

MINUTES

BOARD OF TRUSTEES UNITARIAN UNIVERSALIST ASSOCIATION

April 18-19, 2009

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held on April 18-19, 2009 at 25 Beacon Street in Boston, Massachusetts.

MEMBERS

PRESENT: Adair, Ballester, Blevins, Brody, Burke, Carley, Comstock, Conley, Courter, Friedman, Gallager, 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 8:30 am on Saturday, April 18, 2009. Dan Brody provided opening words. It was announced that Roger Comstock would lead Sunday's worship service. Trustees and visitors were introduced and the agenda was approved.

APPROVAL OF JANUARY BOARD MEETING MINUTES

The minutes of the January 2009 meeting of the Board of Trustees were approved as written.

APPROVAL OF EXECUTIVE COMMITTEE MINUTES

The minutes of the March 10-11, 2009 meeting of the Executive Committee were approved by the Executive Committee and then ratified by the Board of Trustees.

APPROVAL OF GOVERNANCE POLICY REVISIONS

The following governance policy revisions were approved by consensus.

1. 3.3 POLICY TITLE: BOARD AND BOARD MEMBER CODE OF CONDUCT
3.3.3. Trustees covenant with each other to follow a practice of "Speaking with one voice".

This requires that each Trustee has had reasonable opportunity to participate in the debate of the issues and opportunities before the committee or Board. The Trustee may have disagreed with the Board's decision, and consistent with the right of conscience may say so publicly. However, once the Board makes a policy decision, and even if an individual Trustee does not fully support the Board's position, each Trustee agrees to do their best to act in alignment with that policy in the spirit of moving our organization ahead in accordance with our democratic principles. If a Trustee finds that they cannot in good conscience adhere to this policy and covenant, then that Trustee bears the responsibility to consult with the Moderator or First Vice-Moderator and determine an acceptable course of action.

2. 2.2 POLICY TITLE: TREATMENT OF CONGREGATIONS

With respect to member congregations or those congregations seeking membership, the President shall not cause or allow conditions, procedures, decisions or services that are untimely, disrespectful, inequitable, discriminatory or not transparent.

2.2.5 Fail to provide information necessary to help our congregations remunerate all staff with fair, equitable, and geographically consistent compensation packages.

3. 3.1 POLICY TITLE: GOVERNING STYLE

The Board will govern with an emphasis on (a) outward vision rather than an internal preoccupation, (b) encouragement of diversity in viewpoints, (c) strategic leadership more than administrative detail, (d) clear distinction of Board and chief executive roles, (e) collective rather than individual decisions, (f) future rather than past or present, (g) pro-activity rather than reactivity, and (h) an open rather than a closed process.

On any issue, the Board must insure that all divergent views are considered in making decisions, yet must resolve into a single organizational position.

Accordingly:

3.1.3. The Board will govern with excellence. Discipline will apply to matters such as attendance, preparation for meetings, policy-making principles, and respect of roles. Although the Board can change its governance process policies at any time, it will observe them scrupulously while in force. The Board will address an issue only if the Board determines that the following criteria have been met:

- A. A substantial portion of the Board believes that the issue deserves Board time;
- B. The issue is the responsibility of the Board;
- C. If the Board has dealt with the issue before, there is new information that compels reconsideration;

- D. The focus of the issue is at a systemic level, and is not just a fix for a specific problem. If the issue is below the Board's broad policy threshold, the Board will seek to broaden the issue to include a class of related issues in a proactive style.

4. 3.7 POLICY TITLE: BOARD COMMITTEE PRINCIPLES

Board committees, when used, will be assigned so as to reinforce the wholeness of the Board's job and so as never to interfere with delegation from Board to President.

Accordingly:

3.7.2 Board members may serve on committees outside the Board, but only in their capacity as private individuals, and do not carry any Board authority in these roles.

3.7.2.1 Board members may serve on staff operational committees at the invitation of the President.

3.7.2.2 Board members may serve on General Assembly operational committees, at the invitation of those committees established by the General Assembly.

5. SECTION 2: LEADERSHIP COVENANT AND EXPECTATIONS

2.0 POLICY TITLE: GLOBAL LEADERSHIP COVENANT AND EXPECTATIONS

The President of the Unitarian Universalist Association of Congregations shall minister to and lead the Association, in all its full and rich diversity, in order to implement the shared vision of the covenanted community as adopted by the Board of Trustees in collaboration with the President, hereinafter known as the *Shared Vision (Ends)*.

6. 3.1 POLICY TITLE: GOVERNING STYLE

3.1.7.F. Speak as the Board of Trustees of the UUA on matters of witness in our own work as an Association.

7. 3.3 POLICY TITLE: BOARD AND BOARD MEMBER CODE OF CONDUCT

The Board commits itself and its members to acting in adherence to the UUA bylaws, as well as ethical, businesslike, and lawful conduct, including respect for others, proper use of authority and appropriate decorum when acting as Board members.

1. Members must act in accordance with our covenant with member congregations. As Board members, our primary purpose is to serve our member congregations regardless of personal relationships with staff, affiliations with other organizations, or any personal interest.

The ~~strike-through~~ text below is intended to be replaced by the Conflict of Interest policy proposed by the Audit Committee elsewhere in your Board

Agenda package.

Should the preamble and paragraph 1 above be retained, or also replaced by the Conflict of Interest policy?

- ~~2. Members must avoid conflict of interest with respect to their fiduciary responsibility. A conflict of interest refers to a situation where a board member has an interest that could compromise their objectivity. Even if nothing improper results from it, a conflict of interest still exists in that it can undermine confidence in the board member with the conflict.~~
- ~~A. There will be no self-dealing or business by a member with the organization. Members will annually disclose their involvements with other organizations, with vendors, or any associations that might be, or might reasonably be seen as being, a conflict.~~
- ~~B. When the Board is to decide upon an issue about which a member has an unavoidable conflict of interest, that member shall absent herself or himself without comment from not only the vote, but also from the deliberation.
If the member holds valuable insight into the relevant situation, the individual chairing may permit comment as long as the Board takes care to pursue its due diligence.~~
- ~~C. Board members will not use their Board position to obtain employment in the organization for themselves, family members, or close associates. A Board member may not apply for or accept employment with the Association within one year after the end of the member's service on the Board."~~
8. **3.3 POLICY TITLE: BOARD AND BOARD MEMBER CODE OF CONDUCT**
- ~~**3.3.2.D.** Board members will not accept gifts, or pledges of behavior, of any kind, from any source, that could in any manner be interpreted as attempting to inappropriately influence Trustee behavior or voting.~~
- ~~***The strike-through text above is intended to be replaced by the Conflict of Interest policy proposed by the Audit Committee elsewhere in your Board Agenda package.***~~
9. **3.6 POLICY TITLE: ELECTION OF OFFICERS AND OFFICER ROLES**
- The General Assembly elects the Moderator and Financial Advisor.
The Board elects the First and Second Vice Moderators, the Secretary and Assistant Secretary for terms as determined by the Board.
The Board appoints the Recording Secretary and Treasurer of UUA.
10. **3.2 POLICY TITLE: 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.

3.2.5 Act as faithful stewards of the resources of the UUA.

11. 2.7 POLICY TITLE: FINANCIAL PLANNING and BUDGETING

Financial planning shall not:

- A. Deviate materially from the Shared Vision (Ends),
- B. Compromise fiscal prudence or integrity, or
- C. Fail to include a long range plan that reflects both the financial and spiritual dimensions of our stewardship.

Further, without limiting the scope of the foregoing by this enumeration, the President shall not:

- 1. Fail to present at the Board of Trustees' April meeting:
 - a) A balanced operating budget based on reasonable planning assumptions, including projections of revenue and expenses for the fiscal year beginning on July 1, for approval by the Board. The budget must include revenue and expenses projections for each budget section, including current operations, congregational loans, Beacon Press, General Assembly, and the UU Common Endowment Fund.
 - b) A capital budget for the fiscal year beginning on July 1, based on reasonable financing and depreciation assumptions.
 - c) A proposed operating budget for the following fiscal year, which will be received by the Board as information.

12. Section 3.2 POLICY TITLE: 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. Accordingly, the Board has responsibility to:

3.2.4 Review an annual audit of the Association's financial reports by a certified public accounting firm with experience conducting audits of organizations of comparable size as overseen by the Audit Committee.

13. 2.8 POLICY TITLE: FINANCIAL CONDITION AND ACTIVITIES

The President shall not cause or allow situations that would jeopardize the Association's fiscal health or alignment with the Shared Vision (Ends).

Further, without limiting the scope of the foregoing by this enumeration, the President shall not:

13. Fail to establish a gift acceptance and disposal policy.

ART AND LEGAL SCHOLARSHIPS

The following art and legal scholarships were approved:

OTTO STANFIELD LAW SCHOLARS

Total \$21,000

Tricia Dunlap	Richmond, VA	\$5,000
Kevin Metcalf	Fayetteville, AR	\$2,000
Racheal Plaskon	First Unitarian Pittsburgh, PA	\$3,000
Richard Kevin Sharbaugh	All Souls UU, Putnam Co, FL	\$5,000
Shannon Smith	All Souls Church, Tulsa, OK	\$1,000
Kayla Southworth	Community Church of New York	\$1,000
Andrea Wells	Orange Coast UU, Costa Mesa, CA	\$4,000

MARION BARR STANFIELD ART SCHOLARS

Total \$21,000

Joo Young Choi	CLF, Boston, MA	\$2,500
Phoebe Cole	Midcoast UU Fellowship Edgecomb, ME	3,000
Jenna Ericson	First Parish UU, Kennebunk, ME	1,000
Ian James Kolesinskas	UU Society, East Manchester, CT	2,500
Luci Lafitte	UU Society, Wellesley Hills, MA	2,000
Lisa Nonken	UU Society:East, Manchester, CT	2,500
Allyson Ross	Eiot Unitarian Chapel, Kirkwood, MO	3,000
Emily Page Silva	UU Fellowship Athens, Athens, GA	2,500
Ty Underwood	UU Fellowship Hendersonville, NC	1,000
Katy Zimmerman	High Plains Church UU , Colorado Springs, CO	1,000

PAULY D'ORLANDO ART SCHOLAR

Total \$500

Mark Paskowski	Northshore UU Church, Danvers, MA	\$500
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SECRETARY'S REPORT

Paul Rickter, UUA Secretary, reported on the excellent response to certification this year and on plans for the elections at General Assembly.

FIRST VICE MODERATOR'S REPORT

Jackie Shanti, Vice Moderator, reported on Board protocols for use of technology at Board meetings.

FIFTH PRINCIPLE TASK FORCE REPORT

Denny Davidoff, Chair of the Fifth Principle Task Force, reported on the work done so far by that task force, saying that in their final report in January 2010 the task force would be making recommendations for the reformulation of General Assemblies.

TREASURER'S REPORT

Tim Brennan, Chief Financial Officer and Treasurer reported on the UUA investments and said that a request for proposal had been sent out for analysis of two proposals for administration of the UUA retirement plan, with a decision expected within the next few months. Brennan reviewed the Association's budget cycle and spoke about income and expenses for the current fiscal year which have been monitored closely in light of the nation's economic recession. He said that his current top priorities were to address the auditors' management letter, to improve fiscal controls, to document policies and procedures, to revise the chart of accounts, the retirement plan selection process, and building security procedures.

FINANCIAL ADVISOR'S REPORT

Dan Brody, Financial Advisor, reported on income to the Annual Program Fund, the Friends program, and unrestricted bequest income since 2003. He noted that his agenda included the health insurance plan, the investment policy, socially responsible investing, internal rent allocations, and the conflict of interest and whistleblower policies to come to the board for approval. He noted that, for the future, he was focused on funding for future capital campaigns, endowment spending policies, financial reporting and the chart of accounts, the use of bequest income, compliance with state planned giving rules, the Liberal Religious Charitable Society, and asset management.

EMPLOYEE BENEFITS TRUST PLAN BOARD REPORT

Dr. Paul Bluestein, Chair of the UUA Employee Benefits Trust Board, reported on the UUA Health Plan, reviewing the history of the establishment of the plan, and saying that it had proven, thus far, to be successful.

AUDIT COMMITTEE POLICIES

Dan Brody, Financial Advisor, reported on the Audit Committee's recommendations for policies.

M (Brody), S, and

VOTED: To adopt the following policy, with the understanding that it will be incorporated into the Board Policy Governance Manual:

UUA WHISTLEBLOWER POLICY

The Unitarian Universalist Association (UUA) is committed to lawful and ethical behavior in all of its activities, and requires trustees, employees, and volunteers (including committee members) to act in accordance with all applicable laws, regulations, and policies, and to observe high standards of business and personal ethics in the conduct of their duties.

The objectives of the UUA's Whistleblower Policy are to:

- prevent or detect and correct improper activities
- encourage each UUA trustee, employee, volunteer, vendor, or other person (a "Reporting Individual") to report what he or she in good faith believes to be a serious violation of law or policy or a material accounting irregularity (a "Concern")
- ensure the receipt, documentation, and resolution of reports received under this policy
- protect Reporting Individuals from retaliation.

The President may delegate any responsibility described in this policy. The President shall assure that all trustees, employees, and volunteers are informed of this policy.

Reporting Responsibility

Each Reporting Individual has an obligation to report a Concern committed by the UUA or by an officer, trustee, employee, volunteer, agent, or other representative of the UUA. The types of Concerns that should be reported include, for purposes of illustration and without being limited to, the following:

- providing false or misleading information on the UUA's financial documents, grant reports, tax returns, or other public documents;
- providing false information to or withholding material information from the UUA's staff, auditors, accountants, lawyers, trustees, or other representatives responsible for ensuring UUA compliance with fiscal and legal responsibilities;
- embezzlement, use for private benefit, or misappropriation of UUA funds;
- material violation of a UUA policy, including, among others, confidentiality, conflict of interest, sexual harassment or misconduct, whistleblower, ethics, board code of conduct regarding interpersonal relationships, and document retention;
- material failure of the UUA to take an action needed to bring the Association into compliance with law or policy;
- discrimination based on race, color, national origin, religion, age, gender identity, sexual orientation, or disability;
- facilitation or concealment of any of the above or similar actions

Reporting of Concerns

Whenever possible, a UUA employee should seek to resolve a Concern through normal grievance procedures, by reporting it to the appropriate managers until the Concern is satisfactorily resolved. However, if for any reason an employee is not comfortable speaking to a manager or does not believe the Concern is being addressed in an appropriate, timely, and

ethical manner, the employee may contact the Director of Human Resources or may report the Concern to the President through the Whistleblower Reporting System.

Trustees, committee members, and other Reporting Individuals should report Concerns to the President through the Whistleblower Reporting System.

Whistleblower Reporting System

The President shall implement a system (the “Whistleblower Reporting System”) to facilitate the reporting, recording, and timely resolution of Concerns. The system shall include appropriate safeguards to ensure that concerns are properly recorded and impartially investigated. The system shall inform the Moderator about the filing of each Concern. However, if the Moderator is the subject of a Concern the chair of the UUA Audit Committee will be informed instead.

Form of Reports

Written reports of Concerns are preferred, but verbal reports will be accepted if a Reporting Individual is uncomfortable putting a Concern into writing.

Concerns about Actions of Ministers

A Concern that is reported about an action of a minister in fellowship with the UUA shall be treated as follows:

- If the Concern is about an action that was taken in the role of UUA trustee, employee, or volunteer, the President shall enter the Concern in the Whistleblower Reporting system, shall investigate the concern, and shall take appropriate disciplinary or corrective action.

If the President takes disciplinary or other corrective action against a minister, a note about the Concern and its resolution shall be placed in the minister’s file.

If the President concludes that the Concern raises a question of possible unprofessional or unbecoming conduct of a minister, or other violation of the Rules of Fellowship, the President shall refer the Concern to the Ministerial Fellowship Committee.

- If the Concern is about an action that was not taken in a role of UUA trustee, employee, or volunteer, the President shall not enter the Concern in the Whistleblower Reporting System, but shall inform the Reporting Individual of the procedure for bringing the Concern to the Ministerial Fellowship Committee.

Handling of Reports

All reports of Concerns shall be investigated with due care and promptness, to determine if the allegations are true, if the issue is material, and what actions, if any, are necessary to correct

the problem. The chair of the UUA Audit Committee shall immediately be notified upon the receipt of a report of a Concern regarding fraud, accounting practices, internal controls, or auditing.

At the conclusion of the investigation, the President shall issue a confidential report to the Audit Committee and to the Moderator.

Authority of Audit Committee

At the request of the Moderator, the Audit Committee may conduct further investigation of a Concern. In such cases, the Audit Committee shall have full authority to investigate the Concern, and may retain outside legal counsel, accountants, private investigators, or any other resource that the Committee reasonably believes is necessary to conduct a complete investigation of the Concern.

Notification

The person about whom a Concern is raised shall be notified of the Concern and, in the discretion of the President, the identity of the Reporting Individual at the earliest time that does not compromise the investigation of the Concern. The Reporting Individual shall be kept informed as reasonable, in the discretion of the President, throughout the investigation and resolution of the Concern.

No Retaliation

This Whistleblower Policy is intended to encourage and enable Reporting Individuals to raise Concerns for investigation and appropriate action. With this goal in mind, no one who, in good faith, reports a Concern shall be threatened, discriminated against, or otherwise made subject to retaliation (including, in the case of an employee, adverse employment consequences) as a result of such report. Moreover, a trustee, employee, or volunteer who retaliates against someone who has reported a Concern in good faith is subject to discipline up to and including removal from the Board of Trustees, dismissal from the volunteer position, or termination of employment.

Acting in Good Faith

A Reporting Individual must act in good faith and have reasonable grounds for believing the matter raised is a serious Concern. The act of making an allegation that proves to be unsubstantiated, and that proves to have been made maliciously, recklessly, with gross negligence, or with the foreknowledge that the allegation is false, will be viewed as a serious offense and may result in discipline, up to and including removal from the Board of Trustees, dismissal from the volunteer position, or termination of employment. Depending on the circumstances, such conduct may also give rise to civil or criminal liability.

Confidentiality

Reports and investigations of Concerns shall be kept confidential to the greatest extent possible. However, consistent with the need to conduct an adequate investigation and to implement a resolution, the UUA does not guarantee confidentiality. All discussions of Concerns at meetings of the Audit Committee or of the Board of Trustees shall be held in executive session.

Disclosure (by trustees, employees, volunteers, or others involved with the investigation) of information regarding individuals related to an investigation to persons not involved in the investigation or necessary to the resolution of the investigation will be viewed as a serious offense and may result in discipline, up to and including removal from the Board of Trustees, dismissal from the volunteer position, or termination of employment. Depending on the circumstances, such conduct may also give rise to civil or criminal liability.

Concerns about Elected Officials

If an investigation of a Concern concludes that a serious violation has been committed by a member of the Board of Trustees or by a member of a committee or other body elected by General Assembly, the President shall refer the matter to the Board of Trustees. The Board of Trustees shall consider the issue and shall take appropriate disciplinary measures, up to and including removal from the Board or elected body.

M (Brody), S, and

VOTED: To adopt the following policy, with the understanding that it will be incorporated into the Board Policy Governance Manual:

UUA CONFLICT OF INTEREST POLICY

All officers, employees, and trustees of the Unitarian Universalist Association and all members of UUA committees (including committees of the Association, committees of the Board of Trustees, and committees advisory to the staff) shall scrupulously avoid any conflict between their personal, professional, or business interests and the interests of the Association.

The word “committee” in this policy is to be interpreted broadly to include any appointed or elected body of the Association, whether it is normally called a committee or a panel, board, commission, or other name.

If any officer, employee, trustee, or committee member has any direct or indirect interest in, or relationship with, any individual or organization that proposes to enter into any transaction with the Association, including but not limited to transactions involving:

- a. the sale, purchase, lease or rental of any property or other asset,
- b. employment, or rendition of services, personal or otherwise,
- c. the award of any grant, loan, contract, or subcontract, or

- d. the investment or deposit of any funds of the Association,

such person shall be considered an “interested person” and shall give notice of such interest or relationship as specified in this policy.

Disclosure

The President shall assure that all officers, employees, trustees, and committee members are informed of this policy.

Association employees and members of Committees advisory to the staff shall disclose possible conflicts to the President. Officers and trustees of the Association, and members of all other committees, shall disclose possible conflicts to the Moderator.

Each officer, trustee, senior staff member, and committee member shall annually

- a. acknowledge receipt of this policy and
- b. disclose any involvements with individuals, organizations, or vendors that might cause, or might reasonably be seen as being likely to cause, a conflict.

Determination of Conflict of Interest

If an interested person discloses a possible conflict of interest to the Moderator, or if the Moderator becomes aware that a possible conflict of interest exists concerning an officer, a trustee, or a member of a committee of the Association or a committee of the Board of Trustees, the matter shall be referred to the Board of Trustees or its Executive Committee for action within 30 days.

The Board or its Executive Committee shall determine if a material conflict of interest exists. Prior to the determination, the Moderator shall present information concerning the possible conflict of interest. The interested person shall be given the opportunity to make a statement, either in person or in writing. The deliberations of the Board or its Executive Committee may be held in executive session. The interested person may not be present during such deliberations.

If the Board or its Executive Committee determines that a material conflict of interest exists, it shall then determine whether the proposed transaction is just, fair, and reasonable in the light of the disclosures. In making its decision, the Board or its Executive Committee shall determine whether the Association can obtain with reasonable efforts an equally advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.

The President shall implement procedures for disclosure and determination of possible conflicts of interest involving employees of the Association and members of committees advisory to the staff. The procedures shall include the determination of whether a material

conflict of interest exists and the determination of whether a transaction or arrangement may proceed despite the existence of a material conflict of interest.

Any determination concerning a conflict of interest shall promptly be communicated to the interested person and to the chair of the committee on which the person serves.

If the President or the Board determines that a material conflict of interest exists concerning a proposed transaction or arrangement, the interested person shall refrain from attempting to exert any influence on the Association to affect a decision on such matter.

The President shall assure that all contracts for consulting services protect the Association from conflicts of interest on the part of the consultant.

Conflicts of Commitment

No officer, employee, trustee, or committee member of the Association may use or influence the use of the Association's financial, personnel, or other resources for personal benefit, or for any purposes other than the achievement of the ends of the Association.

Service by Employees on Other Governing Bodies

A UUA employee may serve on the governing body of any of the following types of organizations only with the prior approval of the President:

- an interdenominational or interfaith organization
- an associate member organization of the Association
- an independent affiliate organization of the Association
- an organization that does business with the Association

Such approval shall be reviewed annually.

This policy does not preclude service on the board of a congregation or UUA district.

Employment of Trustees

A UUA employee may not approach a member of the Board of Trustees regarding possible employment on the UUA staff. Without prior approval of the Board of Trustees, a trustee may not apply for or accept employment with the Association within one year after the end of the member's service on the Board.

Gifts

Officers, employees, trustees, and committee members may not accept gifts, loans, or pledges of behavior, of any kind, from any source, that could be interpreted as attempting to inappropriately influence any action taken by them on behalf of the Association. Officers, employees, trustees, and committee members may not accept cash gifts in any amount, or other gifts, entertainment, or favors in excess of \$100 per person per year, from any individual or outside concern which does or is seeking to do business with the Association.

Violations of the Conflict of Interest Policy

If the President or the Moderator has reasonable cause to believe that an individual has failed to disclose actual or possible conflicts of interest, or has otherwise violated this policy, he or she shall inform the individual of the basis for such belief and afford the individual an opportunity to explain the alleged violation.

If, after hearing the individual's response and after making further investigation as warranted by the circumstances, the President or Moderator determines the individual has violated this policy, he or she shall initiate appropriate disciplinary and corrective action.

If the Board of Trustees concludes that a serious violation has been committed by a member of the Board or by a member of a committee appointed by the Board or elected by General Assembly, the Board of Trustees shall consider the issue and shall take appropriate disciplinary measures, up to and including removal from the Board or committee.

REPORT OF THE CONGREGATIONS WORKING GROUP

Members of the Congregations Working Group reported on their discussions, including the dissolution of the Congregational Services Staff Group and the attendant staff reorganization, and the credentialing of religious professionals. It was noted that two congregations had terminated their membership with the UUA as the result of dissolution: the UU Fellowship of Aspen, CO and First Universalist Church of Woonsocket, RI.

M (Wooldridge), S, and

VOTED: That the Board of Trustees of the Unitarian Universalist Association welcome into membership:

The Unitarian Universalists of Central Delaware
Dover, Delaware

REPORT OF THE ASSOCIATION WORKING GROUP

Members of the Association Working Group reported on their discussions, including a newly proposed election process for Moderator and President, compensation for the Moderator,

the transition of the Independent Affiliate relationship from board to staff, and the relationships with Associate Members.

M (Payne Alex), S, and

VOTED: To place on the agenda of the **2010** General Assembly the following changes to the UUA Bylaws ARTICLE V (underlining indicates additions; strikethroughs indicate deletions):

Section 5.1 Committees of the Association,
Section 5.2 Election and Terms of Office,
Section 5.7 Presidential Search Committee,
ARTICLE VIII
Section 8.3 Term of Office,
ARTICLE IX
Section 9.4 Nomination by Nominating Committee,
Section 9.5 Nomination of President and Moderator,
Section 9.6 Nomination by Petition

Section 5.1. Committees of the Association.

The standing committees of the Association shall be:

- (a) the Nominating Committee;
- (b) the Presidential Search Committee;
- (c) the General Assembly Planning Committee;
- (~~e~~) the Commission on Appraisal;
- (~~d~~) the Commission on Social Witness; and
- (~~e~~) the Board of Review.

Section 5.2. Election and Terms of Office.

Elected members of all Section 5.1 committees shall take office at the close of the General Assembly at which they are elected and shall serve until their successors are elected and qualified except as otherwise provided herein.

One-half as nearly as possible of the elected members of the General Assembly Planning Committee and the Commission on Social Witness shall be elected at the regular General Assembly

held in each odd-numbered year. The elected members of the General Assembly Planning Committee and the Commission on Social Witness shall serve for terms of four years. One-third of the members of the Nominating Committee and the Commission on Appraisal shall be elected at the regular General Assembly held in each odd-numbered year. The elected members of the Nominating Committee and the Commission on Appraisal shall serve for single terms of six years. Any member of the Nominating Committee or the Commission on Appraisal in office for a period of more than three years shall be deemed to have completed a six-year term for the purposes of re-election.

The elected members of the Presidential Search Committee shall be elected at the regular General Assembly held four years before the General Assembly at which there is to be a presidential election at the expiration of a President's term. The elected members of the Presidential Search Committee shall serve for terms of six years.

Section 5.7. Presidential Search Committee.

The Presidential Search Committee shall consist of five members elected by the General Assembly, one member appointed by the Unitarian Universalist Ministers Association and one member appointed by the Board of Trustees. The election and appointment of members shall occur at the regular General Assembly held four years before the General Assembly at which there is to be a presidential election at the expiration of a President's term. Each appointment and election of a member shall be for a term of six years. The Committee shall nominate candidates for the office of President.

Section 8.3. Term of Office.

(a) Elected Officers. The elected officers shall be elected at a regular General Assembly in an odd-numbered year and shall take office immediately after the close of such General Assembly.

(1) President. The President shall serve for a term of ~~four~~six years and until his or her successor is elected and qualified. No President shall serve more than ~~two successive terms~~one term; and any partial term of more than two years served by reason of appointment and/or election to office pursuant to subsection 8.7(a) below shall be considered a full term for purposes of this subsection.

(2) ~~Moderator and Financial Advisor~~. The Moderator ~~and Financial Advisor~~ shall ~~each~~ serve for a term of ~~four~~six years and until his or her successor is elected and qualified. No Moderator ~~or Financial Advisor~~ shall serve more than ~~two successive terms~~one term; and any partial term of more than two years served by reason of appointment and/or election to office pursuant to subsection 8.7(a) below shall be considered a full term for purposes of this subsection.

(3) Financial Advisor. The Financial Advisor shall serve for a term of four years and until his or her successor is elected and qualified. No Financial Advisor shall serve more than two successive terms; and any partial term of more than two years served by reason of appointment and/or election to office pursuant to subsection 8.7(a) below shall be considered a full term for purposes of this subsection.

(b) Appointed Non-salaried Officers. The appointed non-salaried officers shall serve for one or more terms of two years and until their successors are appointed and qualified.

Section 9.4. Nomination by Nominating Committee.

The Nominating Committee shall submit one or more nominations for each elective position at large to be filled, except Moderator and President, including those to fill any vacancies occurring prior to October 1 of the year before the election. Only one person from any one member congregation shall be thus nominated to serve on the Nominating Committee. The report of the Nominating Committee shall be filed with the Secretary of the Association and be mailed to all certified member congregations, associate member organizations, and trustees on or before December 10 of each even-numbered year.

Section 9.5. Nomination of President and Moderator.

(a) President. The Presidential Search Committee shall submit no fewer than two nominations for the office of President for an election at the end of a presidential term or when a vacancy occurs in the office prior to October of the year before the election. The report of the Presidential Search Committee shall be announced at the General Assembly held one year before the General Assembly at which there is to be a presidential election, except in the case of an election to fill a vacancy occurring after that date.

(b) Moderator. The Board of Trustees shall submit one or more nominations for the office of Moderator for an election at the end of a moderator term or when a vacancy occurs in the office prior to October of the year before the election. The report of the Board of Trustees shall be announced at the General

Assembly held one year before the General Assembly at which there is to be a moderator election, except in the case of an election to fill a vacancy occurring after that date.

Section 9.6. Nomination by Petition.

(a) For Moderator and President. A nomination for the office of Moderator or President, or to fill a vacancy in an unexpired term occurring prior to December 1 of the year before the election ~~shall~~, may be by petition signed by no fewer than twenty-five certified member congregations, including no fewer than five certified member congregations located in each of no fewer than five different districts. A certified member congregation may authorize the signing of a petition only by vote of its governing board or by vote at a duly called meeting of its members. Such a petition shall be filed with the Secretary of the Association, only in such form as the Secretary may prescribe, not later than February 1 of the year of the election and not earlier than the preceding March 1. ~~If no valid and timely nomination is made by certified member congregations, the Board of Trustees shall nominate one or more candidates for the office.~~

(b) For Other Elective Positions at Large. A nomination for any other elective position at large or to fill a vacancy in an unexpired term occurring prior to December 1 of the year before the election may be by petition signed by not less than fifty members of certified member congregations, with no more than ten signatures of members of any one congregation counted toward the required fifty. A separate petition, in form prescribed by the Secretary, shall be filed for each nomination not later than February 1 of the year of the election and not earlier than the preceding October 1. Nominations for youth trustee at large shall be so designated.

REPORT OF THE GOVERNANCE WORKING GROUP

Members of the Governance Working Group reported on their work.

M (Blevins), S, and

VOTED: To adopt the following ENDS (Shared Vision) Statement, for inclusion in the UUA Governance Policy Manual.

ENDS for the UUA (draft version 6, of 17April 2009, 5:00 pm, from Gov WG)

1.0 Grounded in our covenantal tradition, the member congregations of the Unitarian Universalist Association will inspire people to lead lives of humility and purpose, connection and service, thereby transforming themselves and the world.

1.0.1 Congregations that unlock the power that transforms lives.

1.0.1.1 In our congregations, participants deepen their spiritual lives. People:

- a. Develop a personal spiritual practice
- b. Participate in meaningful worship
- c. Learn and practice empowered leadership and generosity
- d. Find their ministry in the world

1.0.1.2. Our congregations are:

- a. Vibrant — joyful and excited about their ministries
- b. Intentionally multi-generational and multi-cultural
- c. Embracing and struggling with issues of oppression and privilege
- d. Open and inclusive in their outreach and welcome
- e. Ministries deeply shared by ministers and the laity
- f. Active participants in ministerial preparation and development
- g. Growing in membership
- h. Living their mission in their communities

1.0.2 Congregations that live in covenant with other congregations in our Association through

- a. A strong, articulated sense of UU and community identity
- b. High expectations of their members
- c. Full participation in Associational life
- d. Networking with each other

1.0.3 Congregations that move toward sustainability, wholeness and reconciliation.

1.0.3.1. Our congregations answer the call to ministry and justice work:

- a. Grounded in the communities in which they live
- b. Nationally and internationally
- c. With interfaith partners and alliances

1.0.3.2 The public engages in meaningful dialogue and takes action informed by our prophetic voice and public witness.

1.0.4 These are all at equal priority and are to be achieved within a justifiable cost.

M (Blevins), S, and

VOTED: To adopt the following policy for inclusion in the UUA Governance Policy Manual:

3.0 POLICY TITLE: *GLOBAL GOVERNANCE COMMITMENT*

The purpose of the Board, on behalf of the Sources of Authority and Accountability, is to ensure that the Unitarian Universalist Association (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
1. Current and future generations of Unitarian Universalists
2. The heritage, traditions, and ideals of Unitarian Universalism
3. The vision of Beloved Community
4. The Spirit of life, love, and the holy

M (Blevins), S, and

VOTED: To adopt the following Annual Monitoring Calendar for inclusion in the UUA Governance Policy Manual.

The President is requested to begin delivering interpretations and monitoring reports to the Board of Trustees with Policy 2.3 Treatment of Staff, scheduled for Sept, 2009. These reports should be delivered to the Board with their October meeting agenda packet, or earlier.

<u>UUA GOVERNANCE POLICY MANUAL</u>				
<u>APPENDIX 3A. MONITORING SCHEDULE BY POLICY OR TOPIC</u>				
<i>(Revised January 2009_ draft version_3)</i>				
Policy	Policy Title	Method of Monitoring	Frequency	Date
1.0	Ends	Internal: Reviewed by Board Report to General Assembly	Annual	Jan April June Oct
2.0	Global Leadership Covenant	Internal	Annual	May
2.1	Treatment of People	Internal	Annual	July
2.2	Treatment of Congregations	Internal	Annual	Aug
2.3	Treatment of Staff	Internal	Annual	Sept
2.4	Compensation & Benefits	Internal	Annual	Oct
2.5	Compensation of Religious Professional & Church Staff	Internal	Annual	Oct
2.6	Availability of Benefits for Related Organizations	Internal	Annual	Nov
2.7	Financial Planning and Budgeting	Internal	Annual	Dec
2.8	Financial Condition & Activities	Internal	Annual	Dec
2.9	Grants, Contracts & Partnerships	Internal	Annual	Jan

<u>UUA GOVERNANCE POLICY MANUAL</u>				
<u>APPENDIX 3A. MONITORING SCHEDULE BY POLICY OR TOPIC</u>				
<i>(Revised January 2009_ draft version_3)</i>				
2.10	Asset Protection	Internal	Annual	Feb
2.11	External Relations	Internal	Annual	Mar
2.12	Emergency Presidential Incapacity	Internal	Annual	Mar
2.13	Election Practices	Internal	Annual	April
2.14	Communication & Support to Board	Direct Inspection	Annual	April
3.0	Global Governance Commitment	Direct Inspection	Annual	Oct
3.1	Governing Style	Direct Inspection	Annual	Oct
3.2	Board Job Description	Direct Inspection	Annual	Oct
3.3	Board & Board Members' Code of Conduct	Direct Inspection	Annual	Oct
3.4	External Relations	Direct Inspection	Annual	Jan
3.5	Agenda Planning	Direct Inspection	Annual	Jan
3.6	Election of Officers & Officers' Roles	Direct Inspection	Annual	Jan
3.7	Board Committee Principles	Direct Inspection	Annual	Jan
3.8	Board Committee Structure	Direct Inspection	Annual	April
3.9	Cost of Governance	Direct Inspection	Annual	April
4.0	Board-President Linkage	Direct Inspection	Annual	April
4.1	Unity of Control	Direct Inspection	Annual	April
4.2	Accountability of the President	Direct Inspection	Annual	June
4.3	Partnership with the	Direct Inspection	Annual	June

	Compensation & Benefits		
SEPT 2.3 Treatment of Staff	OCT (BOT) 1.0 Ends (TBD) 2.4 Compensation & Benefits 2.5 Compensation of Religious Professional & Church Staff Board means policies: 3.0 Global Gov Commitment 3.1 Governing Style 3.2 Board Job Description 3.3 Board Code of Conduct	NOV 2.6 Availability of Benefits for Related Organizations	DEC 2.7 Financial Planning & Budgeting 2.8 Financial Condition & Activities

M (Blevins), S. and

VOTED: To adopt the entire UUA Governance Policy manual, as revised to incorporate the policies, including the ENDS and Sources statements adopted at this meeting.

The Association will begin operation in accordance with these policies on July 1, 2009 with first policy interpretations and monitoring reports from the administration to be delivered to the Board in the agenda materials for the October, 2009 meeting. By this action we also rescind the old, existing Board policies, and remand any remaining policies to the administration.

The revised and updated Policy manual, including the actions taken at this meeting, will be posted at:
<http://uua.org/aboutus/governance/policy/index.shtml>
replacing the current version, at the earliest possible date.

Burton Carley asked that it be noted that he had voted against this motion.

M (Brody), S, and

VOTED: to amend Policy 2.7.1.a to read:

. . . Fail to present at the Board of Trustees' April meeting:
a. A balanced operating budget for each of the Association's business segments based on reasonable planning assumptions, including projections of revenue and expenses for the fiscal year beginning on July 1, for approval by the Board.

REPORT OF THE GROWTH WORKING GROUP

Members of the Growth Working Group reported on their discussions, including a review of the Youth Ministry Working Group Report, a change to Rule 4.9.2 of the UUA Bylaws, a report from the Excellence in Ministry Summit, and membership numbers.

M (Gallager), S, and

VOTED: Recognizing the importance and relevance of the report of the Youth Ministry Working Group in our efforts to move to a multicultural and multigenerational future in which the UUA provides leadership and example it is moved that the report of the Youth Ministry Working Group is received by the Board of Trustees for study, discussion, reflection and direction in our efforts.

M (Gallager), S, and

VOTED: To amend the Rule 4.9.2 of the UUA Bylaws as follows: "(3) is in affiliation with the congregation"

REPORT OF THE LIVING OUR FAITH WORKING GROUP

Members of the Living Our Faith Working Group reported on their discussions, including a presentation by Susan Leslie on the work of congregational advocacy and witness, a review of the Mosaic Project with Laura Spencer, and a report from the Journey Toward Wholeness Transformation Committee by Michael Salwasser, Co-Chair.

M (Loughrey), S, and

VOTED: Recognizing the importance and relevance of the report of the Mosaic Project in our efforts to move to a multicultural and

multigenerational future in which the UUA provides leadership and example, it is moved that the Report of the Mosaic Project is received by the Board of Trustees for study, discussion, reflection and direction in our efforts.

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

Members of the Anti-Racism/Anti-Oppression Assessment and Monitoring Team reported on their work.

M (Lund), S, and

VOTED: To adopt the following UUA Board Code of Conduct Regarding Interpersonal Relationships with the understanding that individual Trustees will signify their agreement by signing the document.

UUA Board Code of Conduct Regarding Interpersonal Relationships

Recognizing that I am a leader, in a relationship of faith, in whom trust and power have been placed, I covenant as follows:

Code of Conduct

I will refrain from practices that allow me to meet my own needs in ways that potentially take advantage of others.

I will not abuse my authority by manipulating others to satisfy my personal needs.

I will not engage in sexual misconduct, which includes sexual abuse, sexual exploitation and sexual harassment.

I will not engage in any other exploitative relationship that abuses the power and damages the trust that a specific individual, group, congregation, or institution has placed in me.

Procedure

If a Board member violates or thinks they have violated any provision of this Code, or if a Board member observes, learns of or, in good faith, believes it is possible that another Board member has violated any provision of this Code, that Board member is encouraged to speak as soon as possible about the actual or suspected violation to the Moderator, First Vice Moderator or a Board Chaplain.

Procedures for formal reporting of violations of the UUA Board Code of Conduct Regarding Interpersonal Relationships will follow the UUA Whistle Blower Policy.

Name (signature): _____ Date: _____

(This policy has been adapted, with gratitude, from the Young Adult Leadership Ethics document, the Association of Professional Chaplains and the Ford Foundation Trustee Code of Ethics)

FINANCE COMMITTEE REPORT

Lyn Conley, Chair of the Finance Committee, reported on that committee's deliberations.

M (Conley), S, and

VOTED: To approve the fiscal year 2010 Operating Budget.

M (Conley), S, and

VOTED: To receive the fiscal year 2011 Operating Budget.

M (Conley), S, and

VOTED: To approve the fiscal year 2010 General Assembly Budget with an understanding that there will potentially be changes in September.

M (Conley), S, and

VOTED: To approve the fiscal year 2010 Capital Expenditures Budget.

M (Conley), S, and

VOTED: To approve the following corporate resolution:

RESOLVED, that it is desirable and in the best interest of this Corporation that its securities be qualified or registered for sale in various states; that the Treasurer, President or any Vice President and the Secretary or an Assistant Secretary hereby are authorized to determine the states in which appropriate action shall be taken to qualify or register for sale all or such part of the securities of this Corporation as said officers may deem advisable; that said officers are hereby authorized to perform on behalf of this Corporation any and all such acts as they may

deem necessary or advisable in order to comply with the applicable laws of any such states, and in connection therewith to execute and file all requisite papers and documents, including, but not limited to, applications, reports, surety bonds, irrevocable consents and appointments of attorneys for service of process; and the execution by such officers of any such paper or document or the doing by them of any act in connection with the foregoing matters shall conclusively establish their authority therefore from this Corporation and the approval and ratification by this Corporation of the papers and documents so executed and the action so taken.

M (Conley), S, and

VOTED: To rescind the motion of January 2009 designating a fundraising effort at the 2009 General Assembly.

M (Conley), S, and

VOTED: To approve a fundraising effort at the 2009 General Assembly plenary session to be divided between the President's Freedom to Marry Fund and the Sinkford Fund in support of scholarships for seminarians of color.

M (Conley), S, and

VOTED: To appoint the UUA Financial Advisor, President, and Treasurer as fiduciaries to exercise the Association's ongoing oversight of the UUA Employee Benefits Trust. The President and the Treasurer may delegate their fiduciary responsibilities as appropriate.

GENERAL ASSEMBLY PLANNING COMMITTEE REPORT

Eva Marx, Board liaison to Planning Committee, and Beth McGregor, Chair, reported on plans for the 2009 General Assembly.

M (Marx), S, and

VOTED: To approve Louisville, Kentucky as the site of the 2013 General Assembly.

PRESIDENT'S REPORT

Bill Sinkford, President, said that the two questions he was being asked most in his last months as president were what he thought his most important legacy would be and how he thought momentum would be maintained on the critical mission-based initiatives begun in the last eight years.

Regarding legacy, he said, "These eight years will not be remembered for what I accomplished, but what we accomplished together. There are no solo acts in ministry."

He noted that there are several areas with broad and deep support that will require ongoing attention: youth ministry, excellence in ministry, lay leadership and the spiritual deepening of our faith, growth, the new Standing on the Side of Love Campaign, and movement toward a multi-cultural future.

EXECUTIVE VICE PRESIDENT'S REPORT

Kay Montgomery, Executive Vice President, reported on new hires: Tim Griffin as Website Manager and Orelia Busch as Legislative Assistant for Women's Issues in the Washington Office. She reported that the survey on youth and young adults mandated by a 2008 General Assembly resolution had been distributed and completed and would be posted on the web. The UU World has been nominated, she said, for an Utne Reader Press Award for spiritual coverage.

EXECUTIVE SESSION

The Board voted to go into Executive Session to discuss committee appointments and, when it returned to regular session, entered those appointments into the regular minutes of the meeting.

COMMITTEE ON COMMITTEES' REPORT

M (Greene), S, and

VOTED: Recognizing that Paragraph 7.2 of the UU Organizations Retirement Plan governing document calls for a committee to advise the UUA Board of Trustees (“The Committee” defined in paragraph 12.7), the BOT appoints the individuals who currently serve on the presidentially appointed Compensation, Benefits and Pension Committee to perform the functions of the Committee. Specifically they are charged to:

Consider and recommend to the UUA Board such investment options, Investment Managers, and Plan amendments as it deems from time to time necessary or desirable, and

Review and approve such summaries of Plan provisions, operational policies, or other rules or procedures that it deems from time to time to be necessary or desirable to the proper administration of the Plan.

The individuals so appointed and serving at the Board’s pleasure are:

- Vernon L. Blodgett
- The Rev. Diane Teichert
- The Rev. Paul Johnson
- Glenn Solomon
- Dan Brody
- Tim Brennan
- The Rev. Richard Nugent

M (Solomon), S, and

VOTED: To approve the following 2009-2010 UUA Board of Trustee assignments to begin at the end of General Assembly.

COMMITTEES		
AR/AO/MC Team	Committee on Committees	Finance Committee
Anna Olsen, chair	Elizabeth Greene, chair	Paul Rickter, chair
Nick Allen Charlie King Susan Ritchie Jackie Shanti Chuck Wooldridge MDD Trustee	Rosemary Bray McNatt Tom Loughrey Joan Lund Justine Urbikas Nancy Bartlett (MidSouth)	John Blevins David Friedman Linda Laskowski Will Saunders Donna Harrison (SWC) Jeanne Pupke (At Large)
WORKING GROUPS		
PERMANENT	TRANSIENT	

Congregations & Growth	Governance	Connections	Excellence in Ministry	Linkage
Eva Marx, Convener	John Blevins, Convener	Justine Urbikas, Convener	Doug Gallagher, Convener	Linda Laskowski, Convener
Rosemary Bray McNatt Charlie King Joan Lund Susan Ritchie (OM)	Tom Loughrey Jackie Shanti Chuck Wooldridge Donna Harrison	Jose Ballester Elizabeth Greene <i>MDD Trustee</i>	Nick Allen Paul Rickter Will Saunders Jeanne Pupke	David Friedman Anna Olsen Nancy Bartlett

OTHER BOARD ASSIGNMENTS:

APF: Charlie King (liaison)
 Audit Committee: David Friedman (liaison)
 Congregations Come First: David Friedman
 CSRI and Investment Committees: Will Saunders
 CUUYAN: Anna Olsen (liaison)
 Distinguished Service Award: Joan Lund (chair 2010), John Blevins (2010-2011), UUA
 President (2010) and Moderator (2011)
 District Presidents Association: Joan Lund (liaison)
 Election Campaign Practices: Doug Gallagher, Elizabeth Greene
 Fifth Principle Task Force: Jackie Shanti (liaison)
 General Assembly Planning Committee: Eva Marx (liaison)
 GA and Mission of the Association Partnership: Rosemary Bray McNatt, Chuck Wooldridge,
 Eva Marx*
 ICUU: Will Saunders
 JTWTC Liaison: Jose Ballester
 MFC: Jose Ballester, David Friedman
 Open UUA: Anna Olsen (liaison)
 Panel on Theological Education: Doug Gallagher, Linda Laskowski
 Religious Education Credentialing Committee: Donna Harrison
 AOPC: Jackie Shanti (First Vice-Moderator, Chair), Rosemary Bray McNatt, Charlie King
 Board Worship Team: Will Saunders (team leader), Nick Allen, Susan Ritchie, Jeanne Pupke
 Board Welcoming Team: Anna Olsen (team leader), Nancy Bartlett, Mountain Desert Trustee
 Chaplains: Rosemary Bray McNatt, Doug Gallagher
 Coordinating Council (CoCo): Jackie Shanti (First Vice-Moderator, Convener)
 UUA Secretary: Tom Loughrey
 Vice-Moderators: First Vice-Moderator: Jackie Shanti; Second Vice-Moderator: Joan Lund

M (Solomon), S, and

VOTED: To approve the following committee appointments:

Journey Toward Wholeness Transformation Committee

Helen Boxwill (replacing Rev. Kelly Flood)
Filling a term to Dec. 31, 2009, eligible for reappointment

Natalie Maxwell Fenimore (replacing Bob Gross)
Filling a term to Dec. 31, 2009, eligible for reappointment

General Assembly Planning Committee (2 Board-appointed positions)

Melodie Feather, reappointment to *2-year term*

ICUU

Appoint Rev. Will Saunders and new UUA President as delegates to ICUU Council Sept 09

Second the nomination of Pauline Rooney to ICUU Executive Committee (nominated by ANZUUA)

Religious Education Credentialing Committee

Parish or Community Minister - TBD

Regional Subcommittees on Candidacy

Three of the committees will be increased by 3 members each by Spring 2010. The first positions to be filled will be on the Midwest RSCC, 3 new members plus 2 vacancies. This will be posted soon. Suggestions? Please direct individuals to the posting, which you will receive.

CLOSING

Justine Urbikas provided closing words and the meeting was adjourned at 3:10 pm on Sunday, April 19, 2009.

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.*

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 14 - Committees
Friday, October 15 – Working Groups
Saturday, October 16 – Sunday October 17 – 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**)