

**UUMA Annual Meeting**  
**June 22, 2000**  
**Nashville, Tennessee**

Gary Smith, President of the UUMA, gaveled the meeting to order at 10:19 a.m. and recognized a quorum present. Gretchen Woods sang the invocation.

2. Approval of the 1999 minutes:

**MSP** that the minutes be approved as written *Passed*

3. Appointment of Parliamentarian

Danial Simer O'Connor was appointed as Parliamentarian

4. Adoption of rules

Gary reminded those present that only those UUMA members in fellowship may vote.

5. Nominating Committee Report:

The Nominating Committee proposed the following for election:  
Kendyl Gibbons, President Elect - one year; President - three years  
Annie Foerster, Secretary  
Craig Roshaven, Publications

Tellers were appointed from among the students to count the ballots.

6. Berry Street Conference

David Johnson was elected to Berry Street Conference Committee.

7. President's report.

Gary explained the proposed increase in dues. He thanked all those that work with the UUMA to do what needs to be done. He especially thanked those organizations who represent the diverse minorities among us and help us to work toward diversity and justice.

He noted the recent Conversation of Diverse Ministers Who Work for Racial and Social Justice. Karen Matteson made a report of that session.

*Invitations went out to those ministers known or suspected of doing racial and social justic work, who, in turn, suggested other names. Chapter Presidents were also invited to suggest names. Fifty ministers gathered on Tuesday, June 20, 2000, to converse with and listen to one another. Stories were shared about the successes, sources of hope, and sharing of pain and disappointment. The conversation ended with the following questions.*

1. *What is our individual and collective complicity in corporate racism?*
2. *What can the UUMA do to help us and our churches welcome more comfortably ?*
3. *What can we do to comfort our colleagues?*
4. *What can we do to encourage and invite in new colleagues?*

*Suggestions:*

1. *Continued pressure from us to advocate for and support a UUA staff position.*
2. *Develop advocates and support more pastoral counseling, including with dollars.*

3. *That the UUMA establish transformation teams.*
4. *That we continue this conversation.*
5. *That Convo '02 provide a place for more conversation.*

Gary announced that it is the 20<sup>th</sup> Anniversary of the Minister of Religious Education degree. *MREs have not always been appreciated, but we acknowledge that they are the ones who hold up our children.* Ministers of Religious Education stood to receive congratulations.

Gary introduced Valora Washington, Executive Director of the Unitarian Universalist Service Committee. Valora spoke as follows:

*We have a 60-year partnership. We want it to continue into the 21<sup>st</sup> century. Founders were Unitarians and Universalists of faith, including professional ministers, who lived their religious beliefs. Why do ministers give their time, energy and funds to UUSC? We embody for all humanity the same thing that we hold most dear. We are strong because of your commitment.*

*We don't go into communities telling them what and how to do things. We offer support for them to give shape to their own work.*

*More than 2000 youth and adults have attended UUSC workshops since their beginning in 1996. It is important that ministers also attend to give spiritual support to the experience.*

*We also invite ministers to add their voices to committee's social justice work. We want them to encourage their congregations to participate.*

Gary asked for ministers to join UUSC with individual memberships to show support for Valora's leadership.

## CONVO 02

Gary called on Kirk Lodeman-Copeland to give a report on the progress of Convo '02. Kirk introduced the committee. Each reported briefly.

*Patricia Jiminez: We sent out a questionnaire asking for theme and received more than 100 suggestions. The theme chosen is "The Mind and Soul on Fire, When Hunger and Passion Meet." Scotty Meek: Convo sight is Birmingham, Alabama.*

*Julie Silberman: We have created a covenant for the committees work together. We are trying to meet everyone's needs.*

*Susan Manker-Seale, Jane Bramadat, Robert Scheibley. Keep in touch, pay registration in advance, with easy-payment plan.*

Gary gave thanks to this year's Exec and to Wendy Bell who worked as Administrative Assistant. He thanked David Horst who filled in as interim Administrative Assistant. Gary thanked to Rob Eller-Isaacs, MFC appointee, the Department of Ministry, who work in partnership with the Exec, Diane Miller, David Hubner, Ralph Mero, John Weston, and Ellen Brandenburg.

## 8. CENTER Report

Beth Miller recognized Gretchen Woods, Exec Liaison and David Hubner, Staff Liaison. She presented the committee and chapter presenters. Beth highlighted next year's program for CENTER Days, "The Spiritual Protection of Men."

## 9. Guidelines Committee

John Nichols, Mass Bay Chapter, reported:

*We will take the issues that come from you, present them to the Exec and corral your collective wisdom. We will come forth with recommendations. The committee is working on the following:*

*Section 1-A-8. Whether an assistant minister should serve on a search committee for a senior minister. We will refer to the large church ministry group for consultation.*

*Confidentiality: What secrets we can keep and which we cannot; and how to support pastoral counselors with legal actions? We will assemble a set of case studies to be sent to the chapters for discussion and reactions.*

*The relationship between ministers who are departing and those coming into a church. The UUA board has appointed a group to consider this issue as well. We will be coming up with a proposal.*

## 10. Office of Church Staff Finance.

Ralph Mero distributed a preliminary report on compensation recommendations, which will be mailed to churches in the fall. Three years ago only 33% of our congregations reported they were paying at the minimum suggested. This year 60% reported they were paying at that level or higher.

## 11. Treasurer's report

Patt Herdklotz that \$9,414 from the Worship Collection will be split between the Service of the Living Tradition and the Transylvanian Funds.

Patt explained the budget line items that were not on target. She also explained the new budget and request for increase in dues.

**MSP** to accept budget, *passed unanimously.*

## 12. Report of the Election Tellers

82 mailed ballots, 111 ballots cast here, for a total of 193. Three write-ins for nominating committee, Tom Schade, Lilia Cuervo and Mark Morrison Reed. Not sufficient to challenge the nominating committee's slate, but will be taken under consideration for next year.

Gary introduced the new electees as noted in the Nominating Committee Report.

Gary introduced the outgoing members of the Exec, Peter Morales and Aaron Payson.

## 13. Other business.

A. Bylaws change. Moved by the Exec, seconded by the body.

**MSP** that the bylaws be changed as suggested, *passed unanimously.*

B. **MSF** to amend the bylaws to give a review board to the MFC

Defended by Jack Higgins.

Speaker against motion Midge Skwire

Open discussion pro and con.

The Exec's position: While honoring the democratic process and welcoming new discussion, the UUMA Exec reaffirms its vote of last year not to support this amendment.

**MSF** that the proposal be amended as follows: "And for ministers in fellowship to have full constitutional rights for due process of law." *Failed*

Original amendment *failed*.

C. **MSP** to form and fund an anti-racial, anti-oppression, multi-cultural committee.

See Proposed Resolution 3.c.3. *Passed*

D. **MSP** to recommend a funded staff minister for a ministry of healing. See Proposed Resolution 3.c.2. *Passed*

E. **MST** to proactively minister to one another. See Proposed Resolution 3.c.1.

Motion to table. *Passed*

The Exec will study it.

F. **MS** to request socially responsible investment in the Fidelity Retirement Account. See Proposed Resolution 3.c.4.

Motion to refer it to the Exec Committee for study. *Passed*.

14. The meeting was adjourned at 12:25 p.m.

Respectfully submitted,

the Rev. L. Annie Foerster, Secretary

Bylaws changes

## ARTICLE VI - OFFICERS

Section 1: The officers shall be a President, a Vice-President, a Secretary/~~Treasurer~~, *a Treasurer*, four Executive Committee Members-at-Large, and a Representative to the Standing Committee on Continuing Education.

Section 3: The Vice President, ~~and Secretary/Treasurer~~ *and Treasurer* shall perform the functions inherent in their titles.

## ARTICLE VII - THE EXECUTIVE COMMITTEE

Section 1: The Board of Trustees of the UUMA shall be the same as the Executive Committee. The Executive Committee shall consist of the ~~three~~ *four* Officers, four Members-at-Large, the Continuing Education Representative and the President-Designate when such office is filled.

Section 3: ~~Four~~ Five members of the Executive Committee shall constitute a quorum for the conduct of business.

## ARTICLE IX - NOMINATING COMMITTEE AND ELECTIONS

Section 1: The Nominating Committee shall consist of five members, two of whom shall be elected in the same year as the President to serve for a term of three years, and three of whom shall be elected in the same year at the President-Designate to serve for terms of three years. ~~To accomplish these staggered terms, three of the Nominating Committee positions elected in 1995 shall be for two year terms, and two of the positions shall be for three year terms.~~ Every three years, ~~beginning in 1995,~~ the Nominating Committee shall choose candidates for three year terms as President, Vice President, *Secretary* and two Members-at-Large. Every three years, ~~beginning in 1996,~~ the Nominating Committee shall choose candidates for three year terms for ~~Secretary/Treasurer~~, and three Members-at-Large.

Proposed Resolutions:

3.c.1

1. We call upon the members of the UUMA to proactively minister to each other.
2. We call upon the members to listen to one another carefully and compassionately especially to those who are racially, ethnically, and culturally oppressed and to acknowledge the truth of their experience.
3. We call upon the members to set up a discretionary fund to help racially, ethnically, and culturally oppressed UUMA members.

Signed:

Sarah Clark

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3.c.2

We strongly recommend a funded UUA Staff minister for a ministry of healing to religious professionals and students who belong to a racial, ethnic or cultural constituency who are forgotten, invisible, oppressed, disenfranchised within the UUA.

Signed:

Liz McMaster  
Lilia Cuervo  
Jacquiline Williams  
Joel Miller

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3.c.3

Resolution to the UUMA To Form an Anti-racist, Anti-oppressive, Multicultural Committee  
In recognition of the pain, suffering and marginalization of our colleagues who are oppressed within our movement, we move that the UUMA authorize and fund the creation of a committee to strategically plan, guide, monitor, facilitate and assess the transformation of the UUMA into an anti-racist, anti-oppressive, multicultural organization. This committee should be formed within one year and report annually thereafter to the UUMA Executive Committee.

Respectfully submitted,  
Rose Edington,  
Kathy Huff  
Josh Pawelek,  
Patrick Price,

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3.c.4

Resolved that the UUMA write a letter to Fidelity Investments to request that they divest from Occidental Petroleum and / or put pressure on them to stop oil exploration in Columbia on lands sacred to the U'wa (indigenous) people.

Resolved that the UUMA support the Moderator’s Task Force on Socially Responsible Investment in their proposal to the Board of Trustees to fully support the development of resources on socially responsible investing for congregations, affiliate organizations, and individual U.U.’s.

Resolved that the UUMA assure that resources to educate ministers on the variety of practices that are part of socially responsible investing be developed and provided for all ministers and ministry students—including avoidance screening, affirmative screening, community development and shareholder activism.

Submitted by:  
Dorothy Emerson  
Rose Edington  
Gail Tapscott  
Marjorie Bowens-Wheatley  
Kurt Weld (?)

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Proposed amendment to Article XI. Section 11.8

A candidate for fellowship who has been denied fellowship by the Ministerial Fellowship Committee, a minister in preliminary fellowship or a minister in final fellowship may appeal the determination of the Ministerial Fellowship Committee to the Ministerial Fellowship Board of Review. The Ministerial Fellowship Board of Review shall have the exclusive jurisdiction to hear and decide such appeals.

FAILED

