

UUA Board of Trustees Meeting Notes October 15 – 16, 2005

By W. Eric Kluz, President of the UUA District Presidents' Association,
DPA official observer to UUA Board meetings

Saturday, October 15, 2005

Attendees:

Kay Montgomery
Jerry Gabert, Treasurer
Charles King
Jose Ballester
Ed Wilde
Jackie Shanti
David Friedman
Joan Lund
Eva Marx
Charles Blustein Ortman
Paul Rickter
Ned Wright
Dan Brody
Lyn Conley
Bill Sinkford
Gini Courter
Roger Comstock
Burton Carley
Tamara Payne-Alex
Linda Olsen Peebles
Pat Solomon
Will Saunders
John Blevins
Elizabeth Greene
Julian Sharp
Sue Stukey
Nancy Lawrence
Douglas Gallager
Lyda McHugh Adair
Jazmin Luz Sandoz-Rosado
Pam Allen Thompson

Observers:

W. Eric Kluz, DPA President
Nancy Van Dyke, Women's Alliance

Nancy Moore, UU Service Committee
Tracey Robinson Harris, Director of UUA Congregational Services

These notes are a summation of the DPA observer and are not intended to be or replace the official, legal account of the UUA Board proceedings.

Saturday, October 15, 2005

Opening Words and Chalice Lighting were presented by the Rev. Charles Blustein Ortman, Metro New York District Trustee

Moderator Gini Courter called the meeting to order and introduced the Rev. Will Saunders who led the recitation of the "Statement of Call"

The Agenda and Consent Agenda were accepted with the addition of a request for the discussion of the Unsung UU Award. Each member of the board and the administration introduced themselves to the body. Observers and guests were invited to do likewise.

1. President's Update - Bill Sinkford

Bill noted that while the recent disasters that have befallen the earth may be reacted to by the religious right with claims of damnation against homosexuality and punishment of humankind, Bill quoted from Revelations and suggested it might be just as appropriately a reaction against corporate greed and racism.

Bill noted that the efforts of the UUA to raise funds for hurricane Katrina relief have passed \$2.3 million and with a matching grant challenge from Shelter Rock the total is expected to pass \$3.0 million. Combined efforts with the UUSC have been invaluable and Bill suggested the need to develop a coordinated disaster relief plan with the UUSC.

Bill reported that a merger of the Meadville/Lombard and Starr King Theological Schools is being explored due to the fragile financial condition of both schools. Bill asks that the Board support the plans to merge and to commit to raising funds through the Capital Campaign when the time comes.

Bill and Will are headed to Barcelona for meetings concerning the International Council of Unitarians and Universalists. Bill will then travel to Chad to bear witness to genocide and oppression with the goal of energizing our congregations.

2. Secretary's Report - Paul Rickter

One of Paul's duties as secretary is to oversee the election of Association officers. Paul has been in contact via conference call with 5 potential candidates. He reports that the dialogue is going well and the candidates are working together to ensure an effective and amicable election. An election practices committee will be set up.

Paul made a motion to establish the amount of \$7.00 as the cost for a subscription to the UU World. This action was needed in order satisfy IRS regulations. Motion was seconded and approved.

3. First Vice Moderator's Report - Ned Wright

Ned reported that correspondence directed by the Board had been carried out. Ned asked that if anyone had any suggestions for how to reorganize and tab the Board manual he would be happy to hear any suggestions. Linda Olsen Peebles thanked Ned for his good work on behalf of the Board.

4. Financial Advisor - Dan Brody

Dan gave a brief history lesson showing photographs he had taken of the Draft Resistance Sanctuary at the Arlington Street Church in 1968. Arlington Street offered symbolic sanctuary for draft evaders. Dan had developed the photos in a dark room in the attic at Pickett Eliot House.

Dan reported that UU market share declined significantly since the late 60's but has been somewhat stable since 1980. The greatest density of UUs continues to be in the Northeast followed by the upper mid-west and the Pacific Northwest.

The financial audit is not complete due to a debate amongst the auditors regarding the restrictions on the Holdeen trusts and whether they are permanent or temporary. Agreement should be reached shortly.

APF continues to grow and increase as a share of total income. Predicted and actual income results have been consistent over the past 4 years. Growth of APF has been 3.5 to 5% over the past 4 years.

Income from Friends of the UUA was about \$200,000 more than estimates. Income from Unrestricted Bequests has decreased over each of the past 4 years and is not a predictable source of income.

Total return on the endowment for FY05 was 9.9% vs. 9.0% for funds of similar size.

Dan presented a number of issues concerning LRCS and indicated that the possibility of eliminating LRCS and rolling the funds into the UU endowment is being investigated. The Holdeen Trust makes distributions to LRCS which then distributes 5% of the moving average. Holdeen income could come direct to the UUA at full value.

Dan reported that the results for Beacon Press have looked good for the last several years There have been surpluses of over \$200,000 for each of the last two years though a deficit is currently anticipated for 06.

Roger Comstock congratulated Dan for an excellent report and asked about the GIF. Dan advised that the size of the General Investment Fund is \$110 million.

5. Our Congregations Working Group Report - Eva Marx

New Congregations – Elizabeth Greene presented the Unitarian Universalists of Fallston, Maryland for affiliation. It was moved, seconded and approved by a vote of the Board.

Elizabeth presented the Open Circle Unitarian Fellowship of Fond du Lac, Wisconsin for affiliation. It was moved, seconded and approved by a vote of the Board. It was noted that gift hymnals signed by all of the Board members are given to each of the new congregations.

Notice has been received that three congregations are disaffiliating. These are Panthea Pagan Fellowship of Hoffman Estates, IL, UU Fellowship of Johnson County, KS, and UUs of Northern Kentucky, Covington, KY.

The UU Fellowship of Eau Claire Wisconsin has changed its name to the Unitarian Universalist Congregation of Eau Claire.

The working group looked at the disaffiliation as an administrative issue that is covered by the by-laws, and dealt with by the staff. No action is required by the Board.

Notes were distributed from the District Presidents Association Alignment Summit. The written summary of the summit is not available at this time.

The CWG voted the following resolution:

“Resolved that the Congregational Presidents’ Workshop at GA 2006 and beyond be viewed and designed as a meeting of owners, not a meeting of customers, to employ the language of Policy Governance. Specifically, the focus of the meeting must be empowerment and ownership rather than customer service and programmatic initiatives.”

6. International update

Will Saunders reported that the UUA’s relationship with regard to the international community is in flux. Bill Sinkford pointed out that the UUA needs to be in relationship with the international community for the purpose of energizing and enriching our congregations toward this important work.

Bill identified the four most important issues as:

- 1) Strategic understanding of how congregations can be involved, e.g., relationship with the Partner Church Council.
- 2) Keep exploring work with the International Council of Unitarians and Universalists. How do we support this work?

- 3) Do some institutional housecleaning with regard to un-addressed issues in our international relationships.
- 4) Deepen the relational ties with the Rissho Kosei-kai.

Gini noted that the meeting was ahead of schedule at this point and summarized actions to make plenary more “zippy.” Only a small number of awards will be a part of plenary. The rest will go back to small group workshops.

Eric Kluz, DPA observer, noted that a poll of the DPA showed that 84% agreed that it was time to sunset the UUA Unsung UU award. A motion to discontinue both the Unsung UU and the Youth Unsung award will be drafted by Sue Stukey and Tamara Payne-Alex.

7. Growth Working Group Report - Jackie Shanti

Pat Solomon reported that the breakthrough congregations have been selected for GA 2006 in St. Louis, but that it is not public information until officially announced. The selection process did include consideration of ARAOM (Anti-racism anti-oppression multiculturalism) compliance. There was extensive discussion regarding ministers not in fellowship as it pertains to breakthrough congregations. This issue will be addressed further by Bill and Will Saunders.

Doug Gallagher reported on the joint meeting with the Congregations Working Group. Discussion addressed questions posed by the DPA to the Board in December 2004. In response it was suggested that the Ministerial Fellowship Committee put some emphasis on the need for growth skills. Reference was made to the important linkage between the Board and the DPA regarding growth issues. Ned Wight reported that the Panel on Theological Education is very aware of this need. Two important points resulted from the discussion which Eric Kluz will take back to the DPA:

- 1) “Synergy for growth” is a complex, systemic issue in any given congregation. If Districts could bring capacity for such analysis to congregations, it would be of great service.
- 2) Some District Boards don’t seem to use the knowledge and resources of the trustees as well as they might. Consistency among District boards in this area would be helpful.

8. Pathways Congregation

Jackie Shanti led a discussion regarding growth strategies and Pathways Church. Ned Wright referenced the UUA Growth Strategies included in the Congregational WG report:

1. Create a Growth Team to advise and make recommendations to the President
2. Support innovative ideas that arise from congregations or clusters.
3. Initiate and support metro/regional growth strategies

4. Make Unitarian Universalism more visible in the world.
5. Identify Breakthrough Congregations and Breakthrough Practices and assist congregations in learning from one another.

In response Bill Sinkford stated that he is hopeful that Districts might do their own breakthrough showcasing.

Ned presented two motions that the Board will be asked to act on during the Sunday session relating to Pathways. Suggestions were made for revisions for clarity that will be incorporated into the final motions. (*See minutes of 10/16/05*)

Dan Brody noted that contrary to statements contained in the September 21st letter to Members and Friends of Pathway from the Pathways Church Board of Trustees there were no obstacles to close the audit with regard to Pathways.

Roger Comstock offered some historical input based on his experiences in Atlanta that may be useful and the Congregations WG indicated they will appreciate his input.

There was lengthy discussion regarding issues around the flow of information and communications between the Board and the Administration surrounding the Pathways initiative. Ned Wight spoke to the congregational organizers' perception of learning information for maximum credibility and Eva Marx spoke in support of Will Saunders' suggestion for an independent evaluator to assess the entire process.

Jackie reported that she had met with Tracey Robinson Harris to review regional growth strategies. She reviewed two motions that will be brought before the Board on Sunday. (*See minutes of 10/16/05*)

9. Board Retreat Facilitator's Report

John Blevins introduce Susan Stratton, Retreat Facilitator, who consulted with the Board with regard to Policy governance and later observed the Board in action.

Susan provided comments that might improve process regardless of whether the Board pursues policy governance:

- 1) Transfer of Information – the amount of information from staff that gets recounted. Recommend that staff prepare the reports so that the working groups can process with the staff, rather than reporting what the staff said. The ownership is more efficient.
- 2) Consider the sample form that was distributed to the Board. Simplify accounting and recording to avoid duplication of process. Consider real time recording of the process on a projection screen.
- 3) Observation – there is not clarity as to who owns GA. Distinction needs to be made as to who owns what (staff/Board/owners etc.). Confirm and clarify Ends

and Means as you go as it is still developing. Distinguish between “operation” and “governance”, they both have means.

Susan recommended that the next step toward Policy Governance would be a blitz session reviewing all policies including those that need to be pulled in, differentiating between what is operations policy and governance policy.

John Blevins thanked Susan for her work and presented her with copies of our hymnals, noting her work as a music director within her own faith community. The board sang “Go Now in Peace” in thanks to her.

10. Special Review Commission (established to investigate and report regarding the incident involving UU youth of color that occurred at GA Fort Worth: - Jose Ballester

Jose introduced Hafidha Acuay, Young Adult representative to the Commission from Portland, Oregon. Jose reported that interviews have not yet been completed as the roots of the issues go back to small events a long time ago. Rachel Downs has talked with the youth involved. Haridha is talking to the young adults involved.

Hafidha said that the final report will be between 10 and 15 pages in length. Gini Courter said that the report can be distributed electronically and asked the working group conveners to discuss how the working groups could divide and break down the report before the Board has a larger conversation in January. Bill Sinkford reports that the staff have already begun to implement lessons learned for the GA in St. Louis. Work can be wrapped up in April and be focused on policy.

Joan Lund reported during process observations that ARAOM was ever the focus for the morning, ending with the work of the Commission. Latino/Latina focus is missing at the theological schools. The Board was timely, high energy, with minimal side talking and respectful in acknowledging colleagues.

Reconvening after Lunch

11. General Housekeeping:

Charlie Ortman suggested that he be addressed as “Charlie O.” and Trustee-at-large Charlie King be addressed as “Charlie K” for clarity. This was “**OK**” with everyone!

12. Living Our Faith Working Group - Burton Carley

Sue Stukekey reviewed a discussion regarding the mission of the working group and how to effect its work at General Assembly.

Jazmin Luz Sandoz-Rosado reported on Beacon Press. Beacon would like to build a stronger relationship with our congregations, perhaps by selling books on-site at the congregations.

Charlie Ortman reported on the Gulf Coast Hurricane response. Many have struggled with perceptions of how monies were spent. There is a real threat that there might not be a congregation in New Orleans after the rebuilding of the city. Charlie O. presented two resolutions to be submitted to the Board for approval. The Working Group will consider modifications to the resolutions to reflect concerns that they address not just the disaster in New Orleans but others as well. (*See minutes of 10/16/05*)

13. ARAOM Report - Joan Lund

Julian Sharpe reported as a member of the Committee on Committees that there may be a need for a certification process for trainers. The White Allies are well trained and experienced in issues and also in accountability relationships. We need to look at how chairs are chosen and place more than one person of color on committees when possible.

Joan stated that our agendas are not reflecting an ARAOM lens in our working groups with the exception of the Congregations Working Group. She suggested having 2 process observers, one for general process and one with a lens toward ARAOM.

14. Our Association Working Group - Tamara Payne-Alex

Tamara reported that there is a need to redefine the relationship with Independent Affiliates. There can be no status without relationship. Independent affiliate is not an alternative to congregational life.

Linda Olson Peebles reported that Ministerial Fellowship Committee staff member Griff Bell has resigned. The working group requested that the Board be kept informed concerning bud get cuts for Regional Sub-Committees on Candidacy. Linda also addressed the Professional Leadership Coordinating Council report.

Julian Sharpe gave a Task Force for Ministry to and with Youth report. A survey for youth will be completed by the end of February. Congregational conversations led by youth and an adult will be held April 1 through May 31, 2006. The Task Force will be meeting again at the end of July and conversations at District Gatherings will convene in the fall 2006 through spring 2007. Julian stressed the importance of having ministers involved in the process, district staff needs to encourage and be involved in the discussions.

Bill Sinkford stated that he is committed to having this effort grounded at the congregational level. He will ask the districts to promote a commitment of occurrence within our own individual congregations. He will address this with the DPA also.

Ned Wright expressed the opinion that district gatherings need to be congregational gatherings at the district level. Julian will receive requests from Board members regarding needs for the purpose of promoting youth events. Printed material is the responsibility of the Youth Office.

Bill Sinkford stated that the conversation should begin within those districts that have a program coordinator in place. Look for congregational events in '06, district gatherings in late fall 2006 into 2007. The Youth Office is in touch with many of the districts already.

Paul Rickter reviewed the proposed motion to discontinue the Unsung UU and Unsung UU Youth awards which will be voted on Sunday. (*See minutes of 10/16/05*)

15. Finance Committee report - Lyn Conley

Attendance at the Fort Worth GA was down, resulting in a budget overage. St. Louis is expected to be better in terms of attendance. Fees for GA will increase to help offset support for assistance to congregational presidents who attend.

Stewardship and Development – Mary Miles has retired as APF coordinator but has remained on until her replacement comes on board. Friends of the UUA is doing well with the help of a consulting firm. There will be more details on the Capital Campaign in January.

The Investment Committee held a joint meeting with the Committee of Socially Responsible Investing and GIF. Discussion is being held concerning the possible elimination of the administrative fees for congregations in GIF as a means of increasing participation."

Self Insurance – a survey needs to be done.

Capital Projects have experienced some cost overruns related to the heating system at 41 Mt. Vernon Street.

Changes have been made to the Board and UUA committees Travel, Meals and Expense guidelines.

16. Ministerial Fellowship Report - Jackie Shanti and Linda Olson Peebles

Over the 2 ½ days the MFC met with a total of 24 candidates including 8 men and 16 women.

The MFC voted to request that the Board place a bylaw amendment on the 2006 agenda to make language conform in reflecting the new practice of fellowshiping. (*See motions, Sunday, October 16, 2005*)

The MFC voted to change the description of the World Religions competency, removing the stipulation that Judaism and Christianity cannot be studied in depth. The competency, as revised, reads: "Candidates are expected to have graduate level knowledge in two

areas: general comparative studies of major religious traditions, and the in-depth study of one specific religious tradition, other than Unitarian Universalism”.

The MFC voted to continue the partial suspension of Rule 17 for ministers of color and historically marginalized groups until 12/31/07.

17. General Assembly and Mission of the Association Partnership (GAMAP) - Eva Marx

The report offered suggestions for addressing racism issues and other conflicts that arise at GA:

- 1) Build on the 2006 GA theme of “Toward a Right Relationship”.
- 2) Provide orientations for youth and adults that stress right relationships.
- 3) Include a basic introduction to multicultural issues.
- 4) Introduce the theme into District gatherings in collaboration with the DPA.
- 5) Provide a mechanism for “access to power” for those having problems at GA.
- 6) Create daily opportunities to examine progress on ARAOM.

Pat Solomon reported on behalf of the GA Planning Committee and noted that a vacancy due to resignation had occurred on the committee. The vacancy was posted and filled.

The local Service Project in St. Louis will be the recipient of the Sunday offering. Space and dedicated time have been allotted for Covenant Groups and Choir for the first time.

2010 site visits will include Indianapolis, Louisville, Pittsburgh and Minneapolis. There may be a problem with Salt Lake City in 2009 which may necessitate a change in venue.

Pat reported on the work of the GA Planning Committee with regard to independent affiliates and urged all districts to bring their best congregational programming to GA slots.

Jose Ballester expressed the view that the Hispanic Ministry caucus was offended that they were left out of the opening ceremony at Fort Worth. Linda Olson Peebles proposed consideration of a site for Alcoholics Anonymous meetings as she had received several requests in the past. Jose proposed getting involved in a “get your hands dirty” project in concert with the UUSC.

18. Committee on Socially Responsible Investing - Will Saunders

Will Saunders reported on behalf of the CSRI that there is tension between CSRI and GIF regarding the perception that GIF is not in compliance with CSRI policy. Will reviewed a proposed motion.

Jose Ballester said that he believed that the Investment Committee is in compliance and asked for time to allow review and asked that the Board consider tabling this motion until

January. Dan Brody reported that the Chair of the Investment Committee is in favor of the approach CSRI suggests but has some concerns about the specific language. The Board directed Investment Committee and CSRI to get together to resolve differences.

19. ARAOM process observer - Jackie Shanti

Jackie commented that the session started out somewhat scattered with too many handouts provided too late. The gathering got bogged down in the afternoon with regard to a couple of reports in particular.

1. The agenda includes items that focused on ARAOM issues.
2. The Congregations Working Group in particular did have an ARAOM observer.
3. All committees reported on related items.
4. The MFC discussion focused on the suspension of rule 17.
5. The GMAP report noted the need to address racism.
6. The GA Planning Committee reported on its efforts to interview local site officials to ensure compliance with ARAOM guidelines.
7. Were probing questions asked about decisions made that impact ARAOM concerns? YES. Several people did speak up. Jose acknowledged that he was a “one issue Latino,” for which we are all grateful.

Meeting Adjourned at 5:48 PM.

SUNDAY, OCTOBER 16, 2005

Jazmin Luz Sandoz-Rosado lit the chalice and shared reading #728 from the hymnal, “Blessed Are Those” by John Buehrens.

Ned Wright expressed thanks to Jackie Shanti and Elizabeth Greene for a wonderful morning service.

1. President’s Report - Bill Sinkford

Bill shared his reflections on the issue of clarity of vision and ministry occurring in the conversation of Policy Governance. Bill shared alternative language of Purpose rather than the rather legalistic existing language. He spoke to seeking clarity of purpose, mission and relationships. Bill presented the Statement of Purpose adopted by the UUA staff.

To support the health and vitality OF UU congregations as they do their ministry in the community; to open doors to people who yearn for liberal religious community; and to be a respected public voice for liberal religious values. This statement of purpose has helped Bill and the staff to focus on their work.

Bill stated that the real virtue here is about the process and where the policy governance conversation goes towards measureables. Concerns of staff etc. are represented in the process of how we do budgeting. These issues have been very hard to organize and understand as they relate to the goals of the Association. It is important to inform the budget process for the next fiscal year.

Bill commented on three other issues:

1. The conversation with youth - needs clarity of communication of expectations.
2. Pathways –Bill has had a conversation with Laurel Hallman about re-crafting a joint letter with talking points and common language to reinforce the message.
3. Racism and Oppression – Bill reviewed the work of the Journey Toward Wholeness Transformation Committee. He noted that more reflection on theology may be the way to approach getting the work done. Complexity of language and crisp hardness get in the way of moving forward.

Will Saunders reported that a number of UUs attended the first gathering of the “Network of Spiritual Progressives” and noted that a lot of groups are struggling to be the voice of Progressive Christians. The next meeting will be in Washington, DC.

2. Late Introductions – Chris Walton, UUA staff member who led the new Trustees on tour of UUA Headquarters, is Executive Editor of the UU World and responsible for the new uuworld.org

3. Executive Vice President’s Report- Kay Montgomery

Kay reported on new staff hires (with apologies for spelling errors):

1. Jim Hobart, Interim District Executive, Central Midwest District
2. Lisa Presley, Interim District Executive, Heartland District
3. Jeanne Crane, co-employed, Growth Consultant for St. Lawrence and Ohio-Meadville Districts. Pat Solomon made it clear that the work at St. Lawrence/Ohio Meadville is a matter of co-employment and not consideration of a merger
4. Pat Hoertdoerfer – Program Consultant, New Hampshire-Vermont District
5. Laurel Amabile – Interim District Executive, Thomas Jefferson District, and director-designate, Annual Program Fund.

Kay expressed her thanks to Chris Walton for his work on UU World and uuworld.org. She expressed the need for a Director of Communications. She also noted that the Veatch Program from Shelter Rock gave \$825,000 in fiscal year 05 for programming. The '06 budget includes \$825,000 from the Veatch Grant. Of that, \$250,000 is designated for Justice work, \$200,000 for growth related and \$200,000 toward Young Adult work.

Background checks are being done on current and prospective staff consistent with UUA requirements of congregations and districts.

4. Moderator's Report - Gini Courter

BEWARE OF THE BEARS – Gini led us on an “excellent adventure” into the country of the bears with a sometimes poignant, sometimes humorous slide show featuring her travels to Alaska, in search, ever in search! Gini noted that “Paths are not found, they are made.”

Gini reported that her sister is now doing well and thanked all for expressions of concern. Since we last gathered Gini has attended Concentric, and visited Fairbanks via Anchorage, Alaska to help dedicate a new building. In recognition of the ir special relationship with youth the congregation chose to house religious education in the first floor sanctuary and to worship in the basement.

Gini attended the GA Grid meeting which blocked out and coordinated the schedule for plenary and worship for GA 2006 in St. Louis. The meeting was organized by the GA Planning Committee. DPA President Eric Kluz also attended and provided input from the DPA. Gini also attended the GAMAP and planning committee meetings, and also preached in the Brooklyn congregation.

Gini's 4th Quarter Activities will include attending the installation of the Rev. Emmy Lou Belcher in Naperville, IL; a visit to Houston and Beaumont, Texas; attendance at the DPA Meeting in November; and participation in the DRUUMM/White Allies Conference. Gini will also be the keynote speaker at the Florida District on behalf of the Chrysalis project with the goal of starting 4 new congregations. She will lead a worship service in Orlando, attend a meeting of the Nominating Committee, and meet with District Staff at the BCM.

Gini outlined new projects for the 1st Quarter of 2006:

1. Work with the Effective Partnership Team, co-chaired by Harlan Limpert and including representatives of the DPA, APF and thee UUA Board that will meet in February.
2. The Leadership Synchronization Meeting will be held in March and will include representatives of the Board, Commission on Social Witness, Commission On Appraisal, the Nominating Committee, the Planning Committee, President Sinkford and the Moderator.

Break

6. Motions for Board Action: Growth Working Group Motions

1. In addition to Bill's memo entitled “Pathways,” the Growth WG requests from the UUA Administration a list of talking points for trustees regarding the current

transition plans for Pathways regarding staffing, property, leases and relevant specifics. Approved.

2. To support the UUA Board's intention to maintain credibility with the UUA member congregations and to be a learning organization, be it moved: That the UUA Administration implement an independent evaluation of and document "learnings to date" from our experience with the Pathways partnership and convey these to the UUA Board before the April 2006 Board meeting.

A proposed amendment to add "an external and" independent evaluation was moved, seconded and defeated. The MAIN MOTION was approved.

3. The UUA Administration shall ~~not fail to~~ provide the Board with regular and timely benchmark and monitoring reports through the life of growth projects, for each of the five strategic areas outlined in the "UU Growth Strategies" memo from the Growth Team dated 10/12/05. MOTION 3 approved as amended by GWG (*see strike-throughs*)
4. The UUA Administration shall ~~not fail to~~ put into writing the terms, expectations and agreements of current and future partnerships between the UUA and regional, local or other entities designed to foster healthy congregational growth. MOTION 4 approved as amended by GWG. (*see strike-throughs*)

Our Association Working Group Motions

Tamara Payne-Alex moved to "approve the application of the UU Buddhist Fellowship for Independent Affiliate Status with the UUA." MOTION was approved.

Unsung UU Motion - Paul Rickter

Recognizing the vast number of talented and committed Unitarian Universalists in congregations all across our Association who work quietly and effectively for our faith ¹ ~~and the difficulty of singling out just two as most worthy~~, we move to discontinue the Association's Unsung UU Award and Unsung UU Youth Award, effective immediately.

² ~~We urge congregations and districts to continue to honor the unsung UUs among them with ceremony and great rejoicing.~~

Footnotes:

1. Amendment to delete and insert the following was approved: "and the wish to encourage all Unitarian Universalists to be agents of change in their communities and in the world,"
2. Delete second paragraph was approved.

MOTION approved as amended.

Ministerial Fellowship Committee (Proposed Bylaw amendment)

The Ministerial Fellowship Committee (MFC) offered the following bylaw amendment for consideration at GA 2006, St. Louis in order to conform to the language to reflect the new practice of fellowshiping:

UUA Bylaws, Section VII.6(b), regarding the composition of the MFC to be amended as follows: [~~strike through text to be deleted~~]

Six members who are ministers in full and final fellowship with the Association, ~~with at least one from each category of ministry including community ministry,~~ appointed by the Board.

Tamara shared a concern about ministers who are not in fellowship with the UUA. While there is good work being done in the area of breakthrough congregations, it is a matter of principal that we must encourage fellowship. Bill Sinkford will continue discussions with the Growth Working Group to resolve the present dilemma regarding fellowship.

Best Practices Reminders

John Blevins, Chair, reported on behalf of the Best Practices Committee:

1. Asked for a straw poll of the Board regarding the discussion of Policy Governance. The poll indicated a willingness to continue to explore the issue of governance but not necessarily “policy governance”.
2. Proposed that the late packet be eliminated in the future due to disruptions.
3. Suggested the implementation of “real-time” minutes as recommended by consultant, Susan Stratton.
4. Related other concerns as expressed in the Best Practices Committee Report to the Board, October 16, 2005.

Friends of the UUA:

Joan Lund announced that there was now 100% participation by the Board in support of the Friends of the UUA to the tune of \$10,700. Thank you and congratulations for meeting the goal.

AR/AO process observation

Julian Sharpe shared the process review observations:

1. There was strong energy after the morning service.
2. It would be helpful to have all motions consolidated on one sheet of paper (or more) to avoid the shuffling of paper during the meeting.

3. Bill Sinkford's report spoke to the issue of ARAOM.
4. Noted that the Journey Toward Wholeness spoke of the need to include the "Theology" of wholeness in the language of ARAOM.
5. Discussion and debate exceeded set time limits.
6. Meeting was inclusive in recognizing visitors and observers.
7. Noted that the report of the Vice President should mention challenged candidates.
8. Noted the significance of the Fairbanks decision to accommodate the youth on the first floor while holding services (mainly adults) on the lower level.
9. Language around Pathways suggested that issues of trust may exist.
10. Breakthrough Congregations discussion indicated a lack of information.

BREAK FOR LUNCH AT 12:00 NOON

7. Reconvened 1:50 PM. – Motions continued:

Living Our Faith Working Group Motions - Burton Carley

1. The UUA Board of Trustees expresses deep and heartfelt appreciation for the generosity of the tens of thousands of Unitarian Universalists who put their faith into fast action in response to the natural and human-made disasters that have befallen our congregations and the residents of the Gulf Coast following the recent hurricanes. We also extend our sincere appreciation to the hundreds of volunteers, to our staff-both in Boston and in the field, to the administrators of both the UUA and the UUSC, and to the Trauma Response Ministry Team, and to so many other UUs who, with energy, spirit and dedication have stepped in and continue to support the congregations and the individuals affected. PASSED
2. The UUA Administration shall not fail to initiate appropriate strategic planning for maintaining the presence of Unitarian Universalist congregations in areas afflicted by catastrophic natural or human disasters. PRESENTED BUT NOT MOVED AT THIS TIME.

The UUA Board of Trustees is committed to the creation of a healthy UU congregational presence in a rebuilt New Orleans. The Board requests that the Administration ensure that there is a strategic plan, developed in partnership with the Southwest UU Conference and other appropriate parties, toward that end. PASSED. It was noted that the time table for action is after the first of the year.

Finance Committee Motions - Lyn Conley

1. To approve the proposed General Assembly 2006 registration fees with an increase. APPROVED
2. To approve the Beacon Press Fiscal Year 2006 Budget as presented. APPROVED

3. To approve the Revised FY 06 Operating Budget. Will Saunders noted for the record that he had concerns regarding funding for the Life Span Faith Development program. APPROVED
4. To approve the Revised FY06 Capital Expenditures budget. Motion 4 was tabled pending receipt of written budget revisions. Motion APPROVED with requested revisions provided.
5. Motion regarding White Allies: Moved that the Board assume expenses of sending the Youth Observer to the DRUUM/White Allies conference. APPROVED

CSRI Motions - Will Saunders

1. The UUA Board of Trustees (BOT) requests that the UUA Investment Committee (IC) and the UUA Committee on Socially Responsible Investing (CSRI) report jointly to the January, 2006 Board meeting on the implementation of the socially responsible investing (SRI) policies of the UUA Board.

Furthermore, should the IC and the CSRI determine that the BOT SRI policies are not being implemented or only partially implemented, the BOT requests that the IC, in consultation with the CSRI, prepare a plan and timeline for the implementation of these policies, to be presented to the April 2006 Board meeting.

After debate regarding the guidelines for socially responsible investing the motion was APPROVED with 4 votes against.

Additional Motion:

Moved: That the UUA Administration provides the UUA Board with a comprehensive production schedule of the Tapestries of Faith Curriculum Development Project and quarterly progress updates beginning in January 2006. APPROVED.

Committee on Committees - Sue Stukekey

1. Chris Trace has announced that he will be stepping down from the Commission on Social Witness following their January meeting. The Board will appoint someone to fill the vacancy until the next election in June 2007. The CoC noted the importance of having at least one person of color on the CSW. Jose requested that the notice be posted to the Hispanic Ministry Caucus. Application deadline for appointed candidates is November 15th.
2. CoC discussed identifying committees that might be more appropriately positioned as staff committees including Information Technology and Electronic

- Communications, possibly Compensation, Benefits and Pensions. Exploratory talks with staff and committees is ongoing.
3. Noted an overlap in charges and function of the Journey Toward Wholeness Transformation Committee and the Accessibilities Committee that CoC hopes to resolve in January. Two vacancies on JTWTC will be deferred until that time.
 4. CoC presented a list of recommended appointments to the Board.

8. EXECUTIVE SESSION for the purpose of discussing appointments

Following the Executive Session, Paul Rickter reviewed correspondence that he is to prepare on behalf of the Board. Paul is to communicate the adopted resolution regarding Hurricane response and a letter recognizing the \$500,000 matching gift from the Shelter Rock congregation.

9. Process Observations

Motions made need to be on paper and distributed at the beginning of the meeting to avoid constant shuffling and disruptions particularly with regard to revised bud get items. The meeting was constantly reviewed through the lens of ARAOM citing Gulf Coast Relief efforts, staff reports and the Committee on Committees. Other items noted and addressed included Outreach and the discussion of DRUUM-White Allies Conference, efforts to make compensation and benefits equitable across all groups, and raising awareness of social responsibility through the work of CSRI.

The gathering stood and applauded in appreciation of the work of Nancy Lawrence on logistics and support for the meeting.

CLOSING WORDS

The meeting adjourned.