

BUSINESS PROCESS

RULES OF PROCEDURE

At press time the Board of Trustees had not finalized the Rules of Procedure for General Assembly 2021. The Rules of Procedure will be published as a supplement to the Program Book in the GA Participation Portal, the GA App, and online at uua.org/ga/agenda.

BUSINESS MINI-ASSEMBLY

All business of the General Assembly is conducted in General Sessions. Mini-Assemblies offer opportunities in small sessions for delegates to speak on issues, find out more about individual business items before a vote in General Session, and propose amendments to the business item or social witness statement. They are not the place to debate the pros and cons of a proposal. The Board of Trustees may move amendments to business items as a result of discussion in Mini-Assemblies. The 2021 Business Mini-Assembly is scheduled for Wednesday 3:00 p.m. ET / 2:00 p.m. CT / 1:00 p.m. MT / 12:00 p.m. PT.

BYLAW AND RULE AMENDMENTS

Proposed Bylaw and Rule Amendments will be discussed in the Mini-Assembly on Wednesday 3:00 p.m. ET / 2:00 p.m. CT / 1:00 p.m. MT / 12:00 p.m. PT. After the Mini-Assembly, the Board of Trustees consolidates results and formulates any amendments to be proposed.

PROPOSED STATEMENT OF CONSCIENCE

The 2021 GA considers the draft Statement of Conscience titled “Undoing Systemic White Supremacy: A Call to Prophetic Action.” The Commission on Social Witness will receive suggested revisions to the draft Statement of Conscience via email at socialwitness@uua.org until Thursday, June 24 at 5:00 p.m. ET / 4:00 p.m. CT / 3:00 p.m. MT / 2:00 p.m. PT. The Commission will hold a session on Friday at 5:00 p.m. ET / 4:00 p.m. CT / 3:00 p.m. MT / 2:00 p.m. PT to share what local congregations and groups are doing to implement the draft Statement of Conscience (come ready to share as desired). This session will also review suggested revisions to the draft. Delegates will consider the draft Statement of Conscience during General Session IV on Saturday, June 26th at approximately 1:30 p.m. ET / 12:30 p.m. CT / 11:30 a.m. MT / 10:30 a.m. PT. The delegates will vote on any revisions as well as on the statement. Also in General Session IV, the Commission will report out what has been shared regarding what local groups are doing to implement the draft Statement of Conscience.

ACTIONS OF IMMEDIATE WITNESS

Proposed Actions of Immediate Witness (AIWs) must be emailed to socialwitness@uua.org as an attachment in an approved format (RTF, Microsoft Word, or Google Doc) by Wednesday, June 23 at 10:00 p.m. ET / 9:00 p.m. CT / 8:00 p.m. MT / 7:00 p.m. PT. Format guidelines and cover sheet information are available at www.uua.org/action/process/guide/aiw/submitting. A maximum of three AIWs may be discussed and voted on in the General Session. If more than three AIWs are proposed, delegates vote to prioritize which AIWs they would like to discuss through a poll accessed in the GA Participation Portal. Delegates vote to prioritize proposed AIWs in a poll accessed through the General Assembly Participation Portal. The poll opens when the Commission on Social Witness (CSW) announces it during Thursday’s General Session. The poll closes at 12:00 p.m. ET on Friday, June 25. Delegates will vote to affirm up to three proposed AIWs during General Session III on Friday, June 25 at 1:30 p.m. ET / 12:30 p.m. CT / 11:30 a.m. MT / 10:30 a.m. PT. Then on Saturday at 5:00 p.m. ET / 4:00 p.m. CT / 3:00 p.m. MT / 2:00 p.m. PT, the CSW will hold a networking and planning session with breakouts to help attendees learn more and get inspiration for implementing the affirmed statements in their local communities after GA.

BUDGET HEARING

The UUA Finance Committee members and UUA officers will conduct a hearing on the 2021 – 2022 budget on Friday 12:00 p.m. ET / 11:00 a.m. CT / 10:00 a.m. MT / 9:00 a.m. PT. This session offers an opportunity to ask questions about and consider changes to the budget. Motions on the budget must be submitted in writing to moderator@uua.org by 5:00 p.m. on Friday, for consideration Saturday.

AGENDA: ORDER OF BUSINESS

WEDNESDAY, JUNE 23

8:00 p.m. ET / 7:00 p.m. CT / 6:00 p.m. MT / 5:00 p.m. PT

GENERAL SESSION I (1.5 HOURS)

- Call to Order
- Welcome
- Voting Process Review and Practice Vote
- Review and Adopt the Rule of Procedure
- Introduction: Youth & Young Adult Leadership
- Introduction: Systemic Justice Team
- Introduction: Chaplains
- Introduction: Conflict & Covenant Team
- Introduction: Accessibility & Inclusion Team
- Closing Words
- Announcements and Recess

THURSDAY, JUNE 24

1:30 p.m. ET / 12:30 p.m. CT / 11:30 a.m. MT / 10:30 a.m. PT

GENERAL SESSION II (3 HOURS)

- Call to Order
- Opening Words
- Update from the GA Care Teams (Systemic Justice, Conflict & Covenant, Accessibility & Inclusion, and Chaplain Teams)
- Preliminary Credentials Report
- President's Report
- *Widening the Circle of Concern* Annual Update
- Music
- Board Report
- Financial Advisor's Report
- Co-Moderators' Report
- Break
- Commission on Social Witness Report and Announce Actions of Immediate Witness Prioritization Poll is open
- Closing Words
- Announcements and Recess
- Article II Study Commission

FRIDAY, JUNE 25

1:30 p.m. ET / 12:30 p.m. CT / 11:30 a.m. MT / 10:30 a.m. PT

GENERAL SESSION III (3 HOURS)

- Call to Order
- Opening Words
- Update from the GA Care Teams (Systemic Justice, Conflict & Covenant, Accessibility & Inclusion, and Chaplain Teams)
- Award for Distinguished Service to the Cause of Unitarian Universalism I
- President's Award for Volunteer Service
- Music
- Award for Distinguished Service to the Cause of Unitarian Universalism II
- Break
- Rules Review
- Voting Process Review
- Present c tions of Immediate Witness Prioritization Poll results, discuss and vote on proposed Actions of Immediate Witness
- Announce Statement of Conscience Poll
- Music
- Discuss and vote on proposed bylaw amendments
- Closing Words
- Announcements and Recess

AGENDA: ORDER OF BUSINESS

SATURDAY, JUNE 26

1:30 p.m. ET / 12:30 p.m. CT / 11:30 a.m. MT / 10:30 a.m. PT

GENERAL SESSION IV (3 HOURS)

- Call to Order
- Opening Words
- Update from the GA Care Teams (Systemic Justice, Conflict & Covenant, Accessibility & Inclusion, and Chaplain Teams)
- Announcement of Election Results
- Unitarian Universalist Service Committee Report
- Beacon Press Report
- Unitarian Universalist Women's Federation Report
- Rules Review
- Voting Process Review
- Discuss and vote on Statement of Conscience: Undoing Intersectional White Supremacy
- Special Collection: Side with Love
- Closing Words
- Announcements and Recess

SUNDAY, JUNE 27

2:45 p.m. ET / 1:45 p.m. CT / 12:45 p.m. MT / 11:45 a.m. PT

GENERAL SESSION V (1.75 HOURS)

- Call to Order
- Opening Words
- Discussion and Vote on proposed responsive resolutions, if submitted
- Music
- Final Report from the GA Care Teams
- Installation of Newly Elected Leaders
- Invitation to GA 2022
- Recognition of All Who Made GA Possible
- Final Credentials Report
- Closing Words
- Adjournment

DRAFT STATEMENT OF CONSCIENCE

Undoing Systemic White Supremacy: A Call to Prophetic Action

1 Seeking universal justice and equity, we call upon the Unitarian Universalist Association and
2 Unitarian Universalist individuals and congregations/groups to actively engage in undoing
3 systemic white supremacy in all of its manifestations. Systemic white supremacy refers to
4 the embedded, institutional, and pervasive nature of racism, white privilege, and racial bias
5 and oppression in our society. We acknowledge the impact of systemic white supremacy is
6 intersectional, meaning it impacts people differently across race, income/class, gender, age,
7 ethnicity, immigration status, sexual orientation, religion, ability, and more. (1) As Unitarian
8 Universalists, we decry the ways in which the intersectional impact of systemic white supremacy
9 divides our human family by privileging some groups over others and thereby generating
10 resistance to the common goal of universal equity and justice. Systemic white supremacy is
11 a direct affront to every one of our principles. (2) Most egregious, we are losing lives of Black,
12 Indigenous, and People of Color all across this nation—from long-standing ills of police violence,
13 to hate crimes, to emerging crises of the pandemic—due to the evil of systemic white supremacy.
14 Therefore, as Unitarian Universalists we must engage in urgent action to confront the moral crisis
15 of our time:

- 16 • Engage with the movement, in our communities and nation, to heal the evil of racism. A
17 vital and dynamic movement to overcome racism and dismantle systems of supremacy
18 is rising across our nation, and as Unitarian Universalists we must contribute to this
19 momentum. We can fortify this movement for justice by participating in and organizing
20 social action to denounce injustices such as police brutality, theft of native lands,
21 environmental racism, mass incarceration, cruel responses to immigration, restricted
22 reproductive rights, transphobia, lack of health care and education, and more. We can join
23 in action outlined in the GA 2020 Actions of Immediate Witness (“Address 400 Years of
24 White Supremacist Colonialism” and “Amen to Uprising: A Commitment and Call to Action”).
25 Acting for justice in these important movements, we must be vigilant to the manifestations
26 of systemic white supremacy. We must not only observe and affirm this movement, but
27 engage in bold action with and support of people on the front lines. Actions can include
28 street protest; advocacy; resource sharing; local, regional, and national campaigns;
29 letter-writing; community asset building; and more. The key is organizing with strategic
30 accountability while building sustainable communities of resistance.
- 31 • Carry forward the recommended healing actions conveyed in “Widening the Circle of
32 Concern”: As with other complex and embedded social problems, undoing systemic white
33 supremacy requires multifaceted, long-term efforts for change. This includes not only
34 engaging in action beyond the denomination, but also internal work within the denomination
35 to overcome the ways in which systemic white supremacy is woven into our group
36 cultures, interpersonal relationships, and individual ingrained biases. This call affirms the
37 wealth of knowledge and vital guidance detailed in the UUA Commission on Institutional
38 Change report, “Widening the Circle of Concern”. Unitarian Universalist organizations
39 and individuals are called to implement the recommendations in this report as a means to
40 release ourselves from the limits of systemic white supremacy, which are embedded in our
41 structures and habits, so as to allow Unitarian Universalists to live our shared values more
42 fully and freely.

DRAFT STATEMENT OF CONSCIENCE

- 43 • Build relationships across boundaries of privilege and oppression. Through the lens of
44 intersectionality, we understand how systemic white supremacy breeds the lie of division.
45 From unequal access to housing, to poverty, healthcare barriers, and environmental
46 degradation, we all suffer. Yet when one group seeks help for a problem such as racism,
47 another oppressed group that is a member of the dominant race may feel that the roots
48 of their own suffering will not be addressed. We believe systemic white supremacy is
49 embedded in all oppressions in the U.S. Unitarian Universalists must forge relationships
50 beyond boundaries of privilege and power as we struggle for justice for all oppressed
51 people while continually focusing on the vital work of undoing systemic white supremacy.
52 There are myriad groups to partner with on anti-racism, including groups like Black Lives
53 Matter, Black Lives of Unitarian Universalism (BLUU), Black Youth Project, Diverse and
54 Revolutionary Unitarian Universalist Multicultural Ministries (DRUUMM), the Mashpee
55 Wampanoag Tribe, the Movement for Black Lives, the NDN Collective (an Indigenous-led
56 organization), the Poor People’s Campaign, and Standing Rock nation.

57 As Unitarian Universalists living in a time of racialized violence, environmental crisis, and a
58 democracy on the precipice of disaster, we must urgently engage in relationship building, internal
59 growth and transformation, and wider justice action to undo systemic white supremacy and
60 promote universalist equity and justice in our world. May the inspiration and connections on this
61 website serve as a catalyst for your ongoing journey in this vital work.

62 (1) Intersectionality was coined by Dr. Kimberlé Crenshaw to mean “a lens, a prism, for seeing
63 the way in which various forms of inequality often operate together and exacerbate each other.”
64 Words of Kimberlé Crenshaw in “She Coined the Term ‘Intersectionality’ Over 30 Years Ago.
65 Here’s What It Means to Her Today,” by Kathy Steinmetz, *Time*, 2020.

66 (2) The harms of systemic white supremacy defy the inherent worth and dignity of every person;
67 deny justice, equity, and compassion; reject acceptance of one another with encouragement
68 to spiritual growth; prevent free and responsible meaning-making; undermine democratic
69 participation and rights of conscience; mock the goal of world community of peace and justice;
70 and disrespect our interdependence. In short, they are a direct affront to every one of our
71 principles.

PROPOSED BYLAW AMENDMENTS

Underlining indicates insertion; [brackets indicate deletion.]

1. TIMELINE FOR SUBMITTING ACTIONS OF IMMEDIATE WITNESS

Rationale: Requested by the Commission on Social witness. This communication method for submitting Actions of Immediate Witness does not require attendance at the opening session of General Assembly.

72 **Section 4.16. Additions to the Agenda of Regular General Assemblies.**

- 73 (a) Non-substantive items related to greetings and similar matters may be admitted to the agenda by
74 a regular General Assembly.
- 75 (b) Actions of Immediate Witness
- 76 (1) A General Assembly Action of Immediate Witness is one concerned with a significant action,
77 event or development, the timing or specificity of which makes it inappropriate to be addressed
78 by a UUA Statement of Conscience pursuant to the Study/Action process.
- 79 (2) No more than three General Assembly Actions of Immediate Witness may be admitted to the
80 agenda of a regular General Assembly.
- 81 (3) The motion to admit each General Assembly Action of Immediate Witness ruled eligible is not
82 debatable, but an opportunity for a two-minute statement of advocacy to the General Assembly
83 for each eligible action by one of its sponsors prior to any such motion shall be provided.
84 Admission of a General Assembly Action of Immediate Witness shall be by a two-thirds vote.
- 85 (4) Affirmation of a General Assembly Action of Immediate Witness shall be by a two-thirds vote.
- 86 (5) Actions submitted pursuant to this Section 4.16(b) must be in writing and filed with the Chair of
87 the Commission on Social Witness or the Commission's designee by the deadline established
88 by the Commission and announced **[at the opening session of the General Assembly] on**
89 **the UUA website and through UUA communications.**
- 90 (c) Responsive Resolutions may be admitted to the agenda of a regular General Assembly and
91 acted upon.
- 92 (1) A Responsive Resolution is a resolution made in response to a substantive portion of a report
93 by an officer or committee reporting to a regular General Assembly.
- 94 (2) Affirmation of a Responsive Resolution shall be by two-thirds vote.

2. TIMELINE FOR CAMPAIGNS FOR MODERATOR AND PRESIDENT

Rationale: Shortens election campaigns for Moderator and President to make the process more accessible to a wider range of candidates. Modernizes language on campaign timelines to reflect the current realities of campaigning and communication.

95 **Section 9.5. Nomination of President and Moderator.**

- 96 (a) President. The Presidential Search Committee shall submit no fewer than two nominations for the
97 office of President for an election at the end of a presidential term or for a special election. The
98 report of the Presidential Search Committee shall be announced by **[February 1] November 15**
99 of the year before the General Assembly at which there is to be a presidential election, except in
100 the case of a special election, in which case the report of the Presidential Search Committee shall
101 be announced by December 10 of the year before the election.

PROPOSED BYLAW AMENDEMENTS

Underlining indicates insertion; [brackets indicate deletion.]

102 (b) Moderator. The Board of Trustees shall submit one or more nominations for the office of
103 Moderator for an election at the end of a Moderator term or for a special election. The report of
104 the Board of Trustees shall be announced by [February 1] November 15 of the year before the
105 General Assembly at which there is to be a Moderator election, except in the case of a special
106 election, in which case the report of the Board of Trustees shall be announced by December 10 of
107 the year before the election.

108 Section 9.6. Nomination by Petition.

109 (a) For Moderator and President. A nomination for the office of Moderator or President, for a
110 regular or special election, may be by petition signed by no fewer than fifty certified member
111 congregations, including at least one congregation from three of the regions of the Association. A
112 certified member congregation may authorize the signing of a petition only by vote of its governing
113 board or by vote at a duly called meeting of its members. Such a petition shall be filed with the
114 Secretary of the Association, only in such form as the Secretary may prescribe, not later than
115 February 1 of the year of the election and not earlier than the preceding [March] December 1.

116 (b) For other Elective Positions. A nomination for any elective position, for a regular or special
117 election, may be by petition signed by not less than fifty members of certified member
118 congregations, with no more than ten signatures of members of any one congregation counted
119 toward the required fifty. A separate petition, in form prescribed by the Secretary, shall be filed for
120 each nomination not later than May 1 of the year of the election and not earlier than the preceding
121 October 1. A petition for nomination to the Board of Trustees must designate the position number
122 for which the person is being nominated.

123 Rule G-9.13.7. Length of Campaigns for President and Moderator.

124 (a) Private planning for campaigns [Campaigns] for President and Moderator, such as strategic,
125 organizational or communications meetings, shall not begin earlier than October 1 [may
126 appropriately begin with small campaign committee organizational meetings and mass
127 mailing letters no earlier than November 1] of the [second] year preceding the election.

128 (b) Active campaigning, including public announcements or communication; virtual or in-
129 person public meetings, rallies, or events; and solicitation of endorsements shall not begin
130 until a nomination has been announced or November 15 [prior to January 1] of the year
131 preceding these elections.

132 (c) [No electioneering (defined as publicly announced meetings, rallies, or exploratory events)
133 of any sort shall occur at the General Assembly two years preceding the elections for
134 President and Moderator. Private meetings about campaign organization that take place
135 outside of General Assembly booked meeting spaces are permissible.] Active campaigning
136 during GA is permitted only during the General Assembly at which the President or
137 Moderator is elected. Active and passive campaigning for President or Moderator during
138 any other General Assembly is prohibited.

PROPOSED BYLAW AMENDEMENTS

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3. PRESIDENTIAL SEARCH COMMITTEE NOMINATIONS

Rationale: Allows the Presidential Search Committee to submit a single candidate or multiple candidates, in parallel with the language for Moderator nominations. Rather than requiring competition between candidates which can be costly and unnecessarily divisive, this gives the Presidential Search Committee more flexibility based on the pool of candidates. Note this amendment does not change the ability for additional candidates to run by petition.

139 Section 9.5. Nomination of President and Moderator.

- 140 (a) President. The Presidential Search Committee shall submit **[no fewer than two] one or more**
141 nominations for the office of President for an election at the end of a presidential term or for a
142 special election. The report of the Presidential Search Committee shall be announced by February
143 1 of the year before the General Assembly at which there is to be a presidential election, except in
144 the case of a special election, in which case the report of the Presidential Search Committee shall
145 be announced by December 10 of the year before the election.
- 146 (b) Moderator. The Board of Trustees shall submit one or more nominations for the office of
147 Moderator for an election at the end of a Moderator term or for a special election. The report of
148 the Board of Trustees shall be announced by February 1 of the year before the General Assembly
149 at which there is to be a Moderator election, except in the case of a special election, in which case
150 the report of the Board of Trustees shall be announced by December 10 of the year before the
151 election.

4. TIMELINE FOR PRESIDENT-ELECT TO TAKE OFFICE

Rationale: Creates flexibility for transition time once a new President is elected, if it is needed. This time might be used to allow the President-elect to rest after a campaign, move their household, say goodbye to their congregation or employer, or make initial decisions about their administration at the UUA. Should this amendment pass, the Board of Trustees will adopt a rule defining how the Board will set the start date in collaboration with the President-elect.

152 Section 8.3. Term of Office.

- 153 (a) Elected Officers. The elected officers shall be elected at a regular General Assembly. **The**
154 **President shall take office no later than 45 days after the close of such General Assembly.**
155 **All other officers [and]** shall take office immediately after the close of such General Assembly.
- 156 (1) President. The President shall serve for a term of six years and until their successor is
157 elected, **[and] qualified and takes office**. No President shall serve more than one term; and
158 any partial term of more than two years served by reason of appointment and/or election to
159 office pursuant to subsection 8.7(a) below shall be considered a full term for purposes of this
160 subsection.
- 161 (2) Moderator. The Moderator shall serve for a term of six years and until their successor is
162 elected and qualified. No Moderator shall serve more than one term; and any partial term of
163 more than two years served by reason of appointment and/or election to office pursuant to
164 subsection 8.7(a) below shall be considered a full term for purposes of this subsection.
- 165 (3) Financial Advisor. The Financial Advisor shall serve for a term of three years and until their
166 successor is elected and qualified. No Financial Advisor shall serve more than two successive

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167 terms; and any partial term of more than two years served by reason of appointment and/
168 or election to office pursuant to subsection 8.7(a) below shall be considered a full term for
169 purposes of this subsection.

170 (b) Appointed Non-salaried Officers. The appointed non-salaried officers shall serve for one or more
171 terms of two years and until their successors are appointed and qualified.

5. GA REGISTRATION REQUIREMENTS

Rationale: Creates flexibility to change the registration structure for GA delegates and business sessions, as the UUA considers different approaches to General Assembly in future years. This flexibility will allow the UUA to create a sustainable approach to General Assembly while also making it as easy as possible to participate in GA business sessions as a delegate. Should this amendment pass, the Board of Trustees will adopt a rule defining how registration terms for General Assembly and delegate participation will be set.

172 **Rule G-4.9.8. [Payment of Registration Fee] Registration.**

173 All delegates, alternates and trustees must **[pay a registration fee] register** in order to be admitted to
174 the floor and vote at the General Assembly.

6. RELIGIOUS EDUCATION CREDENTIALING LEVELS

Rationale: Requested by the Religious Education Credentialing Committee, to create more flexibility in the terms and levels of religious education credentialing (as defined in the RECC's rules).

175 **Section 12.4. Religious Education Credentialing Levels.**

176 The Religious Education Credentialing Committee shall adopt rules related to levels of religious
177 education credentialing, **[as follows: religious education credentialing includes Credentialed**
178 **Religious Educator – Associate Level status, credentialed religious educator status, and**
179 **Credentialed Religious Educator – Master Level status as determined by action of the Religious**
180 **Education Credentialing Committee.]**

181 **ARTICLE V Committees of the Association.**

182 **Section 5.11. Board of Review.**

183 (a) Members. The Board of Review shall consist of eight members, as follows:

184 (1) Three members who are ministers, each of whom at the time of election is in full ministerial
185 fellowship with the Association and has held such fellowship continuously for the preceding
186 seven years; and

187 (2) One member who is a Credentialed Religious Educator **at the highest level granted by the**
188 **Religious Education Credentialing Committee [- Master Level];** and

189 (3) Four members who are not ministers or credentialed religious educators, each of whom at the
190 time of election is a member of a certified member congregation and has been a member of
191 one or more such congregations for not less than three years as an officer or a member of the
192 governing bodies of one or more such congregations

PROPOSED BYLAW AMENDEMENTS

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193 (b) Election and Term. Each term shall be eight years. At each regular General Assembly held in an
194 odd-numbered year there shall be elected one person who is neither a minister nor a credentialed
195 religious educator. At each regular General Assembly held in an odd-numbered year there shall
196 be elected either a minister, as described in subsection (a)(1), above, or a Credentialed Religious
197 Educator at the highest level granted by the Religious Education Credentialing Committee
198 [– Master Level] as described in section (a)(2) above. After serving a term in office, a member
199 shall not be eligible for re-election until after an interim of at least eight years.

200 **ARTICLE VII Committees of the Board of Trustees**

201 **Section 7.13. Religious Education Credentialing Committee.**

202 The Religious Education Credentialing Committee shall consist of seven members as follows:

- 203 (a) three members, none of whom is a parish minister, minister of religious education, community
204 minister, a credentialed religious educator, or a director of religious education, appointed by the
205 Board;
- 206 (b) one member who is a parish minister or community minister, appointed by the Board;
- 207 (c) one member who is a minister of religious education, appointed by the Board;
- 208 (d) one member who is a Credentialed Religious Educator at the highest level granted by the
209 Religious Education Credentialing Committee [– Master Level], appointed by the Board; and
- 210 (e) one member nominated by the Board of the Liberal Religious Educators Association and
211 appointed by the Board of Trustees.

212 The Committee shall have jurisdiction over religious education credentialing with the Association as
213 provided in Article XII thereof. The Board of Trustees shall designate a person who is not a member of
214 the committee to be its Executive Secretary and keep its records.

CANDIDATES FOR ELECTION

Board of Trustees position #8 (3-year term; vote for one)



Rev. Sam Trumbore is a life-long Unitarian Universalist. He was raised in the Fellowship in Newark, DE, where his parents were both very active in congregational life. In 1877, he moved west to California and became a member of the Palo Alto Unitarian Church before moving to Berkeley to complete his degree in electrical engineering and computer science. While at UC Berkeley he received his call to ministry and eventually entered Starr King School for the Ministry in the fall of 1986.

Rev. Trumbore is no stranger to UUA leadership. In 1994, he accepted an appointment to the Electronic Communication Committee, serving as chair. This group helped the UUA begin to use email and get its first web pages up. Sam also served as chair of the Open UUA Committee for several years working with the Board to encourage it to have open meetings, post agendas for its meetings, and be much less insular.

Rev. Trumbore recognizes that the Board position he is running for is contested. He welcomes the opportunity to discuss in more depth the concerns that the 5th Principle Project is raising.



Jay Kiskel has dedicated his time and talent to Unitarian Universalism for many years, including serving on the board of his home congregation, the Mid-South District, The Mountain (UU affiliated retreat center in NC), and as president of the Universalist Convocation. He is a member of the UU History & Heritage Society with a specialty in Southern UU history. He also provides technical web support for the UUHHS and Dictionary of UU Biography websites. Jay is keenly interested in reinvigorating democracy in the governance of the Association. He advanced his candidacy by petition for a UUA board position so that GA delegates will have an opportunity to cast a ballot in the selection of our national leadership team.

Board of Trustees position #3 (3-year term)



Rev. Elizabeth Mount serves as the minister at the First UU Church of Indiana, PA, and of the Florence UU Fellowship in Florence, OR. They are a graduate of Meadville Lombard Theological School and received ministerial fellowship in 2018. They served the UUA on the Journey Toward Wholeness Transformation Committee from 2015-2019, engaging in anti-racism and antioppression work to further the inclusive capacity of our faith. Prior to entering seminary, Elizabeth was a community organizer on environmental justice, immigration rights, and language justice projects in Western North Carolina, the Appalachian coal fields, and the highlands of Guatemala. Elizabeth has worked as a religious professional in children's Religious Education and with Young Adult and Youth communities and maintains professional memberships with both LREDA and the UUMA, believing that Faith Formation is a lifelong process and a core piece of building religious community.

Elizabeth claims networking and building community connections as their self-identified "super power," and knows that as a Board member this ability to find connecting points for collective work will be a significant strength. They have a strong lifelong grounding in UU theology and history, and work to inspire and to make our ideals as Unitarian Universalists real and practical for the world we live in today.

CANDIDATES FOR ELECTION

Board of Trustees position #6 (3-year term)



JeKaren Olaoya (she/her) is a life long UU and Georgia native who started her service in the UU community as a Nurse Caregiver and then Interim Director of Religious Education (DRE) at High Street Church in Macon, GA. She went on to serve a variety of congregations as DRE in Modesto, CA, Fremont, CA, and Alameda, CA, and currently serves as Congregational Administrator of the UU Congregation of Rockville in Rockville, MD. She currently holds a Masters in Nonprofit Leadership and Management from Arizona State University and is a seminarian in the Master of Divinity program at Starr King School for the Ministry. She also serves Beloved Conversations as a part-time Communications Coordinator. JeKaren lives in Gaithersburg, MD with her schnauzer mix, Maysee Moon.

Commission on Appraisal (6-year term)



Adrian Graham has been a member of the First Unitarian Church of Baltimore since 2003, where he has served as a Board Trustee, Board Officer, member of most if not all of the church's ministerial committees, and has taught RE for children, youth, and adults. He is a lover of human culture, especially as manifested through food, music, language, and religious expression. Considering himself a "Uvangelist," Adrian has served as Director of Communications & Membership at the Unitarian Universalist Congregation of Rockville since 2016, and is a member of the Unitarian Universalist Association of Membership Professionals and the interfaith Religion Communicators Council. He is an Aspirant to Unitarian Universalist ministry, currently pursuing a Master of Divinity degree at Wesley Theological Seminary in Washington, D.C., where he is completing two years of service as a Representative on the WTS Student Council, and two years of service on the Student Board of the Washington Theological Consortium.

Financial Advisor (1-year term)



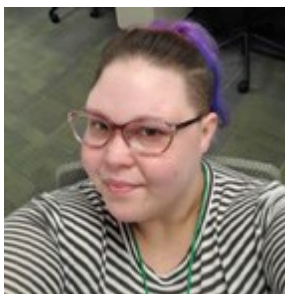
Lucia Santini Field is a Managing Director of Boston Trust & Investment Management Company and Walden Asset Management, and is the president of the Boston Trust & Walden Funds. She previously served as chief operating officer and has worked for the companies since 1982. She manages equity and balanced portfolios for both institutional and individual clients and incorporates clients' environmental, social, and governance considerations into their portfolios.

Lucia served on the board of the Unitarian Universalist Service Committee (2009–2015) and the Church of the Larger Fellowship (2006–2013). Lucia also served on the UUA Moderator's Ad Hoc Committee on Socially Responsible Investing (SRI), which resulted in the establishment of the permanent SRI Committee in 2000, and subsequently served on the SRI Committee. She served on the Investment Committee of the UUA from 1998–2006 and on the board of the Liberal Religious Charitable Society (LRCS) from 2000–2004 and again from 2014 until LRCS donated all of its assets to the UUA and they were invested in the Common Endowment Fund.

Lucia and her husband Bruce reside in Wrentham, MA, and are members of the UU Church in Attleboro, MA. Lucia is passionate about economic and environmental justice, family, Unitarian Universalism, and horses.

CANDIDATES FOR ELECTION

General Assembly Planning Committee (4-year term)



Chelsea Surfus (C or no pronouns) is a lifelong UU raising the next generation of UUs. Chelsea has been serving on the GA Planning Committee for four years, and is looking forward to what the future holds for the UUA and GA. In C's free time C watches every true crime documentary available and tends to a garden with C's two children and two cats.

Nominating Committee



Tim Atkins (he/him/his) serves as the Director of Lifespan Religious Exploration for the First Unitarian Church in Oklahoma City. He has previously served as the Director of Lifespan Religious Education at Cedar Lane Unitarian Universalist Church in Bethesda, MD and the Morristown (NJ) Unitarian Fellowship. He previously served as a UUA Trustee, on the UUA Appointments Committee, with the Church of the Larger Fellowship as its Director of Social Media, and as a youth advisor and Religious Education teacher at his former home congregation in Atlanta. He spends his spare time writing, playing board games, trying to change the world, and attempting to

reason with his cat Dorothea and his new cat Theodore. (2-year term)



Rev. Danielle Di Bona has served Unitarian Universalism for 30 years and is the 2018 recipient of the Award for Distinguished Service to the Cause of Unitarian Universalism. In her retirement, she serves as the Palliative Care Chaplain at South Shore Hospital in Weymouth, MA. She has served as a member of the UUA Nominating Committee and on the UU Women's Federation board. She is the former President of the Diverse and Revolutionary Unitarian Universalist Multicultural Ministries (DRUUMM), and continues to serve DRUUMM as Chaplain. Rev. Di Bona also serves on the Board of the Church of the Larger Fellowship. She is a Chaplain to

the UUA Board of Trustees and Finding Our Way Home. (1-year term)



Cristy Cardinal (she OR they) is a third year Masters of Divinity student at Starr King School for the Ministry, and is interning at the Unitarian Universalist Church of Vancouver. Her home congregation is First Unitarian Universalist Congregation of Ann Arbor, MI, where she was forthrightly evangelized into Unitarian Universalism by the Rev. Gail Geisnehainer (now retired). Her theological interests include liberation theology, queer theologies, and helping folks heal from religious trauma. She lives in Ypsilanti, MI. (3-year term)