

MINUTES

BOARD OF TRUSTEES UNITARIAN UNIVERSALIST ASSOCIATION

October 18-19, 2008

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held on October 18-19, 2008 at 25 Beacon Street in Boston, Massachusetts.

MEMBERS

PRESENT: Adair, Ballester, Blevins, Brody, Burke, Carley, Comstock, Conley, Courter, Friedman, Gallagher, Greene, King, Laskowski, Lund, Loughrey, Marx, McNatt, Olsen, Payne-Alex, Rickter, Saunders, Shanti, Solomon, Urbikas, Wooldridge, and Sinkford

MEMBERS

ABSENT: None

ALSO

PRESENT: Allen, Brennan, Lawrence, Montgomery, and observers

Gini Courter, Moderator, called the meeting to order at 2:30 pm on Saturday, October 18, 2008. David Friedman provided opening words. It was announced that Doug Gallagher and Celia Thurston would lead Sunday's worship service. Trustees and visitors were introduced and the agenda was approved.

APPROVAL OF 2008 GENERAL ASSEMBLY MINUTES

The minutes of the 2008 General Assembly were approved as written.

APPROVAL OF JUNE BOARD MEETING MINUTES

The minutes of the April 2008 meeting of the Board of Trustees were approved as written.

APPROVAL OF EXECUTIVE COMMITTEE MINUTES

The minutes of the July 18-22 and October 13, 2008 meetings of the Executive Committee were approved by the Executive Committee and then ratified by the Board of Trustees.

APPROVAL OF TEMPORARY COMMITTEE APPOINTMENTS

Per action of the Board in April of 2008, the following temporary committee appointment was approved by action of two officers of the Association (Dan Brody, Financial Advisor, and Kay Montgomery, Executive Vice President) and then ratified by the Board of Trustees: Davalene Cooper as substitute for Debra Haffner at the September 2008 meeting of the Ministerial Fellowship Committee.

CORPORATE AUTHORIZATION APPROVAL

By unanimous consent, the Board approved authorization of an account at Wainwright Bank in Boston, Massachusetts. Signers include Tim Brennan, Patricia Grimm, Janiece Sneegas, and Kathleen Montgomery.

SECRETARY'S REPORT

Paul Rickter, Secretary, reported on plans for voting in UUA elections and reminded the trustees that congregational certification forms were due no later than February 1.

FIRST VICE MODERATOR'S REPORT

Jackie Shanti reported on work being done on a Board harassment policy and said that the Board would spend time with Debra Haffner at a future meeting. She noted that the Audit Committee was working on a whistle blower policy for the Association.

FINANCE COMMITTEE REPORT

Lyn Conley, Chair of the Finance Committee, reported on discussions held by that committee.

M (Conley), S, and

VOTED: To approve the FY09 GA registration fees as recommended by the GA Planning Committee. They are as follows:

General Assembly REGISTRATION FEES for 2009

Adult Full-time Early	300
Adult Full-time Late	345
Adult One day Early	105
Adult One day Late	120

Reduced Full-time Early	175
Reduced Full-time Late	200
Reduced One day Early	65
Reduced One day Late	75

*Reduced rates are offered to: Youth (ages 14-20), UUA Aspirant & Candidate Ministers, Retired Ministers & Spouses, Surviving Spouses of Ministers, and Commercial Exhibitors.

*Early Bird Registration: October 1 – November 15, Early Registration: March 1 – April 30, Late Registration: May 1 – June 30

Early Volunteer Non-Delegate	300
Early Volunteer Delegate	300
Early Cancellation Fee (Mar-Apr)	35
Late Cancellation Fee (May-June)	60

CHILDREN'S PROGRAMS

Child Care	6 mos-5
Pre-GA one day	30
Pre-GA two days	60
Full-time	120
Volunteer discount	-30
Late Fee	50

Day Camp	Age 6-10
Pre-GA one day	30
Pre-GA two days	60
Full Time	120
Volunteer discount	-30
Late Fee	50

M (Conley), S, and

VOTED: To request the UUA administration to report the financial activity of General Assemblies in a separate budget segment beginning in FY10, with the understanding that any surplus existing in the GA reserve account at the close of FY09 should be transferred to the GA budget segment. The current Board policy concerning the use of any GA surplus shall expire at the end of FY09.

REPORT OF THE ANTI-RACISM/ANTI-OPPRESSION/MULTICULTURAL ASSESSMENT TEAM

Members of the Anti-Racism/Anti-Oppression/Multicultural Assessment Team reported on their discussions, saying they had discussed use of the book *In Between: Memoir of an Integration Baby*, a proposed ethics policy, multicultural training to be held in January, and process observation goals and models

REPORT OF THE GENERAL ASSEMBLY PLANNING COMMITTEE

Eva Marx reported on plans for the 2009 General Assembly.

REPORT OF THE VIRTUAL TEAMS TASKFORCE

M (Conley), S

VOTED: WHEREAS our Unitarian Universalist Seventh Principle promotes a respect for the interdependent web of all existence of which we are a part;

WHEREAS human activity is known to be accelerating the creation of greenhouse gases that are increasing the adverse effect of global warming of this interdependent web;

WHEREAS transportation, in particular airplane transportation, is known to be one of the greatest contributors to greenhouse gases;

WHEREAS the cost of travel has increased substantially in the past year, comprising approximately 7% of the entire UUA budget, and is expected to further increase, reducing our ability to do other programming; and

WHEREAS we understand the value of human contact and building relationships as essential to the workings of our faith;

BE IT RESOLVED

That the UUA Board of Trustees further affirms and promotes the Seventh Principle by committing to a reduction in travel in connection with UUA activities, incorporating and encouraging the use of technology where feasible to create and maintain the trust relationships needed for effective collaboration.

REPORT OF THE GROWTH WORKING GROUP

Members of the Growth Working Group reported on their discussion with the Congregations Working Group regarding the meaning of the term “congregation,” the 2008 General Assembly workshop on born and bred UUs, and possible Board actions that could address aspects of ministerial culture that may impede the growth of our movement.

REPORT OF THE ASSOCIATION WORKING GROUP

Members of the Association Working Group reported on their discussions, including the appropriate relationship of the board to Independent Affiliates and models for the election of Presidents and Moderators.

M (Urbikas), S, and

VOTED: To accept Interweave Continental into Independent Affiliate status with the Association for fiscal year 2009.

M (Payne-Alex), S, and

VOTED: To direct the Executive Vice President to ask legal counsel to review and comment on draft recommendations for a new election process for President and Moderator in order to assist the Board in its January 2009 deliberations.

REPORT OF THE LIVING OUR FAITH WORKING GROUP

Members of the Living Our Faith Working Group reported on their discussions, including Congregationally Based Community Organizing, Trauma Reponse Ministry and crisis response plans.

REPORT OF THE CONGREGATIONS WORKING GROUP

Members of the Congregations Working Group reported on their discussions, including future work with Debra Haffner in January concerning safe and healthy relationships in the Association, General Assembly, and their joint meeting with the Growth Working Group on the nature of congregations and the challenges of building a traditional congregation in a non-traditional setting.

M (Conley), S, and

VOTED: That the district membership of the Unitarian Fellowship of Murfreesboro, Tennessee be changed from Thomas Jefferson

District of the UUA to the Mid-South District of the UUA
effective July 1, 2008.

REPORT OF THE GOVERNANCE WORKING GROUP

Members of the Governance Working Group reported on their discussions noting the great cultural change the Board is undergoing, unresolved policy questions, plans for ownership linkage and ends review work, the appropriate time frame to begin monitoring reports from the President. They said that a number of issues were under study and would be brought to the Board for a future vote. These include issues of how the Board will handle instances of new policies and existing bylaws being in conflict; how to reconcile the Bylaws statement of purpose with the governance ends to be adopted; how professional religious leadership fits into the new governance model; continuing governance training for trustees; issues of ownership linkage; what methodology the Board will use to determine acceptance of compliance of the President's interpretation of policies; policy monitoring schedules; continuing revisions and finalization of policies; which committees will be board-appointed, which staff-appointed; and how the board will handle its own continuing education and developmental work on governance.

PRESIDENT'S REPORT

President William Sinkford reported on response to the tragedy in Knoxville, TN, saying that the Association's response had been rapid and robust and that much has been learned about appropriate response to tragedies. He said that, influenced by the Knoxville experience, the UUA would extend its marketing efforts to be more focused on public coverage of who we are and what we stand for.

Sinkford noted that the newly reconfigured Youth Ministry Working Group had met recently and that he remained hopeful that the new structure for youth ministry would be ready for implementation by the end of the church year.

He said that on November 4 he would be leaving for three weeks in Africa where he would be meeting with Desmond Tutu, visiting with emerging Unitarian groups, and meeting with UUSC, UU-UNO and congregational partners. The trip will include time at the Isle de Goree to see prisons which were the holding pens for African slaves before being loaded on the ships for the Middle Passage, some of those slaves likely being his own ancestors.

The President ended by discussing the crisis of the national financial markets and the anxiety that the chaos in those markets is creating in our faith community, noting that he and Beth Miller had sent a pastoral letter to ministers, religious educators and musicians.

EXECUTIVE VICE PRESIDENT'S REPORT

Kay Montgomery, Executive Vice President, reported on new hires: Patricia Infante as Joseph Priestley District Program Consultant, Susan Phillips as Mass Bay District Program Consultant, Monica Cummings as Associate for Ministry to Youth and Young Adults of Color, and Gail Forsyth-Vail as Adult Programs Director.

She reported on the additions ministry done out of Ministry and Professional Leadership, let trustees know that, in January, they would be asked to consider Bylaw changes establishing a credentialing program for music directors, and recommended *In Between*, the new Skinner House book by Mark Morrison-Reed.

TREASURER'S REPORT

Tim Brennan, Treasurer, reported on UUA investments, the first quarter forecast, and the 2008 audit. He reviewed the current budget cycle and said that his current priorities included improving controls and updating procedures, improving the budgeting system, revising the chart of accounts, providing improved reporting on the UU Common Endowment Fund, and LEED certification with an energy master plan.

FINANCIAL ADVISOR'S REPORT

Dan Brody, Financial Advisor, reported on annual income, the increased speed of financial statement preparation, a proposed reserve policy for Beacon Press. He gave an overview of the new UUA Health Plan, saying its performance was strong for the first two years and that the average premium rate increase for 2009 will be zero. Premiums paid by individual participants will increase or decrease by as much as 5% from 2008 levels, as the plan switches from five-year to one-year age bands. Brody reported on General Assembly attendance and surplus for the last eight years.

EXECUTIVE SESSION

The Board voted to go into Executive Session to discuss legal matters, personnel matters, and Committee on Committees' recommendations. When it returned to regular session it was agreed that Committee on Committees appointments would be entered into the regular minutes of the meeting.

REPORT OF THE COMMITTEE ON COMMITTEES

M (Solomon), S, and

VOTED: To approve the following committee appointments (beginning immediately and extending through December 2009 unless otherwise noted):

Ministerial Fellowship Committee

Jessica Halperin

West Regional Sub-Committee on Candidacy

Rev. Ken Collier

Commission on Social Witness

Caitlin du Bois

Fund for International Unitarian Universalism

Patrice Curtis

Committee on Socially Responsible Investing

Tom Loughrey, board liaison

Distinguished Service Award Committee

Joan Lund

Excellence in Ministry Representatives (one meeting only)

Rev. Burton Carley

Jackie Shanti

ICUU Board nominee (to go to the International Council on Unitarians and Universalists)

Rev. Jill McAllister, Trustee at Large

CLOSING

Justine Urbikas provided closing words and the meeting was adjourned at 3:00 pm on Sunday, October 19.

Respectfully submitted,

/s/ Kathleen Montgomery
Recording Secretary

BOARD OF TRUSTEES' SCHEDULE

*The board normally meets as follows in **January** and **April**:*

Thursday: Committee Day: Anti-Racism/Anti-Oppression/Multiculturalism Assessment and Monitoring Team; Committee on Committees; and Finance Committee meet. Whole board activities begin with Thursday dinner.

Friday: Working Group Day

Saturday: Board meeting

Sunday: Board meeting followed by Coordinating Council meeting

*In **June**, the Board meets before and after the General Assembly. The schedule allows Board member participation in UU University and UUMA Ministry Days. Working groups normally do not meet at the June meeting. In election years (odd years), newly elected trustees must attend Anti-Racism / Anti-Oppression training for leaders following General Assembly.*

*In **October**, the Board meeting is one day longer, with Committee Day on Wednesday. In October of odd years (2009, 2011 ...) the Board meeting is preceded by a retreat for new board members beginning on Tuesday or Wednesday.*

January 2009, Boston, Massachusetts:

Wednesday, January 14 – Committees

Thursday, January 15 – Governance Work

Friday, January 16 – Governance Work and Working Groups

Saturday, January 17 – Sunday, January 18 – Board of Trustees meeting

(Board packet deadline: – **December 19, 2008**)

April 2009, Boston, Massachusetts:

Thursday, April 16 - Committees

Friday, April 17 – Working Groups

Saturday, April 18 – Sunday, April 19 – Board of Trustees meeting

(Board packet deadline: **March 16, 2009**)

June 2009, Salt Lake City, UT:

Tuesday, June 24 – Wednesday, June 25 – Board of Trustees meeting

Wednesday, June 25 – Sunday June 29 – General Assembly

Monday, June 30 – Board of Trustees meeting

(Board packet deadline: **May 18, 2009**)

October 2009, Boston, Massachusetts:

Wednesday, October 14 – Retreat

Thursday, October 15 – Committees

Friday, October 16 – Working Groups

Saturday, October 17 – Sunday October 18 – Board of Trustees meeting
(Board packet deadline: **September 21, 2009**)

January 2010, Boston, Massachusetts:

Thursday, January 14 - Committees
Friday, January 15 – Working Groups
Saturday, January 16 – Sunday, January 17 – Board of Trustees meeting
(Board packet deadline: – **December 21, 2009**)

April 2010, Boston, Massachusetts:

Thursday, April 15 - Committees
Friday, April 16 – Working Groups
Saturday, April 17 – Sunday April 18 – Board of Trustees meeting
(Board packet deadline: **March 15, 2010**)

June 2010, Minneapolis, MN:

Tuesday, June 22 – Wednesday, June 23 – Board of Trustees meeting
Wednesday, June 23 – Sunday June 27 – General Assembly
Monday, June 28 – Board of Trustees meeting
(Board packet deadline: **May 17, 2010**)

October 2010, Boston, Massachusetts:

Thursday, October 16 - Committees
Friday, October 17 – Working Groups
Saturday, October 18 – Sunday October 19 – Board of Trustees meeting
(Board packet deadline: **September 29, 2010**)

January 2011, Boston, Massachusetts:

Thursday, January 20 - Committees
Friday, January 21 – Working Groups
Saturday, January 22 – Sunday, January 23 – Board of Trustees meeting
(Board packet deadline: – **December 20, 2010**)

April 2011, Boston, Massachusetts:

Thursday, April 14 - Committees
Friday, April 15 – Working Groups
Saturday, April 16 – Sunday April 17 – Board of Trustees meeting
(Board packet deadline: **March 14, 2011**)

June 2011, Charlotte, NC:

Tuesday, June 21 – Wednesday, June 22 – Board of Trustees meeting
Wednesday, June 22 – Sunday June 26 – General Assembly
Monday, June 27 – Board of Trustees meeting
(Board packet deadline: **May 16, 2011**)