

MINUTES
BOARD OF TRUSTEES
UNITARIAN UNIVERSALIST ASSOCIATION

June 22-28, 2005

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held June 22-28, 2005 at the Ashton Hotel, Fort Worth, Texas.

MEMBERS

PRESENT: Adair, Allen-Thompson, Arnason, Ballester, Blevins, Brody, Carley, Comstock, Conley, Courter, Dame, Dowdell, Friedman, Gallager, Greene, King, Ladd, Lund, Marx, McGavin, McIntyre, Olson Peebles, Ortman, Payne-Alex, Rickter, Saunders, Shanti, Sharp, Solomon, Stukey, Wight, Wilde, and Sinkford

MEMBERS

ABSENT: None

ALSO

PRESENT: K. Montgomery, J. Gabert, N. Lawrence, J. L. Sandoz-Rosado, and observers

Gini Courter, Moderator, called the meeting to order at 1:00 p.m. on Wednesday, June 22, 2005. Calvin Dame provided opening words. Trustees and visitors were introduced and the agenda was approved.

APPROVAL OF APRIL 2005 BOARD MINUTES

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

SECRETARY'S REPORT

Wayne Arnason, Secretary, reported on credentialing for General Assembly and described the process for voting.

PRESIDENT'S REPORT

President William G. Sinkford reported on his ongoing conversations with Starr King School for the Ministry and Meadville/Lombard Theological School regarding their relationship. He described the process for examining the Association's ministry to and with youth, reminded trustees of his interest in creating new language for the Purposes of the Association in the Bylaws, and said that he expected considerable press coverage for the 2005 General Assembly.

EXECUTIVE VICE PRESIDENT'S REPORT

Kay Montgomery, Executive Vice President, reported on the following staff hires: the Rev. Nancy Bowen as District Executive in the Mountain Desert District, Deborah Levering as Program Consultant in the Clara Barton District, the Rev. Sofia Craethnenn as the Program Coordinator for Racial and Ethnic Concerns in the Identity-Based Ministries Staff Group, and the Rev. Sarah Gibb as Adult Programs Director in the Lifespan Faith Development Staff Group.

DISCUSSION OF YOUTH OBSERVER TO UUA BOARD OF TRUSTEES

M (Arnason), S, and

VOTED: To place the following policy in the Board Policy Manual: A Youth Observer elected by the General Assembly Youth Caucus shall meet with the Board and shall participate without vote in its deliberations, including Executive Sessions.

M (Arnason), S, and

VOTED: To place the following policy in the Board Policy Manual: The term of office of the Youth Observer shall be one year from the time of their election. At the time of the election, the elected Youth Observer shall be between the ages of fourteen and eighteen years. The Youth Observer's meeting-related expenses will be provided for at the same level as those of Trustees.

GENERAL ASSEMBLY PLANNING COMMITTEE REPORT

Linda Friedman, Chair of the General Assembly Planning Committee, welcomed trustees to the 2005 General Assembly and reported on plans for the Assembly.

BOARD AT GENERAL ASSEMBLY

Board members discussed their activities at General Assembly and reviewed their statements regarding proposed changes in Bylaws.

FINANCE COMMITTEE REPORT

Lyn Conley, Chair of the Finance Committee, reported on discussions of that committee, including the State of the Fund report for the Annual Program Fund and the Friends Program, year-end closing for Beacon Press and the Association, and the ongoing exploration of a UUA self-funded insurance plan for church staff.

ACCEPTANCE OF NEW CONGREGATION

M (Carley), S, and

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

Unitarian Universalists of the Big Bend, TX

It was announced that there were two congregations that were no longer member congregations of the Association: Panthea Pagan Fellowship, Hoffman Estates, IL (no longer in existence) and First Unitarian Congregation of Toronto, Canada (to acknowledge their relationship with the Canadian Unitarian Council).

REPORT FROM THE UNITARIAN UNIVERSALIST SERVICE COMMITTEE

Dr. Charlie Clements, President of the Unitarian Universalist Service Committee, reported on recent activities of the UUSC and said that, in cooperation with the UUA, over \$2 million had been raised for tsunami relief.

REPORT OF THE COMPENSATION, BENEFITS AND PENSION COMMITTEE

Ralph Mero, Director of the Office of Church Staff Finance, and reporting for the Compensation, Benefits and Pension Committee, described the current investigations being conducted concerning a possible self-insured plan for church staff. He said that there are legal barriers to religious organizations partnering with secular non-profit organizations to create health insurance plans, that a carrier had not been found willing to underwrite an insured plan

for the Association, that the United Church of Christ has been contacted concerning the possibility of admitting UU congregations to their self-insured plan, and that Aggregate Stop Loss insurance seems to offer insufficient value for the cost. Mero assured trustees that investigations would continue and that a meeting with representatives of the United Church of Christ would be held this summer. President Sinkford pointed out the importance of being deliberative and not rushing in a matter as important and complex as this.

YOUTH AT GENERAL ASSEMBLY

Greg Boyd and Erin Wissink, Youth Caucus Fun Times Managers, described youth activities at General Assembly.

ELECTION OF OFFICERS

Elections of UUA officers were held with the following officers being elected by consensus:

First Vice Moderator: the Rev. Ned Wight
Second Vice Moderator: Ed Wilde
Secretary: Paul Rickter

It was agreed that the Assistant Secretary would be elected at the time of the October meeting of the Board of Trustees.

EXECUTIVE SESSION

Trustees voted to go into Executive Session to discuss Committee on Committees appointments and, when they returned to regular session, agreed that those decisions would be entered into the regular minutes of the meeting.

COMMITTEE ON COMMITTEES' REPORT

M (Stukey), S, and

VOTED: To approve the following committee appointments (beginning immediately and extending for a two-year period unless otherwise noted):

Annual Program Fund Committee
Neil Lichtman, Chair

Ministerial Fellowship Committee

Rev. Jory Agate, Chair (beginning January 1, 2006 and extending through December 2007)

Panel on Theological Education

Rev. Barbara Merritt, Chair (beginning immediately and extending through December 2005)

Youth Council Adult At-Large members

Nan Moore
Mary Roffers
Terry Stafford
Robert Harper
Robert Smith
Joy Cobb

Journey Toward Wholeness Transformation Committee

Rev. Sean Parker Dennison, Chair (beginning immediately and extending through December 2005)

Nominees to ICUU Executive Committee

Barbara Beach, Treasurer
Istvan Kovacs, Member at Large
Arpad Csete, Nominating Committee

Congregations Working Group

Eva Marx, Convener
David Friedman
Elizabeth Greene
Rev. Linda Olson Peebles
Rev. Will Saunders
Joan Lund
Rev. Jose Ballester

Growth Working Group

Jackie Shanti, Convener
John Blevins
Pat Solomon
Rev. Ned Wight
Rev. Douglas Gallager
Lyn Conley

Our Association Working Group

Tamara Payne-Alex, Convener
Julian Sharp
Roger Comstock
Ed Wilde

Rev. Pam Allen-Thompson
Charlie King

Justice Working Group

Rev. Burton Carley, Convener
Rev. Charlie Ortman
Paul Rickter
Lyda Adair
Sue Stukey
Jazmin Luz Sandoz-Rosado

Committee and Organizational Liaisons

Annual Program Fund, Joan Lund
Accessibilities Committee, David Friedman
Journey Toward Wholeness Transformation Committee,
Rev. Charlie Ortman
Ministerial Fellowship Committee, Jackie Shanti and
Rev. Linda Olson Peebles
Open UUA, John Blevins
C*UUYAN, Lyda Adair
District Presidents' Association, Eva Marx
GA Planning Committee, Pat Solomon, Rev. Walt Wieder
ICUU, Rev. Will Saunders
Congregations, Pensions and Benefits Committee Paul Rickter
Investment Committee, Rev. Jose Ballester
Panel on Theological Education, Rev. Ned Wight,
Tamara Payne-Alex
RE Credentialing Committee, TBD
Committee on Socially Responsible Investing, Rev. Will
Saunders
General Assembly and the Mission of the Association
Partnership, Pat Solomon, Rev. Burton Carley
Camps and Conferences, Jackie Shanti

Southeast Regional Subcommittee on Candidacy
(Consolidating South and MidAtlantic RSCC's)

Rev. Vanessa Southern, Chair (beginning immediately and
extending through December 2005)

Panel on Theological Education

Rev. Virginia Jarocha-Ernst (beginning immediately and
extending through December 2005)

Administrative Organization and Personnel Committee

Rev. Linda Olson Peebles
Rev. Ned Wight

Ed Wilde

Best Practices Committee

John Blevins, Chair
Joan Lund
Paul Rickter
Rev. Pam Allen-Thomson
Sue Stukey
Rev. Ned Wight

Finance Committee

Lyn Conley, Chair
John Blevins
Rev. Burton Carley
David Friedman
Rev. Will Saunders

Committee on Committees

Sue Stukey, Chair
Pat Solomon
Julian Sharp
Rev. Elizabeth Greene
Roger Comstock

Distinguished Service Award Committee

Rev. Jose Ballester
Rev. Douglas Gallager
Rev. Bill Sinkford

**Anti-Racism, Anti-Oppression, Multi-Cultural Assessment
Team**

Joan Lund, Chair
Julian Sharp
Jackie Shanti
Rev. Charlie Ortman
Tamara Payne-Alex

DISCUSSION OF GENERAL ASSEMBLY

Discussion was held concerning events that had transpired in Fort Worth and Dallas regarding youth of color.

M (Sharp), S, and

VOTED: To direct the Administration to send a letter to officials in Fort Worth and Dallas describing the experience of youth of color in those communities and expressing the concern of the Board of Trustees.

M (Ballester), S, and

VOTED: To ask the Secretary of the Association to send a letter to the Unitarian Universalist community of color expressing sadness and regret about the incidents concerning youth of color in Fort Worth and Dallas and affirming the Board's responsibility to create a safe space for youth.

M (Ortman), S, and

VOTED: To ask the Secretary of the Association report to the Ministerial Fellowship Committee the incident that occurred during closing ceremonies of the 2005 General Assembly and that the Board of Trustees request that the MFC investigate the incident and respond appropriately.

Additionally, it was agreed that Ned Wight, First Vice Moderator, would communicate concerns regarding the incident that occurred during closing ceremonies of the 2005 General Assembly to the Unitarian Universalist Ministers' Association on behalf of ministerial colleagues on the Board.

REPORT OF THE COMMITTEE ON INDEPENDENT AFFILIATES

M (Payne-Alex), S, and

VOTED: To approve the following structure for Unitarian Universalist organizations' relationship to the Unitarian Universalist Association:

Associate Members Organizations

- The UUA Bylaws and Rules establish and acknowledge these organizations. They currently number three: the Unitarian Universalist Service Committee, the Unitarian Universalist Women's Federation, and the Unitarian Universalist United Nations Office.
- The initial and annual fees for Associate Member Organizations are: budgets \$1,000,000 or more: \$500; budgets below \$1,000,000: \$250. Initial acceptance and annual renewals are Board-approved.

- Recommendation to Planning Committee: five workshop/program slots per organization at General Assembly for programs that deal with substantive topics of interest to the movement and congregations rather than recruitment or business meetings.
- The Rules of the Association currently state that these organizations should have 501(c)(3) other tax-exempt status [Rule 3.7.3(g)]. Exceptions will be rare and handled on a case by case basis.
- The UUA Bylaws provide for two delegates to the UUA General Assembly from each Associate Member Organization.
- The Administration will provide a web link to these organizations.
- The Administration will list these organizations in the UUA Directory along with a description of them and contact information.

Sponsored Organizations

- There are currently two Sponsored Organizations: YRUU and C*UUYAN.
- Sponsored organizations are organizations with distinct identities functioning as programs of the Unitarian Universalist Association, and operating within the Association's corporate structure, identity, budget, and 501(c)(3) status. A sponsored organization serves an extra-congregational constituency, offering interpretation, advocacy and programming for members of that constituency and for congregations wishing to serve and engage that constituency.
- A sponsored organization may operate with its own governance structure, bylaws, staff, board, budget, and programs, as negotiated with the Association's Board and administration.
- Sponsored organizations have a covenantal relationship of accountability to the Association. This relationship may be embodied and implemented through a staff position related to the sponsored organization, but operating as part of a UUA staff group.
- Recommendation to the Planning Committee: two workshop/program slots plus caucus space at General Assembly as is currently the case.
- The Administration will provide a web link to these organizations.

- The Administration will continue to list these organizations in the UUA Directory along with a description of them and contact information.

Unitarian Universalist Professional Organizations

- This category includes UUMA, LREDA, UUMN, and AUUA.
- Recommendation to the Planning Committee: workshop/program slots at General Assembly that deal with substantive topics of interest to the movement and congregations rather than recruitment or business meetings will be assigned as appropriate for the size of the organization.
- IAs related to Professional Organizations should affiliate with the Professional Organizations: e.g., Ministerial Sisterhood and Clergy Couples affiliate with UUMA, Unitarian Sunday School Society with LREDA.
- The Administration will continue to provide a web link to these organizations.
- The Administration will continue to list these organizations in the UUA Directory along with a description of them and contact information.

Unitarian Universalist Theological Schools

- The organizations in this category are Starr King School for the Ministry and Meadville/Lombard Theological School.
- Recommendation to the Planning Committee: two workshop/program slots at General Assembly for programs that deal with substantive topics of interest to the movement and congregations rather than recruitment or business meetings, plus one workshop slot for recruitment or business meeting.
- The Administration will continue to provide a web link to these schools.
- The Administration will continue to list these schools in the UUA Directory along with a description of them and contact information.

International Organizations

- The Board of Trustees will approve appropriate organizations, in consultation with the Director for International Relations.
- Recommendation to the Planning Committee: no more than two workshop/program slots for the organizations in this category.

- The Administration will continue to provide a web link to these organizations.
- The Administration will continue to list these organizations in the UUA Directory along with a description of them and contact information.

Independent Affiliate Organizations

- Before granting independent affiliate status, the Board of Trustees shall determine that such affiliation is likely to be of substantial benefit to the Unitarian Universalist movement and contributes to the furtherance of the principles of the Association. Substantial benefit is defined as: accessible to all congregations in the Association; encouraging lateral relations among congregations; directly linked to the purposes of the Association (Note: organizations that are defined as local or regional in focus or membership should apply for affiliation with a congregation, cluster of congregations or district as appropriate).
- Officers of Independent Affiliate organizations shall be members of a certified UUA congregation.
- The initial and annual fees are \$100.
- The initial acceptance and annual renewals are Board-approved.
- Program slots at General Assembly will be awarded by application to the General Assembly Planning Committee.
- The Rules of the Association currently state that these organizations should have 501 (c)(3) or other tax exempt status [Rule 3.8.1 (i)] Exceptions will be rare and handled on a case-by-case basis.
- For-profit organizations are not eligible for acceptance into this category.
- The Administration will provide a web link to these organizations.
- The Administration will list these organizations in the UUA Directory along with a short description of them and contact information.

Other Groups

- These are groups, often at a start-up phase, which are not formally affiliated with the UUA but are composed of UUs and organized to support UU-related activities (e.g., Statements of Conscience, Actions of Immediate Witness, particular initiatives related to UU programs).

- There is no UUA support and such groups are asked to not use “Unitarian Universalist” in their title.
- Program slots at General Assembly will be awarded by application to the General Assembly Planning Committee.

M (Payne-Alex), S, and

VOTED: To approve the following organizations as Associate Member Organizations for the period beginning immediately and extending through June 2006:

Unitarian Universalist United Nations Office
Unitarian Universalist Service Committee
Unitarian Universalist Women’s Federation

M (Payne-Alex), S, and

VOTED: To approve the following organizations as Independent Affiliate Organizations for the period beginning immediately and extending through June 2006:

Bethany Union for Young Women
California Unitarian Universalist Legislative Ministry
Channing-Murray Foundation
Collegium
Conservative Forum for Unitarian Universalists
Covenant of Unitarian Universalist Pagans
CU2C2 (Council of UU Camps and Conferences)
District Presidents’ Association (DPA)
DRUUMM (Diverse & Revolutionary UU Multicultural Ministries)
Faithful Fools Street Ministry
Ferry Beach Park Association
Hale-Barnard
Harvard Unitarian Universalist Ministry for Students (HUUMS)
Interweave
Lambda Ministers Guild
LUUNA (Latina/o UU Networking Association)
Magi Network
Ministerial Sisterhood UU (MSUU)
Murray Grove Retreat & Conference Center
New York State Convention of Universalists
Project Harvest Hope

Promise Massachusetts Children
Southwest Unitarian Universalist Women
Star Island Religious Education Conference
The Mountain Retreat & Learning Centers, Inc.
The New Massachusetts Universalist Convention
The Pennsylvania Universalist Convention
The Retreat, Inc
The Society for Ministerial Relief (SMR)
The Universalist Men's Network (UUMeN)
UNIQUEST
Unirondack, Inc
Unitarian Universalist for Alternatives to the Death Penalty
Unitarian Universalist Christian Fellowship
Unitarian Universalist Clergy Couples Association
Unitarian Universalist Community Ministry Center
Unitarian Universalist Council on Church Staff Finances
Unitarian Universalist for a Just Economic Community
Unitarian Universalist for Ethical Treatment of Animals
Unitarian Universalist for Justice in the Middle East
Unitarian Universalist Historical Society, Inc.
Unitarian Universalist Ministry for Earth (formerly the Seventh
Principle Project)
Unitarian Universalist Partner Church Council
Unitarian Universalist Peace Fellowship
Unitarian Universalist Process Theology Network
Unitarian Universalist Psi Symposium
Unitarian Universalist Small Group Ministry Network
Unitarian Universalist Trauma Response Ministry
Unitarian Universalist Urban Ministry
Unitarian Universalist Women & Religion
Unitarian Universalist Women's Heritage Society, Inc.
Unitarian Universalists for Drug Policy Reform
Universalist Convocations
UU Affordable Housing Corporation (UUAHC)
UU in the Pines, Inc. A Retreat/Conference Center
UU Retired Ministers and Partners Association
UU Rowe Camp & Conference Center, Inc.

CLOSING

The meeting was adjourned at 11:35 a.m. on Tuesday, June 28, 2005.

Respectfully submitted,

/s/ Kathleen Montgomery
Recording Secretary

FUTURE MEETING DATES

Board Meetings

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 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 - 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