

Thomas Jefferson District Board Meeting

In light of the following Ends we offer our report

Section 1: ENDS for the Unitarian Universalist Association (UUA)
(adopted 19 April 2009; revised 18 Oct 2009)

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

1.0.1 Congregations that unlock the power that transforms lives.

1.0.1.2. Our congregations are:

b. Intentionally multi-generational and multi-cultural

c. Embracing and struggling with issues of oppression and privilege

d. Open and inclusive in their outreach and welcome

1.0.3 Congregations that move toward sustainability, wholeness and reconciliation.

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

c. With interfaith partners and alliances

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

The Anti-Racism Task Force recommendations addressed how the TJ District might further our goal of becoming anti-racist. The Task Force included a Board Member, our District Executive, a Past President of the Board, and other interested and involved individuals. The Task Force recommendations include items over which the Board has direct control and items that are more properly the providence of our District Executive. It would be unwise to have the same committee that is implementing the recommendations also monitor the results.

The Board accepted the Anti-Racism Task Force report and as a result formed the Anti-Racism Monitoring Committee and asked me to chair the committee and I gladly accepted the charge.

As I went about the task of forming the committee two concerns immediately presented themselves. First, we as a board did not follow our Policy Manual, specifically 7.7 Role of Board Committees lines 397 – 400, “When the Board forms a committee, it will create a policy which describes: The product the committee is to produce. The authority (in terms of use of organizational resources) it is granted.” Further, in light of the Board’s changing relationship with our District Executive (both our move to Policy-type Governance and the decision to suspend co-employment) the point has become more complex. This is not meant as a criticism but rather an acknowledgement of our changing relationship with our District Executive and pointing out a growing edge for the Board.

Another piece that has given pause is again in our Policy Manual Section 7.7 389 - 392, “Board committees are to avoid over-identification with organizational parts rather than the whole. Therefore, a Board committee that has helped the Board create policy on some topic will not be used to monitor organizational performance on that same topic.” Because I assume that the Monitoring Committee will recommend policy changes to the Board members of the Anti-Racism Task Force should, in general, probably not be on the monitoring committee. Rev. Jennifer Ryu is the exception to the exclusion because besides being a member of the task force is also a Board member. Jennifer has agreed to be on the monitoring committee.

A case in point on policy is that our Bylaws ARTICLE XI—Committees, Section 2 states “The Nominating Committee is directed to give consideration in its nominations to providing a Board of Directors and a Nominating Committee that provide geographic area representation, that are representative of the entire constituency, and that are experienced in district affairs.” If we are to become multi-cultural that we cannot simply be “representative of the entire constituency”

presumably we need to be more multi-cultural in our selection of nominees. The monitoring committee will likely recommend that the charge to the nominating / leadership development committee be that candidates be more multi-cultural in their identity and that multi-cultural competency be held up as an important qualifying factor.

Given Board acceptance of this report I will draft a proposed charge for the committee. I welcome help in drafting the committee's charge. I have included the cited items of our Policy Manual and Bylaws below.

Respectfully submitted

Peter Kandis TJD Director

TJ District Board Policy Manual

372 [7.7 Role of Board Committees](#)

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374 • Board committees exist to help the Board do its job, never to help or advise the
375 staff. Committees ordinarily will assist the Board by preparing policy
376 alternatives and implications for Board deliberation. Board committees will not
377 normally have dealings with current staff operations unless they have been
378 explicitly assigned to do so.

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380 • Board committees may not speak or act for the Board except when formally
381 given such authority for specific and time-limited purposes. Expectations and
382 authority will be carefully stated in order not to conflict with authority delegated
383 to the DE.

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385 • Board committees cannot exercise authority over staff. The DE will not be
386 required to obtain approval of any Board committee before taking executive
387 action.

388

389 • Board committees are to avoid over-identification with organizational parts
390 rather than the whole. Therefore, a Board committee that has helped the Board
391 create policy on some topic will not be used to monitor organizational
392 performance on that same topic.

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394 • Board committees will be used sparingly and ordinarily in a task specific
395 capacity.

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397 • When the Board forms a committee, it will create a policy which describes:

398 ○ The product the committee

399 is to produce.

400 ○ The authority (in terms of use of organizational resources) it is granted.

401

402 • This policy applies to any group that is formed by Board action, whether or not it
403 is called a committee and regardless of whether the group includes Board
404 members. It does not apply to committees formed under the authority of the
405 DE.

ARTICLE XI – Committees

The program of this organization shall be administered through committees appointed by the Board of Directors, an Executive Committee acting for the Board of Directors, or the Annual Meeting.

Section 2. There shall be a Nominating Committee of five (5) persons serving two-year terms. Three (3) members shall be elected at Annual Meetings held in even-numbered years; two (2) members shall be elected at Annual Meetings held in odd-numbered years. No person shall serve more than two consecutive full terms. An appointment to fill a vacancy for one year or less shall not be counted as a full term. The President shall designate one of the members as the Chairperson Pro-tem, but the five members shall elect their own permanent chairperson. The Nominating Committee shall present at least one nomination for each office to be filled by election at the Annual Meeting. The report of the Committee shall be submitted to the Secretary at least seventy (70) days prior to the Annual Meeting, and copies shall be included in the call and notice of the Annual Meeting.

The Nominating Committee is directed to give consideration in its nominations to providing a Board of Directors and a Nominating Committee that provide geographic area representation, that are representative of the entire constituency, and that are experienced in district affairs.