

## Final Agenda for General Assembly 2023

Prepared by the UUA Board of Trustees - May 22

The Final Agenda includes the following items for delegates to discuss and vote on at General Assembly 2023 (GA), per UUA Bylaws Section 4.14:

- Rules of Procedure
- Business Resolution – Complete Divestment from the Fossil Fuel Industry and Subsequent Reparations
- Proposed Revision of Article II

Also included in this packet is the order of business and information on the UUA Presidential election, as well as the competitive election for the UUA Nominating Committee. Note that other types of business items, such as Actions of Immediate Witness, may be added to the Final Agenda during GA.

### Voting

Delegates will vote on Final Agenda items through the online Delegate Platform, which will verify their credentials. To access the Delegate Platform, delegates can use an electronic device, such as a computer, tablet, or smartphone. In Pittsburgh, PA, computer terminals will be available in the David L. Lawrence Convention Center near the General Session Hall for onsite delegates to vote. During GA, there will be a daily ballot link on the Delegate Platform with the items up for discussion that day. The ballot will open after the day's General Session has ended and remain open until 10:00 pm ET, or later if extended by the Moderator. Ballots for mini-assemblies prior to GA which require voting will open during the mini-assembly and remain open until twenty-four hours after it ends. All delegates may vote on all ballots, regardless of whether they attended the General Session or mini-assembly when the item was discussed.

### Amendments and Mini-Assemblies for Regular Business Items

Delegates may submit amendments to items on the final agenda through the amendment submission form on the Delegate Platform (UUA Bylaws Rule 4.18.5).

Each delegate may submit no more than three amendments in total for regular business items, inclusive of amendments for both the Rules of Procedure and the Business Resolution. **Amendments for these items must be submitted by 5:00 pm ET on June 1.**

Amendments to regular business items must meet the following standards to be considered:

1. They must address the same topic and goal as the item they are amending;
2. They cannot reverse or invalidate the item;
3. They must match the structure of the UUA Bylaws and Rules; and
4. They cannot conflict with other rules, bylaws or adopted statements.

Delegates will vote on any submitted amendments at the online mini-assemblies:

- Rules of Procedure  
June 5 at 7:00 pm ET
- Business Resolution: Complete Divestment from the Fossil Fuel Industry and Subsequent Reparatons  
June 10 at 4:00 pm ET

Amendments that receive support from at least 50% of delegates voting in the mini-assemblies for the Rules of Procedure (June 5) and the Business Resolution (June 10) will be considered during GA. The Delegate Platform will post the link to each mini-assembly Zoom meeting and the ballot to vote on amendments. The ballot will open during the mini-assembly and remain open until twenty-four hours after it ends, or longer if extended by the Moderator.

### **Amendments and Mini-Assembly for the Proposed Revision of Article II**

Delegates may submit amendments to the Proposed Revision of Article II through the amendment submission form on the Delegate Platform (UUA Bylaws Rule 15.1.1).

Each delegate may submit no more than one amendment for the Proposed Revision of Article II. Amendments submitted by 11:59 pm PT on June 5, will be reviewed for priority consideration during General Assembly. ***All amendments for the Article II proposal must be submitted by the Article II mini-assembly which begins at 12:30 pm ET on Thursday, June 22.***

Amendments to the Proposed Revision to Article II must meet the following standards to be considered:

1. They must apply to only a single section of the Article II proposal;
2. They must match the structure of the UUA Bylaws and Rules; and
3. They cannot conflict with other rules, bylaws or adopted statements.

The mini-assembly for proposed revisions to Article II will take place June 22 at 12:30 pm ET (virtual meeting). This will be an opportunity for discussion and presentation of amendments. Amendments to the Proposed Revision of Article II do not require a vote at the mini-assembly. Instead, per Article XV, Section C-15.1, (c) (3) (ii), "The Moderator, in consultation with the chair of the study commission, the parliamentarian and legal counsel shall prioritize proposed amendments for consideration by the General Assembly."

*These procedures were approved by UUA Secretary Bill Young.*

# AGENDA: ORDER OF BUSINESS

## WEDNESDAY, JUNE 21

7:30 p.m. ET/6:30 p.m. CT/5:30 p.m. MT/4:30 p.m. PT

### General Session I (1.5 hours)

- Call to Order
- Welcome
- Business Review and Voting Process Video
- Presenting the Rules of Procedure
- President's Award for Volunteer Service
- Angus H. MacLean Award for Excellence in Religious Education
- Unitarian Universalist Service Committee Report
- Unitarian Universalist Women's Federation Report
- Introduction and Welcome to International Leaders
- Introductions
  - Youth & Young Adult Leadership
  - Systemic Justice Team
  - Safety Team
  - Chaplains
  - Conflict & Covenant Team
- Accessibility & Inclusion Team
- Reflection
- Closing Words
- Announcements & Recess

## THURSDAY, JUNE 22

2:30 p.m. ET/1:30 p.m. CT/12:30 p.m. MT/11:30 a.m. PT

### General Session II (3 hours)

- Call to Order
- Opening Words
- Update from the GA Care Team
- Preliminary Credentials Report
- Reflection
- Co-Moderator / Board Report
- Break
- Presentation of Article II and Discussion of Amendments
- Music
- President's Report
- Commission on Social Witness Presents Actions of Immediate Witness
- Closing Words
- Announcements & Recess

## FRIDAY, JUNE 23

2:30 p.m. ET/1:30 p.m. CT/12:30 p.m. MT/11:30 a.m. PT

### General Session III (3 hours)

- Presidential Candidate Forum
- Break
- Call to Order
- Opening Words
- Update on the Results of Yesterday's Ballot
- Update from the GA Care Team
- Reflection
- Discussion of Amendments to Article II
- Discussion of Amendments to Business Resolution: "Complete Divestment from the Fossil Fuel Industry and Subsequent Reparations"
- Closing Words
- Announcements & Recess

# AGENDA: ORDER OF BUSINESS

## SATURDAY, JUNE 24

2:30 p.m. ET/1:30 p.m. CT/12:30 p.m. MT/11:30 a.m. PT

### General Session IV (3 hours)

- Call to Order
- Opening Words
- Update on the Results of Yesterday's Ballot and Election Results
- Update from the GA Care Team
- Reflection
- Final Discussion of Article II
- Final Discussion of Business Resolution: "Complete Divestment from the Fossil Fuel Industry and Subsequent Reparations"
- Break
- Discussion of Actions of Immediate Witness
- Responsive Resolutions
- Closing Words
- Announcements & Recess

## SUNDAY, JUNE 25

2:30 p.m. ET/1:30 p.m. CT/12:30 p.m. MT/11:30 a.m. PT

### General Session V (2 hours)

- Call to Order
- Opening Words
- Update on the Results from Yesterday's Ballot and Final Credentials Report
- Final Report from the GA Care Team
- Marking the End of the Presidency of the Rev. Dr. Susan Frederick-Gray
- Final Reflection
- Award for Distinguished Service to the Cause of Unitarian Universalism
- Recognition of All Who Made General Assembly Possible
- Installation of Newly Elected Leaders
- Installation of the new UUA President
- Invitation to General Assemblies 2024 and 2025
- Closing Words & Adjournment
- Music and Celebration!

# RULES OF PROCEDURE

## **PURPOSE:**

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The goals of the Rules of Procedure are:

- Decisions are based on the will of the majority in accordance with UU values, principles, UUA Bylaws and rules. Delegates have the chance to express a range of opinions as part of the decision-making process.
- Delegates know how they can participate in business discussions and voting at General Assembly in a respectful, transparent and inclusive way.
- Business discussions are predictable in order to be accessible and move smoothly, and to make the best use of everyone's time.
- Both online and onsite delegates have equitable opportunities to participate in discussion and voting on business items.

These Rules of Procedure apply to every item on the Final Agenda and are the same for both online and onsite delegates. They include separate rules for items that get added to the Final Agenda during GA. They do not apply to UUA elections, which are governed by separate rules.

As used in these Rules of Procedure, the term "Moderator" applies to any individual or team who is appointed by the Board of Trustees to lead or facilitate the business discussion process, unless otherwise specified.

## **RULE 1: ADOPTING AND CHANGING THESE RULES OF PROCEDURE**

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The first thing the General Assembly must do is adopt these Rules of Procedure. The Assembly will do this at the first General Session. Delegates may not debate or amend the Rules of Procedure before they are adopted. The Rules of Procedure require a 2/3 majority vote to pass.

If any proposed changes to the Rules of Procedure receive sufficient support at a mini-assembly prior to General Assembly (per UUA Rule 4.18.5), they may be considered after the initial vote to adopt the Rules of Procedure. Proposals to suspend the rules will be considered only if the Moderator believes it is essential for the business of the assembly. Once adopted, the Rules of Procedure require a 4/5 majority vote to be changed or suspended.

## **RULE 2: FINAL AGENDA AND ORDER OF BUSINESS**

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The Final Agenda is set by the Board of Trustees, and the UUA Bylaws define how items can be added to the agenda. All business items listed on the Final Agenda which require a vote will be scheduled for discussion during a General Session. The Board of Trustees or the Commission on Social Witness will introduce the discussion of each item of business. The items of business on the Final Agenda may include:

- Proposed business resolutions
- Proposed changes to Article II of the UUA Bylaws, submitted by the Article II Study Commission under Bylaw Section C-15.1(c) (3)
- Proposed changes to a Bylaw or Bylaw G-Rule
- Proposed Statements of Conscience
- Other motions added during General Assembly.

The flow of discussion will be managed and led by a Moderator who is identified by the Board of Trustees. The Moderator may be a single individual or a team. The Assembly will consider the items on the Final Agenda in the order listed on that agenda. The Moderator decides the order in which amendments to items on the Final Agenda may be discussed.

## **RULE 3: VOTING AND COUNTING VOTES**

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At least 300 accredited delegates representing at least 100 congregations located in at least 10 states or provinces must be present for discussion and voting to begin at General Assembly. When this is true, the Assembly has a “quorum,” per UUA Bylaws Section 4.10. Delegates must log in through the online delegate platform to receive their credentials in order to vote and be counted towards the quorum.

Delegates must vote on an electronic device, such as a computer or smartphone, which can access the delegate platform. Computer terminals will be available near the General Session Hall for onsite delegates to vote.

There will be a daily ballot on the delegate platform which lists the items delegates will vote on that day. Each item on the daily ballot will be scheduled for discussion that day (if discussion is needed). All business items and amendments requiring discussion may only be voted on if they have been able to be discussed in a General Session within the time limit.

The ballot will open once the General Session has ended, and remain open until 10:00 PM ET / 9:00 PM CT / 8:00 PM MT / 7:00 PM PT. The Moderator may extend the time the ballot is open if they determine it is essential for the business of the assembly. The results will be available on-line promptly after balloting is closed.

The UUA Bylaws or these Rules of Procedure specify the percentage of affirmative votes needed for an item of business to pass. Only votes for and against a business item will be counted towards the percentage needed to pass.

The Moderator may ask for a straw poll on any question. Straw polls are not official votes, they are a tool to help the Moderator understand how delegates are currently feeling or thinking.

Delegates may not make a proposal to table (postpone), reconsider, move the previous question (end discussion), or take any other action related to a business item except for those actions identified in these Rules of Procedure, unless permitted to do so by the Moderator.

## **RULE 4: MINUTES**

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The Recording Secretary and UUA lawyers write the minutes of the General Assembly General Sessions, which are the official record of the decisions made. The Board of Trustees will approve the minutes at a future Board meeting.

## **RULE 5: AMENDMENTS TO REGULAR BUSINESS ITEMS**

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Amendments to items on the regular business agenda will be considered if they receive sufficient support at the mini-assembly prior to General Assembly, per Rule 4.18.5 of the UUA Bylaws. Amendments will be scheduled for discussion and voting during a General Session, unless they are incorporated by the Board of Trustees into the final text of the item on the final agenda. Such discussion and voting for amendments will be scheduled as a separate business item at least one day before the item they are amending is scheduled for discussion and vote. This will allow time for approved amendments to be incorporated into the final version of the item. Proposed amendments require a 2/3 majority vote to be approved.

Items added to the Final Agenda during General Assembly, including Actions of Immediate Witness, Budget Motions and Responsive Resolutions, may not be amended.

The Moderator may make exceptions to this rule for technical amendments (these help make things clearer or more consistent but do not change the meaning).

# RULES OF PROCEDURE

## RULE 6: AMENDMENTS AND VOTING ON THE ARTICLE II PROPOSAL

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Amendments to the Article II proposal may be submitted by delegates through the process defined by Bylaws Rule 15.1.1. This requires amendments be submitted through the online delegate platform by the time of the mini-assembly, and a limit of one amendment submission per delegate.

A mini-assembly on the Article II proposal will be held on Thursday, June 22 at 12:30 pm ET / 11:30 am CT / 10:30 am MT / 9:30 am PT. This will be an all-virtual mini-assembly, and the link will be posted on the delegate platform. The mini-assembly will be organized by the Moderator to offer opportunities to present and discuss amendments. No voting will be required.

As an elected officer, the UUA Moderator will decide the order of amendments to be discussed in General Session, in consultation with the Article II Study Commission, parliamentarian and legal counsel, per Bylaws Section C-15.1(c)(3)(ii). The Moderator may choose to combine submitted amendments into one or more combined amendments, in consultation with the delegates who submitted the original amendments. Under these rules of procedure, only amendments which are discussed may be voted on. Proposed amendments to the Article II proposal require a majority vote to be adopted.

The Article II proposal, including any adopted amendments, will be voted on as a single package. This vote will be for preliminary approval. If the proposal receives preliminary approval, it will continue the process for Article II to be further discussed, considered and revised as defined in the UUA Bylaws, with a final vote set for General Assembly 2024. Preliminary approval of the Article II proposal package requires a majority vote.

## RULE 7: HOW TO PARTICIPATE IN DISCUSSIONS

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Delegates speak during the General Session through two lines of speakers, when they are recognized by the Moderator. Tellers designated by the Board of Trustees will monitor each line. Both onsite and online delegates will have the opportunity to speak.

### Pro and Con Lines

The first line is called the **Pro Line**. If a delegate wants to speak in favor of the item being discussed, they can join the Pro Line.

The second line is called the **Con Line**. If a delegate wants to raise a concern about the item being discussed, they can join the Con Line. Only concerns that would keep the delegate from voting in favor of the item being discussed are allowed in the Con Line.

Each delegate may speak only once in the Pro or Con Line on an item of business until everyone else who wants to speak has had the chance.

The Moderator will decide if a comment is appropriate, or “in order,” for each line. The Moderator may also allow other miscellaneous comments if the Moderator thinks it would be helpful to the Assembly.

### Information Desk

Delegates may ask clarifying questions during General Session or raise a procedural concern at the Information Desk. Tellers can relay issues raised at the Information Desk to the Moderator so they can be addressed.

## **RULE 8: TIME LIMITS FOR DISCUSSION**

There will be a time limit for each item scheduled for discussion during a General Session. The Moderator may make small extensions or changes to these time limits to help the meeting move smoothly and remain within the agenda, or to make an ability-based accommodation.

- During discussion time, delegates may speak on the item up for discussion from the Pro or Con line for up to ninety seconds when it is their turn.
- The only time that counts against the time limit is when someone is speaking from the Pro or Con Line. Time spent by members of the Board of Trustees or Commission on Social Witness explaining the business being discussed does not count against the time limit.
- The Moderator will try to divide the time between Pro and Con speakers equally, and will alternate between speakers in the Pro and Con lines for both onsite and online delegates.

### **Time Limits**

- Regular business items which were added to the Final Agenda prior to General Assembly will have a discussion time limit of 20 minutes. This includes proposed bylaw changes, business resolutions, congregational study/action issues, and statements of conscience.
- Amendments to a regular business item under Rule 5 will be discussed in an order determined by the Moderator. The sponsor of each amendment will have up ninety seconds to present their amendment with additional Pro/Con discussion time as determined by the Moderator. The overall time limit to discuss amendments for each regular business item will be 9 minutes.

- Amendments to the Article II proposal under Rule 6 will be considered in the order decided by the Moderator. The sponsor of each amendment will have up to ninety seconds to present their amendment, with additional Pro/Con discussion time as determined by the Moderator. There may be a total of 9 minutes to discuss each amendment. The overall time limit for amendments to the Article II proposal will be 45 minutes per General Session in which these amendments are on the agenda.
- The Article II proposal package will have a discussion time limit of 35 minutes.
- Actions of Immediate Witness, Budget Motions and Responsive Resolutions will have a discussion time limit of 10 minutes. The overall time limit for budget motions and responsive resolutions combined will be 30 minutes.
- If time for an item scheduled on the agenda is not needed, the Moderator may choose to add unused time to the overall discussion time limit of another item in the same General Session.

### **Close of Discussion**

Discussion on a business item ends when the time limit is up, or when no one is waiting to speak in either the Pro or Con line. The Moderator may end the discussion before the time limit if one of the Pro or Con lines has no one waiting to speak.



# RULES OF PROCEDURE

## RULE 9: BUDGET MOTIONS

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A **Budget Motion** is a request to consider a change in the amount of money in an area of the UUA operating budget. Any motion to spend more money in one area must also say which area(s) of the budget will receive less money equal to the amount of the requested increase. All Budget Motions must include a title, and text of up to 200 words explaining the requested change. The UUA Financial Secretary or Treasurer may provide commentary to delegates on any Budget Motion. Budget Motions will be reviewed by the UUA Board of Trustees to ensure the proposed motion meets the requirements stated above (see UUA Bylaws Rule 10.1.4). These motions are non-binding.

A discussion about the budget for 2023–2024 will take place online on Friday, June 23, at 12:30 PM ET / 11:30 AM CT / 10:30 AM MT / 9:30 AM PT. Any delegate can submit a Budget Motion to be added to the Final Agenda, and all submissions must be made in writing. Delegates may submit Budget Motions through a form on the delegate platform. Budget Motions will be reviewed by UUA legal counsel to ensure they meet the qualifications for consideration.

The deadline to submit 2023–2024 Budget Motions is 5:30 PM ET / 4:30 PM CT / 3:30 PM MT / 2:30 PM PT on Friday, June 23. Budget Motions require a 2/3 majority vote to be affirmed.

## RULE 10: RESPONSIVE RESOLUTIONS

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Per UUA Bylaw Rule 4.16.2:

*Responsive resolutions are brief, advisory statements that express the sentiment of the delegates. They must be in response to a substantive portion of a report by an officer or committee reporting to a regular General Assembly. Responsive resolutions are not binding and do not set policy for the Association. They may not act as a substitute for other types of business items, such as business resolutions, budget motions, study/action issues, bylaw amendments, or actions of immediate witness. The Moderator will determine whether a proposed responsive resolution may be added to the final agenda under this rule.*

Any delegate can submit a **Responsive Resolution** to be added to the Final Agenda, and all submissions must be in writing. All Responsive Resolutions must include a title and body text of up to 200 words.

Delegates may propose Responsive Resolutions through the form on the delegate platform. The deadline to submit Responsive Resolutions is 5:30 PM ET / 4:30 CT / 3:30 MT / 2:30 PT on Friday, June 23, 2023. Responsive Resolutions require a 2/3 majority vote to be affirmed.

## RULE 11: ACTIONS OF IMMEDIATE WITNESS (AIWs)

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An **Action of Immediate Witness** (AIW) is, per Bylaw 4.16(b), a statement about a significant action, event, or development in the world that needs immediate engagement and action from UU member congregations and groups. The process for submitting an AIW, including criteria for eligibility, is set by the Commission on Social Witness (CSW) and published online: <https://www.uua.org/action/process/planning-aiw-ga>.

Per the UUA Bylaws, up to three AIWs can be considered by the General Assembly. If more than three proposed AIWs are eligible, the CSW will follow its published process which may include a delegate poll.

### Discussion and voting on AIWs

Delegates must vote on whether to add each proposed Action of Immediate Witness to the Final Agenda in order to discuss and consider it.

- Only AIWs that have been put forward by the CSW through its selection process may be admitted to the final agenda.
- The sponsor of each proposed Action of Immediate Witness has two minutes to speak in favor of it before the Assembly votes to admit it to the Final Agenda.
- The motion to add a proposed Action of Immediate Witness to the Final Agenda is not otherwise debatable and requires a 2/3 majority vote to pass.
- If the motion to admit fails, the AIW will not be considered.

Delegates will discuss and vote separately on each Action of Immediate Witness which is admitted to the final agenda. AIWs require a 2/3 majority vote to be affirmed.

## RULE 12: PRECEDENCE OF THE BYLAWS AND RULES

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If these Rules of Procedure and the Bylaws or Rules of the UUA are in conflict, the Bylaws and Rules of the UUA take precedence. If these Rules of Procedure do not address an issue that arises, the Bylaws and Rules of the UUA will be the basis of any decision.

## RULE 13: END OF BUSINESS

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The final business session of General Assembly 2023 ends at 4:30 PM ET / 3:30 CT / 2:30 MT / 1:30 PT on Sunday June 25, 2023.

# PROPOSED REVISION TO ARTICLE II

## Unitarian Universalist Association Bylaws and Rules

### 1 **Article II Purposes and Covenant**

#### 2 **Section C-2.1. Purposes.**

3 The Unitarian Universalist Association will devote its resources to and use its organizational  
4 powers for religious, educational, and humanitarian purposes. Its primary purposes are  
5 to assist congregations in their vital ministries, support and train leaders both lay and  
6 professional, to foster lifelong faith formation, to heal historic injustices, and to advance our  
7 Unitarian Universalist values in the world.

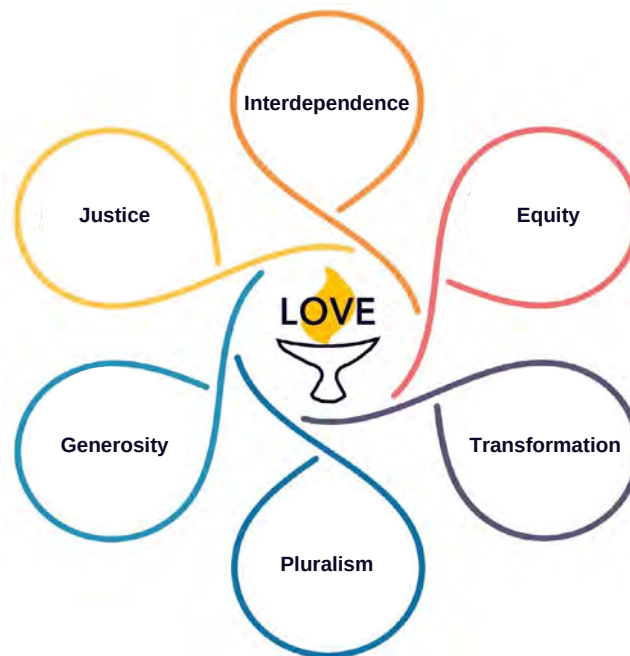
8 The purpose of the Unitarian Universalist Association is to actively engage its members in the  
9 transformation of the world through liberating Love.

#### 10 **Section C-2.2. Values and Covenant.**

11 As Unitarian Universalists, we covenant, congregation-to-congregation and through our  
12 association, to support and assist one another in our ministries. We draw from our heritages of  
13 freedom, reason, hope, and courage, building on the foundation of love.

14 Love is the power that holds us together and is at the center of our shared values. We are  
15 accountable to one another for doing the work of living our shared values through the spiritual  
16 discipline of Love.

17 Inseparable from one another, these shared values are:



18 Image Description: This image is of a chalice with an overlay of the word love over the flame,  
19 with six outstretched arms that create a circle around each of the core values and form a six  
20 petal flower shape. Each arm is a different color and clockwise they are: Interdependence  
21 (Orange), Equity (Red), Transformation (Purple), Pluralism Dark Blue), Generosity (Teal), and  
22 Justice (Yellow).

# PROPOSED REVISION TO ARTICLE II

- 23 **Interdependence.** We honor the interdependent web of all existence.  
24 We covenant to cherish Earth and all beings by creating and nurturing relationships of care  
25 and respect. With humility and reverence, we acknowledge our place in the great web of life,  
26 and we work to repair harm and damaged relationships.
- 27 **Pluralism.** We celebrate that we are all sacred beings diverse in culture, experience, and  
28 theology.  
29 We covenant to learn from one another in our free and responsible search for truth and  
30 meaning. We embrace our differences and commonalities with Love, curiosity, and respect.
- 31 **Justice.** We work to be diverse multicultural Beloved Communities where all thrive.  
32 We covenant to dismantle racism and all forms of systemic oppression. We support the use of  
33 inclusive democratic processes to make decisions.
- 34 **Transformation.** We adapt to the changing world.  
35 We covenant to collectively transform and grow spiritually and ethically. Openness to change  
36 is fundamental to our Unitarian and Universalist heritages, never complete and never perfect.
- 37 **Generosity.** We cultivate a spirit of gratitude and hope.  
38 We covenant to freely and compassionately share our faith, presence, and resources. Our  
39 generosity connects us to one another in relationships of interdependence and mutuality.
- 40 **Equity.** We declare that every person has the right to flourish with inherent dignity and  
41 worthiness.  
42 We covenant to use our time, wisdom, attention, and money to build and sustain fully  
43 accessible and inclusive communities.
- 44 **Section C-2.3. Inspirations.**  
45 As Unitarian Universalists, we use, and are inspired by, sacred and secular understandings  
46 that help us to live into our values. We respect the histories, contexts and cultures in which  
47 they were created and are currently practiced. These sources ground us and sustain us in  
48 ordinary, difficult, and joyous times. Grateful for the religious ancestries we inherit and the  
49 diversity which enriches our faith, we are called to ever deepen and expand our wisdom.
- 50 **Section C-2.4. Inclusion.**  
51 Systems of power, privilege, and oppression have traditionally created barriers for persons  
52 and groups with particular identities, ages, abilities, and histories. We pledge to replace  
53 such barriers with ever-widening circles of solidarity and mutual respect. We strive to be  
54 an association of congregations that truly welcome all persons who share our values. We  
55 commit to being an association of congregations that empowers and enhances everyone's  
56 participation, especially those with historically marginalized identities.
- 57 **Section C-2.5. Freedom of belief.**  
58 Congregational freedom and the individual's right of conscience are central to our Unitarian  
59 Universalist heritage.  
60 Congregations may establish statements of purpose, covenants, and bonds of union so long  
61 as they do not require that members adhere to a particular creed.

## Complete Divestment from the Fossil Fuel Industry and Subsequent Reparations

*Submitted by Petition*

62 WHEREAS, we as Unitarian Universalists are grounded in love and guided by our fundamental  
63 principles that uphold the worth of every living being; call for justice in human affairs; support the right  
64 of conscience and the democratic process; support a world community with peace and liberty for all;  
65 declare respect for the interdependent web of existence; and dismantle racism and other oppressions,  
66 and

67 WHEREAS, the Earth's systems among which we make our homes are threatened and destabilized by  
68 rising sea levels, warming average temperatures, the acidification of oceans, the depletion of nutrients  
69 in our soils, the pollution of land, air and water; and

70 WHEREAS, people living at the intersection of multiple systems of oppression, including people of  
71 color, poor people, disabled people, queer people and young people are disproportionately exposed  
72 and vulnerable to environmental injustice; and

73 WHEREAS, the impending and ongoing collapse of these ecological systems will fundamentally  
74 change the lives of our children, our children's children, our children's children's children, and so on;  
75 and

76 WHEREAS, the Intergovernmental Panel on Climate Change (IPCC) has found that emissions of  
77 Carbon Dioxide contribute dominantly to global climate change, and

78 WHEREAS, greenhouse gasses are released "by burning fossil fuels and by certain industrial and  
79 resource extraction processes" such as fracking, offshore drilling, boring, and mining, and

80 WHEREAS, we are capable of accepting responsibility for our actions and making decisions that both  
81 align with our integrity and secure a just and livable future for coming generations; and

82 WHEREAS, the Unitarian Universalist Association (UUA) has a long history and a current practice of  
83 investing in stocks and bonds through the UU Common Endowment Fund (UUCEF), which includes the  
84 endowment funds of the UUA and of many UU congregations and affiliates, and

85 WHEREAS, the UUCEF is managed by the UUA Investment Committee, and the UUA Chief Financial  
86 Officer & Treasurer, under the advisement of the UUA Board of Trustees, and

87 WHEREAS, the guidelines for socially responsible investment of the UUCEF state that "The UUA seeks  
88 to avoid companies that... contribute in significant ways to climate change;" and

89 WHEREAS, in 2014, the UUA General Assembly voted in support of the Business Resolution on  
90 Fossil Fuel Divestment that "calls upon the UUA to cease purchasing securities of CT200 companies  
91 as UUCEF investments immediately" and "to continue to divest its UUCEF holdings of directly-held  
92 securities of CT200 companies, reaching full divestment of these companies within five years," and

93 WHEREAS, divestment can be defined as, for the purpose of this business resolution, the public full  
94 sale of all securities in a company or industry for ethical reasons, and

95 WHEREAS, the 2014 Business Resolution also states that "the UUA may retain investments in CT200  
96 companies in which it is engaged in shareholder activism seeking environmental justice or transition to  
97 clean and renewable energy," and

# PROPOSED BUSINESS RESOLUTION

- 98 WHEREAS, shareholder resolutions are non-binding suggestions that companies are not legally  
99 required to adopt even when passed by a majority of shareholders, and
- 100 WHEREAS, the UUCEF's socially responsible investing guidelines states "The UUCEF also seeks to  
101 promote UU values, including environmental stewardship and social justice, through engagement with  
102 the management teams of companies whose securities it holds", and
- 103 WHEREAS, despite the policy stating that the UUA may retain its investments in CT200 companies but  
104 will cease purchasing further securities, the UUCEF has purchased at least an additional 7,421 shares  
105 of ConocoPhillips stock since 2014, and
- 106 WHEREAS, despite the clear guideline to promote "environmental stewardship and social justice,"  
107 the UUCEF used its approximately \$537,320 investment in ConocoPhillips at the time of January  
108 2021 to vote in favor of a purchase of over 200,000 acres of oil producing land in Texas, expanding  
109 Conocophillips oil production in order to increase its stock value and produce wealth, at the cost of the  
110 environmental and human impacts, and
- 111 WHEREAS, the 2014 Business Resolution only specified divestment from Carbon Tracker 200 (CT  
112 200) companies, not the fossil fuel industry as a whole or its financiers, and
- 113 WHEREAS, the 2014 Business Resolution was a necessary and radical move towards fossil fuel  
114 divestment within our faith, yet it allowed the exceptions noted above (retaining investments in fossil  
115 fuel companies where the UUCEF is engaged in shareholder activism, and only calling for divestment  
116 from CT200 companies rather than the fossil fuel industry and its financiers), and
- 117 WHEREAS, these exceptions have been exploited by the Chief Financial Officer, and the investment  
118 committees of the UUCEF, under the advisement of the UUA Board of Trustees, to invest the funds of  
119 our congregations and the UUA into all aspects of the fossil fuel industry, including fossil fuel extraction,  
120 fossil fuel infrastructure, fossil fuel finance, and fossil fuel energy companies, and
- 121 WHEREAS, financial vehicles that include commingled funds [such as exchange-traded funds (ETFs),  
122 mutual funds, and hedge funds] do not report their investment portfolio, meaning a pooled fund might  
123 bear the name of a bank but be full of death-dealing fossil-fuel shares, and
- 124 WHEREAS, more than 75% of the fund is invested in these non-transparent pooled investment funds,  
125 and
- 126 WHEREAS, approximately 79% of these pooled investments do not have a socially responsible  
127 investing policy at all (which totals to slightly over 59% of the UUCEF's total portfolio), and
- 128 WHEREAS, as of June 30th, 2022, of the publicly visible investments that are directly managed by our  
129 financial faith leaders, the UUCEF holds an egregious number of shares across the fossil fuel industry,  
130 worth millions in value, and
- 131 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$844,394 in Conocophillips,  
132 a fossil fuel exploration and production company that is ever-expanding its operations, and produced  
133 approximately 1,567,000 barrels of oil and oil equivalents per day in 2021, with over 6,100,000,000  
134 barrels of oil and oil equivalents in its reserves as of 2021, and
- 135 WHEREAS, as of June 30th, 2022, the UUCEF also holds an investment of \$143,108 in Marathon  
136 Oil Corporation, another major oil and gas exploration and production company, which drills for, buys,  
137 and sells oil and natural gas, holding over a billion barrels of oil and oil equivalents in its reserves as of  
138 2021, and

# PROPOSED BUSINESS RESOLUTION

139 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$126,192 in Marathon  
140 Petroleum Corporation, a subsidiary of Marathon Oil Corp which owns the largest oil refinement  
141 operation in the United States with the capacity to refine approximately 2,900,000 barrels of oil per day,  
142 and which also builds oil and gas transportation pipelines, and

143 WHEREAS, as of June 30th, 2022, the UUCEF also holds an investment of \$296,108 in Occidental  
144 Petroleum Corporation, another oil and gas exploration and production company, which has  
145 produced approximately 1,037,000 barrels of oil and oil equivalents per day in 2021, and holds over  
146 3,500,000,000 barrels of oil equivalents in reserve as of 2021, and that also operates in the building of  
147 fossil fuel infrastructure, and

148 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$75,814 in Centennial Resource  
149 Development, another oil and gas production company, which has produced approximately 60,939  
150 barrels of oil and oil equivalents per day in 2021, with 305,204,000 barrels of oil and oil equivalents in  
151 its reserves as of 2022, and

152 WHEREAS, as of June 30th, 2022, the UUCEF also holds an investment of \$103,836 in Valero Energy  
153 Corporation, an oil refinement and marketing company that imports hundreds of millions of barrels of  
154 crude oil a year for its 15 operating petroleum refineries and its diesel plants, and also builds fossil fuel  
155 infrastructure to transport oil and oil equivalents for sale, and

156 WHEREAS, as of June 30th, 2022, the UUCEF also holds an investment of \$31,128 in Chevron  
157 Corporation, another oil and gas exploration and production company which extracted approximately  
158 3,099,000 barrels of oil from the land and sea per day in 2021, and holds over 11,000,000,000 barrels  
159 of oil equivalents in its reserves as of 2021, and

160 WHEREAS, as of June 30th, 2022, the UUCEF also holds an investment of \$18,205 in Murphy Oil  
161 Corporation, another oil and gas exploration and production company that on average produces  
162 167,356 barrels of oil and oil equivalents per day through land and offshore drilling, with approximately  
163 716,000,000 million barrels of oil equivalent reserves as of 2022, and

164 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$123,612 in Devon Energy  
165 Corporation, another oil and gas exploration and production company extracts approximately 572,000  
166 barrels of oil and oil equivalents per day, and holds approximately 209,000,000 barrels of oil equivalents  
167 in its reserves as of 2022, and

168 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$21,976 in Vermilion Energy,  
169 another oil production and exploration company that extracted 84,417 barrels of oil equivalents per day  
170 in 2021, and which holds 302,092,000 barrels of oil equivalents in its reserves as of 2022, and

171 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$14,659 in Suncor Energy Inc,  
172 another oil and gas company which extracted on average 731,700 barrels of oil and oil equivalents  
173 per day in 2021, and which owns and operates Suncor Energy (U.S.A.) Pipeline Company, expanding  
174 destructive fossil fuel transportation infrastructure, and

175 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$7,451 in Exxon Mobil  
176 Corporation, another oil and gas company which extracted 2,289,000 barrels of oil and oil equivalents  
177 per day in 2021 and holds 18,536,000,000 barrels of oil and oil equivalents in its reserves as of 2022,  
178 and

179 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$5,645 in Ring Energy Inc,  
180 another oil and gas production and exploration company which extracted approximately 3,109,108  
181 barrels of oil and oil equivalent per day in 2021, and which holds approximately 77,800,000 barrels of

# PROPOSED BUSINESS RESOLUTION

182 oil and oil equivalent in its reserves as of 2022, and

183 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$28,344 in SM Energy Co,  
184 another oil and gas production and exploration company, which extracted approximately 140,700  
185 barrels of oil and oil equivalents per day in 2021, and which holds 492,000,000 barrels of oil and oil  
186 equivalents in its reserves as of 2022, and

187 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$58,392 in Halliburton,  
188 a hydrocarbon exploration company that operates in over 75 countries across the globe, and is  
189 responsible for the majority of the world's hydraulic fracturing (fracking) operations, which threaten  
190 contamination of water supplies, and

191 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$102,667 in Schlumberger,  
192 the world's largest offshore drilling company, which has a history of perpetuating human rights abuses  
193 linked to inserting mercenary security forces in foreign nations to secure its oil rigs, and

194 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$44,567 in ONEOK, a natural  
195 gas processing, extraction, and pipeline construction company, operating over 37,570 miles of natural  
196 gas pipelines, with an extraction and processing capacity of 1,700,000,000 cubic feet of Natural Gas  
197 per day as of 2022, and

198 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$98,582 in Kinder Morgan,  
199 which owns and operates over 83,000 miles of crude oil, gasoline, diesel, jet fuel, natural gas, and  
200 natural gas condensate gathering and transportation pipelines as of 2022, which it has continued to  
201 expand year after year, and

202 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$61,984 in Baker Hughes  
203 Company, one of the largest oilfields services companies engaging in offshore drilling, with 1,889 of its  
204 crude oil rigs as of October 2022, and

205 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$20,200 in Antero Midstream  
206 Corporation, a natural gas extraction and sales company that produced over 3,000,000,000 cubic feet  
207 of natural gas per day in 2021, which also builds and operates oil and gas pipeline infrastructure, and

208 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$11,457 in Targa Resources  
209 Company, a natural gas extraction processing and sales company that extracted 4,470,300,000 cubic  
210 feet of natural gas and 550,400 barrels of natural gas liquid per day in 2021, transporting it through  
211 approximately 4,900 miles of natural gas and natural gas liquid pipelines, and

212 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$42,961 in CNX Resources  
213 Corporation, a natural gas company engaged in hundreds of operations extracting shale and coalbed  
214 methane natural gas across hundreds of thousands of acres of land, and

215 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$56,324 in Alliant Energy  
216 Corporation, which derives approximately 64% of its revenue from coal and natural gas energy sales,  
217 and

218 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$149,317 in Atmos Energy  
219 Corporation, a natural gas and natural gas liquids only distribution company, which owns and operates  
220 77,620 miles of natural gas pipelines throughout the United States, and

221 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$17,888 in Cenovus Energy Inc,  
222 an oil and natural gas company that builds and operates pipelines through Indigenous lands, and



# PROPOSED BUSINESS RESOLUTION

- 223 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$53,421 in Centerpoint Energy  
224 Inc, an energy company deriving over 99% of its electricity sales from operating coal and natural gas  
225 plants, and
- 226 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$65,850 in Cheniere Energy  
227 Inc, the largest liquified natural gas seller in the United States which loaded 9,269,000 cubic meters of  
228 liquified natural gas for sale in 2021, and
- 229 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$15,536 in Crescent Point  
230 Energy Corporation, an oil and natural gas extraction company pumping hundreds of thousands of  
231 barrels of crude oil out of the land every day, and
- 232 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$52,640 in Duke Energy  
233 Holdings Corp, an energy company deriving the majority of its energy sales from fossil fuels, which  
234 leaked at least 11 metric tons of sulfur hexafluoride into the air in 2020, and
- 235 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$69,857 in Eversource Energy,  
236 an energy company that continues to use majority fossil fuels for its energy production and operates  
237 over ten thousand miles of natural gas pipelines across the U.S. through its subsidiaries, and
- 238 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$202,016 in NextEra Energy  
239 INC, an energy company which derives over 78% of its energy generation from fossil fuel resources,  
240 and
- 241 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$41,321 in DTE Energy  
242 Company, an electricity company deriving approximately 85% of its energy sales from fossil fuel  
243 sources, and
- 244 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$8,932 in NRG Energy Inc, an  
245 energy company that derives approximately 91% of its electricity generation from fossil fuels, and
- 246 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$203,675 in Dominion Energy  
247 Inc, which derives approximately 95% of its energy generation and sales from nonrenewable sources  
248 (one third natural gas, one third oil, and one third nuclear), and
- 249 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$562,937 in JP Morgan Chase,  
250 the world's largest financier of new fossil fuel projects, giving \$382,403,000,000 in loans to fossil fuel  
251 projects over the last five years, and
- 252 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$413,344 in Bank of America,  
253 which gave \$232,011,000,000 in loans to fossil fuel projects over the last five years, and
- 254 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$171,405 in Citigroup, a bank  
255 which gave \$285,370,000,000 in loans to fossil fuel projects over the last five years, and
- 256 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$181,936 in Morgan Stanley, a  
257 financial firm that has invested \$137,287,000,000 in the fossil fuel industry over the last five years, and
- 258 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$171,678 in Goldman Sachs, a  
259 financial firm that has invested \$118,976,000,000 in the fossil fuel industry over the last five years, and
- 260 WHEREAS, as of June 30th, 2022, the UUCEF holds an investment of \$9,227,550 in RBC Global  
261 Asset Management, a mutual fund managed by the Royal Bank of Canada, the 5th largest fossil fuel  
262 investor in the world, which invested \$201,229,000,000 dollars in the fossil fuel industry in the last five

# PROPOSED BUSINESS RESOLUTION

263 years, and

264 WHEREAS, despite the significantly larger numbers shown above, the minimum baseline for an  
265 individual stockholder to file a shareholder resolution is that they must be the beneficiary or owner of a  
266 mere \$2,000 of common stock and only need to have owned that stock for at least one year, and

267 WHEREAS, fossil fuel companies have historically demonstrated that they will not make decisions that  
268 harm their stock value or their ability to accumulate profit regardless of unethical conduct, and

269 WHEREAS, climate change activists within and outside of our faith tradition are urging individuals and  
270 institutions to 'stop the money pipeline' that supports expanding fossil fuel projects, and

271 WHEREAS, in 2020, the UUA General Assembly voted in favor of a business resolution on Embodying  
272 Human Rights in Our Investment Decisions, which stated "Unitarian Universalists should not support or  
273 profit from corporations that are deeply complicit in human rights violations," and

274 WHEREAS, fossil fuel extraction and production contributes to phenomenal loss of life for all human  
275 and non-human beings, including all plants, animals, insects and birds, forests, rivers, and oceans,  
276 fungi, bacteria, and the land itself, and

277 WHEREAS, this land belongs in ancestral and perpetual relationship to Indigenous peoples, nations  
278 and confederacies from whom it was stolen, and

279 WHEREAS, the UUCEF investments in the fossil fuel industry make our faith complicit in the physical,  
280 emotional, psychological, economic and ecological violence against Indigenous people and activists  
281 including people indigenous to southwest Asia and northern Africa, violence which is committed through  
282 police brutality against water protectors at Standing Rock and at Line 3, and through the degradation of  
283 land and destruction of natural resources, and

284 WHEREAS we are inspired by the witness and practice of faith communities such as the Presbyterian  
285 Church (USA), the United Church of Christ, the Quakers, and many Catholic dioceses, and

286 WHEREAS, our ecological futures depend on our collective capacity to practice social, political and  
287 economic models that prioritize life,

288 THEREFORE BE IT RESOLVED THAT THE 2023 GENERAL ASSEMBLY OF THE UUA

289 calls upon the UUCEF to immediately divest from all fossil fuel companies, including the industries  
290 and financial institutions that support fossil fuel projects, and companies that build or own oil fields,  
291 companies involved in hydrocarbon exploration and the building of hydrocarbon exploration projects,  
292 fossil fuel pipeline builders and owners, and all fossil fuel financiers, including but not limited to all  
293 companies that were named in the above WHEREAS statements, and

294 BE IT FURTHER RESOLVED, that the UUCEF will cease purchasing securities of all fossil fuel  
295 companies, including the industries and financial institutions that support fossil fuel projects, and  
296 companies that build or own oil fields, companies involved in hydrocarbon exploration and the  
297 building of hydrocarbon exploration projects, fossil fuel pipeline builders and owners, and all fossil  
298 fuel financiers, including but not limited to all companies that were named in the above WHEREAS  
299 statements, and

300 BE IT FURTHER RESOLVED, this divestment and ceased purchasing of securities from industries  
301 named above will include the investments held in the separate shareholder advocacy holdings portfolio,  
302 and

# PROPOSED BUSINESS RESOLUTION

- 303 BE IT FURTHER RESOLVED, that the UUA will remove all capital from all pooled funds that are unable  
304 to comply with this divestment policy, and
- 305 BE IT FURTHER RESOLVED, that the UUA will commission a study, done by a third party, to  
306 determine the cost and process of transitioning the entirety of the Common Endowment Fund out of  
307 nontransparent, commingled funds, which will be reported in full to General Assembly in 2024, and
- 308 BE IT FURTHER RESOLVED that the UUCEF will return an equivalent value of the securities that were  
309 invested in fossil fuels as of June 30, 2022, or the total value of securities invested in fossil fuels at the  
310 time of the 2023 General Assembly of the UUA, whichever is greater, in the form of reparations to both  
311 the Indigenous tribes and communities who are the ancestral and continued stewards of this land, and  
312 the descendants of enslaved Black and Brown people that were forced to create the physical wealth  
313 of the so-called United States of America, both parties of which have survived the ongoing violence of  
314 racist-capitalist systems which sought to actively destroy them, and
- 315 BE IT FURTHER RESOLVED, that these reparations are not taken out of congregational endowments,  
316 but are taken out of the unrestricted funds available in the endowment of the UUA itself, in a timeline  
317 that is in alignment with the Endowment Payout Policy, and
- 318 BE IT FURTHER RESOLVED that this General Assembly requests that the UUA Board of Trustees  
319 establish a Reparations Task Group of seven UUs who do not serve on the board and who are not  
320 UUA executive leadership (although these parties may participate as non-voting liaisons), who will  
321 form, monitor, and assess the reparations process in line with our shared values and commitments as  
322 Unitarian Universalists, and
- 323 BE IT FURTHER RESOLVED, this task group's membership should comprise a wide spectrum of  
324 leaders, which could include leadership from UU justice-seeking organizations, students, activists,  
325 teachers, community leaders, elders, and/or young people, with a priority given towards those who live  
326 at the intersection of multiple systems of oppression, and
- 327 BE IT FURTHER RESOLVED, that this task group should hold regular public forums that involve  
328 stakeholders in collaborative discernment and conversation about the mechanism and timetable of how  
329 and when reparations will be redistributed, and
- 330 BE IT FURTHER RESOLVED, that a progress report of the reparations task group detailing the status  
331 of this process and its discernment will be provided at least annually beginning in 2024 prior to the  
332 General Assembly, ending only after the reparations process is completed in full, in a manner consistent  
333 with our core values, and
- 334 BE IT FINALLY RESOLVED that this General Assembly encourages Unitarian Universalist  
335 congregations and Unitarian Universalists to review their congregational and personal investments in  
336 order to take action in response to climate change, build community connection and resilience, and pay  
337 reparations to historically exploited communities by divesting their holdings in fossil fuel companies.

## Nominations for Election at General Assembly 2023

*On November 15, 2022, the UUA Presidential Search Committee nominated the Rev. Dr. Sofia Betancourt to be the next President of the UUA. The Nominating Committee submitted a slate of nominees to the Board of Trustees for Board, Committee, and Commission positions on March 15, 2023. One nominee has been added who submitted petitions to run for the Nominating Committee. That candidate is noted below as “candidate by petition.” Delegates vote for candidates through an elections ballot available online through the Delegate Platform. The ballot will open at 9:00 a.m. ET on June 1, and will close at 11:00 p.m. ET on Friday, June 23.*

### **UUA President (6-year term; vote for one)**

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**Rev. Sofia Betancourt** Beloveds, we are called to communal care like never before—to serve one another, to organize for justice, to widen the circle of concern, to collectively imagine new ways forward in community, and to grow spiritually together. Our nation and our denomination are experiencing immense ideological struggles. Our congregations worry for their future existence, and our religious professionals and lay leaders are worn down to the bone. Yet ours is the work of hope in the world, where Unitarian Universalism commits itself to a liberal and liberating message for our time.

I believe in a Unitarian Universalism that draws on its noble heritage of freedom, reason, and justice to be nimble in responding to the needs of our living tradition. While we cannot know what will come in the next six years, we can commit ourselves to radical inclusion, faithful witness, and the embrace of a wide range of voices and leaders for our faith. The good news is we have already begun this important work. Together we will empower youth and young adult leadership, encourage collaboration across our communities and congregations, deepen our theological engagement, and invest in religious leaders of all kinds. All this while dedicating ourselves to the work of justice in the world.

I have served Unitarian Universalism for more than twenty years. During that time, I have witnessed the goodness that comes from our shared labor when we root our efforts in our common values. I have seen this through my work in our congregations, our seminaries, our human rights organizations, and at the highest levels of denominational leadership. I have been humbled by the trust of so many in our movement who have invited me into the work. From elders to children, and especially those pushed to the margins—I could not consider this ministry without the care you have shown me over the years.

I am shaped by leadership that is deeply relational, collaborative, and empowering across our communities of care. Serving as Interim Co-President of the Unitarian Universalist Association alongside the Rev. Bill Sinkford and Dr. Leon Spencer in the spring of 2017 required integrity, shared leadership, pastoral presence, and spiritual depth. It was a time of uncertainty and transition when Unitarian Universalists faced the unknown together, and renewed ourselves by reaffirming the values we hold most dear. I know that we can do so again. We will need each other’s love and compassion, resilience and strength, to model the kind of care in community that is required for justice and liberation to be at the center of our living. This is sacred work.

Communal care. Collaborative leadership. Facing the unknown together. This is how we will reinvest and reimagine a Unitarian Universalism that builds beloved community for all. I am deeply called to serve as the next President of our Unitarian Universalist Association and share in this labor with you. I hope you will visit my campaign website, learn more, and join me in this conversation. I ask for your vote.

# CANDIDATES FOR ELECTION

## Board of Review (fulfill a 4-year term; vote for two)

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**Rev. Jennifer Hamlin-Navias** is a retired minister living in Central New York. She has served as a pastor and as a religious educator along with being a Family Therapist. Previous service to the UUA includes 8 years serving on the Ministerial Fellowship Committee.

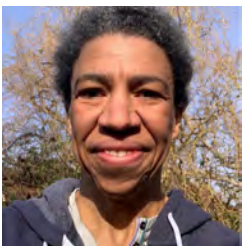


**Charles Williams** is a native of Columbus, Ohio, a veteran of the Vietnam War, and 1974 graduate of Boston College Law School. He is a founding principal in the firm of Williams & Strohm, LLC, Attorneys at Law. He is a member of the Ohio and Columbus Bar Associations, and is admitted to practice in all Ohio courts and the Supreme Court of the United States. Mr. Williams focuses his practice in the areas of condominium and homeowners association law and real estate law, generally. Mr. Williams is a past Chairman of the Real Property Law Committee of the Columbus Bar Association, past President of the Central Ohio

Community Associations Institute, and was a contributing drafter of the condominium reform act of 2004 and the first Ohio homeowner association legislation passed in 2010. Mr. Williams is a Fellow of the College of Community Association Lawyers and has been a frequent lecturer on subjects concerning condominium and homeowner associations. Mr. Williams is co-author of Ohio Condominium Law, published by Thomson Reuters, and is recognized in The Best Lawyers in America. Mr. Williams has served as legal counsel to his church, the First Unitarian Universalist Church of Columbus, for 43 years. He served as Board Chair for his church in 2007-2008, and has served on the Board as a member twice, for a total of 5 years. He has been a member and chair of various committees in the church over his years of affiliation.

## Board of Review (fulfill a 6-year term; vote for two)

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**Rev. Shana Lynngood** is a lifelong Unitarian Universalist (UU) who grew up in suburban Philadelphia. Shana has been a parish minister since 2001, serving three congregations (small, large, and mid-sized) as solo, associate, and co-minister over the years. In addition to serving parishes, Shana has been committed to denominational/ associational service both in the US and Canada. She served on the Ministerial Fellowship Committee (MFC) from 2012 to 2020 including two years as Vice Chair and one year as Chair. Currently, Shana serves as Minister Observer to the Canadian Unitarian Council's

Board of Trustees. She is deeply committed to the work of having our lived faith reflect our highest aspirations of beloved community. She serves as Co-Minister of First Unitarian Church of Victoria, BC, Canada with her wife, Rev. Melora Lynngood. They have two children, ages 17 and 10. When not immersed in ministry, Shana is nurtured and inspired by music, art, poetry, and decades-long friendships.

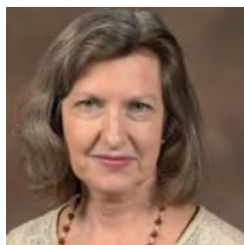


**Kim Diana Connolly** is a UU, mother, friend, activist, lazy gardener, practicing lawyer, tenured law professor, and has been a vegetarian since 1982. A committed UU for decades, she has raised both of her human offspring in the UU faith, one of whom is a Young Adult and one of whom is an active Youth. For over six years, she has been active regionally, and since 2021 has been involved nationally through service at the UUA General Assembly. Kim Diana has training and experience both as a lawyer and a restorative practitioner. Her day job is working as a law professor in the #UBLawResponds

clinical program at the University at Buffalo School of Law at the State University of New York. There, she teaches and supervises students performing service-learning for clients who would otherwise be without a lawyer, and works every day toward an antiracist world that provides access to justice for all.

## Board of Review (8-year term; vote for two)

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**Dr. Sheri Phillabaum** has enjoyed a 20-year career as a UU religious educator and is credentialed with the Unitarian Universalist Association at the master level. She recently retired after fifteen years as Director of Lifespan Religious Education at First UU Church of San Antonio. She is currently the coordinator of the “Adult Digital Literacy through Language Education” initiative at the University of Texas at San Antonio.



**Dr. Anthony Y. Stringer** is a retired neuropsychologist and is Professor Emeritus in the Emory University Department of Rehabilitation Medicine, where he previously chaired the Division of Rehabilitation Neuropsychology. In his professional life, he has been honored by being named a Fellow of both the American Psychological Association and the National Academy of Neuropsychology, and has won many professional awards for his research and teaching. Dr. Stringer is the first African American to become board-certified in neuropsychology and the first to be elected president of the American Academy of Clinical Neuropsychology. Dr. Stringer is the author or editor of eight books and 65 scientific articles and abstracts in his professional specialty. He also is the author of a forthcoming Skinner House book on creating Unitarian Universalist rituals inspired by the cultures of the African Diaspora. Dr. Stringer has been a UU for 35 years. As a lay leader, he served on the Board (six years as President) of the Mountain UU Camp and Conference Center, and co-founded a UU African Percussion Choir that performed at a United Nations Festival and in the Opening Ceremony of the 1996 Olympics. For eight years, Dr. Stringer served as a psychologist on the UUA Ministerial Fellowship Committee, including two years as part of the Executive Committee. Dr. Stringer is currently a lay minister and is the Lead Lay Liturgist for the Unitarian Universalist Congregation of Atlanta. In retirement, he enjoys a broad range of leisure interests including reading, writing, nature photography, art collecting, crossbow target shooting, flat water kayaking, bicycling, chess, and jazz. He lives with his wife of 46 years in Georgia and is the proud father of a daughter who is a UU religious education professional and a granddaughter who is a UU youth leader.

## Board of Trustees position #1 (3-year term; vote for one)

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**Rev. Amanda J. Weatherspoon** had the joy of serving River Road Unitarian Universalist Congregation in Bethesda, MD as their Associate Minister for the last 5 years. Her time on the UUA Nominating Committee (2015 - 2020) allowed her to work closely with the Board of Trustees as well as UUA staff and leadership, giving her insight to the care, dedication, and faithfulness needed to serve our Beloved Community. UUs are diverse and multifaceted, and as our shared faith grows and changes, so do we (or is it the other way around?). Serving on the UUA Board of Trustees will allow her to be connected to those changes — bearing witness to the beauty of evolution and transformation unfolding before us. Rev. Weatherspoon is excited for what our shared faith has to show us and for the ways that we get to shape our faith, together.

# CANDIDATES FOR ELECTION

## Board of Trustees position #2 (3-year term; vote for one)

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**Barbara de Leeuw** is honored to be nominated for a second term on the Unitarian Universalist Association Board of Trustees. She enjoys working with the Bylaws Renewable Team as well as the Governance Policy and Values Alignment (finance) teams. These and other Board teams aspire to work collaboratively with staff in the positive imagining of the UUA. Barbara is inspired by local UUs, who are sharing our message of Beloved Community and caring for each other so each may thrive. Barbara has been President and Vice President of two Rochester, New York congregations, First Unitarian Church, and First Universalist Church. She has experience in organizational restructuring, including bylaw revisions and rewrites, board policies and best practices, and evaluation. She has also served on membership, nominating, audit, Race Advisory, Race, Racism, and Relationships committees. Barbara's past community work includes The Community Foundation of Rochester and the 8 County Region (nominating chair), Planned Parenthood of Western New York (treasurer) and YWCA (local president, national nominating) and currently as board member of Geva Theater Centre. Barbara finds joy in the collective work of good governance. She is the current Moderator of First Unitarian Church Rochester New York. She is also a member of "Building for our Future Together" and facilitates a People of Color (POC) Soul Matters group.

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

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**Bill Young** (he, him) joined the UUA Board of Trustees as a trustee at General Assembly 2020. He also currently serves as UUA Secretary. A UU since 1981, Young has been a member of three congregations including the UU Society: East in Manchester, CT, the Unitarian Society of Hartford in Hartford, CT, and the UU Meeting of South Berkshire in Housatonic, MA. Young has served in numerous congregation and district lay leadership roles. Most recently, before joining the UUA Board of Trustees, he was a member of the UUA Appointments Committee since 2017. Prior to that, Young was President of the Clara Barton District. He has also been a member of the EquUal Access leadership circle and board of directors since 2013. He is a member of the UU Addiction Recovery Ministry Team. Areas in which Young has been most directly involved and is especially interested include congregation-level planning and management, disability matters, lay leadership development, and anti-oppression/anti-racist transformation initiatives.

Young is a Connecticut licensed professional counselor (LPC) and national board-certified counselor (NCC). He currently works with a number of nonprofit behavioral health organizations with a focus on clinical and administrative effectiveness, quality, technology, and governance. Young also serves as chairperson of the board of directors of a large Hartford, CT based nonprofit community health center organization, with a focus on mental health and addiction recovery. Originally from Chicago, Young is married to Martha Page. Martha and Bill share their space with two energetic dogs and senior cat. Bill is a person in long-term addiction recovery and active in community recovery work.

## Board of Trustees position #5 (3-year term; vote for one)

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**John B. Newhall** is currently finishing a Master of Divinity degree at Boston University School of Theology. John entered this program after receiving a Bachelor of Arts in religious studies and film studies from Lawrence University in Appleton, Wisconsin. Their primary academic focus is on research related to religion in early America. As a life-long Unitarian Universalist, John participated in a great number of the Unitarian Universalist Association programs for youth and young adults. Some of these experiences include serving as Worship Coordinator on Youth Caucus staff and participating in programs

like Summer Seminary and Meaning Makers. In college, John attended Fox Valley Unitarian Universalist Fellowship in Appleton, Wisconsin and interned at the UUA in the Office of Outreach. They also formed and ran a campus ministry club for Unitarian Universalists and was a member of the search committee hiring the first Dean of Spiritual and Religious Life at Lawrence University. John is currently a member of First Church in Salem, Massachusetts and has served in a variety of functions from Religious Education instructor to Worship Associate and Board member. They are also a member of the Liberal Religious Educators Association (LREDA), Trans Religious Professional Unitarian Universalists Together (TRUUSt), and the Unitarian Universalist Studies Network (UUSN). On the UUA Board, John has served as Vice-Moderator, liaison to the Commission on Social Witness, on the Governance Working Group, and on the moderation team for General Assembly (the ModSquad). John lives in Salem, Massachusetts with two cats (Loki and Steinway), and works as a used bookseller while pursuing their graduate studies.

## **Commission on Appraisal (fulfill 2-year term; vote for one)**

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**Rev. Carol Thomas Cissel** (CTC) is the Minister of Social Justice & Congregational Development at the Unitarian Universalist Church of Arlington (UUCA), in Arlington, Virginia. She holds a Master of Divinity degree from Pacific School of Religion and a Master of Science in Nonprofit & Association Management from the University of Maryland, University College. Before joining the UUCA congregation, she served UU congregations (as a Settled and Interim Minister, and in other roles) in Pennsylvania, Maryland, California, Washington, Oklahoma and New Jersey. Rev. CTC is currently

the chair of the UUA Commission on Appraisal and serves her colleagues as the treasurer of the Unitarian Universalist Minister's Association (UUMA). CTC is passionate about interfaith activism, seeking justice, crafting exuberant worship, prophetic preaching, travel, and small-batch bourbon. A fan of thrillers and contemporary poetry, she also loves day hikes and live music in small venues (blues, folk, classic rock, and a bit of country). Rev. CTC finds joy in collecting the masterworks of Native American and First Nations Peoples artists, rooting for the Washington Nationals, parenting two amazing adult children, and stealing kisses from her delicious grandsons as often as she can.

## **Commission on Appraisal (fulfill 4-year term; vote for one)**

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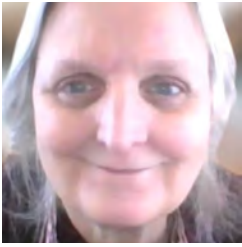
**Rev. Lucas Hergert** (he/him) is the Minister of the North Shore Unitarian Church in Deerfield, Illinois. He grew up in a Unitarian Universalist congregation and first heard his call to the ministry in high school. Lucas holds a Master of Divinity from Harvard Divinity School and a Doctor of Ministry from the Pacific School of Religion. This is his second ministry, having previously served the Unitarian Universalist Church in Livermore, California. Lucas has also taught ethics at Meadville Lombard Theological School. His interests include yoga, Shakespeare plays, biking, liberation theologies, fantasy novels, interfaith work, and humor. He lives in Deerfield with his husband, Evan.



# CANDIDATES FOR ELECTION

## Commission on Appraisal (6-year term; vote for three)

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**Rev. Meg Richardson, PhD**, is the associate dean of the faculty and associate professor of Unitarian Universalist history at Starr King School for the Ministry. She received a certificate in theology from Manchester College of Oxford University, and is a graduate of the University of Chicago, Harvard Divinity School, and Durham University, where she earned a PhD in theology and church history. Richardson was raised in the Unitarian Universalist Society of Wellesley, Massachusetts. Her fifth great-grandfather was a circuit-riding Universalist minister mentioned in Joseph Priestley's memoirs; she also has long roots in Unitarianism, including ancestors admitted to membership in the First Church in Boston in 1633. Richardson's pronouns are she/her/hers and she lives on the unceded land of the Miwok in San Ramon, CA, with her husband Paul, a biopolymer physical chemist, their daughter Rebecca, and their rescue dog Opal. Another daughter, Abby, is a graduate student in Theoretical Chemistry in Manchester, UK. Hobbies Richardson pursues, with more enthusiasm than talent, include knitting, volleyball, and Zumba. Richardson has won recognition for her volunteer advocacy for special education in California.



**Dana N. Moore** is committed to being a social justice warrior through her ministry work with youth and young adults when not nurturing her two beautiful children. Dana is a member of the Unitarian Universalist Congregation at Montclair and Professional Religious Educator at Beacon Unitarian Universalist Congregation in Summit. In her daily work Dana journeys with visionary leaders and business owners helping them to overcome leadership challenges and build strong teams and systems for success. As an M.Div student at Starr King School for the Ministry, Dana is a St. Lawrence, John Buehrens, and Mason Family scholar. She delights in studying feminine leadership and world religion.



**Rev. Monica Dobbins** (she/they) is the assistant minister of the First Unitarian Church of Salt Lake City, Utah. A native of Birmingham, Alabama, Rev. Monica had careers in education and management before answering the call to ordained ministry. She lives in downtown Salt Lake with her spouse and teenager, and you can often find her with her nose in a book or her feet on the city sidewalks, though not at the same time. She loves knitting and nerding out about religion.

## Commission on Social Witness (3-year term; vote for three)

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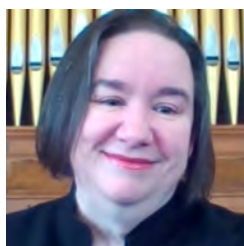
**Rev. C. Nancy Reid-McKee** is an older, white, heterosexual, cis-gender woman who is currently serving as a minister at the Northlake UU Church in Kirkland, Washington. She has been active in justice issues with UUs for years, both as a lay-person and minister. She is a trained Community Organizer (through the Industrial Areas Foundation), was a co-founder and then President of the Arizona State Action Network (UJAZ), Vice-President of the UU Women's Federation, and has been involved in the Commission on Social Witness for many years. Last year she was the lead author of the Action of

Immediate Witness: "We Do Not Consent". Nancy is currently interested in exploring cooperative decision making processes, and how we advance our national justice agenda.

## Commission on Social Witness (3-year term; vote for three)



**Dr. Sharon D. Welch** is a social ethicist and lifelong activist, who has worked within the peace movement and the women's movement, and is now working with others to address the challenges of systemic racism and rising explicit racial violence and white nationalism. Welch was Provost and Professor of Religion and Society at Meadville Lombard Theological School from 2007-2017, and has held faculty positions at the University of Missouri from 1991-2007 and at Harvard Divinity School from 1982-1991. At Harvard Divinity School, Welch worked with multiracial teams involved in the creation and expansion of Feminist, Womanist, Black, and Liberation theology. At the University of Missouri, she was part of multiracial teams that defined and expanded the scope of multicultural education across the university, and worked with the Religion and the Professions initiative that brought to the schools of business, law, and medicine greater understanding of religious diversity in the communities that they served. She joined the board of Meadville Lombard Theological School in 2001, and then became provost in 2007. As first a board member and then as provost, Welch was part of a team that was committed to preparing students for the artistry of multiracial and crosscultural partnerships and leadership. In this process, she worked with the Engagement Scholarship Consortium in order to understand how to change the Meadville Lombard educational model so that it served socially just, mutually beneficial community engagement. Welch is the author of six books, her most recent being *After the Protests Are Heard: Enacting Civic Engagement and Social Transformation* (NYU Press, 2019). She is also the author of *Communities of Resistance and Solidarity: A Feminist Theology of Liberation* (Orbis Books, 1984, Wipf and Stock, 2017), *Real Peace, Real Security: The Challenges of Global Citizenship* (Fortress, 2008), *After Empire: The Art and Ethos of Enduring Peace* (Fortress, 2004), and *A Feminist Ethic of Risk* (Fortress, 1989 and Revised Edition, 2000). She is a contributor to the *Oxford Handbook of Professional Economic Ethics* (editors George DeMartino and Deirdre McCloskey).



**Rev. Dr. Cynthia Landrum** was raised UU in the Birmingham (Michigan) Unitarian Church, and currently serves as the minister of the First Parish Church of Stow and Acton in Stow, Massachusetts. She has been in the UU ministry for 21 years, serving congregations in Texas, Michigan, and Massachusetts, as well as doing student, summer, and intern ministry in Michigan, Wisconsin, Illinois, and New York. Having a personal belief that part of the work of ministry is giving back to her faith, her service to our faith has included numerous roles with the UU Ministers Association, including Chapter President,

Good Officer, and CENTER (Continuing Education...) Committee Member; a year on the MidAmerican Region Board; and various roles in her ministerial study group, Ohio River Group. She currently serves on the UUMA Nominating Committee and the Southeast UU Summer Institute Board. Cynthia's work in social justice has been mostly at the local level. While in Michigan, she was deeply involved in passing an LGBT Non-Discrimination Ordinance and working with other colleagues, and then in the MidAmerica Region, to pass a regional social justice statement which led to the 2016 Action of Immediate Witness "Build Solidarity with Our Muslim Neighbors," something which had been important to her since her ministry started, right before 9-11. During this process, she learned to greatly appreciate the work of the Commission on Social Witness and the nuance it brings to our social witness work as a faith. In her spare time, she's an avid Zentangler, board game player, and dystopia reader, all of which came in handy during the pandemic.

# CANDIDATES FOR ELECTION

## Financial Advisor (fulfill 5-year term; vote for one)

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**David Stewart** completed an MBA from the University of Tulsa with a Finance and Portfolio Management concentration. He worked in manufacturing related to his Bachelors in Chemical Engineering for over ten years and subsequently in academia for a time after completing a PhD in Industrial/Organizational Psychology in 2010. A UU since 2000, he has volunteered in many aspects of the congregations he has been part of, including Youth Advising, Ministerial Selection, Ministerial Intern Evaluation, Endowment, Worship Associates committees, congregational Board of Trustees, and congregational President.

He served on the Socially Responsible Investment Committee for the UUA for eight years and concurrently on the UUA Investment Committee for four years. He currently manages his family business of rental real estate and lives in Atlanta with his three sons and wife of 25 years.

## Nominating Committee (fulfill 1-year term; vote for one)

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**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, as director of Social Media of the Church of the Larger Fellowship, 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 cats Teddy and Dorothea. He has served on the UUA Nominating Committee for the past two years in a two-year elected term, and is being nominated for a vacant one-year term in order to stagger the Nominating Committee appropriately.

## Nominating Committee (fulfill 2-year term; vote for one)

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**Kathy Charles** was born in Salt Lake City, Utah, and moved to Houston, Texas in 1988. Very soon after arriving in Houston she joined Bay Area Unitarian Universalist Church. She was a small business owner for about 35 years. She began volunteering in my congregation immediately and found herself feeling very satisfied with the work. At her local congregation, she served on the Membership Committee, the Religious Education Committee, taught the New UU class for six years, and served two terms as secretary of the Board of Directors and President of the congregation. Kathy enjoyed her volunteer

work at the district level serving as the director of the SWUUSI youth camp, SWUUSI Family Camp, and as the chair of the Camps and Conferences Committee. She also served two terms on the Board of our very special landed camp UbarU. In 2009, she was honored to receive the von Stilli award in the Southwestern UU Conference. She is a member of the RCMA (Religious Conference Management Association) and has attended the annual conference. She has attended Leadership School (2007) and several AR/AO/MC trainings. She also served on the General Assembly Planning Committee and completed her term as co-vice chair. She teaches a beginner quilting class twice a month and enjoys working with beginners who are so excited about their craft. After several years as a volunteer, planning events in the SWUUC, she began working in the Southern Region UUA as an event planner in June 2012 and enjoyed the challenge and excitement of a new career. After 10+ years of loving the work for the UUA, Kathy retired in August of 2022 and now enjoys time with her grandchildren, traveling in her RV, and volunteering for her local UU church and local elections. She loves to read, knit, quilt, cook, and plan events, and she looks forward to serving on the Nominating Committee for the UUA where she believes that her relationship building skills will help her in this work.

## Nominating Committee (3-year term; vote for four)



**Rev. Viola Abbitt** (she/her) is currently serving as the settled minister at Coastal Virginia Unitarian Universalists in Virginia Beach, Virginia. Before that, she served as the half-time minister for two Unitarian Universalist congregations in New York State, the Unitarian Universalist Fellowship of Poughkeepsie and the First Unitarian Society of Westchester. While a seminarian at Meadville Lombard Theological School, she served on their President Search Team, and was the ministerial intern at the Unitarian Universalist Society of Greater Springfield in Massachusetts. She currently serves as a member of the Unitarian Universalist Ministers Association Committee on Anti-Racism, Anti-Oppression and Multiculturalism, a board member of UU Wellspring, Inc., for whom she co-authored two programs, and Vice President of the Meadville Lombard Alum Society. She previously served on the Journey Toward Wholeness Transformation Committee of the Unitarian Universalist Association. Rev. Viola was also a contributor to BLUU Notes and the liturgical materials for the Promise and the Practice of Our Faith Campaign. Prior to ministry, Rev. Viola had a career in the legal profession and was the Director of the Office of the Ombudsman in New York State where she managed a state agency division responsible for advocating for the rights of incarcerated youth in the juvenile justice system. Before that, she was a Deputy Bureau Chief in the New York State Attorney General's Office where she supervised the prosecution of cases involving tax fraud, securities fraud, public corruption, and environmental crime. She was also a prosecutor in the Bronx District Attorney's Office in New York. When not engaged in ministry, she enjoys being creative, dancing, traveling, and spending time at the ocean.



**Dick Burkhart** (*candidate by petition*) is a life-long UU, Ph.D. mathematician, scientist, and citizen activist. He has served the Saltwater UU Church near Seattle, and later the Rainier Valley UU Congregation, in numerous capacities, such as Chair of Social Responsibility, Canvass, and Board. He lives in Seattle and took early retirement in 2002 from Boeing, where he had worked in applied mathematics and scientific computing. His second career became "UU advocate for justice." He is a long-time board member of UUs for a Just Economic Community, a professional critic of economic theory and practice, and has participated in over 20 General Assemblies. He led the 2014 Congregational Study Action Issue on "Escalating Inequality" and the 2019 Action of Immediate Witness on the "Green New Deal". He was on the board of Washington UU Voices for Justice for many years and earlier helped lead the PNWD Adult RE Committee. Dick and his wife, Mona Lee, promoted the Earth Charter on their "Bike for Global Democracy" on months-long tandem tours in India, Brazil, Europe, and North America from 2003 to 2006, organizing events at world social forums and other venues. This led to his leadership of the "Coalition for a World Parliament and Global Democracy", now a non-profit called "Democracy Works." Since then, he has worked with numerous local groups to advocate for limits-to-growth, peace and justice, tax equity, public transit, transit-oriented development, and affordable housing – especially for the homeless. Dick's first marriage was Thai-American - from 2 years teaching in Laos. His African friendships include leaders from both Kenya and Somalia. Now he is a community activist in a splendidly multicultural zip code, coming from a family that played a key role in promoting racial justice in nearby Tacoma. Recently Dick has been reading widely, learning how cultural wars and identity politics have become divide and conquer tactics, disrupting our efforts to engage the existential earth crises of climate, ecosystems, natural resources, governance, and equity.

# CANDIDATES FOR ELECTION

## Nominating Committee (3-year term; vote for four)

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**Ben Gabel** was selected in October 2019 to serve as the lay community minister Co-President for the UU Society for Community Ministries. He is active in community ministry doing community organizing involving racial, LGBTQ, and disability justice. Ben is a past Steering Committee member of DRRUMM (2015-2019). He has served as a member and co-chair of the Journey Towards Wholeness Transformation Committee (2012-2020). Ben is currently serving on the UUA Nominating Committee, Advisory Panel for the Congregational Conflict Engagement Team: Hope for Us, as well as an Advocate for the Safe Congregations. Professionally, Ben currently serves as the Congregational Administrator for the Northwest UU Church in Southfield, MI. He lives with his husband, Bret, and Labrador retrievers, Grover and Copper.



**Carrie Stewart**, as the Owner and Principal of One World Consulting has served various communities and organizations in their quest for greater understanding, inclusion, and appreciation of diverse individuals and groups. She brings over three decades of experience in equity, inclusion, and diversity through training, facilitation, coaching, dialogue convening, and leadership development. Additionally, Carrie is an advanced trained Mediator, and works in conflict transformation and community and family engagement to find common ground. As an Intercultural Communication Consultant, she is a knowledge expert on navigating

through cultures and for the last seven years has applied this to the Global Mobility Industry supporting relocating employees. A lifelong UU, Carrie has been a child, youth, member, and friend of 13 congregations in 6 districts. She served as a Southwestern UU Conference (SWUUC) and Southern Region Consultant, specializing in anti-racism, anti-oppression and multiculturalism, conflict transformation, leadership, Compassionate Communication, and Healthy Congregations, and was awarded the James T. Brown Antiracism Award. Additionally, she served on the Journey Toward Wholeness Transformation Committee of the UUA (garnered the President's Award for Volunteer Service 2021), UU Allies for Racial Equality Steering Committee, SWUUC Board, and was a Dwight Brown Leadership Experience (SWUUC) Staff member for several years. She currently serves as the Chair of the UUA Nominating Committee, the Racial Equity Task Force and Adult Ministries Council of First Unitarian Church of Dallas, and Advisory Council member of the Texas UU Justice Ministry through the First Dallas Social Action Council. She holds a bachelor's degree in American Studies from Smith College, and a master's in Communication from Rutgers University. Carrie and her spouse, Fred Ditmars, are empty nesters, having raised two, third generation UUs, now a professional artist and medical school student, in Colleyville, Texas, where they enjoy community activism, books, movies, theater, music, hiking, and travel.



**Rev. Zackrie Vinczen** (he/him) is the minister of Cedars Unitarian Universalist Church in Washington State. Zackrie holds a Master of Divinity from Starr King School for the Ministry and Bachelor of Arts in Creative Writing from Western Washington University. Zackrie has served on the Nominating Committee since July 2020 and is running for a second term on the committee. He has found a lot of meaning serving on the NomCom and hopes to continue serving our Association by matching individuals with opportunities to serve our larger faith. In his personal life, Zackrie enjoys improv classes, shape note singing, reading and writing poetry, hanging out with his two dogs (Skagit and Henry), and gardening. Zackrie lives in Suquamish, Washington with his husband, Elliott.