

TJD Board Meeting and Retreat Agenda
August 20, 2010 at Hampton Inn, Mooresville, NC
August 21, 2010 at Lake Norman State Park, NC

Vision of the Thomas Jefferson District of the UUA

We are a vibrant diverse faith community of healthy, inclusive, and multicultural congregations who grow through service and connection, thereby transforming ourselves and the world.

Objectives of Board Retreat

1. Approve a strategy to support congregations who are intentionally becoming a MR/MC community and that encourages other congregations to follow
2. Develop a plan to establish stronger linkage with our sources of authority and accountability that is aligned with UUA board ends
3. Consider funding sources. e.g. capital campaign, for TJD Legacy Scholarship Fund and other initiatives, e.g. *Evangelize the South*
4. Create a safe place/forum to de-brief the failed name-change process
5. Determine the next steps to support congregations that might bring a name-change initiative to the 2011 Annual Meeting
6. Debrief GA discussions on governance, regions, and districts
7. Develop follow-up actions from adoption of Policy Manual
8. Conduct the board's fiduciary and strategic business
9. Leverage the board's generative energy to meet objectives 1 and 2 and determine other ways to fulfill our vision
10. Orient new board members
11. Charge board committees (Finance and Nominating) with 2010/2011 objectives
12. Receive reports from DE and staff committees (AR Task Force, RE, Chalice Lighters)

Friday, August 20

3:00pm – Orientation for new board members

- Roles and responsibilities
- Governance as Leadership¹
- Policy-based governance
- Financial policies
- Staff overview

Jim Key
 Jim/Annette
 Denise Rimes
 Martin Bauer
 Annette Marquis

4:00 pm – Business Meeting

- Chalice Lighting/Centering
- Check-in
- General Process Observer
- ARAOMC Process Observer

- Time Keeper
- Approve Agenda
- Approve Minutes from April meeting²
- Action Items from April meeting
 - Resolution on Phoenix GA 2012
 - TJD Legacy Scholarship funding
 - Multi-racial, Multi-cultural packet
 - Supporting ARAOMC efforts of cong
- Written reports received³
- President’s Report
 - DPA Report at GA on Regionalization⁴
- Treasurer’s Report
- Finance Chair’s Report
 - Kinston Fund report
- APF Report
- DE’s Report

Nate Hollister

Peter Kandis
 Ann Marie
 Alderman
 Pam Whistler

Gracia Basham
 Jim Key

Jim Key

Martin Bauer

Annette Marquis

5:15 pm

- Interim process observation reports

Peter
 Ann Marie

5:30 pm – Closing Reading

Gracia Basham

¹ *Governance as Leadership*, Reframing the Work of Nonprofit Boards; Chait, Ryan, Taylor

² Addendum 1

³ Send reports to Glenn by August 9, collected and board package sent to attendees by August 13.

⁴ Addendum 2

6:00 pm – Dinner

7:30 pm – in-gathering and centering

Rev. Ann Marie
Alderman

8:00 pm – Board Training

Donna Sequeria

9:00 pm – Guided Check-out: What excites me about this work?

9:30 pm – Adjourn

Saturday, August 21

9:00 am – Chalice lighting/Centering

Fred Anderson

9:10 am – Check-in on what excites me about this work

9:30 am – New Business

- Confirm event calendar for 2010/2011
- Policy-based governance next steps
 - Liaison proposal

Glenn Johnson
Denise Rimes

10:00 am – Break

10:15 am – New Business continued

- Linkage discussion
 - UUA initiatives
 - eTown Hall meetings
- GA Charlotte hosting/training
- TJD Legacy Scholarship
- Capital raise for *Evangelizing the South*
- AR Task Force report

Jake Morrill⁵
Jim Key
Annette Marquis
Marquis/Key
Ryu/Alderman
Rimes
Spencer/Fulbright
Frost

12:00 pm – Lunch

1:00 pm – New Business continued

⁵ Via teleconference

- Vital Congregations
 - AR/AO-MC initiatives
 - Resources/Funding

Marquis/Key

2:30 pm – Break

2:45 pm – New Business continued

- Action items, owners, deliverable, dates

Denise Rimes

4:00 pm – Process Observation Reports

Peter
Ann Marie

Closing Reading

Denise Rimes

4:20 pm – Recess to Executive Session with DE

4:45 pm – Recess to Executive Session with Directors

5:00 pm – Adjourn

7:00 pm – Dinner

Addendum 1

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 check-in.

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. Cyndi 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

Addendum 2

The District Presidents Association, or DPA, provides a forum for our 19 District Presidents to meet twice a year – once in November and once at GA. Traditionally, we would spend our time discussing not only issues that we were struggling with, but also what was working well in each of our districts. Combining this kind of comparative analysis with updates from our UUA headquarters staff gave the DPA a unique perspective on how our association was operating. So a few years ago, the DPA started becoming more proactive by recommending initiatives to strengthen our UUA, and began to develop a good working relationship with our UUA Board of Trustees.

Last October, our UUA Board of Trustees finalized their initial Ends policies. (“Ends” is simply a technical term for value-based policies that describe what difference we want to make in the world.) The DPA Executive Committee then asked several members of our UUA Board of Trustees to join our November DPA meeting to see if these new UUA Ends were compatible with district-level policies.

In the course of this discussion, it became clear that this was part of a much larger conversation about how our UUA is organized at all levels: at the association level, at the congregational level, and at the district level. At the association level, our UUA Board asks whether it is too large to be effective, and has begun looking at how it might restructure itself to become more effective. At the congregational level, the question becomes, “Why do so few of our congregations’ delegates come to GA to vote on what our association does?” This led our Fifth Principle Task Force to recommend changes to GA and delegate selection, which are aimed at strengthening the democratic process within our UUA. And in between those two levels, at the district level, two types of questions emerge: regionalization questions and governance questions.

The regionalization questions ask: Can we better support our congregations by finding ways for our talented district field staff to work across district boundaries? What kind of regional groupings would work best? What do districts need to do to support regional resource sharing? And what are districts doing well and should be retained?

The district governance questions ask: Should districts set policies that are different than UUA policies? Should district boards evaluate co-employed staff using UUA policies? Should district staff be co-employed? Are there other governance roles that are best done at the district level? Are there non-governance roles that are best done by district boards? And for the hundreds of UUs who step outside of their congregations and want to do more for the faith that they love, we must ask ourselves if district board work is the best way to utilize their passion and energy.

These are tough questions! They are complex, inter-related questions that are difficult to grapple with. But they are part of a larger overriding question that we need to address: If our Unitarian Universalist Association of

Congregations is ever to become the best that we could be, what would that look like? How would it be structured? How would it work?

The questions are too big for any one group to address on its own. So our UUA Board of Trustees is exploring the issues at the UUA Board level. And at last November's DPA meeting, our UUA Trustees invited the District Presidents to explore what would be appropriate at the district level. And the District Presidents, in turn, knew they needed to ask their boards for help. So at that November meeting, the DPA agreed to get their boards involved at the regional level.

Two of the regions were able to hold a meeting of all the district boards and district staff in the region. The four district boards and staff of the Central Eastern Regional Group (*which runs from New York state down to northern Virginia and west to Ohio*) met and adopted a regionalization plan. The four district boards and staff of the New England Region met and agreed to have their four district boards experiment with adopting identical resolutions in all four districts, as well as with shared linkage training.

The other three regions were not able to meet in the same way. So last Wednesday, the DPA held a historic meeting of 120 district board members, Presidents, UUA Trustees and staff from all 19 districts of the UUA to begin exploring these district level questions. This was the first time in the forty nine year history of this Association that such a group has gathered.

We began engaging these issues by exploring the reasons and values that lead us to seek change, and the assumptions and fears that would keep us from moving ahead. The assumptions and fears that emerged are pretty interesting, so we'd like to share them with you.

- Governance equals relationship – that's the only way we can be in relationship
- What we are doing works, it works here
- We are so unique, geographically and historically
- This is harder work than I have the energy to do – it's not worth the effort
- We will lose something valuable, so there is a fear of the change
- Conflicts will divide us
- There's an inverse square law of trust – the further away someone is relates to how hard it is to trust them
- Universalists are still stuck in our history – the religion that they value most has been harmed or belittled by consolidation – any moves to larger groups may dilute the little Universalism that's left
- We are fine the way we are
- It would be nice if our faith grew, but hope that others do that – we aren't willing to work to become multicultural

- There *was* a golden age
- Every congregation needs to get equal service
- If one thing is broken, all things must be broken
- All districts can do all things the same way
- You can't say no to those not willing to participate
- Polity means we govern ourselves PERIOD
- Helping another congregation would weaken us
- One person should be able to stop the process
- Boundaries are bad
- You have to do it all
- The district's UUA Trustee represents the district
- General skills equal expertise
- Congregations care about districts
- Any governance structure would be OK if the roles and goals were clear
- Geography is destiny
- Only District Executives can help us
- Change means a net loss of people
- District leaders arrive spiritually mature
- If we don't do anything, we will continue to exist
- Northeast is where the action is
 - *And Northeasters don't want you here*
- Need to be physically present to get good service delivery
- Bylaw changes will be difficult and time consuming
- Change will upset congregations

Change is pretty scary stuff! And when everything seems to be changing at the same time, it's *very* scary! Nevertheless, all of the district board members collectively agreed to start moving ahead on addressing all of these district level issues by taking the following three steps.

1. Each of the 19 district boards will repeat the June 23rd process so that board members who were missing can reach a similar level of understanding. Each District President will bring the results of his board's reflections to the November DPA meeting.
2. Each region will hold a meeting of all its district boards sometime before GA 2011. The District Presidents will bring the results of those meetings to the GA 2011 DPA meeting.

3. Before the GA 2011 DPA meeting, each region will recommend a person or persons to participate in a small working group charged with recommending specific steps that district boards can take towards changes that are appropriate for that region. This small working group will make recommendations to the November 2011 DPA meeting.

We have been asked to explore our district organization to see if there are better ways to serve and support our congregations. This is a daunting task that will take many years to resolve, but we have begun this journey. And we would welcome any comments or suggestions that you might offer us along the way.

Addendum 3

**HOLSTON VALLEY
UNITARIAN UNIVERSALIST CHURCH**

P.O. Box 8383
136 Bob Jobe Road
Gray, Tennessee 37615
(423) 477-7661

Reverend Jacqueline Luck
The Board of Trustees of Holston Valley UU Church

Thomas Jefferson District Board
Jim Key, President
Annette Marquis, District Executive
May 25, 2010

Dear Annette and Board Directors of TJ District,

The Board of Holston Valley Unitarian Universalist Church and I were dismayed to hear Gracia Basham's description of some comments she heard at the TJD Town Hall meetings and at the Annual District Meeting. Members of our Board had various opinions about the name change and truthfully if the congregation had had delegates present, I'm not sure what they would have been directed to do. What I know for sure is that what was an abstraction gained clarity as she reported the pain she felt as she comforted those who were hurting after the vote; we don't want to be partner to that kind of hurting of others.

We can only imagine you may be feeling disheartened, and we wanted to write to let you know that we think you sponsored with integrity a campaign to move the district toward a name change and deeper conversation about who we are, and who we want to be. Perhaps a lesson learned for us was that discerning delegates might be trusted and encouraged to listen carefully to the pros and cons, and then vote their consciences at future annual meetings. We also sadly recognize that the Holston Valley congregation did not have a delegate representing them for the vote, and feel renewed zeal to attend more District meetings.

We the Board of Trustees of Holston Valley UU Church and its minister commend and thank you for your work and best efforts.

Faithfully yours,

Rev. Jacqueline Luck

The Reverend Jacqueline Luck
The HVUUC Board of Trustees

Charlie Mattioli - President
Gracia Walker Basham - Membership
Marie Rybeniski - Membership
Mindy ... Part PVP?
Bona J. Kline - Administration
Katherine ... Stewardship
Don Boyd - Trustees

