

Pacific Central Chapter Business Meeting Fall, October 19, 2017

Highlights:

By-laws changes distributed in the Spring of 2017, and sent to the membership September 19 through the chat list were approved.

Drafting New Purpose for our Chapter

Mary Ganz,
Elaine Gehrman,
John Buehrens and
Sue Magidson.

Nominating Committee (report below)

Lindi Ramsden
Sofia Betancourt
Kevin Tarsa

Good Officers

JD Benson (2nd year)
Russ Menk (First year)
Leslie Takahashi (For People of Color)

Important dates:

January 22-26, Institute, Florida
March 18-20 Spring Retreat - San Juan Bautista
April 27-29 Regional Assembly, Portland
October 16-18 Fall Retreat - IONs

Opening

9:36 President Mary Foran led us in singing, and lit the chalice with a reading from Marta Valentine.

A lunch count was taken, and the agenda explained.

9:38 a Quorum was established - at least 1/3 of dues paying members - 28 people.

9:39 John Buehrens motioned and JD Benson seconded approval of Spring 2017 minutes, passed with one abstention.

9:40 Sarah Moldenhauer-Salazar lead us in an explanation of by-laws proposed revisions that were sent out to the chat September 19, and distributed at the Spring meeting:

Pacific Central Chapter UUMA BYLAWS
September 19, 2017

Proposed revisions are underlined

Proposed deletions are crossed out like this

Explanations are in italics.

To be voted on at the Business Meeting of the Pacific Central chapter of the UUMA, October 19, 2017

PURPOSE - *The Bylaws revision team of Sarah Moldenhauer-Salazar and David Usher recommend a group be appointed to review the current purpose with this question in mind: Are revisions needed to the purpose adopted more than 10 years ago, to give voice to the current purpose of the chapter? The Chapter Executive Committee will bring recommended next steps for a purpose revision group to the Fall 2017 Business Meeting.*

In addition, rather than maintain "District" in our name and in recognition that the continental UUMA calls us the Pacific Central Chapter, proposed: Change our name throughout this document to be: Pacific Central (PC) chapter of the Unitarian Universalists Ministers' Association (UUMA)

The Purpose of the ~~PCD UUMA~~ Pacific Central chapter of the Unitarian Universalists Ministers' Association is to be:

- * a forum in which we discuss and act on our professional issues
 - * a community in which we tell our stories, write our histories, and continue our educations in the arts of ministry
 - * a crucible in which we teach, learn and practice justice
 - * a context in which we develop collegial support, connections and friendships
 - * a haven for worship, rest, and refreshment of our spirits
 - * a colloquium in which we study theology and ethics
 - * a confessional in which we can frankly acknowledge our flaws, and receive both understanding and good counsel
- (9/06)

COVENANT - *In the spirit of consistency with continental UUMA, replace the Chapter's 17 year old covenant with continental UUMA Covenant, with the addition of the participation and confidentiality phrases from current Chapter covenant.*

~~The members of the PC Chapter UUMA covenant:~~

- ~~* To serve Unitarian Universalism~~
- ~~* To hold in common a sense of calling, a respect for our profession, a dedication to service, a love of learning, a pledge to self care and a commitment to collegial community~~
- ~~* To be supported and held accountable by our colleagues, to our UUMA guidelines; and to commit ourselves to living out in our personal and professional lives the standards the guidelines contain~~
- ~~* To make conscientious participation in activities of our chapter---retreats, meetings, ordinations, installations---a high priority -- included below in the concluding~~

paragraph of the covenant

* To hold in confidence all personal and professional matters - *included below in the concluding paragraph of the covenant*

~~* To respect our colleagues and our callings by speaking truthfully, thoughtfully, lovingly and carefully to one another, in a timely manner~~

~~* To support and assist one another with generosity of spirit, sharing both our needs and our strengths. (5/00)~~

The members of the Pacific Central chapter of the Unitarian Universalists Ministers' Association,

United in our call to serve the spirit of love and justice through the vocation of ministry in the liberal religious tradition, we, the members of the Unitarian Universalist Ministers Association, covenant with one another:

- To conduct ourselves with integrity, honoring the trust placed in us;
- To embody in our lives the values that we proclaim on behalf of our faith;
- To support one another in collegial respect and care, understanding and honoring the diversity within our association;
- To hold ourselves accountable to each other for the competent exercise of our vocation;
- To use our power constructively and with intention, mindful of our potential unconsciously to perpetuate systems of oppression;
- To seek justice and right relations according to our evolving collective wisdom, and to refrain from all abuse or exploitation;
- To cultivate practices of deepening awareness, understanding, humility, and commitment to our ideals;
- To labor earnestly together for the well being of our communities and the progress of Unitarian Universalism.

As members of this Pacific Central UUMA chapter, we will make conscientious participation in activities of our chapter---retreats, meetings, ordinations, installations---a high priority and will hold in confidence all personal and professional matters. Through fidelity to this covenant and our UUMA Code of Professional Conduct, we aspire to grow in wholeness, and bring hope and healing to the world.

MEMBERSHIP - *Deleted sections are redundant or refer to practices no longer in existence.*

Membership in the ~~PCD-UUMA~~ Pacific Central (PC) chapter of the Unitarian Universalist Ministers' Association is open to members of the continental UUMA residing in the Pacific Central chapter geographic area. ~~PC-UUMA Chapter members are fellowshipped religious leaders who are settled, retired, or in a specialized or community ministry; and those in candidate status with the UUA who have begun or completed an internship.~~ Membership requirements include payment of annual chapter dues and agreement to the covenant and statement of purpose incorporated in these bylaws.

~~Visiting ministers at Starr King School for the Ministry and Pacific School of Religion who are members of the continental UUMA are invited to become Visiting Members of the PC Chapter/UUMA for the duration of their tenure at PSR or SKSM. Visiting members participate in the chapter covenant and are invited to register for chapter retreats during their tenure. Visiting members are not eligible to vote on chapter business. (5/02)~~

~~Membership in the chapter requires agreement with these policies and participation in our collegial covenant. (adopted 5/00)~~

In the spirit of shared leadership, members agree to be willing to serve in leadership and support positions.

~~Members pledge to respect the variety of ministries in which they serve.~~

TERMINATION OF MEMBERSHIP *Changes to align with UUMA*

~~Membership in PCD/UUMA the Pacific Central chapter of the Unitarian Universalists Ministers' Association shall be terminated by request, or by an apparent lack of interest after appropriate personal contact has been made and there is one year of inactivity with the group, when a year has passed since last dues payment, or when the individual is no longer a member of the UUMA.~~

~~By two-thirds majority of a quorum, the chapter may vote to deny membership to, or to remove from membership, a colleague who has violated our Professional Code of Ethics. If a member has violated the UUMA Code of Conduct, action is handled by the continental UUMA. Loss of UUMA membership includes loss of access to all UUMA gatherings and resources.~~

Members who move from the area will be removed from membership unless they request otherwise; if so, they will remain members as long as they continue to pay annual dues.

MEETINGS *Changes to allow flexibility and welcome all UUMA members at chapter events*

The Chapter shall typically gather in retreat format at least two times a year. Business meetings will be held at ~~the Fall and Spring Retreats.~~ at least once a year.

Members of the continental UUMA are welcome to attend chapter meetings.

Non-UUMA members ~~Guests~~ are welcome at chapter events (other than check-ins) by invitation of, or previous arrangement with, the chapter president.

Chapter leadership endeavors to structure events to make them accessible from the varying perspectives of cost, geographic location, event design, special need, days of the week, and length of event.

DUES

Upon recommendation of the Executive Committee, yearly dues are to be established by vote of the membership. Dues reduction due to financial hardship are at the discretion of the Treasurer, in conversation with the President. (10/02) Full scholarship for up to two retreats per year will be offered to the visiting Transylvanian scholar at Starr King School.
(adopted 5/00). ~~Visiting members do not pay dues.~~

LEADERSHIP - *for clarification and updating*

The business and affairs of the Chapter shall be conducted between meetings by an Executive Committee, ~~comprised the officers of the Chapter.~~ of the President, Vice President, Secretary and Treasurer. At the business meeting at the spring retreat, the membership shall elect new people to open positions on the Nominating Committee. Also at the spring retreat business meeting, the Nominating Committee will present a slate of officers for open positions to be voted on. All elected positions must be voted in by a majority vote of a quorum. Members of the ~~PCD~~ UUA Regional staff shall not serve on the Chapter's Executive Committee. (5/03)

VOTING - *for updating*

A quorum shall be one-third the number of dues-paying members of the chapter, in a business meeting called with 30 days' notice. At the discretion of the executive committee, electronic voting may be undertaken between meetings. ~~In accordance with article II Section 1.c and Article XII Section 3 of the UUMA bylaws, Candidate members of the PC Chapter UUMA are welcome at business meeting as non-voting members. No longer included in continental UUMA Bylaws.~~ In the case of multiple candidates those with the most votes are elected. New terms begin on June 1st.

EXECUTIVE COMMITTEE ELECTED OFFICIALS ROLES AND RESPONSIBILITIES - *to simplify, with greater detail included in Job Descriptions found in the Chapter Policies.*

A. The President shall preside at meetings, ~~establish an agenda, appoint any ad hoc committees, convene the Executive Committee as needed, and~~ represent the group chapter to the UUMA. ~~and when possible, at ceremonial functions.~~

B. The Vice President shall facilitate the planning and coordination of the worship and program components of the retreats ~~and other meetings~~ and shall preside in the absence of the President. ~~They will also serve as one of the members on the Grants Committee.~~

C. The Treasurer shall be the chief financial officer of the Chapter. ~~and maintain the membership roll of the Chapter.~~

D. The Secretary ~~position will be covered by a recording and corresponding secretary.~~ shall record minutes for chapter business meetings and Executive

Committee meetings and distribute them, as well as maintain calendar on chapter website and Chapter page on UUMA website.

E. Good Offices ministers shall serve the members of the chapter as minister to ministers. There shall be ~~two or more~~ three people elected to serve in this capacity at all times. (10/02)

F. Continuing Education (~~CENTER~~) Representative shall act as a liaison ~~to the chapter,~~ between the chapter and the continental CENTER Committee, the UUMA Collegial Development Team and other continental UUMA offerings for continuing education, communicating all relevant information and continuing educational opportunities and is responsible for arranging any continuing educations retreats. ~~(10/02)~~ and collaborating with the chapter Vice President about programming needs.

NOMINATING COMMITTEE

G. The Nominating Committee shall ~~be made up of at least three elected members with staggered terms. Their role is to~~ nominate officers individuals for open elected positions and present the slate to the membership at the spring retreat. There shall be at least three elected Nominating Committee members.

TERMS

~~The officers Executive Committee members and the nominating committee and the Continuing Education Representative shall serve for terms of two years. Two or more The good offices persons, and the Nominating Committee members shall serve for a term of 3 years with staggered terms. (10/02)~~

OTHER POSITIONS *no longer relevant*

~~The membership shall join the PCD board and the UUA Department of Ministry in appointing ministerial representatives.~~

PARLIAMENTARY AUTHORITY

The rules contained in the current edition of Robert's Rules of Order shall govern this chapter ~~in all cases to which they are applicable and in which they are not inconsistent with these By-laws and any special rules of order the chapter may adopt.~~ at all business meetings.

AMENDMENTS

These by-laws may be amended by the affirmative vote of two-thirds of the eligible voting members present and voting at any duly called quorate meeting of the chapter, provided that a statement of such proposed amendment or amendments has been included in the call of the meeting.

John Buehrens motioned and JD Benson seconded we approve these changes - passed with one abstention.

10:14 Enthusiasm expressed for important decisions at Spring retreat including a Zoom meeting March 18-20 Sunday afternoon - Tuesday at San Juan Bautista.

10:15 - 10:25 break

10:29 **Job Description streamlining** is an effort of the Exec for the next retreat.

10:30 Budget Update:

Lucy lead us in a conversation about the money we have and our budget.

We collect about \$4200 each year. People who are not at the retreats often don't pay dues. We expect some people not to pay dues. We also get \$500/year from the UUMA continental. We provided 10 scholarships totaling over \$900.

We increased scholarships from \$75 to \$100. Chapter Operations this year was lower due to not having a night at the retreat center before the meeting - we did our business over Zoom instead. \$1000 is proposed for Grants - we haven't been spending our grant money for the last few years. After instituting a process for grants that would include more than California (Nevada and Hawaii), but applications for grants are not very plentiful. Something needs to be done about the grant process. Note: we are talking about 2 \$500 grants.

Would we want to give more aggressive support to aspirants and candidates, and make it just \$100 to come to retreats (instead of scholarships up to \$100)?

Discussion:

Giving money to the Ministerial Formation Network and process in ways informed by our liaison, Christian Schmidt.

Financial hardship scholarships to people seems on mission.

Creating a line item would be easy to do for UUJM.

Inviting seminarians to come for the middle day could be helpful.

If we do want to support people not yet in internship, we might want to consider special groupings especially during check-in needs to be considered.

10:52 Chapter Monies

The chapter raised dues in 2013 - we have been conservative from then to now, we have a prudent reserve even considering that we might need to lose a deposit, just in case, (\$3500 this time, due to something like a local fire). We have a large sum in reserve. We are asking for thoughts about what to do with this. What if we made a big gift versus splitting up the gifts 15 different ways.

Ideas for giving money away: UUMA endowment, Black Lives UU, Disaster Relief Fund, Sponsoring a retreat for the 8-10 ministers of color, aspirants and candidates in our district to have time together with each other here in the PC Chapter.

Continuing Education for Clergy linked with Starr King scholarships possibly?

Challenging gifts - leveraging gifts for a worthy cause - maybe a challenge to our congregations somehow - a chapter initiated multi-congregational effort?

Consider that we want to deepen roots, plant seeds, not just divest quickly.

Starr King has symposium - Meadville has their Winter Institute

Mary is happy to talk on the phone or get e-mails if there are additional thoughts.

11:04 Drafting New Purpose for our Chapter

Are there 3 people who are willing to draft a new purpose for our chapter to add to our by-laws? *Mary Ganz, Elaine Gehrmann, John Buehrens and Sue Magidson.*

11:05 - JD Benson - **Good officers** - she is in the 2nd year of her term. Russ Menk is in his first term, and Leslie Takahashi is working with ministers of color. If there is something coming up, please don't hesitate to call a good officer. Do we have money for good officers to travel? We aim to put something in our policies about that.

11:09 Lindi Ramsden, and Kevin Tarsa for the **Nominating Committee**

Staying open to multiple colleagues serving in one role - as with the co-presidents and co-moderators. They will send out a survey of our interests. Positions available were reviewed - President, VP, Secretary, Nominating Committee, and Good Offices (1). Their report is below.

For the minutes, this is the report of the PCD UUMA Nominating Committee as it pertains to our decision to keep open the option of multiple people serving in a given role.

Dear Colleagues,

Your nominating committee is once again beginning its work on identifying leaders to support the good work of our chapter. As we are gearing up for the year, we want to let you know that we are taking lessons and inspiration from the work of our interim co-Presidents and also our current interim co-Moderators to reconsider how to staff positions in the chapter. In conversation with colleagues last year, we were encouraged to consider having more than one person serve in some of our more time consuming roles. The hope is that this might enable more of us to serve, particularly those of us who have significant family or other responsibilities beyond our local ministries. We are not asking for a policy change at this time, but want you to know that we are staying open to multiple colleagues serving in a given role.

We also plan to send a survey to all of you about your interests, gifts, and skills so please keep an eye open for an emailed survey from your PCD UUMA nominating committee. That survey will include a question about whether having another colleague with you in a shared position would increase your ability to serve.

In faith,
PCD UUMA NomCom

Lindi Ramsden
Sofia Betancourt
Kevin Tarsa

11:12 - JD Benson is liaison to **Pacific School of Religion (PSR)** - 8-9 UUs are there. Primary focus is to be together as UUs, and field questions amongst them. They make good use of taking classes in schools among the Graduate Theological Union (GTU). The Earl Lectures happen every other January at PSR (people come from all over).

11:14 John Buehrens - **Ministerial Formation Network**. Christian Schmidt has been asked by the UUMA to serve as the liaison to the UUMA from our Chapter. This is not yet fully formed, it has been piloted in some places last year. There is an advantage in registering as an aspirant, and then colleagues are made available to them for their ministerial formation. Christian only has 11 people in our area. He has matched 6 individuals with mentors. The other 5 participate in a discernment group that John leads.

11:22 **Starr King Update** Lindi Ramsden - apologies that Rosemary Brae-McNatt can't be here. Note - Elaine Gehrmann is on the board. Lots of changes are happening at the GTU. The Lutherans sold their property to Zaytuna. PSR is selling its housing. Starr King is shoring up financial support, partnerships and enrollment. Dr. Carolyn Ash is working on enrollment. Lindi is moving away from Dean role toward emerging partnerships.

Symposium is the 13 of January - Meg Riley - social media and the online world's impact on social justice. All are welcome, not just students and grads.

Roger Jones is going to be teaching.

Trauma response certifications will be offered in the Spring. This is part of the climate, faith and justice initiative. How do we prepare clergy for ministry in a time of disruption?

Gazala Anwar is a specialist in feminist Koranic scholarship - bringing Islam into UU in ways that authentic and effective - she is an academic resource.

Scholarships - need help identifying excellent students - \$25k scholarship for an incoming student of color. Norma and Davis Lewis scholarship fund is a 3 year full scholarship. Help Starr King bring excellent candidates using these.

11:28 **Important dates:**

January 22-26, Institute, Florida

March 18-20 Spring Retreat - San Juan Bautista

April 27-29 Regional Assembly, Portland

October 16-18 Fall Retreat - IONs

11:29 Mary Ganz - **Faithful Fools** are always available to our congregations. 20th year - doing their first ever internet fundraiser is being matched by Google up to \$10k. If everyone just donated \$10 or \$20, this could make a difference.

11:30 **Contact Information** please check it so we are up to date.

11:31 Torda450.org has information about the 450th anniversary of the Edict of Torda and possibility for travel scholarship to Transylvania.

11:32 Adjourned.