



Unitarian Universalist Ministers Association

2021 Annual Meeting

Ministry Days



May 2, 2021

Greetings Colleagues! Here is the agenda for the UUMA Annual Meeting to be held virtually in June. Because of the UUMA's commitment to electronic communications, this packet will be available online and mailed to those individuals who do not have email access or have requested paper copies. We have also made an audio recording of this packet which you can access [here](#).

Also enclosed are the following:

- Reports from the Board of Trustees and Executive Leadership Team
- The 2021-2022 Approved Budget
- Biographical information on candidates nominated for election to the Board and Nominating Committee
- Minutes of the 2020 Annual Meeting
- Updated Ministry Days program
- Proposed amendments to the UUMA Bylaws and Guidelines

Traditionally, the UUMA has held our annual meeting at the conclusion of the yearly Ministry Days. The meeting has been open to all members and, in 2016, made available to off-site participants via a live stream. The voting process has always been held on an "honor system," trusting that only members who are current in their dues payment would vote in the physical meeting. In 2018 voting was expanded to off-site participants through a polling system. Last year, in our first fully virtual annual meeting, we revised the process so as to provide greater access to voting and assure only eligible members vote. In addition, last year, as part of an on-going process of making the UUMA truly an association for all of its members - after much discernment and with particular attention to fully including and serving people with identities too-long marginalized and under-served by our institution - in the interest of transparency, we put forward new rules for our meeting. Based on feedback we have made minor adjustments which you will find later in this packet.

To accommodate a virtual meeting space and to allow the greatest percentage of membership participation possible, we will hold our business meeting in two parts. During the first gathering, after a quorum has been established, the membership will vote on the rules for the gathering. After a presentation of reports, the meeting will be suspended to allow the membership time to review and study the proposed reports. At this same meeting the membership will have the opportunity to debate the proposals on the floor. At the conclusion of the debate, the meeting will be suspended to allow for voting (by electronic ballot) on the proposals before the membership. At the second gathering, the election tellers will announce the results of the election and new officers will be installed. All portions of the meeting will be recorded and made available to those who were unable to attend.

In order for us to be prepared for the meeting, please have any motions for consideration or items to be presented under "Other Business" communicated electronically to Board Secretary Wendy Bartel, secretary@uuma.org, **before 5:00 PM EDT on Monday May 24, 2021**. We will be using the UUMA's Ministry Days Zoom room to present both Virtual Ministry Days and our Annual Meeting (register to receive the link). To learn more [click here](#). Please contact me at president@uuma.org, or any member of the Board with questions or concerns.

I look forward to seeing you there,
Rev. Wendy Williams (She/Her/Hers)
UUMA Board of Trustees President

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REPORT OF THE PRESIDENT

The pandemic has added an entirely new dimension to the familiar weariness many of us hold at this time of year. We have endured. Against all odds, we have ministered. Some of us have continued to minister in physical proximity communicating care through masks and myriad extra precautions. We had front row seats to the embodied pain of systemic injustice in a medical system taxed by limited preparation and resources. For those of us in the parish, we scrambled to hold our communities together by remaining apart.

Of course, it is not just our ministries that were tested. As humans, we have stayed at greater distance from family and friends. We have been cut off from gathering for graduations, weddings, and countless celebrations. Our homes needed to shift from being refuge and nest to hive. We were perpetually with our spouses and children trying to balance all the demands on our space, wi-fi, and ability to synchronize our activities to accommodate all the various needs. For those of us who live alone whether by choice or circumstance, we faced space that seemed unending.

Most of us are exhausted. I am.

Even with this very real exhaustion, many of us in this season need to offer cogent reflection on the year that has been and plan for a year in which we may be able to emerge into some in person gatherings. The vaccinations we dreamed of last year have become a reality. The recommendations from the CDC have shifted. The word hybrid becomes a common part of our parlance even as we race to figure out what it means in our various contexts. In a time when we long to go back to how it was, we are invited to create something new. Our communities, whether churches or not, look to us for imagination, vision and confidence that we will thrive, not just survive.

It is a hard time to be a minister weighted as we are by these burdens, yet distanced from so many of things that brought us joy. And yet, I witness us, as a whole, carrying on. Weary to be sure, but showing up. We have ministered to our people and we have kept the institutions we serve strong.

Your Board of Trustees has been hard at work to do the same. After working to discern why we exist, this year has been spent living into it and examining systems and structures in light of it. We have been especially focused on how our Why and the guidance from the Commission on Institutional Change through their report might help us reflect upon and reshape our governance systems and structures. In this unsettled exhausting time, how helpful it has been to have an articulated North Star.

The Unitarian Universalist Ministers Association:
Calling forth courageous and transformative ministries
Empowered by love
Committed to collective liberation
... because we need one another

The demands of serving in leadership in the UUMA are real. The issues are complex and the meetings are many. As with ministry itself, leadership requires mission-based decisions that are not uniformly appreciated or accepted. Yet, conflict invites us to review our actions and make sure that we have remained aligned with the UUMA's long-articulated goal to become an anti-racist, anti-oppressive, multicultural institution.

Our work has been immeasurably assisted these last two years by Wendy Bartel and Wendy's generative spirit, rigorous thoughtfulness, and incomparable attention to both the micro and macro of our work. Wendy leaves our Board, but has imprinted all of us with Wendy's care and commitment.

We turn now to the work ahead. I look forward to serving with the brilliantly talented Leslie Takahashi as President Designate and Connie Simon as Board Secretary.

Any summation of our year would be incomplete without a deep bow to our remarkably creative and collaborative co-directors Darrick Jackson, Janette Lallier, and Melissa Carvill Ziemer and the dedicated support staff at the UUMA. The



Executive's shared commitment to tend to both the now and the not yet holds us and calls us forth in love and possibility in rich contemplation of and service to our collective liberation.

Thank you for the privilege of serving with and among you.

Blessings,

Wendy Williams (she/her/hers)

UUMA Board of Trustees President

REPORT OF THE TREASURER

June 2021 marks the end of my first year as your treasurer. It has been quite a year. *Doubt* and *Uncertainty* moved into our lives and established what feels like permanent residence. During 2020-21, the world outside of the UUMA was filled with deep political change, challenges brought on by the COVID-19 Pandemic, and troubling, painful social turmoil. The amount of change we have experienced has been unsettling to say the least – and more turmoil lies ahead. Still, knowing that more transitions lie ahead for all of us I am hope-filled. I believe we will get through whatever we must face together.

Let me begin by offering you a bit of financial context. These are the annual budget figures for the past five years:

Year	Annual Budget
2016	\$697,217
2017	\$1,048,004 (Negotiated Resignation)
2018	\$1,163,340 (Institute Year)
2019	\$905,349
2020	\$926,428

In this five year span our budget fluctuated. We experienced both deficit years and surplus years. The current year presents us with a projected surplus budget of \$8,000. This is primarily due to (1) postponing the 2021 Institute until 2022 and not holding a face-2-face Ministry Days since June 2019 in Spokane, WA; (2) many of you paying your dues not only on time, but quite often AHEAD of time and (3) the Executive Team (Melissa, Darrick and Janette) doing an excellent job of managing our finances. These three things created a perfect financial storm for the UUMA to begin the 2021-2022 year in a positive financial position.

I am happy to report that while there have been changes within the UUMA (welcoming new board members, establishment of a new investment account, and increasing the number of Sustainability Grants) our overall financial situation has remained quite positive. One of those internal changes directly affected the method we used to approve this budget. After several conversations to review income and expenses and reviewing quarterly fiscal reports, in March 2021, your Board unanimously approved the 2021-2022 budget (see details later in this report).

This has been a solid year for our organization. We continued to pay attention to our usual programmatic offerings (online continuing education, coaching and mentoring); the endowment fund did well (the current balance is \$647,558) and the UUMA's expenses did not measurably increase. In 2020-2021 we also established a new Investment Advisory Committee (thank you Olivia Holmes and Richard Speck – former UUMA treasurers). This group will look at our investments and discuss healthy strategies for growth. Two additional notes: in April 2021 we held the first chapter treasurer's quarterly support call and on June 30 we will conclude the 2015 Sustaining the Call Campaign.

In a time of global challenges and uncertainty, our organization remains strong - with a Board, "empowered by love, committed to collective liberation and holding the knowledge that we need one another...". I am honored to continue serving each of you and I hope to see you at the UUMA Center Institute in January 2022, in San Diego, CA.

Sending Strength for the Journey,

Carol Thomas Cissel (She/Her/Hers)

UUMA Board of Trustees Treasurer

UUMA Annual Meeting & Ministry Days

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REPORT OF THE SECRETARY

Beloved colleagues,

Having fulfilled the remaining term of my predecessor Carmen Emerson, my time serving as your Secretary of the UUMA Board of Trustees has been short and the learning curve steep.

After 10+ years, in October of 2019, your Board, which includes our fabulous Executive Trio, were led through a process to get clearer on why the UUMA exists. It was mission work and yet, so much more. We got to a deeper place that fall, in the midst of broken covenants in our UU world. I was blessed to work with Melissa Carvill Ziemer to craft a pithy statement from the brilliant phrases, ideas, aspirations, experiences, and wisdom of our dear colleagues on the Board. In the morning, as a collaborative effort, together, we all finalized the 'why' statement and the Board has been using it to guide our work since:

The Unitarian Universalist Ministers Association:

Calling forth courageous and transformative ministries
empowered by love
committed to collective liberation
...because we need one another...

The Guidelines work was passed last June. That is such a small sentence for such a HUGE amount of work. Thank you to all the colleagues who created, wrestled with, improved, and participated in that process! An iterative, emergent strategy is guiding the creation of processes, that when implemented, invite each of us to repair our relationships with one another, rather than litigate them; to face one another when we have hurt or harmed one another rather than get trapped by guilt or overwhelmed by shame and/or avoid accountability. adrienne maree brown, author of Emergent Strategy wrote, "I think it is healing behavior, to look at something so broken and see the possibility and wholeness in it." This may be some of the most important work we can do as an Association, as an antidote to ongoing damage and destruction by white supremacy and capitalist hetero-patriarchy.

Most of the time I have served, we have been online due to COVID-19. I have not been on the dais at an in-person Ministry Days. The last time the UUMA Board gathered together in the same place was Feb. of 2020. The current Board has never met in-person and sadly, never will in this configuration. It is a little strange to feel the losses of something I've never had and yet it fits right in with all of the rest of the bizarreness of serving and ministering at this time.

And we had no idea just how much courage all of us would need at the beginning of this global pandemic nor just how much we would all come to need one another. My gratitude to so many of you is profound.

My role was fully impacted by and improved upon by those with whom I've served. The amount of vision, creativity, thoughtfulness, and commitment that people bring to the table is astounding, particularly Darrick, Janette, and Melissa who make so much possible. Thank you, Wendy Williams, for the invitation. What a wild ride! It has been my honor to serve.

In solidarity with the Love that holds us all,
Wendy Bartel (name/not/pronouns/please)
UUMA Board of Trustees Secretary



REPORT OF THE TRUSTEE-AT-LARGE FOR COUNSEL & ADVOCACY

Reflecting on our Revised Accountability Procedures

Part I by Melissa Carvill Ziemer

Part II by Marlene Walker

Part I: In June 2020 at our annual meeting of the UUMA, members voted to accept significant changes to our Guidelines. These changes included a complete revision of our Accountability Procedures, which went into effect on September 1, 2020.

Between September 1, 2020 and April 7, 2021, I received 9 inquiries about the possibility of activating our Accountability Procedures. Of those 9, I referred:

- 1 case to the UUA Office of Ethics and Safety because several of the concerned parties in that case were religious professionals (not UUMA members)
- 3 cases to our regular Good Offices corps/and or to our emerging speciality Good Offices corps due to the nature of their concerns
- 4 cases to our Good Offices Right Relationship Team members
- One call was exploratory in which no further action was desired by the caller

We have learned a lot this year from the four cases worked on by Good Offices Right Relationship team members. This report offers a brief summary of our learning as well as questions that will need further attention.

Some of the changes in our Guidelines and their implementation have been proceeding well and smoothly:

- The values of justice, integrity and healing reflect our aspirations and commitments as professional religious leaders in Unitarian Universalism.
- The focus on stopping harm when it occurs, repairing harm whenever it is possible and supporting learning and growing regardless of whether or not repair is possible is in alignment with our purpose as a professional association and our theology as Unitarian Universalists.
- Having a Good Offices Right Relationship Advisory Team engaging in the praxis of action and reflection this year has served us well and deepened our learning.
- The experience of implementation has offered us real experience upon which to draw in drafting detailed procedures for Good Offices Right Relationship Team members to fulfill their duties.
- We have clarified roles and responsibilities between board and staff and the responsibilities held by the elected board member who holds this portfolio have been adjusted to be more manageable.

Some of the Guidelines revisions will require further refinement and there are parts of implementation that need more work. These are some learnings/considerations we hope to explore in the coming year:

- We need to further clarify that the purpose of our Accountability Procedures are wholly relational and primarily restorative. Changes that will be helpful include:
 - Establishing intent to participate - we must inquire early on that any person who is being called into accountability is willing to participate in the process. If someone is not willing to participate sincerely and in good faith, it is not appropriate to invest time and resources and the emotional and spiritual labor required to pursue a restorative process.



- Establishing shared language - the language of complaint signifies expectations such as investigation and adjudication. As that is not the focus of what we are offering one another, it will help if we use different language to use such as “asking for accountability.”
 - Establishing shared expectations - we need to clarify in the Accountability Procedures that in a process of restoration, those called in are being invited to take accountability themselves for their own learning and growth. If what a person really needs is adjudication of a concern and a determination of any requirement for accountability from an external authority, a primarily restorative approach is not likely to be satisfactory. In those instances, the UUA’s accountability process is a more appropriate process to pursue.
 - Clarifying options - section 8.H. of our Accountability Procedures does acknowledge that external adjudication and imposition of discipline can serve a person’s justice needs. We could consider expanding and elaborating upon how the UUMA can investigate and adjudicate complaints as an alternative to our restorative approach. That would require a significant investment of human and financial resources.¹ Another option would be to eliminate that reference and limit our scope to a restorative, relational approach to repairing covenant and inviting accountability and refer all cases in which adjudication of complaints is desired to the UUA.
- We need to define our terms in the Guidelines. The recent revisions included definitions of three terms in the appendices: emotional abuse, bullying and tokenism. We also need to define sexual harassment, spiritual abuse, physical abuse, retaliation and other terms that are used to describe the limits of appropriate ethical behavior.²
 - We need to build our corps of trained Restorative Practice facilitators. To date we have identified 8 individuals who would accept referrals to facilitate this work for the UUMA, but we need to further expand and diversify our pool of trained facilitators.³
 - The Good Offices Right Relationship Team continues to reflect on what right relationship looks like for those who experience daily microaggressions and the impacts of structural racism and oppression in our faith. Team members must have ongoing opportunities to learn about and deepen their understanding of power dynamics and the structural realities of racism and oppression. When people who have caused harm seek support for repair, we must recognize that there will be times when asking the person who was harmed by racist or oppressive behavior or speech to participate in a process of repair is too much emotional or spiritual labor to ask. There must be room in our system for the person who was harmed to say no to participating. In such instances, we must establish other ways to support repair, healing and learning.
 - When colleagues agree to direct conversation with one another, facilitated or not, it will be helpful to establish in advance the boundaries of the conversation, the agreements that will hold the conversation, and how to proceed if/when the conversation moves outside of those boundaries or agreements.
 - Our Guidelines need clear language to name the expectation that individual members’ are responsible for abiding by our Code of Ethics even if they do not personally agree with every item.

As we continue to explore the above, we have identified the following topics to be considered by future iterations of the Guidelines Committee:

¹ The Faith Trust Institute offers a comprehensive course in best practices for responding to clergy misconduct. Their material would be invaluable in expanding our processes for receiving and adjudicating complaints.

² Our experience this year reveals that defining our terms is a very high priority. Sarah Lammert and Melissa Carvill Ziemer are using material from the Faith Trust Institute and other religious organizations to craft working documents that can be used on a temporary basis until such changes to the Guidelines can be formally proposed, studied and accepted.

³ The Common Ethics Panel will also need trained restorative practice facilitators and it may be that we can collaborate with the UUA on recruitment and in offering training.



- The Guidelines define harm as a violation of our code of covenant. However, not all people experience such harms in the same way. What is a significant violation to one person may be minor to another. Can or should the Guidelines provide further clarification and guidance when people involved in a process have very different understandings of the impact of the same event, even if they agree on the facts of the event?
- Should the Guidelines offer any additional guidance about when it is appropriate to accept more than one concern as part of a case? The advantages of allowing colleagues to bring concerns together are that it can help to establish a pattern of behavior (even across dissimilar contexts) and it can help provide support for those who feel more vulnerable in activating the Accountability Procedures. The disadvantage is that the colleague who has been identified as causing harm may not understand how the concerns are related and may feel at a disadvantage in responding to a group who are bolstering one another.
- The Accountability Procedures do not clearly state what is to be done when a person agrees to participate in an accountability process but then does not. Specifically, when a person says in word that they will participate but doesn't do so in action.
- A question has been raised about whether there may be too much room for judgement/interpretation related to who is informed and what they are told - see 12 and 14 of the Accountability Procedures. Alternatively, the last sentence of 15 could be interpreted to require disclosure. These sections would benefit from clarification.
- We've been asked by the UUA investigators to revise #5 regarding referral. It should direct referral to the Office of Ethics and Safety, not the MFC. No one can refer to the MFC. Complaints must begin with the Office of Ethics and Safety.
- We can be in covenant but not be in right relationship. How might the shared core between covenant and right relationship be named in the Guidelines? What is the relationship between accountability and covenant?

Sincerely,

Rev. Melissa Carvill Ziemer (She/Her/Hers)

UUMA Director of Ministries for Collegial Care

Part II:

Changes in board member role:

The changes in the Accountability guidelines also created a change in the portfolio for the board member for Counsel and Advocacy. The shift of some of those responsibilities to the Good Offices Right Relations process allows for more focus on systems and structures, most importantly serving as liaison to the guidelines committees as well as interfacing with the Common Ethic Panel once it is in place. These changes have led to a change in the title for this board position from Counsel and Advocacy to Collegiality and Ethics to more clearly represent this shift in roles.

Continuing need for a CEC (Committee on Ethics and Collegiality):

The new Accountability guidelines were created with the understanding that there would soon be in place the CEP (Common Ethics Panel) and as such do not reference a CEC because of that. The process of creating the CEP is still underway and not yet complete. Because of that it was felt strongly that there was a need to keep a CEC in place, otherwise the Board member with the portfolio of Collegiality and Ethics would be the sole person to decide if a complaint should be referred to the board for action when the right relations process failed to reach an agreed upon resolution. That did not seem wise or appropriate. Therefore a 6 member CEC panel was recruited.

- This last year only one case required the convening of a CEC. Given that I had previously been in conflict involving the case, I recused myself from the process once the CEC was convened.
- Given that this was the first time a CEC was convened under the new Guidelines, it was a learning process. At the conclusion of that process the CEC made several recommendations to the board about the process and they will



be incorporated into the CEC procedures. Among the suggestions were requests to clarify the procedures and provide clearer definitions of terms.

Communications about accountability:

The Board received some feedback after a membership action earlier this year from people who were unhappy with our action and/or who expressed not wanting to know when members have been held accountable for their behavior. Our Guidelines require notification of Board actions regarding breaks in covenant that threaten public safety or that result in membership action. Our priority is to keep transparency, integrity and ethics first, so we cannot share in detail when such actions occur. However, we do want you to know that we take great care with all such decisions and communications. If you ever have questions about such communications, we encourage you to reach out to us directly.

Respectfully submitted,

Rev. Marlene Walker (She/Her/Hers)

UUMA Board member with the portfolio for Collegiality and Ethics

REPORT OF THE EXECUTIVE LEADERSHIP TEAM

Thank you colleagues. This has been another incredibly tumultuous year in life and in ministry and we just can't thank you enough for continuing to answer the call. We have all had to adapt and pivot multiple times in our ministry context this year while juggling a thousand demands at home with our beloveds or, for some, struggling with the isolation the pandemic required. This has been hard and we want you to know that we know how hard it has been. Thank you. Thank you for all the ways you have shown up for your people and your congregations and your clients and your communities this pandemic year. Thank you for the organizing and get-out-the-vote work you did in the preparation for the election. Thank you for the ways you have protested, educated, learned, provided care and spiritual accompaniment in the movement against the violence of systemic racism and oppression this year. Thank you for all the ways you bring Unitarian Universalist values out into the world. We are so grateful for you.

We are also very grateful for our wonderful staff team. Hannah Franco-Isaacs, Allison King and Steven Leigh Williams are responsible for so much of the behind the scenes work which enables the UUMA to function well. Each one of them is personally invested in the flourishing of Unitarian Universalism and that makes their administrative efforts all the more informed and impactful. We invite you to join us in thanking them for all the ways they help make the UUMA ministries and programs possible. We also hope you will join us in welcoming our next intern, Arran (pronounced ar-in) Liddel. Our internship is especially suited for people who are interested in exploring institutional ministry and we are very excited about the gifts and experiences and questions that Arran will bring to his internship and to the UUMA.

This marks three years that we have been working together as a shared Executive Leadership Team and we want to report to you that the benefits of collaboration and partnership are even more visible in challenging times. We have so much appreciation for the talents of our teammates and even more appreciation for the ways in which our varied and diverse gifts and perspectives make us stronger and wiser. We have each deepened into our individual portfolios and roles and appreciate that the boundaries around those have become clearer as we've lived into them, even as we appreciate the ways in which we are able to support each other's work and cover for each other when needed.

We are honored to sit on the UUMA Board of Trustees as ex-officio members. In this time of transition the board has done all of its work in a virtual setting. You will read the details of this work in other reports but we will say here that engaging in the focused work of governance has provided our staff team the opportunity to dig deeper into the history and development of our UUMA structures and ask how we got here, what has served us, and what has held us back. Together the board has examined the places where white supremacy culture has seeped into our structure and is struggling with the real work of reshaping governance while honoring the work of those who have come before us. We are grateful to all of our Board members who give their time, energy, experience and commitment to this important work.



This governance work began when the UUMA Board, during the scheduled Strategic Planning time, asked “Why,” “How,” and “What” while approaching the question of the purpose of the UUMA. Once the board answered “Why does the UUMA exist?” and “How does the UUMA do its work?” ([Learn more here](#)) we set upon how we could best advance that work through our programs, ministries, and operations. This three-year work-plan attempts to describe “What we do.” This Executive Leadership Team report is organized by the headings of our plan describing what we do and offer as the UUMA.

We Promote Lifelong Growth and Learning in Ministry

CENTER: This year the CENTER Committee (Continuing Education, Network, Training, Enrichment and Renewal) has focused on supporting current and future offerings in Lifelong Learning through envisioning future courses, hosting the Zoom to in Person Conversations, and beginning planning around communities of practice and processes for curating learning resources. CENTER also reviewed plans for the 2022 UUMA Institute for the Learning Ministry in light of the pandemic. Registration is ongoing for this event happening Jan 31-Feb. 4, 2022 Hyatt Regency Mission Bay in San Diego, CA. CENTER members: Allison Farnum, Brian Ferguson, Connie Simon, Gordon Bailey, Hannah Villnave, Julie Stoneberg, Leisa Huck, Nori Rost. (ET lead - Darrick Jackson)

Online Learning: We had several offerings available this year on “[UUMA Learning Online](#)”. We offered a Pandemic Skills Series which covered using our voice, technology, systems theory, listening circles, and reopening. We launched our UU Scholars series with Qiyamah Rahman and Connie Simon. We partnered with Monique McDonald for her Magnetic Voice workshop, Ken Reeves for a class on Systems Theory, and Debra Haffner for a class on Sexuality, Ethics and Ministerial Boundaries. In addition, we offered opportunities for continuing discussion of reopening strategies, and a study group for Widening the Circle. Forthcoming this spring will be a Request for Proposals for courses to be part of a series tentatively titled “Living into Collective Liberation.” These courses will focus on how anti-racism and anti-oppression can infuse different aspects of ministry, i.e. preaching, pastoral care, supervision, etc.

Coaching: The coaching program has continued growing steadily this year. This Fall we explored small group coaching and will continue to explore this method in the coming year. We are also implementing a new training model for future coaches. We offer gratitude to the members of the Coaching Coordinating Team: Kathy Sage, Julie Stoneberg, and Sam Trumbore. (ET lead - Darrick Jackson)

Continuing Education Standards: We are continuing to live into the Continuing Education Standards. We have received some great questions and feedback that we are taking into consideration for future revisions of the standards. Just a reminder that members can track their hours in the [Professional Development area of the website](#).

We Support Ministers in All Stages and Settings

Chapter Support: It feels like we have had really significant growth in our work with chapters this year, but when we look back it is clear that we have been planting seeds for a few years now which are starting to bear fruit. In February we shared a draft of a dramatically revised Chapter Leader Handbook with all our chapter leaders in our bi-annual chapter leader training. This new handbook articulates that the purpose of UUMA chapters is to embody and advance the Why of the UUMA with and for the members and potential members of the chapter. While there are countless ways to approach that purpose, our new handbook outlines the way we understand the role of the chapter in the landscape of the UUMA and offers concrete and practical suggestions for advancing the Why. The handbook also offers more flexibility and encouragement for experimenting with a range of leadership structures and aims to help people let go of what is not needed in chapter life in order to be freer to focus on what matters most - calling forth courageous and transformative ministries, emboldened by love, committed to collective liberation . . . , because we need one another.

In terms of the practicalities, we have been working to ensure that chapter leaders are equipped to fulfill their roles and also to ensure that we have communication systems functioning effectively in all directions. This includes technical but essential tasks like working to make sure every chapter has a web administrator to tend their chapter page on [uuma.org](#) as well as the more adaptive and also essential work of trying to equip all chapters to grow in anti-racist, anti-oppressive



skill and capacity. In terms of priorities, we've been paying special attention to our non-geographic chapters this year. To learn more about our non-geographic chapters, check out the interview series, [Speaking with Steven](#). (ET leads - Melissa Carvill Ziemer, program and Janette Lallier, operations)

CDT: The Collegial Development Team ventured in a new direction this year with our Valentines Day love and appreciation project. Many colleagues expressed a lot of gratitude for the care and kindness and joy in the play of sending Valentines to one another while a few colleagues expressed feeling uncomfortably activated by the project. We have been thinking about other ways we can promote a collective experience of play, appreciation and care amongst us in the future. We are also giving a lot of thought to ways in which we can provide support for deeper conversations that promote learning, healing, and allow room for discomfort and growth. We believe we all benefit individually when we are connected in collegial community and our collective ministry flourishes when our collegial community is strong and healthy. We are working on some ideas we hope to be able to share later this summer or early next fall. Committee members: Debra Faulk, chair, Nic Cable, Margalie Belizaire, Jake Hearan, Chris Jimmerson, María McCabe, K Mooney, Nell Newton and Amy Russell. (ET lead - Melissa Carvill Ziemer)

Ministerial Formation Network - We are grateful to The Panel on Theological Education and the St. Lawrence Foundation for their continued contributions to the funding of the Ministerial Formation Network. We are also grateful to the Panel on Theological Education for making room for us to be more regularly included in conversations about ministerial formation and the future of ministry. Rev. Dr. Jonipher Kwong, Ministerial Credentialing Director, is our primary UUA partner and we are grateful for the opportunity that partnership allows to reflect on what is working well and imagine what might yet be improved to make the Ministerial Formation Network even stronger and more effective in supporting the next generation of UU clergy.

We currently have 153 participants enrolled in the program who are attending or who have graduated from 30 different theological schools. We have 19 chapter liaisons working to help represent the program locally, as well as 58 Vocational Advisors and 13 Discernment Group leaders. We have a strong commitment to honoring requests for identity matching for interns with marginalized identities whenever possible. This year we had 64 participants request group leaders or vocational advisors who shared their identity or their ministry aspiration and we were able to honor all those requests. Our deep thanks and gratitude goes out to all the colleagues who say yes to these mentorship roles. If you are interested in learning more about how you can volunteer in the MFN, please [click here](#).

We held 4 virtual retreats between July 2020 and June 2021 along with one "not-a-retreat" series of programming. In addition to the retreats, we offered a number of webinars for MFN participants this year, which were very well attended and included opportunities to learn about the MFC and the Office of Church Staff Finance staff and resources, reflect theologically, develop skills and strengthen Unitarian Universalist identity. We are very grateful to Rev. Michelle Favreault who has taken the lead on organizing all our retreats and webinars this year and who will do so again next year. We are also incredibly grateful to all the colleagues who have helped lead retreats, present workshops, facilitate conversations, advise and mentor and guide aspirants and candidates. Thank you colleagues. The MFN truly wouldn't be possible without you. (ET lead - Melissa Carvill Ziemer)

We Maintain Guidelines and Offer Accountability Processes

Ministry of Good Offices and Right Relations - Though we have moved forward more slowly than anticipated, we are continuing to move forward in our process of updating and evolving structures in our ministry of Good Offices ([click here](#) for a reminder about the changes we are pursuing.) In summer 2020 we held our bi-annual Good Offices training and out of that emerged the idea to have Advisory Teams for each of the Good Offices Specialty Teams we are working to bring into being. Since we'd already had an Advisory and Transitional Team for our Good Offices Right Relationship specialty, we had a structure upon which to build to create advisories for the Pastoral Care, Organizational Navigators and Contract/Call Negotiation specialty teams as well as for the ongoing role of chapter elected Good Offices People/Resource Guides. Each member of the Good Offices Coordinating Team has worked with one of the Advisory Teams on questions about purpose, scope, boundaries, selection, training needs and more. We are hoping to bring each of the Specialty Teams on



board, in a staggered fashion, in the next 12-18 months. All of the roles except the chapter elected roles will be continentally appointed, so please stay tuned for opportunities to apply for these roles as they become available.

Central to all of our development efforts in Good Offices is ensuring that we have the people in place with the skills needed to meet the needs of all our ministers. To that end, we are moving toward requiring anti-racism and anti-oppression training as well as trauma informed care/resiliency training for all Good Offices people, in addition to specialized training for the specialized roles. We are working with UURMaPA and the Unitarian Universalist Ministers of Canada chapter to ensure our change work understands and includes their needs. We have also determined that we expect to continue to have Dedicated Good Offices people for ministers with marginalized identities for the foreseeable future. Members of the Good Offices Coordinating Team include: Laura Shennum, Nathan Detering, Clyde Grubbs and Beth Johnson. (ET lead - Melissa Carvill Ziemer)

We Work to Dismantle Systems and Structures of Racism and Oppression

CARAOM: The Committee on Anti-racism, Anti-oppression and Multiculturalism, CARAOM, introduced a UUMA rubric for evaluating a group's work in ARAOMC to chapter leaders this Spring. Chapter Leaders were invited to explore how they might use this rubric in their chapters. During GA, we will be presenting a panel workshop "CENTERING Revisited" on June 26, 5-6:30 EDT with authors of the book "Centering: Navigating Race, Authenticity, and Power in Ministry." CARAOM members: Anthony Johnson, Cathy Rion Starr, Chris Long, Deanna Vandiver, Julica Hermann-de La Fuente, Melissa Carvill Ziemer, Nancy Palmer Jones, Viola Abbitt. (ET lead - Darrick Jackson)

COCI Study and Implementation: Key to our work in dismantling systems and structures of racism and oppression is a systematic review of the UUA's Commission on Institutional Change report and recommendations and how they impact our internal practices and collaborative partnerships. Internally the UUMA staff has engaged in monthly study of the report and has begun to identify areas of our work we can bring into alignment. We have also engaged in experimental fee structures in our honorarium and event registration schedule to offset the costs of structural oppression.

We Conduct Our Operations in Alignment with Our Values:

Organizational Health: The UUMA continues to grow into an ever stronger association, maintaining a firm financial grounding while striving to be a fair and equitable employer. We applied for and received forgiveness for a 2020 PPP loan to support our staffing structure through any economic uncertainties the pandemic may bring and have begun to look at our policies and procedures through the lense of the COIC report. We have revised our procedure manual to equalize policies and procedures among all staff, not preferencing executive over support staff. We have begun to increase the salaries of our support staff and have looked at our policies to increase benefits around health insurance, home office support, and sabbaticals. (ET lead - Janette Lallier)

Endowment Administration: As of March 31, 2021, 91% of all pledges made to the Sustaining the Call Endowment Campaign have been received. Of the \$77,521 in outstanding pledges, we anticipate collecting approximately \$3,000 of the promised funds by June 30th when we will close the campaign (which has been extended from 2020 due to the pandemic.) If you are unsure of the state of your pledge, please reach out to [Hannah Franco-Isaacs](#). While the Endowment has reached the threshold indicated in board policies (\$500,000) to enable a draw towards the annual budget, because of an unexpected budget surplus in FY20, that draw was reinvested. (ET lead - Janette Lallier)

Membership: Numbering over 1900, membership in the UUMA continues to grow! This year we have welcomed 64 new members, embraced a new non-geographical chapter for those who identify as Trans and Non-Binary, and seen a strong rate of membership renewals (currently at 97%). SEUUMA (Southeast) continues to be our largest chapter and the greatest number of our members continue to report that they earn a salary/housing of less than \$25,000. We have sadly noted 30 deaths among our members and acknowledged 27 removals/resignations. Of these resignations, 4 members were removed from membership through a membership action taken by the Board of Trustees or as a result of loss of



fellowship/candidacy with the UUA, 5 are no longer practicing or pursuing the UU Ministry, 3 did not report a reason, and 15 report resigning over philosophical differences in the direction of the UUMA. (ET lead - Janette Lallier)

New, Resigned, Suspended, Lapsed and Dropped Members (July 1, 2020 - March 31, 2021):

New Members: Sarah Berel-Harrop, Damien Domenack, Beth Elliot, Lauren Garrett, Elisabeth Maaik M. Geschiere, Erik Halseth, Patti Hanks, Nathaniel Hocker, Jamie Johnson, Julia Jones, Jacob King, Sarah Klockowski, Kenneth Langer, Andrew Mackay, Kenneth Marino, Sarah Matos-Atamian, James McNeal, Stacey Mitchell, Mary Ellen Morgan, Jamili Omar, Elias Ortega, Alison Peters, Ken Ripperger-Suhler, Verdis Robinson, Vittoria Rosati, Katherine Siefert, Mary Vietmeier, Roddy Biggs, Caroline Bright, Isaac Castro, Stacy Craig, Martha Durkee-Neuman, Lynne Grobsky, Alex Haider-Winnett, Angeline Jackson, Melissa Jeter, Julia Jones, Cassandra Montenegro, Janet Pivnick, Ellen Plummer, Jeannine Robinett, Carter Smith, Beth Taylor, Brigitta Vieyra, Amanda Weatherspoon, Greg Bonin, Brenna Clanton, Meagan Henry, Nicole Jacobson, Dorothy (Beth) Monhollen, Melissa Mummert, Anna Tulou Orr, Eli Poore, Beth Taylor, Edgar Taves, Sarah Ruth Davis, Phoebe Ekhart, Brigitte Bechtold, Patricia Hennigan, Stephanie Vos, Bob Kent, Cameron Young, and Yvette McDonnell

Suspended Members: Kate Rohde

Removed Members: Anthony Cruz, Scott McNeil, John Robinson*, Joe Welker*

Resigned Members: George Beach, Chris Bell*, Vern Barnet, David Bumbaugh, Meghan Cefalu*, Floyd Vernon Chandler, Rick Davis, Mark Gallagher, Rick Hoyt-McDaniels, Richard Kellaway, Kathleen Korb, Beth Marshall, Craig Moro, Kenneth Phifer, Joe Welker*, Brett Whitten, Victoria Weinstein, Philip Baber* , Judith Deutsch, Susan Maginn*, Jennie Mulqueen*, Glenn Turner, Henry "Hank" Pierce, Margaret Yenoki*

Lapsed Members⁴: Scott Axford, Thomas Belote, Ashley Burczak, Amy Carlson, Bonnie-Jeanne Casey, David Chandler, Jennifer Channin, Elizabeth Chronister, William Clark, Veronica Combs, Joel Courtney, Kali DeHart, Shae Dent, Pratima Dharm, Dylan Doyle-Burke, Shawna Foster, Heather Fawcett, Latifah Griffin, Eric Hausman, Seanan Holland, Nathan Hollister, Ray Ann Hommeyer, Daniel Kanter, Evan Keely, Suzzane Kimmel, Marlin Lavanhar, James Leach, Miranda Lennox, Joshua Long, Elizabeth Maclay, Natalie Malter, Kelly Murphy Mason, David McFarland, Lisa Mobayed, Michael Morran, Scott Mulder, Shane Nelson, Elizabeth Nguyen, Kikanza Nuri-Robins, Sarah Oglesby-Dunegan, Andrew Pakula, Rebecca Parker, Ellen Parks, Sarah Pendergrass, Hannah Petrie, Karon Sandberg, Teresa Schwartz, Munro Sickafoose, Leona Stucky-Abbott, Ellen Swinford, Thandeka, Ilene Tompkins-Gillispie, Archene Turner, Zackrie Vinczen, Barbara Whittaker-Johns, Erik Wikstrom, Jud Wolfskill

Dropped for non-payment: Stephanie C. Barnett, Robin W. Bartlett, Andrew Chirch, Andrew Coate, Stephen Eaves, Alexis Engelbrecht-Villafane, Susan Flynn, Alessandro Gagliardi, Hugh Hammond, David L. Helfer, David M. Horst, Nikki J Hunt, Mitra Jafarzadeh, Cynthia L.G. Kane, Victoria Laughlin-Casares, Elizabeth L'Eclair, Leika Lewis-Cornwell, Gerald E. Libby, Julie Lombard, Ben Luoma, Susan Manker, Gail Marriner, Stephanie McCullough-Cain, Mandie McGlynn, John Gibb Millspaugh, Patricia A Owen, Jean M. Rankin, Dennis W. Reynolds, Ja Rickard, Donald Southworth, Andrea Spencer-Linzie, Gregory Stewart, Juniper Stinnett, Elizabeth Williams, Reilly Yeo

⁴ Members are held in membership as lapsed for one year after their last dues payment. After that time they are dropped from membership for non-payment. This non-payment can mean a number of things. Most often it is an oversight, but it has happened that people in ministerial transitions (Preliminary Fellowship or Retirement) lose track of their membership. It is also possible that these members are no longer active in Unitarian Universalism or they choose to effectively resign their membership by not renewing.

* Ministerial Candidates no longer pursuing fellowship with the UUA or Regular Member leaving/pausing UU ministry.



Ministerial deaths: Bertrand H Steeves, Vernon C. Nichols, Judy Welles, David H MacPherson, Glen W. Snowden, Oliver E. Pickett, William E. David, David A Pettee, David B. Parke, Leslie D. Tawnamaia, Gertrude V. Lindener-Stawski, Ken Mochel, Ellen Louise Brandenburg, F. Jay Deacon, Carl Bretz, Barbara Earl, Linda Hansen, Nancy Holden, Hope Johnson, Bruce Kennedy, William Chester McCall, Robert "Bob" Throne, William Welch, William E. Alberts, Khoren Arisian, Stephen Dick, Cynthia Ann Frado, Richard A. Kellaway, Shermie L Schafer, Elizabeth Strong

Volunteer and Event Support: This past year we have put a focus on volunteer on-boarding, including implementing a structure for all volunteers and temporary staff to undergo a virtual on-boarding process which includes dedicated time for ARAOM training (or refresher). With the changing nature of events brought on by the pandemic, we continue to learn new systems and best practices in how we conduct our meetings. In this past year, we have learned much and look forward to creating a plan to move forward with dynamic multi-platform events. (ET lead - Janette Lallier)


We Provide Spiritual, Theological, and Religious Leadership throughout Unitarian Universalism.

Pandemic Response: When the Covid-19 Pandemic hit, we made the shift to completely virtual programming. In consultation with the UUA and our UU professional association partners, we adapted our continuing education, meetings and programming to meet the changing needs of our members. We provided support calls for UUMA members and all religious professionals and shifted to online Ministry Days, which had one of our highest registrations to date. We have had almost 1000 participants in our various support calls and Pandemic Skills classes and webinars. As the pandemic continues, we seek to provide space and other resources for members who lost support during the pandemic. During this time when Ordinations and Installations have moved online and/or been postponed, we have continued to celebrate our members with donations to the Living Tradition Fund in their honor, totaling \$1,800 to date. In collaboration with the UU Funding Panel, we have established the Sustainability Fund. The fund seeks to recognize that the pandemic has left many of our members with increased need for support by providing small grants intended specifically for self-care and spirit tending - in whatever way is needed. The funds are available to UUMA members who are being especially impacted by the pandemics of COVID-19, racism, and oppression including Black, Indigenous, and People of Color, Trans/Non-Binary and Disabled members, members who are actively caregiving children or elders, community ministers, members who are unemployed or underemployed, and ministers in congregations that have had significant budget cuts due to the impact of the virus. To date we have given almost \$24,000 to more than 54 members in need of support. We have funds remaining to disburse and we encourage those of you may have been hesitating to reach out if you could also benefit from this support.

UU Partnerships: We continue to partner with the UUA and other UU entities in leading our UU Faith. In our current work plan we have named priorities over the next few years concerning work with the Panel on Theological Education (POTE), the Office of Church Staff Finance (OCSF), and our partner religious professional associations. In the Fall, we convened two sessions with other providers of UU continuing education, including UUA staff and representatives from our theological schools. Out of those conversations emerged an idea of a comprehensive look at education and formation of religious professionals from lay leaders to retirement. The UUMA exec shared this idea when meeting with the Panel on Theological Education. We are in an early exploration of a series of conversations on formation and continuing education with stakeholders. (ET Lead: Darrick Jackson) We continue to partner with the Office of Church Finances on the Joint Recommended Ministerial Agreement and to advocate for continuing work on agreements for part-time ministers. (ET Lead: Janette Lallier) In support of other religious professionals we have received a grant from the UU Funding Panel to bring 15 shared ministry teams to the 2022 Institute. In addition, we meet monthly with our partner associations to network, build relationships and look for ways to collaborate in support of all religious professionals and shared ministry. (ET Lead: Melissa Carvill Ziemer)

Focus on Community Ministry: We continue to examine and seek to improve our offerings for our community minister members. This year, in partnership with the Community Minister Chapter, we have created a resource page and have





implemented a pilot project to help uninsured Community Ministers receive Professional Liability Insurance. We are also working to help the leaders of the chapter pursue their goals and priorities. (ET Lead: Melissa Carvill Ziemer, program; Janette Lallier, operations)

Spiritual Direction Fund: Thanks to a generous gift from the Anne Warren Smith Trust (Rev. Amy Beltaine, TTE), the UUMA continues to provide financial assistance to Unitarian Universalist religious professionals who wish to access spiritual direction. This past year, 2 grants were awarded to religious professionals who demonstrated financial need in accord with the published priorities. To make a contribution to the fund in order to ensure it remains available as a resource for those seeking spiritual accompaniment, [click here](#). (ET lead - Janette Lallier)

In faith,

UUMA Executive Team

Rev. Darrick Jackson (He/Him/His), Director of Ministries for Lifelong Learning

Ms. Janette M. Lallier (She/Her/Hers), Director of Operations

Rev. Melissa Carvill Ziemer (She/Her/Hers), Director of Ministries for Collegial Care



2021 Annual Meeting Agenda

Tuesday, June 1, 2021: Virtually @ 4:00-6:00* EDT

Meeting Information: <https://www.uuma.org/mpage/2021MDZoom>

- Invocation and Call to Order Wendy Williams, UUMA President
- Quorum Check
- Consent Agenda:
 - Appointment of Parliamentarian (Kelly Asprooth-Jackson), Timekeeper (Rod Richards), and Election Tellers (Sunshine Wolfe, Oscar Sinclair, Lisa Presley)
 - Adoption of Rules and Procedures
 - Approval of 2020 Annual Meeting Minutes
- UUMA President's Report Wendy Williams, UUMA President
- Bylaw Revisions Motion and Discussion
- Guidelines (Procedure A) Revision Motion and Discussion Natalie Fenimore, UUMA Trustee
- Nominating Committee Motion and Discussion Paul Boothby, Nom Com Chair
- Suspension of meeting
- Voting opens 7:00 PM EDT and closes Thursday, June 3, 2021 @ 1:00 PM EDT
- Suspension of meeting

Thursday, June 3, 2021: Virtually @ 4:00-6:00* EDT

Meeting Information: <https://www.uuma.org/mpage/2021MDZoom>

- Reconvening of Meeting: Reminder of Rules and Voting Wendy Williams, UUMA President
- Treasurer Report Carol T. Cissel, UUMA Treasurer
- Guideline Revisions: Reflection and Discussion Marlene Walker, UUMA Trustee
Melissa Carvill Ziemer, Staff
- Discussion Groups
- Report of Election Tellers
- UUMA Exec Team Report Darrick Jackson, Janette Lallier, Melissa Carvill Ziemer
- Recognition and Thanks Wendy Williams, UUMA President
- Installation of Incoming UUMA Board and Nominating Committee Members
- Benediction Wendy Williams, UUMA President
- Adjournment



2021 Annual Meeting Rules

Rules Preamble:

Each year at our annual meeting, the UUMA has observed the long-existing practice of opening its business agenda by appointing a Parliamentarian and a Time-keeper, and then approving the Rules and Procedures used to govern the rest of the meeting. This relatively short list of rules - only about five sentences up until last year - spelled out some important guidelines, but it was never comprehensive. To further guide the course of the meeting and spell out what is and is not in order, most past meetings have relied, implicitly and explicitly, on Robert's Rules of Order. On the one hand, there's inherent logic to this. Most of our congregations rely on Robert's Rules for their own business (again either explicitly, or through some sort of collective agreement to do something that looks and feels like whatever the leaders think Robert's Rules looks and feels like). On the other hand, this is a strange choice. Nowhere in the UUMA's Bylaws or in the Board's Policies are Robert's Rules mentioned. And what is called Robert's Rules is not a single, immaculate, objective framework - there are multiple editions and modifications designed for different uses. Even those of us who are truly well-versed in using Robert's Rules to run an effective and democratic meeting can rightly disagree over whether this motion or that motion is or is not in order. And it is fair to say that the majority of us are not actually well-versed in Robert's Rules of Order.

Last year, as part of an on-going process of making the UUMA truly an association for all of its members - after much discernment and with particular attention to fully including and serving people with identities too-long marginalized and under-served by our institution - in the interest of transparency, we put forward new rules for our meeting. This year, having already held one annual meeting under this new organizing method, we are putting forward a very similar structure (which incorporates changes based on learnings from the 2020 Annual Meeting). While longer, we believe they add clarity. If they are approved by the body at the start of the meeting (as part of the consent agenda), they will be the rules we will use in our annual gatherings - we will not be relying on any other documents, other than the UUMA's Bylaws. This way, we all have access to the same playbook. Once again, this is not the last or the only action in building the UUMA we dream about - but we believe it to be one opportunity, and an important one, in moving towards a process of collective decision-making that is more transparent and more equitable.

Rev. Kelly Asprooth-Jackson
UUMA Parliamentarian for the 2021 Annual Meeting

Meeting Rules and Procedures:

In order to help us make decisions as a body the following rules will guide us:

1. In an effort to center voices that are too often marginalized in dominant culture, we will observe a progressive stack. At least the first three speaking slots for discussion will be reserved for Black, Indigenous, People of Color, disabled, fat, trans, non-binary and other members with marginalized identities. If, after three speakers or one minute of open space with no one in the progressive stack wishing to speak, the conversation will be opened to all.
2. You may speak on an issue once, for up to 3 minutes.
3. You may speak a second time after folks are done speaking for their first time.
4. You can't borrow time from or lend time to another speaker.
5. If no one is waiting to speak on a given motion the chair can call for a vote.
6. Discussion time for each item requiring a vote is ten minutes after which the chair asks, "Ten more minutes?". If no, discussion closes and we vote (This means we will spend ten minutes discussing the main motion before any submitted amendments will be entertained, unless no one is waiting to speak).



7. Proposals by the Board of Trustees automatically come in for discussion.
8. To get something on the agenda, including an amendment to any motion already on the agenda, please present it in writing to the UUMA Secretary or President before 5:00 pm EDT, **May 24, 2021**.
9. Addressing the Assembly from the Virtual Meeting Space: Those wishing to address the assembly from the virtual meeting space should message the online moderator the nature of their request (pro, con, procedural). The online moderator will introduce speakers to the Chair to be recognized in turn (pro, con) unless there is a request for a procedural question, which will always take precedence.
10. Where these rules fall silent and the bylaws do not give guidance, the decision of the chair shall prevail. The decision of the chair can be overruled by a majority vote of the membership present after a motion and second to do so.

Virtual Ministry Days Gathering Norms:

- Chat: The chat feature will be turned off during programming unless the presenter requests chat participation as part of the program. To make space for collegial interaction, the chat will be on ten minutes prior and ten minutes post event. Participants may chat at any time with Tech Hosts, Event Chaplains, and Covenantal Relations Team members. Private chat will not be available.
- Video: Participants' video will be muted automatically upon entering Ministry Days programming. Participants should unmute their video only when speaking or requested to do so by the presenter. During the pre and post social time, video may be enabled.
- Audio: Participant's audio will be muted automatically upon entering Ministry Days programming. Participants should unmute their audio only when speaking or requested to do so by the presenter.

Voting Procedures:

Traditionally the UUMA has held their annual meeting at the conclusion of the yearly Ministry Days. The meeting has been open to all members and, in 2016, made available to off-site participants via a live stream. The voting process has always been held on an "honor system," trusting that only fully-paid dues members would vote in the physical meeting. In 2018 voting was expanded to off-site participants through a polling system. In 2020, to ensure that voting was open and available to the greatest number of UUMA members, the vote utilized a 24 hour ballot process.

The voting process for the 2021 Annual meeting will follow the same process. After items for membership consideration have been presented to the meeting and opportunity has been given for discussion of main motions and any submitted amendment of proposals, the meeting will be suspended to allow voting through an online portal. Members will have at least 24 hours from the opening of voting to log in to their member profile at uuma.org and register their vote. All members who vote are encouraged to have attended the annual meeting or to have watched the recording. Election Tellers will check that a quorum of members has been met in the number of submitted votes, count ballots, and report back to membership of the results at the conclusion of the meeting. Those members experiencing technical troubles or who do not have access to the web may call the UUMA Office line 617-848-0498 Ext 703 and leave their votes on a secure voice mail system. Voting on meeting rules and amendments (submitted before May 24) that affect the main motion shall be done by the zoom polling system.



2020 ANNUAL MEETING MINUTES

June 11 and June 22-23, 2020

Part 1: June 11, 2020

Invocation and Call to Order

Wendy Williams, UUMA President

Welcome we are over 300! We have planned, fretted, and worked hard. We will need to breathe together. Plant the seed of sacred flexibility and water it with your love!

Quorum Check and technology

Call to Order at 1:07pm

Attendees, please put your name in the chat so we have a record of attendees.

Wendy W- We have reached quorum. There are 451 participants in this Zoom room at 1:10pm! (This is from the number from Zoom. Several Zoom rooms have more than one participant so attendance is even higher on each of the participant numbers noted below)

Tech Explanation/Update:

Co-hosts, Covenant Relations Team, Online moderator, Chaplains,

Tech help, Various tech reminders (also on the slide carousel as we arrived)

- Consent Agenda:
 - Appointment of Parliamentarian (Kelly Asprooth-Jackson), Timekeeper (Rod Richards), and Election Tellers (Sunshine Wolfe, Mark Gallagher, Lisa Presley)
 - Adoption of Rules and Procedures found in your packet
 - Approval of 2019 Annual Meeting Minutes

Zoom has a feature of using a poll to collect voting results or other types of input and feedback.

Poll launched to accept the consent agenda as presented:

Q1 95% approv 0% no 5% abstain

A bit of a glitch not anticipated: In an effort to be inclusive of the zoom rooms that are shared with more than one colleague, each question included a place for 2 folks to vote. Rev. Lisa Presley assists with input that determined that 2nd question has to be voted. In other words-ABSTAIN for folks who aren't 2 people sharing a zoom rectangle. Poll is relaunched as a learning opportunity. Essentially the same results.

UUMA President's Report

Wendy Williams, UUMA President

President's Report:

[Live sharing varies slightly from this text-see video for exact words]

Remember all those years in which each of us came into a hotel ballroom with weird lighting with chairs too close together where everything was a distressing shade of beige except for a few solid colored screens and some UUMA banners? The room was freezing - always. We came in, many of us, in summer wear a little more relaxed than our Sunday finest.

UUMA Annual Meeting & Ministry Days

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We were tired - most of us - and we dragged in after having preached or pastored or met with Boards or Committees until the moment we left to get to that city - Providence, Spokane, Kansas City, Portland - wherever. We hardly remembered our room number or our Air bnb address.

We came because we wanted to see each other, to be with others and not have to explain ministry or Unitarian Universalism. To be with people who did what we did - this weird amorphous thing called ministry. To be with ones who knew us and knew some of our story. People who saw us as more than our last homily or visit or public ministry. People who knew the weariness and the questions and the worries.

Oh, we need one another.

For some there were hugs and quips and moments of catch up - leaning into each other in whatever ways we could. We found lifelines. We need one another.

For some, the connections were spare and stilted - we felt cast out by whatever heaviness had claimed us - loneliness, heartache, flashes of inadequacy, or judgment. We came out of duty or covenant or practicality having already paid the registration. We came partially walled off - neither wanting to minister nor to be ministered to - but then there was something - some sliver in the worship. Something in the keynote. Some feeling in a connection freshly found or renewed. And again we were cracked open.

Oh, we need one another.

Some of us were just exhausted from budget woes or highlighting for the empty umph time in our ministry settings that we had to get real about the underlying racism in our midst echoing the words of Brittney Packnett's Ware Lecture a few years back, this is who America has always been. The 2016 vote, the disparate impact of the pandemic on black and brown bodies, police brutality, and white fear of black bodies. These are modern reflections of old - 400 year old - realities. And we meet and hold our people where they are and we push and pastor them to discover, uncover and recover the hunger for and the desire to build beloved community, rather than settling for the thin gruel our congregations sometimes call 'community' where it is good to be "with people of like minds." Never challenging the order of the day or the white supremacy in our midst.

Oh, we need one another, gentle mercy, we need one another,

And so here we are, gathered here - virtually - in the struggle and the power of this time, apart and yet together - our separate sparks kindling one flame.

We need one another.

As a Board, we asked ourselves why we exist. We were companioned by answers offered by many of you to past queries. You were in our great cloud of witnesses. Our words reflected what we gleaned from you.

The Unitarian Universalist Ministers Association:

Calling forth courageous and transformative ministries

Empowered by love

Committed to collective liberation

... because we need one another

UUMA Annual Meeting & Ministry Days

June 1, 3 and 21-23, 2021

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As we took this to you in Chapter gatherings, leader calls, and newsletters, we heard an overwhelming yes. There was generally one suggestion - Because we need each other - should be first. And almost uniformly there was gratitude for putting in words our yearnings and aspirations- Empowered by love, we want to be and are called into courageous and transformative ministries in service of our collective liberation.

Thank goodness. In such a time as this, what else would be worthy of our love and our commitment and our faithfulness?

And we need one another if we are going to get there.

And if we are to get there, we need some changes. Our committees on Ethics and Accountability reviewed the Code of Conduct and Standards of Professional Practice. For two years they worked to create, study, revise, and submit changes for our adoption which will improve us as an association and elevate and clarify how we conduct ourselves with one another and those we serve. Gratefully and importantly, their proposals have been reviewed by many as chapters, small groups, and individuals. The feedback offered has been considered at depth and revisions were made. We are now pleased to recommend their adoption as they move us toward a culture and practice that will help us live into the religion and world we long to pass on to future generations.

There are proposed amendments in your packet. The Board does not support them. We remain aligned with the faithful, engaged, and open work that the Guidelines Teams have done encapsulated our need for one another and our aspirations. This faith and this ministry, which in the words of my treasured predecessor, the Rev. Cheryl M. Walker has love at its center and calls us in from the margins.

We need one another, friends. We need one another.

My thanks to Kim Wilson and Paul Langston-Daly who so skillfully shepherded their hardworking teams to this time. Thank you to all team members: Anita Farber-Robertson, Leisa Huyck, Nathan Ryan, Rob Keithan and Michelle Favreault, Matthew Johnson, Jonalu Johnstone, Lynnda White, Karen Stoyanoff

We are also proposing a new category of membership - Affiliate Membership. This allows the UUMA to include as non-voting members religious professionals who hold senior level positions in a Unitarian Universalist institution and are recommended by three chapter leaders.

As a Board we had the privilege of working with our fabulous staff. As I hope you know, the UUMA is stewarded by an extraordinary staff led by our co-directors Darrick Jackson, Janette Lallier, and Melissa Carvill Ziemer. After a two-year experimentation with this shared leadership model we are pleased to be presenting the necessary bylaw changes to make the shift official. In ways that none of us will ever fully appreciate, these three model collaboration, as they hold us in care and invite us - each and all - to grow into an institution that calls forth ministries that are transformative, empowered by love and committed to collective liberation. They know we need each other and their ministries help us get out of our way to find each other and the opportunities to grow toward each other and into our best becoming.

My life and my ministry have been changed by serving on this Board. I promise you we couldn't pay for, we could never afford, the dedication, heart, commitment, courage, or faithfulness each person on this Board has brought. To each person on this Board I say thank you. Thank you for loving our faith, our people and our ministry. We are better because of you. I am better for working and journeying with each of you.



To all of you, thank you for weathering the storms, for your amazing and courageous ministries I have witnessed this year, that have inspired me this year. And thank you most especially for the privilege of serving as President of this UUMA Board of Trustees. Thank you.

Attendance increases to 500 participants during this report!

Bylaw Revisions Motions and Discussion

Christana Wille McKnight, UUMA Trustee

Christana explains we will be voting on the bylaw revisions in 4 separate proposals after the 2nd part of the Annual Meeting on June 22. Christana then leads us in a brief review and explanation of the proposed changes.

Bylaw Considerations:

As indicated in their policies, the Board of Trustees underwent a process of strategic planning with the goal of revisiting the Mission and Vision of the UUMA. Upon completion of the process they have presented a new Mission – Why Statement – we hope to incorporate this Why statement into our programs and practices over the next year. The board anticipates presenting this new Why statement to the membership in 2021 for inclusion in the bylaws.

Bylaw Revisions:

1. Related to Executive Staff Structure: With the implementation of the shared leadership team, the following bylaws are proposed to be amended to allow flexibility in the structure of executive.
 - Globally change the term Executive Director to Executive
 - OLD – ARTICLE IX – THE EXECUTIVE DIRECTOR
Section 1: The Executive Directors shall be the chief executive officers of the UUMA and responsible for the administrative supervision of the various offices and paid employees of the UUMA.
Section 6: In the event there is a vacancy in the office of Executive Director, the Board of Trustees will appoint a search committee to advertise the position and consider applicants. The search committee will recommend no less than two candidates to the Board of Trustees. The Board of Trustees will make the final decision by majority vote and extend the offer to the Executive Director.
 - NEW – ARTICLE IX – THE EXECUTIVE
Section 1: The Executive shall fulfill the role of chief executive officer of the UUMA and be responsible for the administrative supervision of the various offices and paid employees of the UUMA.
Section 6: In the event there is a vacancy the Executive, the Board of Trustees will appoint a search committee, as defined in board policies, to advertise the position and consider applicants.
2. Budget: See rationale and explanation in Treasurer’s Report (p 4)
 - OLD – ARTICLE IV – FUNDS AND DUES
Section 1: The Board of Trustees shall submit to each membership meeting a recommended budget for the current fiscal year, together with an income and dues schedule necessary to maintain it. The budget and membership dues schedule for each category of membership shall be adopted at the membership meeting.
 - NEW – Article IV – FUNDS AND DUES
Section 1: The Executive shall submit a recommended budget for the current fiscal year to the Board of Trustees, together with an income and dues schedule necessary to maintain it. The budget and membership dues schedule for each category of membership shall be approved by the Board of Trustees prior to the beginning of the fiscal year. The Approved budget and membership dues schedule for each category of membership shall be published prior to the annual meeting of the membership.



○ OLD – ARTICLE IX – THE EXECUTIVE DIRECTOR

Section 5: The Executive Director has the authority and responsibility for the financial life of the UUMA.

A. The Executive Director and the staff shall operate the day-to-day financial activities of the UUMA in consultation with the Treasurer.

B. The Executive Director will work with the Treasurer to create a budget and a multiyear financial plan for the UUMA. The budget will be submitted to the Board of Trustees for approval by the membership at the Annual Meeting as described in Article IV above.

· NEW – ARTICLE IX – THE EXECUTIVE

Section 5: The Executive shall have the authority and responsibility for the financial life of the UUMA.

§ A. The Executive and staff shall operate the day-to-day financial activities of the UUMA in consultation with the Treasurer.

§ B. The Executive will work with the Treasurer to create a budget and financial plan for the UUMA. The budget will be submitted to the Board of Trustees for approval as described in Article IV above.

Affiliate Membership: The intent of this new membership category is to allow senior leaders of UU Organizations (Theological Schools, UUA, etc.) to join the UUMA to remain in an accountable relationship with the ministers whom they work for and with. As a resource, the accompanying board policy states: “B.6.7.: Affiliate membership shall be limited to Unitarian Universalist religious professionals who a) hold a Mdiv or equivalent, b) hold a senior leadership position in a Unitarian Universalist institution, and c) are recommended by three chapter leaders.”

· NEW – ARTICLE II – MEMBERSHIP

Section 3: Affiliate Membership: Unitarian Universalist religious professionals as defined in the policies of the Board of Trustees. Affiliate membership shall carry no vote and shall be allowed such privileges as the UUMA Board shall determine.

3. Removal of Binary Language: Honoring our commitment to inclusion we propose the removal of the following binary language. Change his or her to they in the following sections:

- Article V Section 3
- Article IX Section 2 (also fixed with above revision)
- Article XI Section 6

We are up to 511 participants at 1:35!

Wendy W: Is there is any discussion?

Janette: Explains rules of the meeting-Held 2 minutes for ‘Priority Stack’ which allows those with marginalized identities, who wish to, to speak first. Some brief explanation of how to identify one wants to speak and also if one’s identities qualifies for the first 2-minute priority stack section.

1. Amy Williams Clark: Would an affiliate member need to abide accountable to our code of ethics and conduct?
Christana-yes

2. Vanessa Southern: clarification of non-binary language: his her to they? or his her to their? Christana-We think grammatical correction is as is.



Matthew Johnson offers additional clarification to the question regarding affiliate member-the proposed accountability procedures that we will vote on later, indicate that UUA staff (or other similar bodies) are subject first to accountability to UUA procedures and human resources. Details are in the foot notes on those proposed changes and in most cases those are more stringent than ours.

3. T.K. Barger-Art IX sec 6 does it need a preposition?-Exec Team p. 25. It took some time to understand what he was suggesting. The word 'in' or something similar will be added.

And second-for the affiliate membership, this would also be open and available to region leads and that could be a person who is not a minister because one of the requirements is having a Masters of Divinity or the equivalent-will they still be eligible because of the position they hold even if they don't have the equivalent?

Melissa Carvill Ziemer reminded folks in the Zoom chat that grammatical questions can be sent to the secretary. And grammar corrections can be handled within the structure of the bylaws. If there are other questions, they can be sent to board@uuma.org

Time expired. Poll wasn't working so we used the Zoom function with y/n.

On initial review, more than half -271 said they did not wish to extend conversation on the bylaws and 75 said they did. Time is not extended.

Guidelines (Procedure A) Revision Motion and Discussion

Barbara Child

From the UUMA Bylaws:

The UUMA Guidelines for the Conduct of Ministry may be amended in one of two ways. If the Board of Trustees deems an immediate change necessary, they may propose an amendment to the Guidelines to be voted on at the next annual meeting, as outlined in Section 1, save that a two-thirds (2/3) affirmative vote by members present at that meeting will be required for adoption.

2020 Proposal: Amendment to Code of Conduct: Expectations of Conduct: Paragraph 16:

Current: If I belong to or attend a congregation served by a colleague, ... I will initiate an open and direct conversation with my colleague(s) in order to create a mutually agreed covenant, expressed in a Letter of Understanding, about the role I am to play in the church.

Proposed Addition (to follow the sentence above): If I have a partner, I will seek to have my partner participate in the conversation and be one of the mutually agreeing parties to the covenant and a signer of the Letter of Understanding about the roles each of us will play in the church.

Barbara presents the above on behalf of UU Retired Ministers and Partners Assoc. (UURMaPA) and the Transitional Ministers Chapter. There is nothing in the guidelines paragraph about the partner of a former minister. They do not attempt to regulate the behavior of a partner and they should not. Partners are not members of UUMA. Still, UURMaPA have become aware of issues in congregational life having to do with former minister's (s') partners. Knowing the value of covenants to address issues and to prevent issues from coming up, we propose this addition.

Sunshine-Pro statement-Some of the biggest conflicts in 3 interim positions were related to minister's partner.

Rosemary Morrison-Pro Support as an interim and dealing with this situation right now.

Chris Long-Question-If it is voted in, how might we engage this reality in congregations where this is happening?

Barbara responds- rather than a 'shalt' it is encouragement to the minister to bring their partner into the conversation. The initiation can come from either minister, not just the former one. We hope to accomplish: I. have whatever covenant/letter of understanding exist takes into account, the partner and involve them in the conversation. Chris



responds – if one is a new minister, it still may be important even if the minister has been gone a long while. Expresses gratitude.

Suzanne Fast question of clarification: Any minister who is connected with a congregation including being members and/or community ministers. Is this for all of us or just the former minister of the congregation? Barbara-It's both...all.

Arthur Berman-concern about autonomy of spouse

Barbara-We are not directing the partner to do anything. It is an encouragement to those of us who have a partner involved in the congregation,, when and if there is going to be a conversation to lead to a covenant/letter of understanding.

Time expired-yes/no poll to extend time taken through Zoom More than a majority voted no- 267 to 81.

A Stretch Break is in order.

Ethics Guidelines Committee Report

Kim Wilson, Chair

499 folks at this point in the meeting.

[Actual words in the meeting may have varied slightly from this report submitted.]

Given the events that have taken place over the past couple of weeks, I think I can speak for most of us here in saying that we need some changes. Law enforcement needs changes; our national policies need changes; and yes, Unitarian Universalism need changes, too. As leaders serving our denomination, we lead the way toward positive change and spiritual transformation. In everything we say and do, we do our best to model the ethics and integrity that we are committed to in our UUMA Covenant and in our Guidelines.

As life-long learners, committed to our ministries and our personal spiritual development, we need to be willing to challenge ourselves and to be challenged. But in order to change, grow, attain new understandings of ourselves and the world in which we live, we must be open to having our current views of what is right and normal challenged. It's been said that if we hold the same views as we held, 5, 10 years ago, then we're not growing.

As UUs, we've always taken pride in being on the cutting edge of social justice and peace movements and the development of human potential. I was taught in my UU Sunday School that it was our moral duty to strive to be our best selves. But as the world changes, and new voices are heard, we grow in our understanding of what that means, of how we want to be in relationship with others. In our Guidelines, we begin to see cracks in the logic, cracks in the attitudes, cracks in the perspectives being offered. Two years ago, the UUMA Board brought together two committees –one to focus on the Ethics portion and one to focus on the Accountability section of the guidelines.

The committee I chair, the Ethics Committee, was charged with studying the existing Guidelines and proposing revisions to clarify and strengthen our professional standards against behaviors that perpetuate white supremacy, heteropatriarchy, and other systems and structures of oppression. Because, guess what? As much as we have always been committed to bringing our best selves to our ministries, as it turns out, those cracks in our guidelines did a lot of damage. The current guidelines did not prevent many, many colleagues from being harmed, deeply hurt and in some cases traumatized by the behavior of some of our colleagues.

This has to change. We believe that having revised guidelines, and eventually a new improved accountability process, are critical pieces of what's needed to strengthen our collegial community. These policy revisions are only the start of our transformation. They must be accompanied by ongoing work to change the culture of the UUMA, and Unitarian Universalism overall, to match our ideals: to be more inclusive, more just, and more relevant to our nation and world. We cannot minister effectively in these times with old paradigms that consciously and unconsciously perpetuate a white supremacist, patriarchal culture. We in our nation and in our smaller cosmos right here among us, must nurture a culture of mutual respect and liberation. For both spiritual integrity and the



practical reality of our existence, we must embrace new ways of doing ministry that create truly equitable multicultural, multiracial, and multigenerational communities. This is not optional.

The first round of proposed revisions was presented last year, during the 2019 Annual Meeting. It was decided to study them for a year. With help from UUMA staff, we created a 5-part Study Guide, which I know many of you worked with over this past year. We solicited feedback from all of you. And I want to thank you. Hundreds of you responded, and I personally read every comment that was related to the ethical portions of the revisions. The feedback was overwhelmingly supportive and filled with gratitude, with some including painful memories of damage done by our current guidelines. There were concerns, critiques and suggestions, all of which we considered.

Both Committees reviewed those responses and made a number of mostly minor but significant revisions, which we then presented to the Board. You can now view those changes in your packet, which includes a chart showing all of the proposed revisions from last year, and those for this year, and this year's are noted with double cross-outs and bold italic. There's a chart with line-by-line explanations and justifications, including the suggested changes in the feedback that we responded to.

You'll see on your schedule that next Friday, June 19th, you'll have a chance to participate in a Guidelines Q&A session with both committees. Then on the 22nd, Part II of the Annual Meeting, there will be conversation on the revisions, and at the end of Part II we will vote to accept or reject the changes.

Our hope is, of course, that you will want to support these revisions. Not only have the two committees devoted literally hundreds of hours on creating what we propose to you at this meeting, but with the improvements based on your input, we feel we have, not a perfect set of changes, but rather a set of language that fills in cracks that have allowed harm to be perpetuated, and that's the bottom line: to stop the harm. To allow every colleague to feel equally respected and supported by every other colleague.

My thanks to the other members of this committee for their work:

Anita Farber-Robertson, Leisa Hyuck, Nathan Ryan, Rob Keithan and Walter Flores, our board liaison.

Thank you.

499 participants at 2:22:22pm ET

Janette offers a reminder of how the discussion and voting will work on June 22.

Accountability Guidelines Committee Report

Paul Langston-Daley, Chair

[Actual words in the meeting may have varied slightly from this report submitted.]


Greetings colleagues,

First, I want to thank the members of the guidelines committee for their three year tour on this committee. Michelle Favreault, Matthew Johnson, Jonalu Johnstone, Karen Stoyanoff and Lynnda White and Christana Willie McKnight has been our board liaison.

We began with a charge from the UUMA Board with "developing a clear, transparent and accessible process of accountability and restoration for colleagues who have a covenantal breach with another colleague or colleagues. The committee is asked to focus its scope on covenantal breaches, knowing that accountability processes for handling complaints of misconduct are being pursued through other means."

This charge assumes, and we believe rightly so, that it is our responsibility hold each other accountable when we fail to abide by our covenant. We affirm, along with the UUMA Board and our self-understanding for more than a





generation, that the UUMA has a formal role to play in many, but not all, of these cases. The strength and health of our ministry, the work to which we have devoted our lives, depends on it.

With that understanding, we met with dozens of small groups and individuals who shared their experiences, ideas, outrage and wisdom with us. We heard maddening and heartbreaking stories from our colleagues about broken covenants and an opaque process.

We brought you our first draft last year – You all agreed to go forward with study and feedback. And the committee spent this past year listening to you all, discuss and improve what we began. Feedback was gathered from individuals, chapters and identity groups.

The result of that feedback is the document we bring before you today.

We seek to shift the focus AWAY from a Criminal Justice Style response with lawyers and hearings and judges. And toward a response that is grounded in our covenant; in I-Thou relationships. Because this work is relational, it is iterative work. We don't expect everyone to like each other, but sure better be able to count on each other because we need each other- these times require it, and its only going to get harder.

Our covenant and accountability processes are only one part of a wider culture change we seek: that change will be facilitated not just by these documents but also through education, conversation, spiritual growth, and more. This is adaptive change, which these processes are designed to support but not supplant. We owe it to our congregations to model the kind of covenantal relationships we hope to foster in our congregations and communities.

A few notes.

We have made multiple changes to our proposal based on your feedback. Some are relatively minor or affect a narrow but important part of our membership (for example, Canadian ministers and UUMA members on UUA staff). We've clarified language in a number of places to avoid confusion or reduce possible misinterpretations. We also added language about power as it relates to multi-minister settings– which remains among the most delicate questions, and we cannot emphasize enough the import of intentional covenanting and coaching in multi-minister settings.

Additionally, we have clarified that “harm” means “a violation of our code of conduct.” We heard great worry that “harm” was amorphous and easily weaponized. Our accountability procedures respond to violations of our code – that is the harm we can respond to, and the new language should make this clear. The assertion of harm, absent a violation of the code, is insufficient to activate these procedures.

Based on conversations with the UUMA Executive Team and Board, we have changed “Right Relations Guides” to “Good Officers with the appropriate specialty.” Instead of creating a new program, we propose that some Good Officers receive special training in this work and hold this portfolio. This simplifies, streamlines, and organizes the work in ways that are aligned with what we already do. It also clarifies their accountability, selection, and connections to the UUMA.

Because the Common Ethics Panel, a joint initiative of the UUA and MFC with the UUMA, and other professional organizations (LREDA, AUUMM, AUUA, UUAMP, and others) is still being developed, we propose delaying the vote on all sections dealing with the Common Ethics Panel until that proposal is ready for us to consider. There is more about our thoughts on the Common ethics panel in our executive summary- scan it for more information.

The changes we have made clear up language, respond to comments, and adjust the timeline as needed. Yet the thrust of our proposal – to focus on covenant and healing it, and to provide more options and more accountability, all remains. These clarifications and language come from your comments and feedback. They make



these proposals better, but they do not alter the substance of the proposal in a way that requires additional study before adoption.

Our current procedures do not work. They need to be changed. Yet remember that this is iterative, and we will need to continue to amend how we do things regularly. This will not be the last vote on these matters – we will keep learning and bringing forward changes. But we need to make this first change now.

491 participants at 2:33:24pm

Suspension of Meeting

Wendy W: We will now suspend the meeting and will reconvene on Monday June 22 at noon ET/11/10/9/8 etc. Please go through your packets. Participate in small group discussions that are available to you.

NOTE: Videos of the Annual Meeting parts 1, 2, and 3 will be available on the UUMA website.

Part 2: June 22, 2020

Gathering- reminders of tech

Reconvening of Meeting: Reminder of Rules and Voting

Wendy Williams, UUMA President

12:05pm 491 participants!

Polls-Lisa Presley will make an additional effort to get to folks on the phone with a separate poll.

If someone else speaks your point, please ditto and/or remove yourself from the 'line' so that others have a chance to share a different point. We really appreciate it.

Quorum Check-532 people at 12:09pm!! We have a quorum.

FYI-Updates from Annual Meeting part 1:

Your UUMA Board has met after reading the worries, concerns, and questions about bylaw revision #3 on Affiliate membership. And while a lot of time was put into the guidelines revisions, we recognize that the Board has perhaps not put in quite enough time into clarifying what this type of membership status means. So, we've decided that BYLAW Revision # 3 on Affiliate membership is withdrawn at this time.

Nominating Committee Motion and Discussion

Amy Morgenstern, Chair

On behalf of the Nominating Committee, it gives me great pleasure to place in nomination the following five candidates:

- For the Board, At-Large position focusing on Governance: Theresa Ines Soto
- For Board Treasurer: Carol Thomas Cissel
- For the Board, At-Large position focusing on Anti-Racism/Anti-Oppression/Multi-culturalism: Natalie Maxwell Fenimore
- For the Nominating Committee: Amy Williams Clark
- For the Nominating Committee: Amy Kulesza DeBeck, serving a second term.

Amy-I move that this slate be approved by the membership.

Wendy Williams-Thank you to the team and Amy! As this is an uncontested slate, we won't have discussion. You will have an opportunity to vote later on the electronic ballot.

Treasurer Report and FY21 Budget Motion and Discussion

Richard Speck, UUMA Treasurer

[Words spoken at the meeting may vary slightly from the submitted report.]



I know that each of you have read my written report and studied the multipage budget in detail. That has been one of my jobs for the last three years as treasurer. I have worked with the Executive Team, especially Janette Lallier, as they developed the budget for each year. I have monitored the fiscal books and made comments and asked questions to gain clarity of how your contributions were used in support of the UUMA.

The board has put a Bylaw on the agenda to remove the necessity of the membership voting on the budget each year. As treasurer, I rarely have been asked anything about the budget by a fellow member. Given the thorough review I make with the staff, sharing that review with the board, who then do their own analysis before voting on the budget, I believe the time has come to remove the perfunctory act of you voting on the budget.

The budget next year will be tight as we enter a very unknown time with Covid 19 continuing to affect us for months to come. The Executive Team radically reduced the proposed budget as this reality arrived. This budget focuses on programs and services to members and a stable staffing.

It has been my privilege to serve each of you as your Treasurer. It has been a privilege and honor to serve with my fellow members of the Board. I have been blessed by the work of Darrick Jackson, Melissa Carvill Ziemer, and Janette Lallier to keep our institution strong and vibrant.

I came onto the Board at a moment of crisis, a moment of chaos. There have been significant issues that the UUMA Board has dealt with over three years. There have been hard decisions that needed to be made and we made them. I leave in the midst of upheaval in our society at large. I wouldn't trade a minute of it. I know that I leave the UUMA in good hands that will carry on the work and I will be cheering from the sidelines. Thanks for the memories!

Richard moves that the budget be approved by the membership, one last time.

Discussion: no speakers

Please vote on the online electronic ballot that will be released after this meeting.

Ethics Guidelines Committee Motion and Discussion Kim Wilson, Chair

Walter Leflore-On behalf of the Board of Trustees of the UUMA, I present to the body for your consideration, the adoption of the guidelines revisions, ethics section, as presented.

594 participants!

Discussion:

Pre-submitted statement (video) can be viewed: <https://www.uuma.org/page/MD20AnnualMeeting2> approx. 15:30:

Fat UU Ministers Caucus-PRO Naming the importance of this caucus, why it exists, the connection with sizism and white supremacy, and an expression of pro affirming the guidelines. They do not support the proposed amendments.

Andrée Mol- TRUUST steering committee-PRO Only able to speak today because of those who have gone before. The current system does not work. We desperately need these new guidelines and we need them now. This additional year of study has meant more harm. We are tired of waiting. We trust the process that we have followed this past year. If you truly believe we need each other...then please vote yes on these revisions without further amendment.

Danielle DiBona-mic would not work (and this long pause was edited on the video on the UUMA website)

Sarah Gibb Millspaugh-PRO, Congregational life staff finds the clarification of harm as a guidelines violation, very useful and looking forward to right relations guides.

Time elapses.

607 participants-polling for whether to extend time



Technical issues. Cohosts must keep hands away from computer during the polling.

Third time is a charm!

*9 for those on the phone only will raise hand if you are in favor of ext time: 1 vote

Pause... then raise hand to oppose-3 votes, raise to abstain-0

VOTE: Extend time: 70 yes, 459 no

Amendments Discussion (Ethics Section),

Mark Gallagher

withdraw amendment #1: Mark withdraws this amendment.

amendment #2: regarding bullying and abuse

Mark moved to accept amendment #2.

Mark speaks on why he supports-expressing concerns about over reach

Cathy Rion Starr- Procedural Question-How much time is left for this? Are Mark's comments included? Janette clarifies-Mark's comments are not included in the 10-minute time for discussion.

- Cheryl M. Walker-CON –the operative word is 'pattern', not 1x
- Laura Stevens-Procedural Question-Sees that Mark is a teller and curious to know, given this is his motion, if he is one of the people counting the vote? Janette-3 tellers and the poll itself is doing the voting. Lisa Presley is the tally person so there isn't a conflict of interest.
- Catherine Ishida- CON –pattern. ditto Join me in voting no.
- Cathy Rion Starr- CON these guidelines are about a covenant, a shift to how we function so we can live out our covenant that has been broken again and again...and those we've lost. I trust the work that's been done.
- K.C. Slack – CON specific types of behavior need to be named
- Sofia Betancourt- CON ditto against all of the amendments this morning
- Sofia-Danielle DiBona can't be heard so Sofia is reading her words: BIPOC Chapter supports the guidelines as written, no on all amendments offered. Social location matters and significant power differentials affect our relationships and impact BIPoC. These new revisions provide a process of accountability and center on covenant and right relationship so we can be in true community with each other. Please vote no on the amendments.
- Andrea Hawkins-Kamper – CON I was here last year. Six hostile amendments have showed up. Vote no on the amendments. Make a change for the better.
- Theresa Soto- time runs out

VOTE: Poll to Extend time vote-208yes 450no

Motion to extend time fails.

Noting: 631 participants at this time.

Discussion on Amendment 2 is closed.

Poll launched to vote.

VOTE: to accept Amendment 2 on bullying and emotional abuse vote-74yes 541no

Motion to accept Amendment 2 on bullying and emotional abuse fails.

Ethics Amendment-#3 regarding removing Tokenism

Mark Gallagher moves to accept amendment #3.



Cynthia Cain explains their thinking-concerns it may not be provable and enforceable for tokenism on p. 18 and 19, concerns about legislating about motive and sincerity

Discussion: NOTE: Videos of the Annual Meeting parts 1, 2, and 3 will be available when you sign-in to the UUMA website.

Theresa Soto-CON shared a personal example of measurable tokenism-'we have to talk about it.'

Amy W. Clark-clarification on procedure-asking about the filibuster factor potential. Janette-we are giving the folks 'for' the amendment are having a chance to do so before the time begins.

Wendy W-we are simply naming at the request of the body who is in the line if time is expiring

Janette-the progressive stack is meant to not be a filibuster tool. It happened in the last amendment but it isn't the intention of the process. We are giving the persons presenting the amendment a chance to speak up first to allow for time to present and explain.

Elizabeth Mount-CON shared how tokenism is quantified in Elizabeth's ministry which detracts from healthy work/life balance in ministry, We need to look at it, to face it, not to penalize but have conversations.

E.N. Hill-CON shared the exoticization of E.N.'s ministry simply for identity without knowing E.N.'s ministry qualifications.

Time runs out

Janette reports there are 3 in progressive stack all CON, 1 not in progressive stack CON

Sarah Stewart procedural question-request to do what Janette just did and to read out who is left when time runs out so we know.

620 participants online

VOTE: Poll to Extend time vote-65yes 566no

Motion to extend time fails.

Discussion is closed on amendment #3

VOTE: to accept Amendment #3 on removing tokenism vote- 65yes 537No

Motion to accept amendment #3 removing tokenism fails.

Ethics Amendment #4 to delete pro-active obligation

Mark moves to accept amendment #4.

Mark explains their thinking- We are accountable to one another in a variety of ways. But this codifies an obligation to never let anything slide. It creates a mandate. Does this inspire covenantal relations? It seems extreme.

Discussion: NOTE: Videos of the Annual Meeting parts 1, 2, and 3 will be available when you sign-in to the UUMA website.

Heather Rion Starr-CON I need this wording in our code due to experiences of another colleague. Let's start living into our code rather than deliberating.

Chris Rothbauer – CON This amendment would give us an excuse to be silent. We encourage folks in our congregation to speak directly. We'd be holding ourselves to a lower standard if we adopt this amendment. We cannot be silent in the face of things that matter.

Cathy R-S- procedural-any way to shorten this so we can get through everything in this session?

Kelly Asprooth-Jackson, parliamentarian-Rule #5 the body can agree to stop talking about anything. Rule #10-the Chair of the meeting has broad discretion.



Wendy Williams-using #10 we are moving into direct voting given the direction the discussion is going.

Sarah Stewart-Procedural-asks for who are folks in cue and what position?

Janette-2 were in the cue and both are con

VOTE: to accept Amendment #4 to delete Proactive Obligation to Confront vote- 54 yes and 544 no

Motion to accept amendment #4 to delete Proactive Obligation to confront fails.

All four amendments failed in this section.

Wendy Williams-suspending discussion and voting on guidelines of Ethics as originally stated to the online voting process. (available this afternoon)

Accountability Guidelines Committee Motion & Discussion

Paul Langston-Daley, Chair

Christana Wille-McKnight-motion on behalf of the Board of Trustees of the UUMA presents to the body for consideration, to accept the accountability guidelines section as presented.

Cathy Rion Starr-procedural Are we voting here or on the electronic ballot?

Janette-we are voting on the amendments in this meeting. On the electronic ballot will be the language as presented or amended.

Dawn Fortune-CON for amendments noting that what typically happens- those from marginalized communities have to prove the harm, the pain that has happened to us instead of just being believed and trusted. I wanna recognize the emotional labor that our members have had to put in to do this, to be treated as human.

Wendy William-using rule #10, let us move into the amendments as there are only 2 speakers as pro and no cons.

Amendments combined #1 and #2 (Accountability Section)

Mark names in the interest of time we will combine the consideration of these two amendments in tandem. Mark moves to accept amendment #1 regarding due process.

Douglas Gallager (no relation) shares the thinking-Due process seems to have been eliminated. Due process was used in many important SCOTUS decisions and feels shortsighted to remove it from our code. Urges a yes vote.

Mark moves #2 to accept amendment #2 regarding legal counsel.

#2 Kate Rohde explains their thinking-to retain right to legal remedies and those in power should be held accountable when necessary.

Amy Zucker-Morgenstern-CON It's ignoring key phrases in the revisions-such as 'to avoid accountability and healing'. It's not asking us to sign our legal rights away.

Sofia Betancourt-CON Reminds us that we have done so much work to de-center whiteness in this process. What is missing in this conversation is the *profound* impact of harm. It is disingenuous to imply that the problems in our collegial relationality are borne by our leaders overstepping power. Over and over our leaders don't have the tools they need to support our colleagues when we have gone astray and beloveds, we go astray every day... center those most impacted by the harm that is so central we don't even notice it anymore. Please invest in the possibility of professional ordained ministry with justice truly at its center. I cannot quantify how much harm this morning alone has done to our colleagues.

Vote: #1 Due process amendment vote- 83yes 472no

Vote: #2 on Legal Counsel amendment

71yes 479no



NOTE: Both motions to make amendments #1 and #2 fail.

Motion to Suspend Discussion

Mark Gallagher

Mark withdraws the motion to postpone voting on the accountability section.

Wendy Williams is suspending the meeting and refers us to the online voting process, which will begin in approx. an hour. Let us be generous with one another about that timeframe.

VOTING PROCESS on the Guidelines Revisions and Bylaws Revisions:

Janette: Log in to your profile. You must be a member of UUMA in order to vote.

uuma.org/vote See links for reference to items.

We're in mercury retrograde so- If you have technology issues call: 617-848-0498 ext 704 for the Teller Team. Leave your name and your ballot votes.

Help your colleagues! Spread the word!

Lisa Presley-Be sure to tell us what time zone you are in when you leave a message.

Voting opens approx. 1:00 EDT and closes Tue June 23 2020 1:00 EDT

571 folks are still on.

Clarifications made on the budget votes.

Quicklinks-General Info etc.: <https://www.uuma.org/news/509832/Ministry-Days-and-Annual-Meeting-Quick-Links.htm>

Covenant Relations Team- Chris Long I assure the pain rings deeply for many of us. That we'll be in chaplaincy relationships with others. Reach out to chaplains or covenant relations team to talk about it. Continue to be in right relationship as we move together beyond punishment and building collaborative, collegial conversations through the pain. Many thanks to everyone. We need each other to survive. Eat. Rest. Bathroom. Color. Art. Each other.

Time with the Rev. Susan Frederick-Gray, UUA President, is next.

Suspend meeting 537 participants: 2:35pm

Part 3: June 23, 2020

Gathering-greetings in the chat, info on slides

(WB considered putting in some of the fun 'chat' items as an enticement to read the minutes....)

384 participants

Reconvening of Meeting

Wendy Williams, UUMA President

3:04 396 participants

Offers gratitude to everyone for participating, sticking with it, patience, etc

Commission on Institutional Change

Leslie Takahashi, Chair

Wendy W.-welcomes Leslie. Leslie is the lead minister at the Mt. Diablo UU Church, Walnut Creek, CA, a professor at Meadville Lombard Theological School, co-author, and a the(*)logian, the chair of the Commission on Institutional Change (COIC) and so much more! Their report: Widening the Circle of Concern is published and available now.

Their guiding principle: To keep UUism alive, we must privilege the voices that have been silenced or drowned out and dismantle elitist and exclusionary white privilege which inhibits connection and creativity.



*PLEASE watch the video for the full text of this deeply important presentation!!! The following notes are excerpts, not necessarily direct exact quotes. https://www.uuma.org/page/md2020_am3

Rev. Leslie Takahashi- We have 30 minutes. Use the chat for questions and we'll respond at the end when we can.

Charge/purpose: inclusive, salvific the(*)logy, learning and learning to take risks together

Commission: Rev. Leslie Takahashi, Mary Byron, Xolani Kocera, Dr. Elias Ortega, Cir L'Bert jr, Rev. Dr. Natalie Fenimore, Rev. Marcus Fogliano, project manager

This is the work of the community of BIPOC who have been part of this faith and in that context they (COIC) share with us today. Rigorous job of looking at the charge they were given. We trust you will read it. Report will be available at GA on Thursday. It will get sent to every congregation this summer. Please bring it to your people.

Slides share more about the charge, process, and data collection. 80 plus hours of audio and video recording 656 pages of documents from over 1100 participants.

Final report 10 recommendations-

- theology,
- governance,
- congregations and communities,
- hospitality and inclusion,
- living our values in world,
- religious professionals,
- educating for liberation,
- innovations and risk-taking,
- restoration and reparations, and
- accountability and resources.

Grounding their work in the(*)logy⁵ and it is also cultural and systemic change work. It is comprehensive. The Rev. William Barber, in his address at the end of the poor people's campaign virtual rally (June 20) said he often gets asked what he'd like done. He says, "if we could give trillions to the richest corporations during a pandemic then we must know that we cannot settle for anything less than comprehensive and systemic reform."

The events in our Association in 2017 tapped into a vein that connects with the pain that has been in our faith for scores of years. We must widen the circle of concern. Leslie acknowledged that after yesterday's meeting that some folks may be feeling this isn't 'their' faith anymore, that they aren't in the center of this Association anymore; then named that there are so many ministers who have been feeling that way for decades. Leslie shared a personal example of another minister implied tokenism was why Leslie had been put into a position of power and Leslie has not felt at home at a Ministry Days since. The damage were not just her words but that the other half dozen of people in the room who said nothing... It is time to rise up and say what needs to be said.

For those of you who are afraid that you are not skilled at doing this work, and that it might end up a guidelines violation: 1. it is easy to learn the skills to be the truly welcoming faith, to be the sanctuary we are asked to be. There are so many ways to learn them, including the COIC who will be putting out some resources. 2. As leaders, who better to model this critical work? We can simply admit the mistakes, and then go about the work of accountability and reparations. Let's talk about the learning opportunities and also the deeper sense of covenant that can be renewed among us if we continue down the path we have started.

⁵ Spelling theology this way allows for the possibilities of gender expansiveness, as well as the possibilities of multiplicity of more than one, including none within the study of the divine. W. Bartel uses this form of spelling for Secretary notes and retains the spellings of others submitted in reports, etc.



Dr. Elias Ortega- Thanks to the commission... The work is not finished. We have more to do.

There are multiple religious belongings and many faiths from which we've migrated. There are several religious refugees from Christian traditions who find a home in UUism. We often have a personal individual theology that doesn't connect with the larger faith. Ethical direction towards justice not always the(*)logical. What does it mean to be connected to larger cosmopolitan way rather than grounded in the(*)logical understanding of being a UU?

Elias as an RE educator-children ask, including his children; challenge-Many of us have been exposed to the faith practices and traditions of others. We need to embrace being a learning community, the(*)logically what does it mean to uniquely be a UU not just all the other faith traditions that we learn about? We need to address this. This didn't used to be the case before the consolidation.

Here are some areas for exploration:

1. Professional responsibility- Leaders need to embrace the desire to have a deeper understanding of the world, best practices, and a more robust understanding of what the sacred is to us and also in conversation with other traditions.
2. spiritual growth and deepening of the faith- Connecting to the sacred as part of who we become as a faithful person in connection to service. Be able to articulate what it is to be a UU, practices, etc.
3. theo/a/x/*-ethical command of communal responsibility and accountability-The communities we serve have placed their trust in us as faith leaders. In relationship to who we are and who we could be collectively and articulate where we are going next.

Rev. Dr. Natalie Fenimore-

The Commission report is NOT:

- ammunition to increase personal attacks on colleagues;
- to leave us without the ability to learn and have resources and grow towards beloved community
- about presenting a creedal statement or dictating how to think or believe;
- It's not about looking at individual behavior in and of itself;

The Commission report DOES:

- provide resources and a road map to follow to do build the beloved community more fully
- invite us to examine the commitment to justice is to be clear it is a priority in our Association
- check our patterns and systemic institutional abuses and inequities,
- encourage us to enhance our faithfulness, to more fully engage our faith
- implore us to grapple with the stories from ministers and other religious professionals who are BIPOC, who have experienced injustice, inequality, etc. just as our gay, lesbian, transgender, and gender non-conforming siblings have stories. We are holding dear unhidden stories of UUs of color in ministry and other Prof. org. No one can say from this moment forward that they do not know the harm that has been done. No one can say they didn't have an opportunity to stop doing that harm. Our stories should not be hidden. They should be present because we are part of the UUA, UUism and the UUMA.
- give us the opportunity to examine and move forward with these stories

512 participants

Leslie Takahashi-Resources are in the chat. One thing that is important to say is that early on in the commission's work-while we have a particular history of racism, we also recognized that there are other oppressions among us, and there is some commonality in that. So many have been treated as less than worthy among us. There is some true



intersectionality of those who end up among us. In conclusion-we will be at GA. There are 5 sessions to unpack the major sections of the report. There are sessions in the VUU you can find.

The Commission's report is not the only response. But it is an important response.

Widening the circle of concern among us at this time is critical to ensure that what we profess is made real. We need to be accountable in the streets and within our own walls, too. When they come to find out who we are, that we are who we say we are. The world's heart has cracked open and I invite us to let our courage and moral leadership be the gold that knits it back together.

Please read this report. Let us do this work together. Thank you.

The report "Widening the Circle of Concern" can be found here:
<https://www.uua.org/uuagovernance/committees/cic/widening>

Carlton Smith asked in the chat if there was any plan to make an audio reading of the report. Marcus Fogliano responded that they are working on this recording.

Loads of praise and response to this report in the chat.

Report of Election Tellers Lisa Presley, Sunshine Wolfe, Mark Gallagher

Sunshine: We were honored to serve in this capacity as tellers. We learned a lot about this technology and how we might do this again. Worked hard to include everyone. The spirit of democracy was present in this work.

Assessment of the voting:

- We received votes from 665 registered members of the UUMA. This is the largest vote and participation in the UUMA's history!!
- Majority votes = 333 votes or more are required.
- For a 2/3 vote, we need 445 votes or more.
- There were a few glitches. Folks contacted the tellers, as there was a bit of duplicate voting but it was cleared up.
- There was one blank ballot and they made every effort to contact that person but were unsuccessful. We can add theirs later if it is resolved.
- None of the votes would have changed as a result of these few glitches.
- You can reach out to the tellers if you have any questions.

The results of the votes are as follows:

Majority required:

Vote 1: Approval of the 2020-21 Budget

Yes: 628

No: 10

Abstain/Blank: 27

Vote 2: Approval of the Nominating Slate

Yes: 605

No: 24

Abs/Blank: 36

Vote 3: Bylaw Related to Executive Staff Structure

Yes: 586

No: 17

A/B: 62

Vote 4: Bylaw Related to the Budget

Yes: 540

No: 69

A/B: 56

Vote 5: Bylaw Related to Removal of Binary Language

Yes: 630

No: 3

A/B: 32

Vote 6: Guideline Vote Process A: Related to Code of Conduct, Partners/Spouses

Yes: 552

No: 75

A/B: 38



2/3rds required:

Vote 7: Guideline Vote Processes B: Ethics Proposed
Revision
Yes: 560
No: 74
A/B: 31

Vote 8: Guideline Vote Process B: Accountability
Proposed Revisions
Yes: 553
No: 81
A/B: 31

Recognition and Thanks

Wendy Williams, UUMA President

Expression of gratitude, acknowledging how tired we are and that this is a very 'special' year. Thank you for participating and for voting.

We have some members who are leaving after this meeting. Let me say thank you to our extraordinary board. They just show up for each other. They live into our covenant and are willing to imagine together. I don't know quite where we would be as an Association without the strong and great work of the members who are leaving.

Walter LeFlore-liaison to anti-racism/anti-oppression/multi-culturalism. So appreciative of you Walter. You're the best.

Elizabeth Stevens-liaison for counsel and advocacy. Elizabeth holds and hears and witnesses us at our worst; the really lamentable stuff that we can all do. And still loves us and this faith anyway. You are a gift. We're grateful for you.

Christana Wille McKnight-governance. Is so powerful. Thank you for being willing to say the hard thing and not being timid about it. For treating everyone as an equal and really holding the guidelines revisions with Walter and doing an extraordinary job helping folks see what we were trying to do.

Richard Speck-treasurer- You said yes to the Board again! You are a minister's minister. You are a systems person. You represent the best in us-someone who is willing to bloom where you're planted and grow into so much more, led by example and with such big-heartedness.

Executive Team and Staff-They cobble together all these volunteers – tech, tellers, volunteers, etc and somehow they still love us.

Janette-even after all these years, you still have 'Have a joyous day' in your closing line in your email signature.

Darrick-embodies being a learning ministry not just a learned one

Melissa-has held so many titles within short time with UUMA and does all with aplomb

And thank you to the Executive Team and the rest of the staff of UUMA. You folks are just extraordinary!

Wendy W. invites everyone (while on mute) to use the ASL sign for applause or the raise the roof gesture (demonstrates by raising hands, arms bent and palms near head and raised towards ceiling).

500 participants

Installation of Incoming UUMA Board and Nominating Committee Members

Amy DeBeck (2nd term) and Amy Williams Clark to the Nominating Committee

Thank you. This is awkward at a distance and we will do it anyways-an installation.

We are increasingly mindful that the work we do is grounded in covenantal relationship and the(*)logy.

Will you commit to working with the Nominating Committee in covenant with the rest of the team and our Association?

Amy W C/Amy D: Yes/Yes



Will you work together with the Nominating Committee to search for nominees who will help us live into our why statement, that is, the reason we exist? (words at the top)

Amy W C /Amy D: Yes/Right on!

Thank you! Enthusiasm is always endorsed. Thank you to each Amy. May you serve well and faithfully and with our deep appreciation. Thank you.

I now turn to our Board members.

Wendy Bartel was appointed by the Board to complete Carmen Emerson's term as Secretary.

Marlene Walker was appointed by the Board to complete Elizabeth Steven's term as Board member-at-large with the portfolio for counsel and advocacy

And just moments ago, we officially elected Natalie Fenimore, Theresa Soto, and Carol Cissel.

Because our work is so intentional, we wanted to install each of you in front of the gathered folks, to be transparent, to publicly commit to the work we are doing.

As we engage the work before us, we are mindful that this work is grounded in covenantal relationship. Will you, each of you, allow us to come to know you and be known by you, to work to build trust with roots that go deeper than agreement and disagreement and with strong enough branches that we can bend with the winds of change.

W-Yes, M-yes, C-yes I will, N-yes

As we engage in the work before us, we are mindful that our best current articulation of the work in which we are engaged, is our why statement (words at the top).

Will you bring your wisdom, your experience, your heart, and your courage to help us to continue exploring all this means and to realize it as best we can for the members of this Association and the wider world?

M-I will/W-absolutely/N-yes/C-yes I will.

We are so grateful, to each of you and for each of you, for your leadership. We are honored to have you join the board and we look forward to engaging in the work that lies ahead of us. Thank you to the nominating committee that enticed you to say yes.

Carol C-blessings.

[see note at the end regarding Theresa I Soto's response]

UUMA Exec Team Report

Darrick Jackson, Janette Lallier, and Melissa Carvill Ziemer

Janette-expressed thanks to staff, Darrick and Melissa, and the Board who has been incredibly hard working at this difficult time

The board has advanced a process this year begun under the leadership of Cheryl M Walker and continued under that of Wendy William's of deeply reviewing our purpose, values and offerings. Rather than the frame of mission and vision, our process has been guided by the questions why, how, and what.

- The why is why we exist (see top of doc),
- The how is how we will do our work; it is the values that guide the functioning of the organization: integrity, accountability, justice, faithfulness, leadership, and transparency
- The what is what the UUMA does and offers to our members and to Unitarian Universalism and to the wider world.



- Whereas the board as a whole is responsible for articulating the why and the how, the Executive Team discerns and implements the what. (our strategic plan in the old language) We'd like to frame our report to you today around the what.

Melissa Carvill Ziemer: Thank you all so much. It is good to be with you. There are of course, not always clear lines. The first what also includes the Board not just the Exec.

1. Maintain Guidelines and offer accountability processes

- a. Now that the work of our Guidelines Committees has resulted in revised guidelines, we turn now to living into what we have agreed will guide us. At heart, our new guidelines call us to deepen our capacity for living in covenantal relationship with each other. One of the ways the UUMA will be supporting that effort is by helping us develop our capacity for having difficult and uncomfortable conversations. Our Guidelines call us to take responsibility when our covenant is broken and to work toward repair whenever possible. We have an opportunity to practice this work right now. Yesterday at our annual meeting, Lisa Presley spoke some words that landed painfully for some. Since Lisa's words were spoken in public, Lisa would like to offer an apology in public. [Melissa pauses report to allow for Lisa to speak]
 - Lisa Presley spoke to the body-In my struggle with the voting process and mentioned computer abuse. The impact of my words caused further harm. I appreciate being called to account for my behavior. I am truly sorry. Thank you for this opportunity to apologize publicly for the harm that I caused.
- b. Melissa resumes: I also want to offer an apology for our system failure. One of our colleagues who reached out to our Covenant Relations Team (CRT) yesterday reached a team member, but another person did not, despite direct messaging three different team members on the chat. As the person ultimately responsible for our Covenant Relations Team, I want to apologize that our system did not work as we hoped when it was needed. I am sorry. We are learning a lot in the virtual ministry days and we will use what we are learning to make the UUMA better.
 - Julica Hermann de la Fuente, our UUMA intern, is serving as our Covenant Relations Team Coordinator this year. In conversation about this, Julica and I acknowledged with regret that Lisa's comment did not go unnoticed in the moment when it was spoken. We are still learning the skill of interrupting. If we could do it over again, we would have reached out to Lisa in the moment instead of after the fact. We are sorry we did not reach out to Lisa and all those impacted in that moment and we are committed to learning and practicing skills for living in right relationship.
- c. As you know, we have been working toward the possibility that our Guidelines would be revised and are prepared to implement a new Right Relationship specialization within the ministry of Good Offices. We have begun developing the training material and systems change work needed so we are ready to create the team this summer. There will be public invitations to apply to be part of this effort, and I encourage you to look for them and consider whether you personally are called to be part of this effort to develop our capacities and skills and practices that can help us all to live into covenant and right relationship with one another.⁶

2. Support ministers in all stages and settings

- a. Accountability and support go hand in hand. I am really excited about the work the Good Offices Coordinating Team and I have been doing to imagine ways we can strengthen that ministry. I'm

⁶ In the process of finalizing this draft, several months have passed and this work has continued to evolve. A January parenthetical update to this work is: "In the process of establishing the team, we realized that the process of working to decenter whiteness and establishing trust in new structures will benefit from deeply experienced leaders helping us test and develop our new systems. Consequently, we created a Good Offices Right Relationship Advisory and Transitional Team to assist in that effort." Rev. Melissa Carvill Ziemer 1.20.21



particularly excited about developing the other specializations within Good Offices we will be working to bring into being this year. You can learn more about our vision on the Good Offices page of the UUMA website and in our annual report. Like everything we do, we will need some of you to help us live into this vision so if helping ensure we have ministry for ministers calls to you, I invite you to stay tuned to that work as it develops.

- b. Finally, I want to share that one thing the pandemic has revealed is a deep capacity for collaboration and cooperation amongst us in times of stress. We honor that impulse for sharing with each other and caring for each other because we know it strengthens us all and when we are strengthened, Unitarian Universalism is strengthened. With the Collegial Development Team, I'll be looking for ways we can help foster a culture of collaboration and cooperation this coming year in particular with the changes the next phases the pandemic may bring and going forward, because we need one another.

Darrick Jackson:

1. Work to dismantle systems and structures of racism and oppression
 - a. We have been intentional about deepening our investment in dismantling systems and structures of racism and oppression.
 - b. We partnered with Chris Crass and Betty Jeanne Reuters-Ward to lead white clergy discussion groups.
 - c. We offered the Transforming Hearts Collective's course "Transgender Inclusion in Congregations" and the Exec team participated as part of our continuing education.
 - d. We also focused on centering the voices and experiences of marginalized communities.
 - e. This Fall we sponsored workshops for Religious Professionals of Color with our keynote Speakers, Ayo Clemons and Rebeka Ndosi.
 - f. We employed the Progressive Stack as part of our annual meeting.
 - g. We have been in conversations with both our People of Color/Indigenous (POCI) chapter and Transgender Religious professional Unitarian Universalists Together (TRUUST) and look forward to deeper connection and accountability over the next year.
 - h. The Commission on Institutional Change's report gives us much to think about. We will be hosting conversations this Fall to give an opportunity for all of us to go deeper into their work, which is now our work. I will be sharing more thoughts and ideas at the COIC's Education panel on Friday, June 26 at 4pm ET.
2. Promote Lifelong Growth and Learning in Ministry
 - a. One of the things lifted up in the COIC report is the importance of ongoing learning. I agree, which is why we developed Continuing Education Standards that went live last year. This is an opportunity for us to be intentional about our continued learning. Over a space of 3 years, we commit to 60 hours of continuing education, 6 of which are in ARAOM and 6 in the areas of boundaries. More details are available on the UUMA website. Over the next 3 years, I will be engaging you in an evaluation process to clarify, and strengthen these standards.
 - b. A big way to complete your CE hours is to participate in the Institute. We are actively working to reschedule the Institute in light of the pandemic and hope to have information soon. Another way that you can meet your hours is to use our Online Learning Platform. It is not an ideal learning platform. And in fact, at a workshop I attended a few months ago, it is clear that there are no ideal learning platforms. Each have their own gifts and difficulties and ours is no exception. Some things do not work as expected, and



we are adjusting. We are in conversations to provide courses next year in Administration, Religious Education, Disability Justice, and Systems. Please contact me if you are interested in providing a course or have any recommendations of courses we might offer. I look forward to hearing from you!

482 participants

Janette Lallier:

1. Conduct our operations in alignment with our values
 - a. We continue to grow in our financial health and have taken actions to help safeguard our programs and staff structures. We received a Payroll Protection Plan (PPP) loan and have adjusted our operations to ensure we can weather what economic waves the pandemic might bring.
 - b. As Darrick mentioned, we are working with our hotel partners to reschedule our Institute so as to minimize any potential financial impact.
 - c. We are proud to be an association where finances do not stop individuals from participating in any way. Full and partial waivers are available as are installment plans. We continue to build our scholarship funds so that those wishing to participate in continuing education programs may do so.
 - d. Through your generous contributions to the initial Sustaining the Call Campaign, we are excited to announce that our endowment has reached the threshold to enable a draw for our annual budget. While 75% of contributors have completed their pledges, we have extended the deadline to do so until next June given the circumstances, you can make arrangements to complete your pledge payments. We are so grateful to your financial support
 - e. After spending the last few years improving how we welcome, support and say goodbye to our paid staff, we are turning our attention to how we onboard and orient our volunteers. We continue to look at what is reasonable to expect from our volunteer staff and have created levels of stipends to honor members whose work exceeds volunteer levels yet who wish to be of service. We are also reviewing our insurances and legal support systems to create a stronger infrastructure.
2. Provide spiritual, theological, and religious leadership throughout Unitarian Universalism.
 - a. We continue to work with the UUA and our partner associations to advocate for sustainable models of ministry - especially during this ever-changing world creating a time of extra demands filled with new challenges.
 - b. Also, we have leaned into these partnerships in providing support calls for members and other religious professionals and in publishing revision of the UUMA's recommended scheduled of fees.
 - c. We are grateful to be in close conversation with the UUA Office of Church Staff Finance this year, especially with more demands on sustainability than ever.
 - d. We continue to look at ways we can increase support for community ministers. There is now a new chapter for our community minister members and we have created a dedicated scholarship fund to help support community and entrepreneurial ministries attend events.
 - e. There is also a dedicated fund within the scholarship fund to assist members who are from traditionally marginalized communities. We are eager to have the leadership of our community ministers which helps inform the whole association.

Executive Team: Janette offers appreciation for all our wonderful UUMA staff: Alison King working on the education platform and for every issue we've found Alison has found 6 and fixed them, Hannah Eller-Isaacs, Administrator (plus one,



soon), Michelle Pederson will lean in to cover administrative duties when Hannah goes on maternity leave over the summer. We are so grateful.

Melissa offers appreciation to and offers well wishes to Sana Saeed as she departs her position as Collegial Programs Assistant. She is basically amazing and has made the UUMA better and so grateful she is joining regional staff.

Darrick offers appreciation and well wishes to Julica Hermann de la Fuente who is completing her internship a year early given the many extra hours put in during this pandemic and virtual Ministry Days. Julica does so many things well and you have already transformed the UUMA. You will get a UUMA stole as a gift from us.

New chapter-community and entrepreneurial ministry

Theresa Soto acknowledged who had a technology glitch earlier and wasn't able to be heard when saying yes during the installation. (does so now) An honor to serve.

How and What are shared in the chat, as well.

Benediction

Alright friends, another deep breath...

We have gathered here...in all the 'here's we are and in this one virtual 'here'.

We have gathered with broken hearts and full hearts....

Exhausted, some of us, most of us, and exalted a few of us.

We have been fearful and tearful.

We have most of us, broken our vows at least a 1000x.

And yet, and yet, we gathered here

in the struggle and the power.

The struggle that is doing the work that as my colleague and VP Rod Richards says- is deeper than whether we agree or disagree, we've done the work of covenant.

We've called ourselves into our the(*)logy.

We've gathered yes, in the struggle but we've gathered also in the power.

Cheryl M.. Walker always said, -It's a new day in the UUMA! And friends, that new day continues to dawn and only that day dawns to which we are awake.

So let us hold each other in wakefulness-let us hold each other in solidarity, let us hold each other in love, and let us hold each other for collective liberation.

Never doubt, we need one another.

May you walk in this day. May you move in this day in whatever way that you do.

Wendy said walk and changed to move-I apologize for the ableist language.)

May you move in this day, in your heart, in love and in the best of our theology.

May you be kind and courageous

Go and be a blessing, for certainly you are a blessing to us. Amen.

437 participants

Meeting adjourned at 4:23pm



2021-22 BUDGET

At the 2020 Annual Meeting the Membership approved a bylaws amendment which changed the process of budget approval. The new bylaw calls for the budget to be prepared by the Executive and approved by the Board. The below budget was approved at the March 2021 Board meeting and presented here in the spirit of transparency. Questions can be directed to Janette Lallier, Director of Operations or Carol Thomas Cissel, Treasurer.

COA #	Chart of Accounts	FY20 Budget	FY20 Actual	FY21 Budget	FY21 Projection	FY22 Proposed
	Income					
	General and Administrative					
	Operations					
4100	Membership Dues	\$512,000.00	\$516,536.84	\$465,300.00	\$516,000.00	\$516,000.00
4201	Interest	\$10,000.00	\$11,450.32	\$1,500.00	\$1,500.00	\$2,000.00
4202	Services & Publications	\$11,000.00	\$25,092.21	\$20,000.00	\$40,000.00	\$45,000.00
4204	Misc. Income			\$3,150.00	\$1,000.00	\$1,000.00
	Program					
	Lifelong Learning and Growth					
4320	Institute for the Learning Ministry	\$0.00		\$400,000.00	\$0.00	\$400,000.00
4302	Coaching	\$2,500.00	\$2,375.00	\$2,700.00	\$2,600.00	\$3,000.00
4301	Online Education	\$5,000.00				
4303	UUMA Webinars			\$450.00	\$500.00	\$500.00
4304	Outside Webinars			\$10,800.00	\$5,000.00	\$12,000.00
4305	Other Programs	\$12,000.00	\$19,545.00	\$7,200.00		\$8,000.00
4310	Ministry Days	\$110,000.00	\$71,358.91	\$116,000.00	\$116,000.00	\$120,000.00
4330	Ministerial Formation Network	\$96,500.00	\$96,434.00	\$96,500.00	\$96,500.00	\$96,500.00
4305	Other Programs	\$18,000.00	\$27,291.00	\$0.00	\$0.00	\$0.00
4700	Grant Support		\$3,500.00	\$10,000.00	\$40,000.00	\$10,000.00
	Fundraising					
4400	Scholarship Fund	\$1,000.00	\$2,834.55	\$1,800.00	\$1,800.00	\$1,800.00
4450	Life Member Contributions	\$8,000.00	\$9,919.00	\$8,100.00	\$10,000.00	\$9,000.00
4600	Worship Collections	\$15,000.00	\$8,504.68	\$15,000.00	\$15,000.00	\$15,000.00
4420	Spiritual Direction Fund	\$1,200.00	\$300.00	\$1,200.00	\$1,200.00	\$1,200.00
	Total Income	\$802,200.00	\$795,141.51	\$1,159,700.00	\$847,100.00	\$1,241,000.00
	Expenses					
	Leadership					
5103	Sermon Awards	\$550.00	\$0.00	\$550.00	\$550.00	\$550.00
5104	International Collegiality	\$1,500.00	\$1,527.32	\$500.00	\$0.00	\$1,000.00
5105	Collaborative Outreach	\$5,000.00	\$3,401.26	\$6,500.00	\$3,000.00	\$7,000.00
5106	General Assembly	\$1,500.00	\$500.00	\$1,000.00	\$1,000.00	\$1,000.00
	TOTAL Leadership	\$8,550.00	\$5,428.58	\$8,550.00	\$4,550.00	\$9,550.00
5200	Lifelong Learning and Growth					
5201	CENTER Committee	\$9,000.00	\$11,403.82	\$2,000.00	\$500.00	\$15,000.00
5202	Programs	\$20,000.00	\$34,450.17	\$19,000.00	\$19,000.00	\$19,000.00
5203	Institute for Learning Ministry	\$0.00	\$2,869.62	\$400,000.00	\$1,000.00	\$400,000.00
5204	Coaching	\$5,000.00	\$2,107.75	\$4,000.00	\$4,000.00	\$5,500.00
	TOTAL Lifelong Learning and Growth	\$34,000.00	\$50,831.36	\$425,000.00	\$24,500.00	\$439,500.00
5300	Dismantle Systems of Racism & Oppression					
5301	CARAOM	\$9,000.00	\$6,900.23	\$2,000.00	\$500.00	\$7,000.00
5302	Programs	\$0.00	\$0.00	\$5,000.00	\$5,000.00	\$5,000.00
	TOTAL Dismantle Systems of Racism & Oppression	\$9,000.00	\$6,900.23	\$7,000.00	\$5,500.00	\$12,000.00
5400	Support					
5403	Collegial Development Team	\$8,000.00	\$9,349.81	\$2,000.00	\$500.00	\$9,000.00
5401	Support Systems			\$13,500.00	\$10,000.00	\$10,000.00
5402	Chapter Support	\$21,000.00	\$4,000.00	\$25,000.00	\$20,000.00	\$18,000.00
5404	Ministry Days	\$110,000.00	\$34,916.50	\$110,000.00	\$110,000.00	\$110,000.00
5405	Ministerial Formation Network	\$69,000.00	\$45,347.46	\$65,000.00	\$30,000.00	\$65,000.00



COA #	Chart of Accounts	FY20 Budget	FY20 Actual	FY21 Budget	FY21 Projection	FY22 Proposed
5407	Ministerial Discretionary Fund	\$1,000.00	\$1,367.78	\$1,000.00	\$1,000.00	\$1,000.00
	TOTAL Support	\$209,000.00	\$94,981.55	\$216,500.00	\$171,500.00	\$213,000.00
5500	Guidelines and Accountability					
5501	Good Office Support Team	\$10,000.00	\$7,674.70	\$2,000.00	\$500.00	\$5,000.00
5502	Guidelines Committee	\$12,000.00		\$2,000.00		\$500.00
5503	Accountability Systems	\$9,000.00		\$13,500.00	\$10,000.00	\$10,000.00
5504	Programs	\$1,500.00		\$0.00	\$0.00	\$0.00
	TOTAL Guidelines and Accountability	\$32,500.00	\$7,674.70	\$17,500.00	\$10,500.00	\$15,500.00
5600	Governance & Operations					
5601	Board of Trustees	\$56,500.00	\$36,784.45	\$45,000.00	\$800.00	\$45,000.00
5602	Board Committees	\$500.00		\$500.00		\$500.00
5603	Bonding, Insurance & Legal	\$1,500.00	\$764.00	\$1,000.00	\$2,129.00	\$8,500.00
5604	Financial Review	\$3,000.00	\$9,500.00	\$1,500.00	\$2,000.00	\$11,000.00
	TOTAL Governance & Operations	\$61,500.00	\$47,048.45	\$48,000.00	\$4,929.00	\$65,000.00
5610	Fundraising					
5611	Event Scholarships Disbursements	\$3,000.00	\$7,960.00	\$7,000.00	\$7,000.00	\$7,000.00
5612	Program Scholarships Disbursements	\$3,000.00		\$1,000.00	\$1,000.00	\$1,000.00
5613	Spiritual Direction Disbursements	\$1,200.00	\$1,050.00	\$1,200.00	\$1,200.00	\$1,200.00
5614	Worship Collection Disbursements	\$15,000.00	\$5,189.68	\$15,000.00	\$15,000.00	\$15,000.00
5615	Sustainability Fund				\$40,000.00	
	TOTAL Fundraising	\$22,200.00	\$14,199.68	\$24,200.00	\$64,200.00	\$24,200.00
5620	General and Administrative					
5621	Payroll Expenses	\$1,500.00	\$962.39	\$1,000.00	\$1,000.00	\$1,000.00
5622	Bank/Credit Card Fee	\$18,350.00	\$23,467.68	\$19,000.00	\$20,000.00	\$19,000.00
5623	Storage Reimbursement	\$3,600.00	\$3,600.00	\$3,600.00	\$3,600.00	\$3,600.00
5624	Misc. Expenses	\$1,000.00	\$1,475.64	\$1,000.00	\$1,000.00	\$1,000.00
	TOTAL General & Administrative	\$24,450.00	\$29,505.71	\$24,600.00	\$25,600.00	\$24,600.00
5700	Office Expenses & Publications/Web					
5700A	Postage	\$2,000.00	\$925.65	\$1,000.00	\$1,200.00	\$1,000.00
5700B	Telephone	\$750.00	\$509.40	\$600.00	\$600.00	\$600.00
5700C	Office Supplies	\$2,000.00	\$371.72	\$1,000.00	\$500.00	\$250.00
5700F	Membership Supplies	\$750.00	\$190.38	\$750.00	\$750.00	\$750.00
5700D	Office Publications	\$1,000.00	\$2,109.59	\$750.00	\$1,500.00	\$1,000.00
5700E	Office Technology	\$4,000.00	\$3,334.07	\$2,000.00	\$3,500.00	\$3,000.00
5700G	Membership Services	\$10,000.00	\$16,674.21	\$18,000.00	\$41,000.00	\$40,000.00
5700H	Web Maintenance/Office Subscriptions	\$20,000.00	\$22,733.14	\$21,900.00	\$23,000.00	\$27,500.00
	Total Office Expenses	\$40,500.00	\$46,848.16	\$46,000.00	\$72,050.00	\$74,100.00
5730	Total Staff Support Lines	\$25,600.00	\$22,310.25	\$25,600.00	\$20,984.64	\$22,200.00
5710	Total Staff Salary	\$319,933.21	\$316,880.82	\$322,470.71	\$330,532.48	\$338,489.70
5720	Total Staff Benefits	\$89,405.20	\$88,544.04	\$90,876.36	\$93,800.00	\$96,850.77
	Old Programs					
	Total 5201M CENTER BTC 3	\$29,000.00	\$25,253.11			
	Total 5201D Deepening	\$20,790.00	\$26,580.27			
	Total Expenses	\$926,428.41	\$782,986.91	\$1,256,297.07	\$828,646.12	\$1,334,990.46
	3101 Non Restricted Fund	-\$17,245.16	\$10,092.13	-\$17,568.00	\$8,044.65	-\$18,790.46
	3106 Board Designated - Audit Reserve	\$3,000.00	\$3,000.00	\$3,000.00	\$5,000.00	-\$5,500.00
	3107 Board Designated - Staff Benefits		\$5,000.00	\$9,671.00	\$1,609.23	-\$5,000.00
	3109 Board Designated - Deferred Programming		\$58,500.00	-\$35,000.00	\$20,000.00	-\$23,500.00
	3201 Board Restricted - Scholarships	-\$5,000.00	\$21,789.55	-\$6,200.00	-\$6,200.00	-\$6,200.00
	3108 Board Designated - Endowment			-\$35,500.00	\$0.00	-\$25,000.00
	3203E Restricted - PoTE Grants BTC	-\$34,983.25	-\$18,786.73		\$0.00	
	3203F Restricted - PoTE MFN	-\$25,000.00	\$0.00	-\$10,000.00	-\$10,000.00	-\$10,000.00
	3203G Restricted - PoTE BTC	-\$10,000.00	-\$50.00	-\$5,000.00		
	3206 Restricted - Spiritual Direction		-\$750.00	\$0.00	\$0.00	\$0.00
	3207 Restricted - St Lawrence Foundation	-\$21,000.00	-\$21,000.00			
	3208 Restricted - Fund for Social Responsibility(BTC3)		-\$17,500.00			



	Total Fund Distribution	-\$124,228.41	\$12,154.60	-\$96,597.00	\$18,453.88	-\$93,990.46
COA #	Chart of Accounts	FY20 Budget	FY20 Actual	FY21 Budget	FY21 Projection	FY22 Proposed
	4800 Endowment Income	\$75,000.00	\$16,841.39	\$40,000.00	\$85,000.00	\$40,000.00
	5802 Endowment Investment Fees	\$8,000.00	\$6,101.05	\$8,000.00	\$9,000.00	\$8,000.00
	5805 Endowment Credit Card Fees		\$346.33	\$2,000.00	\$500.00	\$2,000.00
	5806 Endowment Misc Expenses	\$3,500.00		\$3,500.00	\$3,500.00	\$3,500.00
	5800 Total Endowment Expenses	\$11,500.00	\$6,447.38	\$13,500.00	\$13,000.00	\$13,500.00
	Total FY Endowment Activity	\$63,500.00	\$10,394.01	\$26,500.00	\$72,000.00	\$26,500.00
	3108 Board Designated Fund - Endowment	\$63,500.00	\$10,394.01	\$26,500.00	\$72,000.00	\$26,500.00
	Difference	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Fund Balance History							
	Balance: 7/1/2021	FY21 Changes	Balance: 7/1/2020	FY20 Changes	Balance: 7/1/2019	FY19 Changes	Balance: 7/1/2018
3101 General Fund Balance (Unrestricted)	66,639.13	8,044.65	58,594.48	10,092.13	48,502.35	-1,645.39	50,147.74
3105 Board Designated - Audit Reserve	10,000.00	5,000.00	5,000.00	3,000.00	2,000.00	2,000.00	0.00
3107 Board Designated - Staff Benefits	6,609.23	1,609.23	5,000.00	5,000.00	0.00	0.00	0.00
3109 Board Designated - Deferred Programming	78,500.00	20,000.00	58,500.00	58,500.00			
3108 Board Designated - Endowment Funds	599,535.45	72,000.00	527,535.45	10,394.01	517,141.44	9,371.00	507,770.44
3201 Restricted - Scholarships	30,325.60	-6,200.00	36,525.60	21,789.55	14,736.05	5,969.30	8,766.75
TOTAL: Board Designated Funds (Unrestricted)	724,970.28	92,409.23	632,561.05	98,683.56	533,877.49	17,340.30	516,537.19
3200 Restricted Funds							
3202 Restricted - UUFP Grants							
3202F Choose Health 2 (Deepening)	0.00	0.00	0.00	-28,140.35	28,140.35	18,998.91	9,141.44
TOTAL UUFP Grants	0.00	0.00	0.00	-28,140.35	28,140.35	18,998.91	9,141.44
3203 Restricted - PoTE Grants							
3203E PoTE Grants BTC	0.00	0.00	0.00	-18,786.73	18,786.73	-30,196.52	48,983.25
3203F PoTE MFN (New name: was Student Survey)	40,905.24	-10,000.00	50,905.24	0.00	50,905.24	-18,446.53	69,351.77
3203G Beyond The Call	24,950.68	0.00	24,950.68	-49.32	25,000.00	0.00	25,000.00
TOTAL POTE Grants	65,855.92	-10,000.00	75,855.92	-18,836.05	94,691.97	-48,643.05	143,335.02
3206 Restricted - Member Funded Grants							
3206A Spiritual Direction	240.50	0.00	240.50	-750.00	990.50	-1,209.50	2,200.00
3207 Restricted - St Lawrence Foundation (MFN)	0.00	0.00	0.00	-21,000.00	21,000.00	0.00	21,000.00
3208 Restricted - Fund for UUSR (BTC3)	0.00	0.00	0.00	-17,500.00	17,500.00	0.00	17,500.00
TOTAL: Temporary Funds (Restricted)	66,096.42	-10,000.00	76,096.42	-86,226.40	162,322.82	-30,853.64	193,176.46
Total Fund Distribution	857,705.83	90,453.88	767,251.95	22,549.29	744,702.66	-15,158.73	759,861.39



2021 BYLAW REVISIONS

Bylaw Considerations: As indicated in their policies, during fiscal year 2020, the Board of Trustees underwent a process of strategic planning with the goal of revisiting the Mission and Vision of the UUMA. Upon completion of the process they presented a new Mission - Why Statement - to the membership at the 2020 Annual Meeting. This Why statement is now presented to the 2021 Annual Meeting of membership for inclusion in the bylaws

Current Bylaw:

Article 1 Section 1: The mission of the UUMA is to nurture excellence in ministry through collegiality, continuing education, and collaboration and shared commitment to antiracist, anti oppressive, multicultural practice.

Article 2 Section 2: The Board will operate with an explicit vision (described in our policies) in order to fulfill the mission.

Proposed Change:

Section 1: The UUMA exists to call forth courageous and transformative ministries, empowered by love, committed to collective liberation. Because we need one another.

Section 2: The Board will operate within an explicit set of values. These values, which shall guide how the work of the association is to be approached, will be clearly articulated in the board policies and published annually.

2021 GUIDELINE REVISION: PROCESS A

From the UUMA Bylaws:

The UUMA Guidelines for the Conduct of Ministry may be amended in one of two ways. If the Board of Trustees deems an immediate change necessary, they may propose an amendment to the Guidelines to be voted on at the next annual meeting, as outlined in Section 1, save that a two-thirds (2/3) affirmative vote by members present at that meeting will be required for adoption.

2021 Proposal Background: The following amendment is designed to bring the UUMA Guidelines into alignment with the UUA/UUMA Recommended Ministerial Agreement and is presented to the membership for immediate adoption. Moving forward, the board will charge a team to review the full UUMA Guidelines (Standards of Professional Practice) alongside UUA/UUMA Recommended Ministerial Agreement to address further inconsistencies, bring the documents into alignment, and create an ongoing process by which the documents can be reviewed.

Current UUA/UUMA Joint Recommended Ministerial Agreement (for reference purposes): 4.9 Parental Leave: The Minister may take 12 weeks of paid parental leave after the birth or adoption of a child. In recognition of individual family needs, the Minister may take some or all of the parental leave prior to the birth/adoption of the child, following the birth/adoption of the child, or partially over an extended period of time during the year following the birth/adoption of the child. The Minister will be expected to communicate the dates of leave in advance to the Board.

Current UUMA Guidelines: F.1.a. Parental Leave: A provision of parental leave should be considered when the minister's Letter of Agreement is composed. At least six weeks of paid leave should be provided for either parent at the birth or adoption of a child, with salary and all other benefits continuing during this time.

Proposed Revision: F.1.a Parental Leave: A provision of parental leave should be considered when the minister's Letter of Agreement is composed. At least ~~six~~ **twelve (12)** weeks of paid leave should be provided for either parent at the birth or adoption of a child, with salary and all other benefits continuing during this time. **In recognition of individual family needs, the Minister may take some or all of the parental leave prior to the birth/adoption of the child, following the birth/adoption of the child, or partially over an extended period of time during the year following the birth/adoption of the child. The Minister will be expected to communicate the dates of leave in advance to the Board.**



2021-2022 RENEWAL STRUCTURE

Dues are payable beginning July 1 and must be paid by October 15 to retain membership. The renewal process is dependent upon your profile containing correct information regarding your Salary & Housing and Ministry Setting. Please make sure your profile is up to date. You will be given an opportunity to update your profile at the start of the process. Installments (10 payments spread evenly between the day you renew and June 30) and Automatic Renewals (to process on July 1) are both available. If you wish to prepay your FY22 dues, please contact Hannah Franco-Isaacs (francoisaacs@uuma.org). The online renewal system will be available June 17.

While we acknowledge that there is no system that will be 100% equitable across all income levels, we hope you will see that the spirit of this structure is intended to level the field as much as possible. Please remember that waivers are available for those unable to pay the minimum; we especially encourage those of you who are making less than \$25,000 a year to consider asking for a waiver. Waivers must be requested by **October 15, 2021**. Although the chart does not extend past \$100K, those making an income beyond that are welcome to pay 1.0% (0.5%) of their income. A special note to members earning **Canadian** dollars: please first convert your Salary & Housing into US dollars.

Membership Categories:

Regular: Parish. Members whose ministry is primarily in the parish: See chart

Regular: Community. Members whose ministry is primarily in the community. See chart

Regular: Retired. Members who have retired from full time ministry through the MFC but plan to continue to work (in either a parish or community setting): See chart

Regular: Candidates & Aspirants for the Ministry (as approved by the UUA): See chart

Life Members: As retired from ministry through the MFC and do not plan to seek employment: \$0

Additional Renewal Categories:

One-Time Temp Financial Hardship: \$250/\$125

Partial Waiver: Waivers are available to members earning less than \$25K or experience on-going financial hardship.

Internal Membership Procedures:

Grace Period: Memberships are payable beginning June 17th (Prepay) and members will have online access until October 15th. Memberships not renewed by Oct 15th will be in lapsed status and have to June 30th to renew and be reinstated. As of June 30th, any lapsed memberships will be dropped from membership.

New Members: Owe dues on a prorated basis.

Waivers: Waivers for membership renewal must be requested by Oct 15 and may not be granted for more than three years in a row without special circumstances. Members on disability will be granted a full waiver with SRI documentation. Beginning June 17, waivers can be requested online by [clicking here](#).

Waiver Sliding Scale (parish/non-parish):

- First Year Requested: 75% off: \$62/\$31
- Second Year Requested: 50% off: \$125/\$75
- Third Year Requested: 25% off: \$188/\$95
- Full waivers granted on case by case basis.

2021-2022 Renewal Chart (July 1, 2021-June 30, 2022)					
Salary Range: Your S&H (income) is between	Parish (1%)	Parish: Retired (.75%)	Can/Asp & Comm/Inter* (.05%)	Community: Retired (.025%)	
- \$ 25,000.00	\$250.00	\$188.00	\$125.00	\$62.00	
\$ 25,001.00 \$ 30,000.00	\$275.00	\$206.00	\$138.00	\$69.00	
\$ 30,001.00 \$ 35,000.00	\$325.00	\$244.00	\$163.00	\$81.00	
\$ 35,001.00 \$ 40,000.00	\$375.00	\$281.00	\$188.00	\$94.00	
\$ 40,001.00 \$ 45,000.00	\$425.00	\$319.00	\$213.00	\$106.00	
\$ 45,001.00 \$ 50,000.00	\$475.00	\$356.00	\$238.00	\$119.00	
\$ 50,001.00 \$ 55,000.00	\$525.00	\$394.00	\$263.00	\$131.00	
\$ 55,001.00 \$ 60,000.00	\$575.00	\$431.00	\$288.00	\$144.00	
\$ 60,001.00 \$ 65,000.00	\$625.00	\$469.00	\$313.00	\$156.00	
\$ 65,001.00 \$ 70,000.00	\$675.00	\$506.00	\$338.00	\$169.00	
\$ 70,001.00 \$ 75,000.00	\$725.00	\$544.00	\$363.00	\$181.00	
\$ 75,001.00 \$ 80,000.00	\$775.00	\$581.00	\$388.00	\$194.00	
\$ 80,001.00 \$ 85,000.00	\$825.00	\$619.00	\$413.00	\$206.00	
\$ 85,001.00 \$ 90,000.00	\$875.00	\$656.00	\$438.00	\$219.00	
\$ 90,001.00 \$ 95,000.00	\$925.00	\$694.00	\$463.00	\$231.00	
\$ 95,001.00 \$ 100,000.00	\$975.00	\$731.00	\$488.00	\$244.00	
\$ 100,001.00 and up	\$1000.00	\$750.00	\$500.00	\$250.00	

* Aspirants, Candidates, and Community based ministers, and those serving outside the US/Canada



2021 NOMINATING SLATE

Positions for election:

Board President-Designate:	The Reverend Leslie Takahashi
Board Secretary:	The Reverend Connie Simon
Nominating Committee (two positions):	The Reverend Margalie Belizaire The Reverend Cynthia Landrum

The Nominating Committee recruits and selects nominees for UUMA elected leadership, and strives to balance demographic factors such as gender, gender orientation, ethnicity, abilities, cultural competency, age, geography, and ministry type. Members hold 12 conference call meetings each year in addition to meeting during Ministry Days. Each has additional responsibilities such as recruiting calls. Time commitment: 1-3 hours/month. Three-year term.

Nominating Committee Members: Amy Williams Clark, Amy DeBeck, Elaine Peresluha, Paul Boothby (chair), Bill Sinkford

Leslie Takahashi, Board President-Designate



Rev. Leslie Takahashi serves as Lead Minister at the Mt. Diablo Unitarian Universalist Church in Walnut Creek, CA. Prior to entering the ministry, she worked professionally in the area of leadership development, nonprofit management, sustainable economic development and education policy and was the Assistant Vice President for Policy for the North Carolina Community College System. She is the co-author, with Chip Roush and Leon Spencer, of *The Arc of The Universe is Long: Anti-racism* and the Unitarian Universalist Association (Skinner House 2008) and a contributor to a number of professional publications and mediation manual collections. She served

as the Chair of the Commission on Institutional Change for the Unitarian Universalist Association and was honored to be the 2019 Essayist for the Ministerial Conference at Berry Street. Finding Unitarian Universalism in her twenties, she has served extensively at the congregational, District and national levels both within the Unitarian Universalist Association and the UU Ministers Association. Her children, Garner and Liam, their partners and her grandchild, Oscar, offer on-going inspiration as well as her two bully breed pups.

Connie Simon, Board Secretary



Rev. Connie Simon serves as the minister of the First Unitarian Church of Cincinnati. Prior to entering the ministry, Connie enjoyed a long career as an attorney, small business owner, college instructor, political consultant, and non-profit program manager. She serves our UUMA as an MFN Facilitator and member of the Committee on Continuing Education, Network, Training, Enrichment, and Renewal (CENTER). An avid student of our Unitarian, Universalist and UU histories, Connie is on the Board of Trustees of the UU History and Heritage Society and is Editor of the *Dictionary of Unitarian and Universalist Biography*. She also teaches UU History at the Midwest Leadership School and the Mid-America Extended Leadership Experience. Outside of church, Connie is researching her own family tree and writing a book on the African Union Methodist Protestant Church. Connie is also the proud

auntie of five and great auntie of five more and mama to a four-year old Brussels Griffon named Rev. Dr. Janeetha Ridley that she adopted in December 2020.

Margalie Belizaire, Nominating Committee

For Rev Margalie, Unitarian Universalism has been lifesaving. She became a UU following the advice of a friend to “check them out.” She has not looked back. Rev Margalie is Haitian-American and grew up in Miami, Florida in a large family with seven siblings. She has lived on at least three continents and has been introduced to



numerous cultures and languages. She graduated from Meadville Lombard Theological School with a Master of Divinity degree. Rev Margalie also has a Master of Science in Healthcare Administration and a Bachelor of Arts degree in Psychology. Prior to the ministry, she was a Social Services Administrator who worked with people with various marginalized identities, including developmental disability, domestic violence victims, children placed in foster care, etc. Before joining First Unitarian Church of Rochester as Assistant Minister, she was a Learning Fellow with The Church of the Larger Fellowship as well as a Ministerial Intern with The Unitarian Church in Westport, CT, and a chaplain at St. Francis Hospital in Hartford, CT.

Cynthia Landrum, Nominating Committee



Cindy is completing her 20th year in UU ministry, and currently serves as minister of the First Parish Church of Stow and Acton, MA. She brings experience from serving in three UUA Regions, attending two UU theological schools, and moderating the UUMA Colleagues Facebook group of over 1200 UUMA members. Her previous service to the UUMA includes Heartland Chapter President, Heartland Good Officer, and CENTER Committee member, and she is currently the Clara Barton Chapter Vice President. She is a member of the UUMA's newly-formed Fat Ministers Caucus.

2021 MINISTRY DAYS

This year's Ministry Days theme is *Calling Forth Courageous and Transformative Ministries*. It has taken courage and transformation to get us through this past pandemic year. Last year we held our first 100% virtual Ministry Days. We are excited to head into our second year with a greater understanding of how to best run a virtual event. We know that many of you are experiencing Zoom fatigue. In recognition of this we have reduced the amount of programming offered. We have also separated the Annual Meeting from the bulk of the Ministry Days programming. The Annual Meeting will be held June 1 and June 3 at 4:00pm ET/3:00pm CT/2:00pm MT/1:00pm PT.

Program Schedule:

June 1 and June 3

- 4:00 pm ET Annual Meeting Part I

June 21, 2021: 2pm-5pm ET / 1pm-4pm CT / 12pm-3pm MT / 11-2pm PT

- Opening Worship: Celebrating Milestones (60 minutes)
- Break (30 minutes)
- Time with UUA President (60 minutes)
- Social Hour with Breakouts: Directly following Time with Susan Frederick-Gray.

June 22, 2021: 12pm-4:30pm ET / 11am-3:30pm CT / 10am-2:30pm MT / 9am-1:30pm PT

- Program: Impacts of the COIC Report in the past year (2 hours)
- Break (1 hour)
- Worship: A Celebration of Ministry (90minutes)
- Reception: Honoring 25 and 50 Year Ordination Anniversary Celebrants*
*scheduled for 7:30 ET/ 6:30 CT/ 5:30 MT/ 4:30 PT

June 23, 2021: 1-5pm ET / 12-4pm CT / 11am-3pm MT / 10am-2pm PT

- Berry Street Essay: From Bended Knee: A Theology of Shared Ministry (2 hours)
- Break (30 minutes)
- Small Group Gathering Times (1 hour)





Program Highlights

Opening Worship: During this worship service we are delighted to celebrate many different milestones including formally welcoming new members, joyfully celebrating the dedication of children in our collegial community, and honoring our retiring members. Our homily will be given by the Rev. Wendy Bartel and Ms. Jen Hayman will provide musical direction. If your family wishes to participate in the child dedication please contact [Hannah Franco-Isaacs](#) (by June 1).

Keynote: Impacts of the COIC Report in the past year

“Widening the Circle of Concern” gave us much to reflect on this year. It calls us to action in some very specific ways. This program session will begin with a report on how the UUA is engaging this report by Marcus Fogliano, Project Manager to the Office of the President and Carey McDonald, Executive Vice President of the UUA. Then we will divide up into smaller groups to discuss our hopes and challenges of implementing this report in our communities

Worship: A Celebration of Ministry

Often called the 25/50 in years past, our annual Celebration of Ministry service is a time to reflect on what ministry is and what it means to live a life in this vocation. Though some elements are changing, the tradition of lifting up wisdom and inspiration for those in the ministry will continue. Our service will be led by Music Director for Ministry Days Jen Hayman and by our lead liturgists Rev. Marta I. Valentín and Rev. Lindasusan V. Ulrich and will include the Singers of the Living Tradition. We’ll share names of additional participants in the service later this spring.

Berry Street Essay: From Bended Knee: A Theology of Shared Ministry

The 2021 Berry Street Essay will feature speakers Rev. Janne and Rev. Rob Eller-Isaacs, Moderator Rev. Dr. Mark Morrison-Reed and respondents Rev. Jennifer Crow and Rev. Mykal Slack.

The 2021 Berry Street Essay is a call to re-align congregational life based on the centrality of the experience of the Holy. It suggests that we raise and clarify our expectations in the interest of helping our people to live more loving, more effective lives. The Essay posits that genuinely transforming ministry is situated at the intersection of social justice and spiritual development. Tracing the joys and struggles of both their marriage and their ministry, Janne and Rob offer us an invitation into practices that lead to greater clarity and depth.

