

**Thomas Jefferson District of the UUA**  
**Board Meeting Minutes**  
April 30, 2010

Board Members Present: Jim Key, Denise Rimes, Cyndy Bailes, Gracia Basham, Rev. Jennifer Ryu, Steve Pearsall, Fred Anderson, Andy Reese, Pam Whistler

Trustees Present: Rev. Jake Morrill, TJD Trustee; Rev. Jeanne Pupke, Trustee at Large

Staff Present: Annette Marquis, Rev. Glenn Johnson, Rev. Sue Sinnamon, Donna Sequeira

Guests Present: Rev. Ann Marie Alderman and Nathan Hollister (Director Nominees), Martin Bauer (Finance Chair), Rev. Sally White (Nominating Chair), Denny Davidoff

Jim Key called the meeting to order at 8:30 am.

Opening Words were by Peter Kandis followed by a thoughtful checkin.

The minutes of the February meeting were approved as distributed without correction. Steve Pearsall moved, Andy Reese seconded, unanimous.

Presidents Report: Jim Key spoke about the District Presidents Meeting and its discussion about growth and governance and how inspiring it is to change as we listen to each other. The depth of connection to each other will lead to growth. General Assembly will hold a Governance Meeting on Wednesday 6/24 for the District Presidents Meeting. This will help us connect with other Districts and Regions.

We discussed the APF Nomination and Jim believes Jeff Clark from the Richmond First UU Congregation will be an excellent candidate. The board ratified Jim's recommendation and he has submitted the candidate to the APF Committee for approval.

A general discussion ensued on the Annual Meeting business meeting regarding the agenda and process for discussion. We have heard from many of our congregations on the Name Change issue as well as from many individuals. There was consensus that the discussions held by over twenty congregations have been a healthy process. Denise shared that this example of leadership, taking the risk of restarting the discussion of a Name Change, has been very enlightening. The process may be one we can learn from as we consider other topics or issues. Annette Marquis shared that she feels that what has been missing has been inter-congregational conversations. If the vote to change the name fails, and the issue is again raised next year, it should be the mission of churches who are passionate about multiculturalism and a new name to connect with other congregations in conversations about multi-racism and multiculturalism. Cyndy Bailes brought forward the idea that we develop a Multicultural Packet that would go to all congregations with history and teaching on this issue, for them to work on.

Steve Pearsall mentioned that working with the Welcoming Congregation issue, that minds could be changed when presented with new information. Pam Whistler expressed thanks to Jim for his elegant leadership.

Vice President's Report- Denise Rimes reported on the District Awards Committee and how they worked through the process. They have selected a wonderful group of Award Recipients. The Committee easily handled this process with people recusing themselves as their own church came up for contention twice.

Treasurers Report- Cyndy Bailes reported that we have reached a new level of contributions, which has allowed us to hire a new Staff person. She predicts that we will have less revenue compared to expenses, so there may be some transfers from reserves. There was a budgeted draw from reserves of about \$9400, and Cyndy feels this will not be any more than budgeted. A bookkeeper has been hired, and Cyndy is thankful for this addition to keep our records in good order. Cyndy expressed the joy of working with Glenn and Annette.

Finance Committee Report- Martin Bauer reported that the Budget would be presented with no changes. Dues are set at \$21. Dues for 2011-12 will be \$22 dollars. Monthly bank statements are compared to monthly budget reports and all have been reconciled. Annette shared that Glenn will develop a Financial Procedures Guide on how we operate. The Kinston Fund evaluation will be due in November 2011. The fund was set up to support a new congregation east of I-95 in NC.

UUA Trustees Report- Rev. Jake Morrill reported that Rev. Morales' administration issued a call to examine our multicultural goals, to practice reverence, and to be a covenantal people guided by love. Jake shared that the UUA Board is a good example of this, working well with each other. The board is focused on engaging our congregations in pursuing decisions, which move us into a covenantal culture that welcomes everyone. This is a time of flux and change, but what we hold on to should be love. We need to form greater relationship to our sources of authority. There is a move toward a smaller UUA Board and Bi-Annual General Assemblies. The TJD Board has modeled a move toward a grassroots movement of change, working with one another in linking with our congregations and our individual members.

Rev. Jeanne Pupke affirmed Jake's work and mission and how he has worked to lead our faith.

Jim believes that nineteen Districts are a large number for a faith of 1000 or so congregations. How are we going to help our Trustees engage in linkage work in ways other than requiring their physical presence at meetings? As we work on governance changes, there is ongoing feedback and discussions without an outcome in mind. We do not yet know where this will all go. The Rev. Sally White Sally expressed a desire, as we streamline governance that we keep the diversity of geographical representation, as 'what it means to be a UU' can be different depending on where you live. Jeanne encourages us to present an innovative, progressive atmosphere that will attract talented, motivated Ministry to this area. Denise believes that our democratic process is not perfect but works well and is the best process we have. Andy wonders how we can better capture the voices of our congregations and yet respect the time limits of our

Trustees. Jim believes that Clusters are important in this issue and connection is important and that effort must be continued. Jake expressed the need for self-sacrificing decisions; should the UUA board be reduced and his trustee position eliminated, he would support that. Moreover, he sees his connections with congregations as his priority.

DE Report - Annette shared that developing and promoting webinars has been a satisfying project that has been intriguing, conversations have been rich, and provided a way for people to gain training who may not have been able to attend a two-day conference in person. Annette spoke about the experimentation among the UUA Staff and District Staff using video cams in their meetings. Annette has been working on multi-generational work and meetings to encourage this growth. The need for our congregations to work on including our children as a visible and active presence is immense. Annette spoke of the strengths of our new Staff Member, Donna Sequeira, and how wonderful it is to welcome her. Donna brings a commitment to Social Justice and tools to use a multicultural outreach. She shared that because of our regional diversity, we have an incredible opportunity to advance our multicultural goals, and this is why she is excited to begin work in our district.

Chalice Lighters is working toward having more Chalice lighters in our district. The generosity of our people has been and continues to be incredible.

Our RE Program is doing well, with incredible commitment to our work coming from our DRE's.

Action Items: Glenn updated policy online.

Jennifer sent letter to Cluster groups.

Jim investigated whether APF Rep is required to sit on the Finance Committee; the position is not but should be a part of that committee nonetheless.

Policy manual status is complete.

Old Business: The Board discussed GA 2011 in Charlotte and our responsibilities and opportunities to support that effort.

The Board discussed the Resolution of the delegates to the 2010 Assembly of the Pacific-Southwest District requesting the UUA consider moving GA 2012 from Phoenix. There are financial costs associated with this cancellation. We must express our solidarity with our UU congregations in Arizona, but also determine to not buy from, or travel to Arizona. Jake expressed the need to frame this issue in language that grounds the conversation in our faith. Jeanne suggested a robust discussion among our congregants at the District Annual Meeting about this issue, informing them and asking them to bring this back to their own churches for discussion and suggestions for action.

The Executive Committee will look at the Resolution crafted by Jennifer, Donna and Andy to be presented to our Delegates at the Annual Meeting, and approve it on behalf of the Board. This Resolution will be read and twenty minutes of discussion will be held for feedback. A discussion was held on the positioning of this Resolution and whether to put this before or after the Name-Change motion. The board deferred to Jim as he moves through the Business Meeting tomorrow.

Generative Thinking: The Board discussed what big ideas should engage us as we lead to live out our vision. We discussed how best to support congregations working on becoming Multiracial and Multicultural faith communities. The Board discussed this work needed to be pursued whether the name of the district changes or not. The Board concluded that this work would be one of the main components of our August Board Retreat in Charlotte.

Jeanne mentioned our shared vision work might be directed at vital congregations who can be an example to other congregations and perhaps light that fire.

TJD Legacy Scholarship- Denny Davidoff spoke on diversity, multiculturalism and anti-racism and how important it is to teach Seminarians theology courses along with doing social justice work with oppressed people to bring a realization of why our faith is important for the future. A full Scholarship totals \$300,000, which allows one student to have a complete Seminary education. The scholarship fund currently has \$42,000 and pledges to bring to \$87,000. Denny would like to travel to our congregations and raise the money to bring it to a full standing Scholarship. Denny would like mention to be made of this at the Annual Meeting so congregants will know about it. The Board will discuss giving an amount to this fund.

General Process Observation Report: Andy reported on the energy level at the Board Meeting as a good sign of our health. In general, the reports were presented on time and well. Jim did a very good job of making sure everyone was heard and the discussion was always respectful.

Anti-Racism, Anti-Oppressive Process Observation Report: Denise said we need to be careful that our humor never crosses over a respectful line, but that she thought we did a wonderful job talking and being mindful of these important issues. We need to do as much as we talk about.

Jim said the presence of our Trustees enriched our discussions and that our wonderful Staff was a blessing. Jim expressed his thanks to Andy and Steve as they leave their finished terms for the gifts they brought to our meetings.

Next board meeting is August 20-21, 2010 Charlotte

Closing Reading was given by Steve

Board went into Executive Session with Annette

Board went into Executive Session

Meeting Adjourned at 4:00 PM

Respectfully submitted by,  
Gracia Basham, Secretary