

MINUTES

BOARD OF TRUSTEES UNITARIAN UNIVERSALIST ASSOCIATION

September 23, 2010

Pursuant to notice duly given, a meeting of the Board of Trustees of the Unitarian Universalist Association was held on Thursday, September 23, 2010 by electronic communication.

MEMBERS

PRESENT: Allen, Ballester, Bartlett, Blevins, Brody, Courter, Friedman, Gallagher, Greene, Harrison, Hawkins, King, Laskowski, Lund, Loughrey, Marx, Morrill, Phinney, Pupke, Rickter, Ritchie, Saunders, Shanti, Urbikas, and Morales

MEMBERS

ABSENT: Wooldridge

ALSO

PRESENT: Brennan, Limpert, Montgomery, Raible-Clark, and observers

Gini Courter, Moderator, called the meeting to order at 8:000 pm EDT on Thursday, August 26, 2010. The agenda was approved.

DISCUSSION OF OFF-SITE VOTING AT GENERAL ASSEMBLIES

Discussion was held concerning a memo from legal counsel on off-site voting at General Assemblies. It was agreed that the Board would return to this conversation at the time of the October meeting of the Board of Trustees.

DISCUSSION OF ACTIONS OF IMMEDIATE WITNESS PROCESS

Discussion was held concerning numerous conversations among constituents about the process for Actions of Immediate Witness.

M (Morrill), S, and

VOTED: That the Commission on Social Witness be asked to present to the UUA Board in January 2011 a report on Actions of Immediate Witness, including a definition of the problem and recommendations for resolving that problem.

After it passed, there was informal agreement to ask the CSW to update the Board about its thinking at the November Board meeting.

DISCUSSION OF RESPONSIVE RESOLUTIONS

Discussion was held concerning the process for Responsive Resolutions passed at General Assemblies. It was agreed that there would be a preliminary report of recommendations for change at the time of the October meeting of the Board of Trustees.

POLICY 2.4

Discussion was held concerning proposed changes to Board Policy 2.4.

M (Brody), S, and

VOTED: To change Policy 2.4 to read as follows:

2.4 POLICY TITLE: *COMPENSATION AND BENEFITS FOR UUA STAFF*

With respect to employment, compensation, and benefits for Association staff, the President shall not cause or allow:

- A. An unfair or inhumane benefit structure.
- B. Conditions that jeopardize the fiscal integrity of the Association.

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

1. Promise permanent employment.
2. Set salaries at levels that are materially less than those paid by comparable nonprofit organizations.
3. Provide less than a living wage to all employees.
4. Change benefits so as to cause imprudent or inequitable situations, including those that:
 - A. Incur unfunded liabilities.
 - B. Provide less than a reasonable level of benefits to all employees.
 - C. Allow any employee to lose benefits already promised.
 - D. Differentiate among classes of employees.

DISCUSSION OF BOARD SIZE

Discussion was held concerning the possibility of decreasing the size of the Board of Trustees. It was agreed that a transition plan would come to the Board at the time of the October or January meeting of the Board of Trustees and that the Moderator would appoint a task force to recommend a transition plan.

DISCUSSION OF THE 2012 GENERAL ASSEMBLY

It was agreed that that a discussion of the 2012 General Assembly in Phoenix would be held at the time of the October meeting of the Board of Trustees.

CLOSING

The meeting was adjourned at 9:45 pm EDT on Thursday, September 23, 2010.

Respectfully submitted,

/s/ Kathleen Montgomery
Recording Secretary