planning to budgets
- The appointment of more investment professionals on the Investment Committee with a revised endowment structure and more congregations invested in the General Investment Funds
- Audits available to the finance committee in October

- The appointment of an Audit Committee with an approved charter, thus providing additional “financial advisors”
- The replacement of the Association’s auditing firm with KPMG
- An agreement with the Canadian Unitarian Council
- Focus on numbers as metrics of success
- Refreshed and reinvigorated socially responsible investing policies and practices.

Additionally, Ladd reported, he has been involved in church staff compensation work and has repeatedly stressed the importance of taking youth seriously. In conclusion, he offered the following parting advice:

- The focus should be on growth rather than maintenance
- The UUA should look outward, not inward
- Respect checks and balances
- Be worthy of our youth
- Money is an instrument of our values!

### **INFORMATION TECHNOLOGY AND ELECTRONIC COMMUNICATIONS COMMITTEE REPORT**

Ed Wilde, Board liaison to the Information Technology and Electronic Communications Committee, reported on the work of that committee.

M (Wilde), S, and

VOTED: To affirm the vision and mission statements of the Information Technology and Electronic Communications Committee, as follows:

In six years, congregations and those who serve them will routinely collaborate over integrated easy-to-use channels that we build and maintain to grow healthy congregations that promote Unitarian Universalism in the world.

We imagine congregations using these channels to:

Solve problems  
Answer questions  
Participate in GA  
Share data  
Enhance our liberal religious voice  
Organize new congregations  
Share best practices  
Participate in the democratic process; and  
Find uses we can’t yet imagine.

Mission Statement:

The mission of the ITEC committee is to recommend and advocate to the Board of Trustees the use of technology to foster and enhance relationships among congregations.

The values that inform the work of ITEC are:

Accountability  
Transparency  
Accessibility  
Inclusivity  
Integrity  
Right relationships; and  
Promises made, promises kept.

### **REPORT OF THE JOURNEY TOWARD WHOLENESS TRANSFORMATION COMMITTEE**

The Rev. Sean Parker Dennison, member of the Journey Toward Wholeness Transformation Committee, reported on the work of that committee.

### **REPORT OF THE COMMISSION ON APPRAISAL**

The Rev. Earl Holt, chair of the Commission on Appraisal, reported to the Board and discussed with them the soon-to-be-published Commission on Appraisal report, "Engaging Our Theological Diversity."

### **REPORT OF THE GROWTH WORKING GROUP**

Members of the Growth Working Group reported on their discussions, including the joint meeting with the Congregations Working Group on growth initiatives, the new corporate identity work that the staff is doing, congregational membership and religious education growth by districts, the "breakthrough congregations" that will be introduced at General Assembly, and the international work that is being done with congregations.

### **FINANCE COMMITTEE REPORT**

M (Conley), S, and

VOTED: To amend the motion of January 2005 amending the Appendices A and B of the Investment Policies and Guidelines as presented in the December 15, 2004 report of the Committee on Socially Responsible Investing by reinstating the language "**or those**

**companies where weapons represent over 5% of revenue”**  
after the phrase “are major weapons manufacturers (top 50).

M (Conley), S, and

VOTED: To receive the FY07 Operating Budget dated April 15, 2005

**BOARD ANTI-RACISM / ANTI-OPPRESSION ASSESSMENT AND MONITORING  
TEAM REPORT**

Tamara Payne-Alex, Chair of the Board’s Anti-Racism/Anti-Oppression Assessment and Monitoring Team, reported on the work of that team.

**EXECUTIVE SESSION**

The Board voted to go into Executive Session to discuss legal matters and, when it returned to regular session, announced that those matters would remain confidential.

**OUR ASSOCIATION WORKING GROUP REPORT**

Members of the Our Association Working Group reported on their discussions, including possible changes in the understanding of Independent Affiliate Organizations, the status of the Religious Education Credentialing Committee and the Ministerial Fellowship Committee’s work, the establishment of the Professional Leadership Coordinating Council, grants recommended by the Panel on Theological Education, and the Youth Ministry Consultation Report. The Board asked Secretary Wayne Arnason to write a letter of thanks to Barry Andrews for his service as chair of the Panel on Theological Education.

M (Rickter), S, and

VOTED: To approve the Rules of the Religious Education Credentialing Committee shown as Attachment A to these minutes.

M (Arnason), S, and

VOTED: To approve changes to the Ministerial Fellowship Committee Rules as shown in Attachment B to these minutes with changes noted.

M (Payne-Alex), S, and



VOTED: To approve the following grants recommended by the Panel on Theological Education:

|                                      |                |
|--------------------------------------|----------------|
| Meadville Lombard Theological School | 257,230        |
| Starr King School for the Ministry   | 257,230        |
| Subtotal:                            | <b>514,460</b> |

|   |               |
|---|---------------|
| Internship Clearinghouse                                | 15,000        |
| Renaissance Modules                                     | 10,000        |
| Panel Expenses  | 8,000         |
| UU Scholars Program                                     | 23,028        |
| Conversations on the Future<br>of Theological Education | 10,000        |
| Andover Newton Theological School                       | 7,500         |
| Subtotal:   | <b>73,528</b> |

**Total: \$587,988**

### **LIVING OUR FAITH WORKING GROUP REPORT**

Members of the Living Our Faith Working Group reported on their discussions, including their meeting with the Rev. Sean Parker Dennison about the Journey Toward Wholeness Transformation Committee, ageism in the UUA, concerns raised by the Panel on Theological Education, accessibilities, the JUUST Change Consultancy, and anti-racism and anti-oppression concerns.

M (Peebles), S, and

VOTED: To rescind January vote (p.9 of Jan. 22-23 minutes) “to place the following proposed bylaw change on the agenda of the 2005 General Assembly” [Section C-2.3 non-discrimination]

M (Peebles), S, and

VOTED: The adoption of Public Policy Statements shall follow this process:

1. The Advocacy & Witness staff group produces draft Public Policy Statements

2. The staff gives Living Our Faith Working Group the draft and supporting background (with reference to grounding GA resolutions)
3. Working Group assigns individual members to review before the next Board meeting
4. At subsequent Living Our Faith meeting, based on that review, the working group decides to endorse or not
5. If yes, bring to Board as a whole to vote to endorse or not.

### **GENERAL ASSEMBLY PLANNING COMMITTEE REPORT**

Discussion was held concerning the upcoming 2005 General Assembly.

### **BOARD AT GENERAL ASSEMBLY**

Discussion was held concerning Board activities at the 2005 General Assembly and votes were taken on amendments to the Bylaws that appear on the agenda.

Section 8.9. President

Board Vote: 23-0-0

Section 4.8. Delegates

Board Vote: 23-0-0

### **INVESTMENT COMMITTEE REPORT**

Larry Ladd and Jose Ballester, members of the Investment Committee, reported on the recent work of that committee.

### **EXECUTIVE VICE PRESIDENT'S REPORT**

Kay Montgomery, Executive Vice President, announced that Margy Levine Young had been hired as a Software Engineer in Information Technology Services and that Terasa Cooley had been chosen as the new District Executive in the Mass Bay District. She announced that David Hubner, Director of the Ministry and Professional Leadership Staff Group would be retiring next summer and that the search for his successor would be conducted in the fall.

Montgomery said that the Board would be asked to vote on the upcoming capital campaign in the fall and that, from preliminary results of the goal setting survey that is being

done, it seems clear that the goals will include growth and the new curriculum project. \$2.1 million has been pledged to that campaign thus far.

She reported that a recent news release indicated that a new study of 100,000 college students shows a high interest in spirituality, broad tolerance for religious pluralism, and a desire for spiritual growth for people in that age group and noted that in the study were findings that students choosing Unitarian Universalism as their religious preference produced what is probably the most distinctive pattern of scores, differing significantly from students in general on 11 of the 12 measures. UU students had the highest response scores on measures of spiritual searching, volunteer service, social justice work, caring for others, and interest in and respect for different religious viewpoints. 36% of UU students responded that integrating spirituality into their lives was essential and 42% reported having had a spiritual experience while witnessing the beauty and harmony of nature.

### **MODERATOR'S REPORT**

Moderator Gini Courter reported that her concerns included the importance of the work of the Board in serving our congregations, with their responsibility to help congregations connect to one another, to districts, and to the Association. She said that there was need for reconnection that radically rebuilds the relationship between Association leaders and congregational leaders, for opportunities for Association leadership to gather for common dialogue, to build capacity, to focus on growth, and to change the culture in ways that enhance leadership, embody hospitality, and to move us forward as a faith community. She described the duties that she saw important for each layer of leadership.

### **BEST PRACTICES TASK FORCE REPORT**

John Blevins, Chair of the Best Practices Task Force, reported on the work of that committee.

M (Blevins), S, and

VOTED: To approve funding for the Moderator and two trustees to, with two senior staff members, attend a three-day seminar on policy governance in Scottsdale, Arizona on June 2-4, 2005.

### **EXECUTIVE SESSION**

The Board voted to go into Executive Session to discuss the Distinguished Service Award. It was agreed that the name of the recipient of the 2005 Distinguished Service Award would be entered into the regular minutes of the meeting as soon as that person had been notified and had accepted the award.

**VOTE ON THE DISTINGUISHED SERVICE AWARD**

M (McGavin), S, and

VOTED: To present the 2005 Award for Distinguished Service to the Cause of Unitarian Universalism to the Rev. Dr. Eugene Navias.

**COMMITTEE ON COMMITTEES' REPORT**

M (Stukey), S, and

VOTED: To approve the following committee appointment, effective immediately and extending through December 2005:

**Information Technology and Electronic Communication  
Committee**

Robert Hurst, Oklahoma City, OK

M (Stukey), S, and

VOTED: To approve the following committee appointment, effective July 1, 2005 and extending through June 30, 2008:

**St Lawrence Foundation for Theological Education liaison**

Rev. Mark Harris, Watertown, MA

M (Stukey), S, and

VOTED: To approve the following committee appointment, effective July 1, 2005 and extending through June 30, 2006:

**Commission on Social Witness**

Rev. Susan Smith, Deland, FL

M (Stukey), S, and

VOTED: To approve the following committee appointment, effective immediately and extending through June 30, 1006:

**Board Liaison to YRUU**

Lyn Conley

M (Stukey), S, and

VOTED: To approve the following committee appointments:

**Annual Program Fund Committee**

(effective July 1, 2005 and extending through June 30, 2007)

Martha Howell – Northeast District

Jane Fogg – Ballou Channing District

Michael Quarrey – Clara Barton District

Betsy Spaulding – St. Lawrence District

Pete Fontneau – Joseph Priestly District

Pat Griggs – Thomas Jefferson District

Liz Weber – Prairie Star District

Dick Jacke – Pacific Northwest District

Peggy Evans-Couch – Pacific Southwest District

(effective July 1, 2005 and extending through June 30, 2006)

Kriss Gang – Heartland District

(effective July 1, 2005 and extending through through June 30, 2007)

Angela Matthews – NH/VT District

Jim Staton – Mass Bay District

Gerry Blomgren – Ohio Meadville District

Steve Feinstein – Southwest District

**BOARD POLICIES**

Discussion was held concerning changes to various Board policies.

M (Arnason), S, and

VOTED: To approve following amended Board policies:

**POLICY REGARDING VICE MODERATORS - BOARD COORDINATORS**

Adopted October 1975

Amended 2005

Review 2010 by Moderator

The Board shall elect a First Vice Moderator who shall also be Board Coordinator and a Second Vice Moderator who shall also be Assistant Board Coordinator. Vice Moderators

serve for two-year terms, and may serve up to three terms. First Vice Moderator is selected at the June Board meeting in odd-numbered years. The process for selection shall be as follows: each Board member shall be given the opportunity to stand for election as First Vice Moderator. A vote shall then be conducted to choose the First Vice Moderator.

Following the selection of the First Vice Moderator, each Board member shall be given the opportunity to stand for election as Second Vice Moderator. A vote shall then be conducted to choose the Second Vice Moderator.

### ROLES OF FIRST AND SECOND VICE MODERATORS

Adopted June, 1993  
Amended 1995 and 2005  
Review 2010 by Moderator

#### First Vice Moderator

Coordinate process and planning with the Board operational leadership team (Working Group conveners and committee chairs). Schedule and chair regular telephone conferences to assess needs, monitor progress, identify obstacles and plan agendas. Coordinate staff scheduling and necessary papers with the Executive Vice President's Office. Chair meetings of the operational leadership team immediately following Board of Trustees meetings.

Offer suggestions for improving processes of the Board.

Attend Executive Committee meetings (some will be on the telephone).

Assist with Board of Trustees agenda planning.

Participate in leading Board of Trustees meetings.

Assure the timely review of on-going task force and committee reports in accordance with schedules set forth in the Board minutes and assure that time on the appropriate future Board meeting agenda be made available.

In the absence of the Moderator, chair the Board of Trustees and if needed, moderate plenary sessions,

#### Second Vice Moderator

Plan and coordinate all Board of Trustees activity at General Assembly including action on Business Resolutions, hearings and workshops, meetings with external groups.

Coordinate Board of Trustees participation in special events, such as marches.

Assume responsibility for matters of Board of Trustees morale, recognition, orientation of new members. Serve on the committee that plans retreats.

Attend Executive Committee meetings when the First Vice Moderator must be absent.

Participation in leading Board of Trustees meetings.

### BOARD COMMITMENT TO ASSOCIATION FUNDRAISING

Adopted November, 1967  
Amended April 2001 and 2005  
Review 2010 by Moderator

Members of the UUA Board of Trustees are expected to provide leadership for the Association's stewardship and development efforts. Board members should have an understanding of the sources of funds for current and future operations.

Each member of the Unitarian Universalist Board of Trustees is encouraged to:

- a. support the financial well being of the Association, including:  
pledges to his or her congregation  
an annual contribution to the Friends of the UUA  
participation in capital campaigns
- b. submit names of potential donors to the Stewardship and Development staff group;
- c. encourage his or her own church to attain the fair share contribution to the Annual Program Fund
- d. promote testamentary giving through legacies and bequests
- e. be knowledgeable about Association funding.

### REAFFIRMATIONS OF UUA RACIAL IMPERATIVE

Racial Imperative Reaffirmation  
Adopted January 1989  
Amended 2000  
Review 2010 by Executive Vice President

The Board re-adopts the Racial Imperative as follows:

"Recognizing the fact that institutional racism is still imbedded in American society in 1989, the Unitarian Universalist Association shall seek to eliminate racism in all its institutional structure, policies, practices, and patterns of behavior, so that it will become a racially equitable institution and can make an effective contribution toward achieving a similarly equitable society."

Policy on Anti-Racism Training for Board of Trustees and Committees

Passed 2000  
Amended 2005

Review by Moderator 2010

Anti-racism work is a major initiative of the Unitarian Universalist Association and its Board of Trustees.

The Board of Trustees of the Unitarian Universalist Association expects all of its members and members of Board-appointed committees to have reasonable competence in the area of racism and oppression. Members of the Anti-Racism/Anti-Oppression Assessment and Monitoring Team (AR/AO AMT) and chairs of the Committee on Committees and Finance Committees must additionally have an understanding of change theories and demonstrated commitment to anti-racism and anti-oppression.

Minimally, trustees who serve on the Unitarian Universalist Association's Board are expected to have completed anti-racism training that includes analysis and systems theory components prior to the January Board meeting of their first year as a Trustee. Training opportunities will be provided immediately following General Assembly in election years. If a Trustee who has not attended such training is elected to fulfill the partial term of another Trustee, she or he will complete training as soon as possible. From time to time, the Board may ask for a commitment from Trustees for attendance at a special meeting or event to do further anti-racism work.

The Anti-Racism/Anti-Oppression Assessment and Monitoring Team is responsible for monitoring and reporting the competence of the Board and committees pursuant to this policy.

POLICY ON ATTENDANCE AND REIMBURSEMENT FOR MEETINGS FOR  
NON-BOARD MEMBERS

Amended 2000 and 2005  
Review 2010 by Moderator

Provision shall be made for 20 observers to be present at the UUA Board meetings with seating on a first-come first served-basis.



Unless other arrangements are specified below, attendees other than members of the board should arrange their own housing as needed.

The UUA will reimburse the expenses of individuals who are presenting reports or attending meetings at the request of the Board or Moderator.

The Board of Trustees will provide up to \$50 per day, not to exceed \$150 per meeting, to help offset the costs for representatives (one each) from the District Presidents' Association, Unitarian Universalist Ministers' Association and the Liberal Religious Educators' Association. Representatives of these organizations are welcome to share meals with the Board of Trustees.

One Youth observer elected by Youth Caucus will be housed with the Board of Trustees and their meeting expenses including travel and meals will be reimbursed.

One Young Adult observer elected by CUUYAN Steering Committee is invited to attend Board of Trustees meetings and their travel and meals will be reimbursed.

Candidates for UUA President, Moderator, and Financial Advisor are invited to attend the fall, winter and spring meetings (three meetings) prior to the elections at the General Assembly at which their candidacies will be voted on. If possible, housing and meals for the candidates will be provided by the Board of Trustees; otherwise, candidates will be reimbursed for housing and meals. Candidates will be reimbursed for travel to the three meetings specified.

See Board Policy 24 for board travel, meal, and expense guidelines, which apply to all reimbursements above.

#### RECOMMENDATIONS FOR REMOVAL OF COMMITTEE MEMBERS

Review 2010 by Moderator

Consistent with Article V, Section 5.4 of the UUA Bylaws, the Committee on Committees may recommend to the Board the removal of Board-appointed committee members.

#### SAFETY AND ETHICS

Passed 2005

Review 2010 by Executive Vice President

The Association staff shall not fail to create safety and ethics policies applying to Association sponsored events and conferences. These policies shall be based in the principles and purposes of the Association. The staff shall review these policies annually and inform the Board annually regarding changes made.

**CLOSING**

Calvin Dame provided closing words and the meeting was adjourned at 3:05 p.m. on Sunday, April 17, 2005.

Respectfully submitted,

/s/ Kathleen Montgomery  
Recording Secretary

## FUTURE MEETING DATES

### Board Meetings

June 21-22 & 28, 2005  
October 14-16, 2005  
January 20-22, 2006  
April 21-23, 2006  
June 20-21 & 27, 2006  
October 20-22, 2006  
January 19-21, 2007  
April 20-22, 2007  
June 20-21 & 26, 2007  
October 19-21, 2007  
April 20-22, 2007

### Finance Committee

October 13, 2005  
January 12, 2006  
April 20, 2006  
October 19, 2006  
January 18, 2007  
April 19, 2007  
October 18, 2007  
April 19, 2007

### General Assembly

June 23-27, 2005 – Fort Worth, Texas  
June 22-26, 2006 - St. Louis, Missouri  
June 21-26, 2007 – Portland, Oregon  
June 25-29, 2008 – Ft. Lauderdale, Florida  
June 24-29, 2009 – Salt Lake City, Utah

### *Deadline for materials to be included in Board Packets:*

2005 – June Board Packet Deadline – May 23, 2005  
2005 - October Board Packet Deadline – September 13, 2005  
2005 - October Late Board Packet Deadline – October 12, 2005  
2006 - January Board Packet Deadline – December, 27, 2005  
2006 - January Late Board Packet Deadline – January 17, 2006  
2006 - April Board Packet Deadline – March 21, 2006  
2006 - April Late Board Packet Deadline – April 17, 2006  
2006 – June Board Packet Deadline – May 23, 2006  
2006 - October Board Packet Deadline – September 18, 2006  
2006 - October Late Board Packet Deadline – October 16, 2006  
2007 - January Board Packet Deadline – December, 19, 2006  
2007 - January Late Board Packet Deadline – January 15, 2007  
2007 - April Board Packet Deadline – March 20, 2007