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CONGREGATIONS

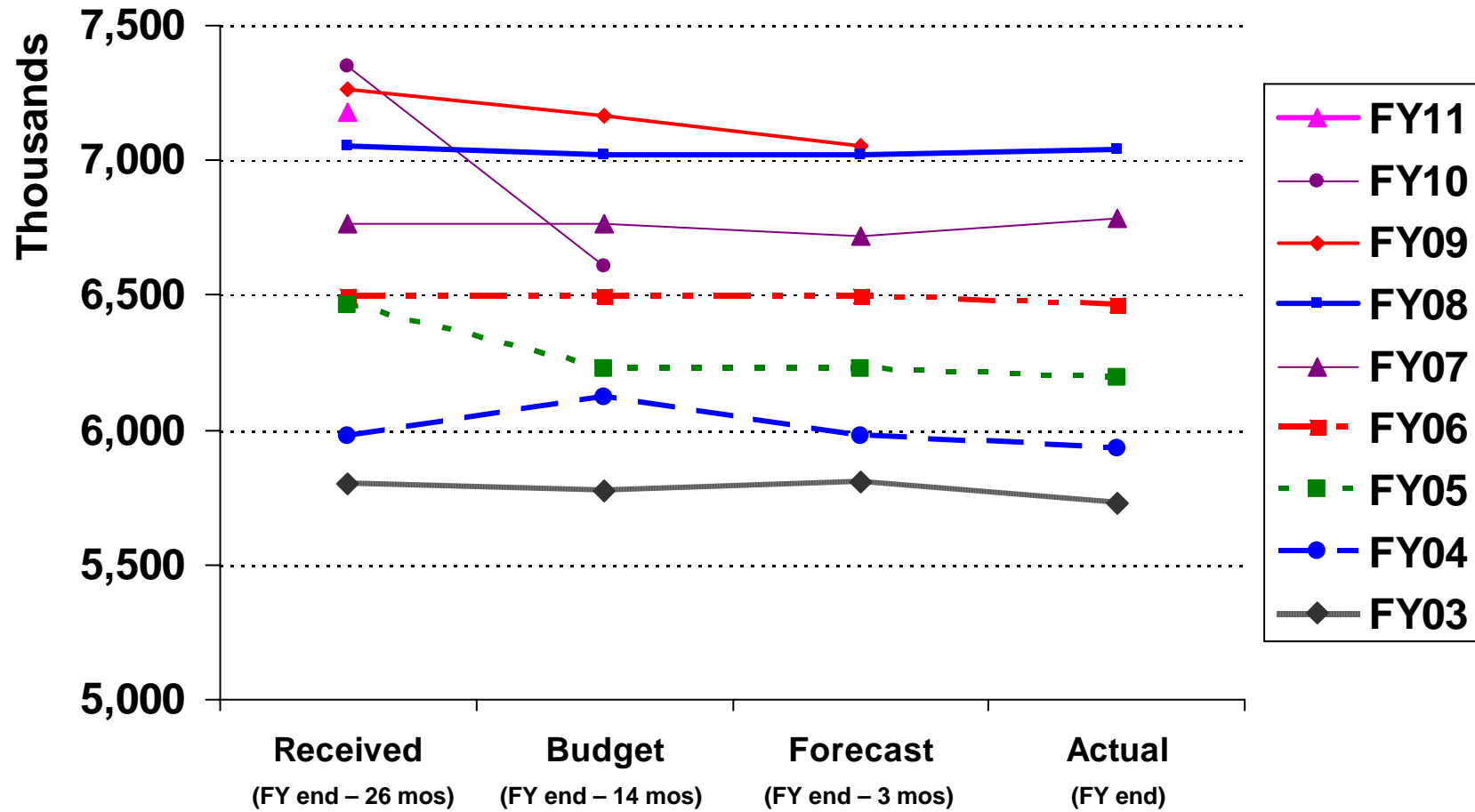
Financial Advisor's Presentation to UUA Board of Trustees

Dan Brody

April 2009

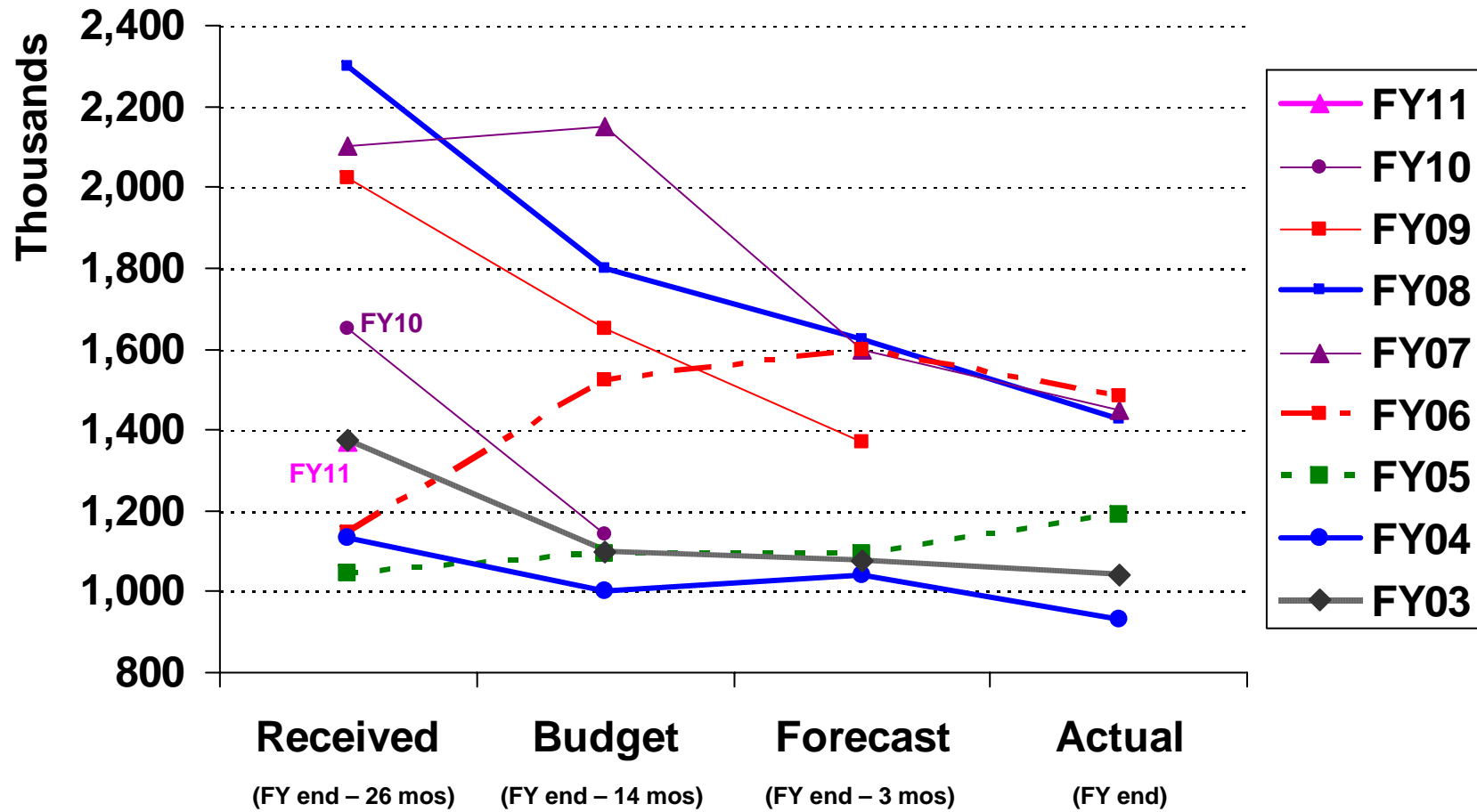


Annual Program Fund



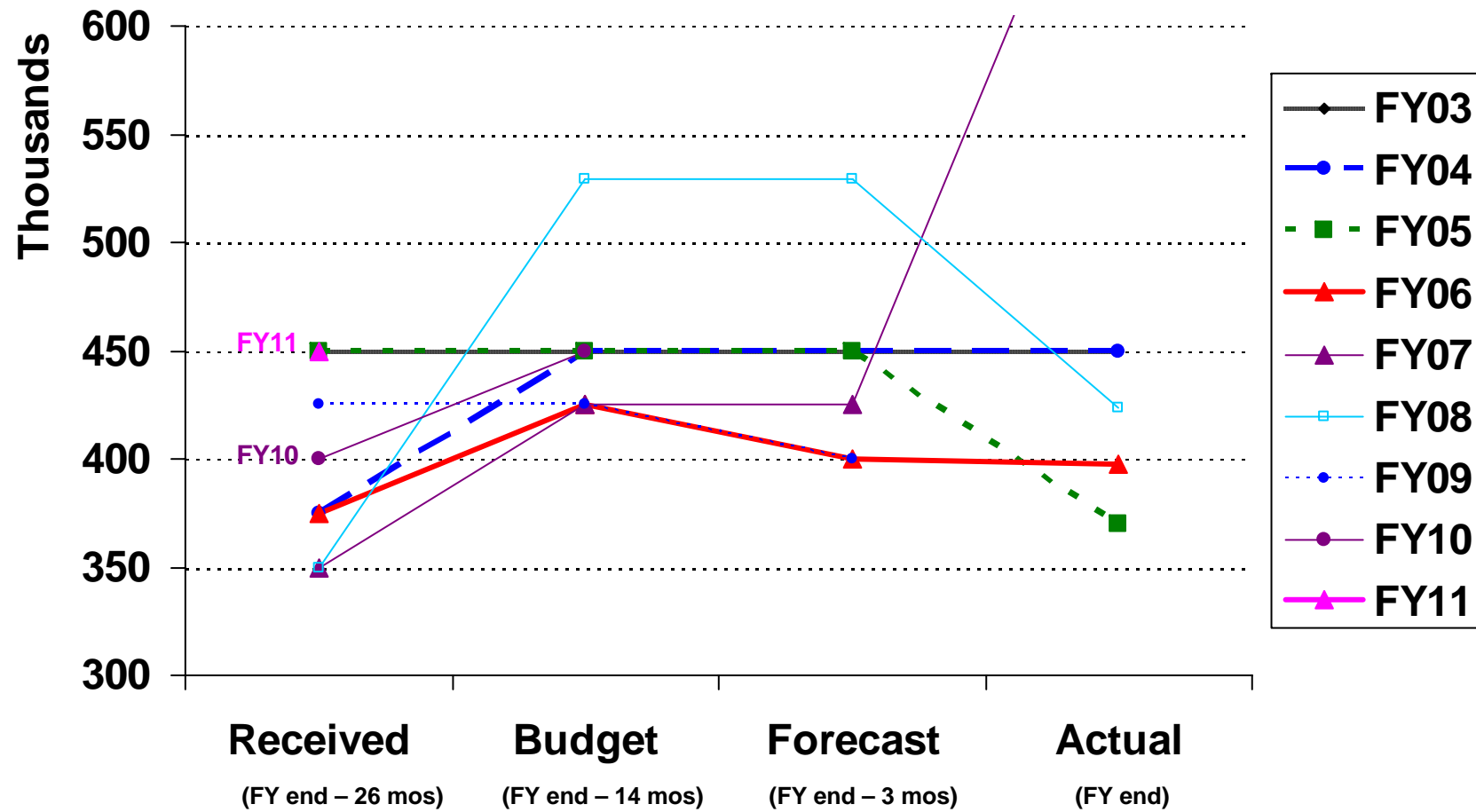


Friends of the UUA





Unrestricted Bequest Income



Audit Committee Motions



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- Conflict of Interest Policy
- Whistleblower Protection Policy
- Both policies have been approved by UUA counsel Ned Leibensperger

Conflict of Interest Policy



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- Applies to trustees, staff, committee members
- Annual disclosure required by trustees, senior staff, committee members
- Board to decide on conflicts involving trustees and board or elected committees
- President to decide on conflicts involving staff



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Conflict of Interest Policy: Details

- Limits on service by UUA employees on governing bodies of other organizations
- Limits on employment by UUA of present or former trustees
- Limits on acceptance of gifts
- Board of Trustees authorized to sanction or remove board or committee members who violate policy
 - would require bylaws change

Whistleblower Protection Policy



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- Policy Goals:
 - To discourage improper activities
 - To encourage reporting of improper activities
 - To assure that complaints are investigated promptly and thoroughly
 - To discourage retaliation against whistleblowers
- Based on model policy from Council on Foundations

Whistleblower Policy: Reporting



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- Employees encouraged to use normal reporting and grievance procedures
- President directed to establish Whistleblower Reporting System
 - May be used by employees, trustees, committee members, all others
 - May be managed by third-party vendor
 - Moderator informed of all reports

Whistleblower Policy: Concerns about Ministers



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- Reporting system used only for concerns about actions “taken in the role of UUA trustee, employee, or volunteer”
 - Other complainants referred to MFC
- If action is taken against a minister, note placed in minister’s file
- If concern raises issues of “unprofessional or unbecoming conduct,” President to refer concern to MFC

Whistleblower Policy: Other Provisions



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- Audit Committee notified of the filing of any concern about accounting issues
- Moderator and Audit Committee notified of the resolution of all complaints
- Ban on retaliation against whistleblowers
- Confidentiality protected as possible
- Board of Trustees authorized to sanction or remove board or committee members who violate policy
 - would require bylaws change



Future Agenda Items

- Health insurance plan
- Investment policy and SRI
- Internal rent allocations
- Conflict of interest and whistleblower policies
- Paying for future capital campaigns
- Endowment spending policies
- Financial reporting and chart of accounts
- Use of bequest income
- Audit committee
 - Compliance with state planned giving rules
- LRCS
- Asset management
 - Debt management
 - Cash management
 - Short-term investments in UUCEF
 - Facilities renewal
- ... and more