



# President's Report

Spring Update

Board of Trustees – April 20, 2018

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[uua.org](http://uua.org)



**Many Thanks!**



# Gratitude





# Building relationships

**Rev. Susan Frederick-Gray**  
Published by Susan Frederick-Gray [?] · April 4 at 12:41pm · 🌐

Some of the Southern Unitarian Universalist clergy showing up in Memphis and with The Poor People's Campaign: A National Call for a Moral Revival



1,234 people reached

Like Comment Share

126 Chronological

7 Shares

**Rev. Susan Frederick-Gray** added 7 new photos.  
Published by Brent Lewis [?] · February 15 · 🌐

A few more photos from the inspiring international gathering of Unitarians and Unitarian Universalists #ICUU2018 I feel so moved by the liberating ministries and social justice work of this liberal faith all over the world. What an unsurpassable gift to be, share, worship, dance and learn together. (I don't know if it will get out, but there is footage of me leading the Hokey Pokey!)



+4



# Countering White Supremacy Culture

*We work on three levels:*

- **Organizational** (within UUA - continued later)
- **Congregational**
  - > Support religious professionals of color
  - > Help congregations change white supremacy culture in their context
- **Institutional**
  - > Commission on Institutional Change
  - > Black Lives UU commitment
  - > Board/Administration collaboration





# Public Witness Review

Reimagining our outdated process  
>> *prophetic public ministry*

New framework:

- **Intersectional priorities** (criminalization, climate justice, gender/LGBTQ equity, election year focus)
- **Responsive communications and organizing**
- **Promoting ethical and effective justice practice**





# What's coming up

## Regionalization 2.0

- Dialogue on “Holding Covenant”; one UUA, not just big regions
- Defining expectations that congregations have for the UUA
- Creating unified standards for UUA staff consulting expertise
- Regional Leaders Group, regional advisory councils
- Annual Program Fund transitions, financial mergers



## Key Question

*What we pay attention to grows – we seek to measure what matters.*

*In evaluating the UUA's public prophetic ministry, what metrics could help us measure our impact? Considering the need for material “wins” and building strong partnerships for long-haul, cross-generational work – what kind of a difference do we want our attention and investment to make?*



# INCLUSION, EQUITY AND CHANGE



# Leadership is defining a destination





# UUA Organizational Goals

*We seek to create a UUA:*

- A. That reflects the aspirations of Unitarian Universalism as a beloved anti-racist/anti-oppressive/multicultural faith community.
- B. In which people of color and others of marginalized identities will thrive.



# Measurable Objectives

- 1. Become a more equitable and diverse organization.**
  - Overall staff, executive and volunteer diversity
  - Compensation, authority and other resources are equitably used
- 2. Create an organization where people of color and others of marginalized identities can succeed and advance in professional and volunteer leadership.**
  - Experience and progress over time of POCI and other marginalized identities (e.g. LGBTQ, ability)
- 3. Dismantle white supremacy in our workplace culture.**
  - Change organizational culture elements (e.g. expectation of comfort, worship of written word, individualism, perfectionism)



# Measurable Objectives

- 4. UUA staff have the skills needed to do their work in justice-centered ways and to help create an inclusive workplace.**
  - Skill areas are established for all staff (e.g. courageous conversations, countering bias, personal identity and awareness)
  - Staff have access to, utilize, and are accountable for learning and growth opportunities for each expected skill area
- 5. The UUA's experience instructs and inspires other organizations and communities in their own work.**
  - The UUA shares its learnings and insights in accessible, useful ways





# Learning from The Move







## Key Question

*The UUA can only be helpful if we are tackling the same issues we ask congregations to address.*

*What is the right way to measure the UUA's impact on the ministries of lay and professional leaders who are people of color, beyond just the Association's staff and volunteers? How will we know we are making progress?*



# STEWARDSHIP AND DEVELOPMENT



# Generosity for Unitarian Universalism

- Wake Now our Vision: Legacy Challenge
- Friends and Faithful Sustainers
- Annual Program Fund
- Promise and Practice: BLUU Campaign



# Wake Now Our Vision: Legacy Challenge

- **Total Gift Intention Pledges: \$33,296,425**
  - Includes full amount of bequest intentions, including from individuals with gifts in excess of \$100,000 each, as well as initial value of life income gifts
- **Total Match funds allocated: \$1,776,613**
  - Includes 10% of individual bequest intentions capped at \$10,000 per donor, and flat matches of \$1,000
- **To WNOV Campaign:** \$83,888 in gifts, \$7,667 matching
- **To WNOV Partners:** \$8,956,200 in gifts, \$282,096 matching
- **To Congregations:** \$24,256,337 in gifts, \$1,486,850 matching, 78 congregations participating so far



# Friends and Faithful Sustainers

- **Faithful Sustainers**

- Zoom meeting with Faithful Sustainers and UUA President on April 10, and 28 people participated
- 260 new Faithful Sustainers this year, includes 122 since January 1
- YTD income is \$130,000 (FY17 total was \$117,000)

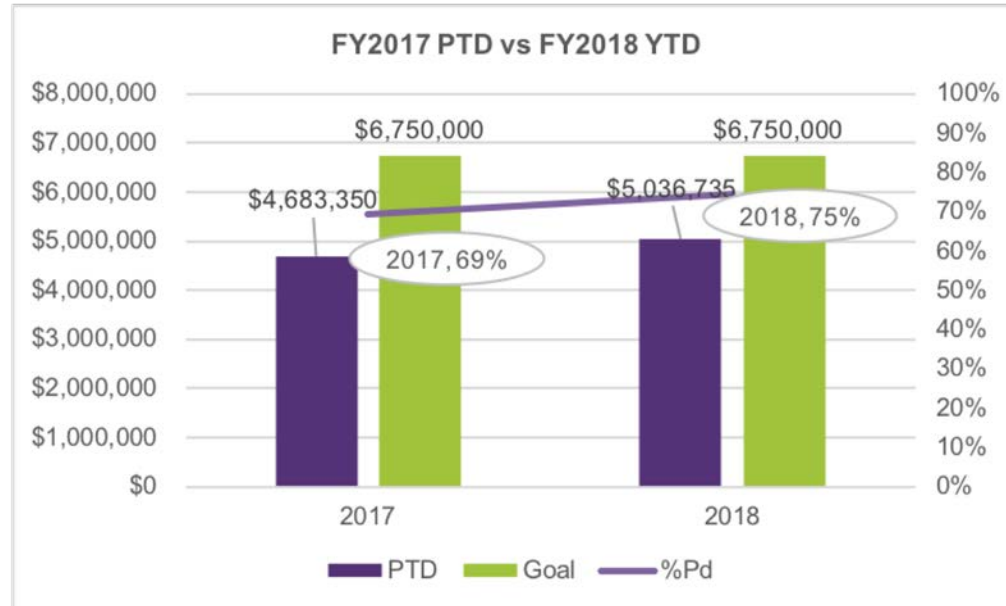
- **Friends of the UUA**

- Friends Match (deadline extended to May 31) has resulted in \$75,000 gifts so far towards goal of \$125,000
- YTD income is \$792,000 (FY17 total was \$694,000)





# Annual Program Fund





# Annual Program Fund

- 183 congregations have increased their giving to date this year, compared to this time last year
- Positive feedback and response to new President
- New APF introduced in NE, SR, CER
  - Mailing to all congregations
  - Webinars for ministers and for treasurers
  - Overall response has been positive

*>> Congregations seem to be taking to heart that this is no time to go it alone, and are increasing their attention and response to communications from the Association.*



# Promise and Practice: BLUU Campaign

## Congregational Giving Campaign

Total Gifts Received: \$252,602.14

Total Pledges Remaining: 51,299.39

**Total Commitments: \$303,901.53**

Congregations Participating: 213

*\*Participation is defined as marked campaign on website campaign map, held a BLUU Sunday service, submitted a pledge, or submitted a gift.*

Congregations Meeting Match Threshold: 84

Total BLUU (rough): **\$2,442,000**



**Thank you, Board leaders,  
for your generosity.**