

Report of the Task Force on Board Representation and Restructuring

Jan. 19, 2011

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Our Vision for the Board:

The Board of Trustees of the UUA will be a Board of visionary leaders whose task it is to embody a vision of the growth and development of Unitarian Universalism in a changing world.

It will be a Board that is culturally competent and accountable to historically marginalized groups, faithfully synthesizing the highest aspirations and practical concerns of Unitarian Universalism.

It will be a Board for moral, spiritual and numerical Growth: a majority of the Board should have concrete linkages to the growing edges of Unitarian Universalism -- communities and people with whom we believe Unitarian Universalism can and should expand and flourish.

Its role will be to forge and refine our strategic vision inspiring congregations, organizations and individuals to new ministries, new organizations and new spiritual growth.

It will work in covenant with the President to evaluate the staff and its performance to ensure that our resources and energies are effectively used to meet our vision.

1. The UUA board shall consist of thirteen members, with eleven at-large members, a Financial Advisor, and a Moderator. At-large members and the Financial Advisor are elected for three-year terms, with four elected each year at the General Assembly. The Moderator is elected as set forth in the Bylaws Article IX, Section 9.5(b). Board members may serve two consecutive terms.
2. At the time set for the adoption of these changes, terms of Board members already serving will be set to expire at the next General Assembly. The Board will determine from among current members, four members who will be elected to a two-year term. The Nominating Committee will select an additional eight

candidates to run for election: Four for a one-year term, four for a three-year term. These candidates may or may not be current members of the Board.

3. The Board will be accountable to the General Assembly by annually reporting its efforts to achieve broadly diverse representation in the input that informs its deliberations.

Our Vision for the Nominating Committee:

The Nominating Committee will consist of nine members, and will serve as the leadership development committee for the Association, identifying, recruiting and developing new leaders for the Association.

It will systematically look for potential leaders from unexpected places and previously unrepresented/under-represented groups, recognizing that organizations are not transformed until their leaders are transformed.

It will be a centripetal force, drawing energy and talent from the margins of the Association into the Center. The Nominating Committee will be creating a pipeline of future leaders.

1. The Nominating Committee will nominate one candidate for each open Board seat each year. Each of the open positions will be elected individually, rather than as a slate.
2. Candidates for the Board may also be nominated by petition. Nominations by petition must file for a specific seat.
3. In the case of a vacancy, the Nominating Committee will recommend a candidate to be appointed by the Board.
4. The Nominating Committee will be responsible for proposing nominees for all association wide offices, with the exception of President and Moderator. This proposal does not affect procedures for electing these positions, set forth in the Bylaws Article IX, Section 9.5 (a) and (b).
5. The members of the Nominating Committee will serve three-year terms. As terms expire, new members will be chosen in the following manner.
 - a. The President will chose one member per year.
 - b. The Moderator will choose one member per year.

- c. The Board of the UUA will choose either one or two members per year, after the President and Moderator have selected their appointees, in order to ensure that the Nominating Committee represents the full diversity of the Association, especially in regard to historically marginalized communities, but also balancing amongst size of congregation, lay and ordained, geography, age, and gender, among others.
 - d. Should a position become vacant, the board will fill unexpired terms.
- 6. Members of the Nominating committee will serve three-year terms. They shall be eligible to serve two consecutive terms.
- 7. The Nominating Committee will develop a transparent process of consultation with groups and organizations including those traditionally underrepresented in Unitarian Universalist leadership, to help inform the nominating process.