

LREDA Board Meeting Minutes: June 21, 2017
New Orleans, LA

Meeting called to order Monday, June 21, 2017 at 12.15 p.m. CST

Present: X people; X voting members

Parliamentarians: Gregory Boyd and Liz Jones

Decisions

Motion to accept the minutes of the LREDA Annual Meeting of June 22, 2016 in Columbus, OH.

Aisha Hauser / Patti Withers

Vote: Unanimous

Result: The June 22, 2016 minutes were accepted by the membership.

Motion to ratify the President's Emergency Procedure for Nomination.

Pat Kahn / Gail Forsyth-Vail

Vote: Unanimous; one abstention

Result: The President's emergency procedure for nomination of Treasurer will be put into effect immediately.

Motion to accept the Bylaw changes as presented.

Michele Grove / Robin Slaw

Vote: Unanimous

Result: The LREDA Bylaws will be updated to reflect the amendment accepted today.

Motion to accept the 2017-18 Budget as presented.

Katy Carpman / Michelle Bishop

Vote: Unanimous; two absentions via online voting

Result: LREDA will operate during the 2017-18 fiscal year using the Budget presented and approved.

Motion to accept the slate as presented by the Nominating Committee.

Charlotte Lehmann / Deb Weiner

Vote: Unanimous; one abstention

Result: On July 1, 2017 Carla Miller will join the Nominating Committee, Annie Scott will join the Board as President, and Jules Jaramillo will join the Board as Member-at-Large, Professional Support.

MEETING SUMMARY

Prior to our meeting, we were visited by Leon Spencer, one of the Interim Co-Presidents of the Unitarian Universalist Association (UUA) and Rev. Sarah Lammert, Ministries and Faith Development Director.

Welcome & Call to Order

LREDA President Cathy Seggel called the Annual Meeting to order at 12:15 p.m. June 21, 2017

She welcomed staff from the Unitarian Universalist Association (UUA) and Shawn McCann, the President of the Unitarian Universalist Musicians' Network (UUMN); and read a greeting

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from Cheryl M. Walker, President of the Unitarian Universalist Ministers' Association (UUMA)

Cathy Seggel shared that the Boards of the Unitarian Universalist Ministers' Association (UUMA) and the Liberal Religious Educators Association (LREDA) will meet together prior to General Assembly in 2018.

Secretary - Andrea James

The minutes of the last Annual Meeting were distributed electronically in advance and a printed copy was available at each table.

Motion to accept the minutes of the LREDA Annual Meeting of June 22, 2016 in Columbus, OH.

Aisha Hauser / Patti Withers

Vote: Unanimous

Result: The June 22, 2016 minutes were accepted by the membership.

Andrea James shared that LREDA will move from a twice-annually, magazine-format newsletter to a monthly E-news in August 2017. Submissions may be made to secretary@lreda.org by the 15th of the month prior.

Administrator - Kari Kopnick

Kari Kopnick provided an overview of her position and invited members to connect with her. She also provided the number of the LREDA booth during General Assembly.

President - Cathy Seggel

During meetings together in April, the Board worked with Gabrielle Farrell to create a mission. This draft mission was shared:

LREDA is an association of professional religious educators serving Unitarian Universalism and is committed to diversity and inclusion.

We are called by the transformative power of shared ministry in faith development for all ages.

Together, we learn and model collaborative leadership in order to bring love and justice into the world.

(April 2017)

The 2016 Board goals were also shared:

1. Align resources with mission.

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Be sure that we are focusing our financial and human resources on priorities that advance the mission of LREDA and the Board. This may entail hard choices regarding where volunteer time and organizational funds are spent.

2. Strengthen relationships with LREDA chapters and between LREDA members. Increase and improve support for chapters and members, enabling them to understand themselves as part of a sustaining network of peer professionals.
3. Develop LREDA's identity as an accessible and comprehensive resource for professionals in UU Faith Development and Religious Education. Prioritize services to members, accessible and transparent communication, and moving toward a more comprehensive collection of resources (both curated and original).

Cathy Seggel reported that over the past three years LREDA has implemented better structure to support transitions and orientations of Board members; increased communication tools to serve members; and strengthened support for our chapters for adapting to changes in UUA structures. LREDA has been the driving force behind ongoing shared ministry work with our professional partners.

This past year LREDA hosted a UUA President candidate forum in October at Fall Con in San Diego, which remained available online. The Board chose not to endorse a particular candidate, but allowed all three to communicate with our membership up to three times, with an opt-out preference. The Board followed up by sending tough questions to the candidates in late May, waiting until after the White Supremacy Teach-In focus. Then, we submitted those questions for the forum to be held at General Assembly.

UUA Interim Director of Ministries and Faith Development - Jessica York

Jessica York shared that the Unitarian Universalist Association (UUA) has begun the work of dismantling systems of oppression within the organization. She lifted up the online Renaissance Modules, including the new UU Theology; additional workshops such as Family Ministry; and the updated Our Whole Lives (grades 4-6) and new Older Adult level (to be released early 2018). They are producing content for Ages and Stages webpages, and the need for resources for older adults and elders is increasing.

The Ministries and Faith Development office (FDO) hosted Tools for Change, an innovation training workshop. They have a new staff position focused on innovation and building structured learning experiences. LREDA members are the FDO's primary audience, and they would love to hear from us.

Vice President - Robin Pugh

Robin Pugh shared that the Board and Diversity and Inclusion Team (DIT) spent this past year re-visioning the DIT's charge to reflect their evolved relationship and the Board's need for the DIT's wisdom on intersectional oppressions.

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LREDA Nominating Committee - Kim Mason (Chair), Michele Grove, Katy Carpman

Michele Grove reported that over the past year committee members recognized that there were unexamined systems and practices within the nominating process. The committee will take the coming year for reflection, dialogue, and discernment about that process, and invites the participation of LREDA members. In order to do this work in addition to their usual charge, two advisors will join the 2017-18 committee - Jamaine Cripe and outgoing committee Chair Kim Mason.

Robin Pugh explained that while the Nominating Committee found, vetted, and put forward two candidates for the position of Treasurer, both candidates had to withdraw due to changes in their work lives. ARTICLE VI. NOMINATING COMMITTEE AND ELECTIONS states:

B. In case of a failure of the Nominating Committee to perform its proper functions, the President may with the consent of the Board of Trustees set up an emergency procedure for nomination. Such procedure shall be ratified by the membership at the next Annual Meeting of LREDA. If the emergency procedure is not ratified, the Annual meeting shall set up its own procedures for a special election.

Robin Pugh presented the following emergency procedure for nomination put forward by Cathy Seggel, President, and invited a motion.

1. The Nominating Committee will conduct the search for treasurer.
2. Applications for the Treasurer position are being accepted until July 15th.
3. The Nominating Committee will consider each applicant, check references and submit the name of the nominee for treasurer to the President by August 15, 2017.
4. The President will submit the name of the nominee for Treasurer to the membership for voting. Active Members may vote by online means made available to them by the Board from August 22, 2017 to September 11, 2017.
5. The new treasurer will be announced by the Board on September 12, 2017.

Motion to ratify the President's Emergency Procedure for Nomination.

Pat Kahn / Gail Forsyth-Vail

Vote: Unanimous; one abstention

Result: The President's emergency procedure for nomination of Treasurer will be put into effect immediately.

Professional Support - Meagan Henry

The Professional Support portfolio includes Chapters and the Good Offices program.

Chapters

- Meagan Henry was in touch with all American Chapters as the UUA moved from districts to regions.

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- Meagan Henry lifted up the LREDA Learning Collaborative developed by Nancy Combs-Morgan as an exciting model we could all learn from.
- Several LREDA Chapters received grants by participating in our Endowment Fund Challenge

Good Offices

- Ten new Good Officers were trained.
- Meagan Henry led the Board through a revision of LREDA's Guidelines for Professional Religious Educators, which is now titled Best Practices for Employment of a Religious Education Professionals. LREDA members are invited to review the document and provide feedback to profsupport@lreda.org.

Professional Development - Leah Purcell

- Leah Purcell shared that the LREDA Committee on Mentors is looking for new members
- Leah Purcell has been working with the Excellence in Shared Ministry Task Force on a shared ministry assessment tool. Members were encouraged to take it back to their congregations for discussion with their staff team.

Fahs Collaborative - Mark Hicks (Director) and Joy Berry (Assistant Director)

- The Fahs Collaborative recently celebrated five years
- Joy Berry was recently hired as a full-time Assistant Director
- Joy Berry introduced Wrought Faith, a concept of what many of our congregations need to work on, based on Fowler's stages of Faith Development. The Fahs Collaborative is developing a curriculum called Creating Theology Together, a rewrite of Building Your Own Theology, that will help congregations discern their shared theology.

UUA Professional Development Programs Manager - Pat Kahn

Pat Kahn graciously ceded her time.

Credential Recognition

- We celebrated the religious educators who achieved credentialed status this year
- Credentialed Level
 - Starr Austin
 - Michelle Bishop
 - Jamaine Cripe
 - Juliet Donaldson
 - Indigo Lewis
 - Ann Richards
 - Richard Roberts
 - Robin Slaw
- Master Level
 - Anna Bethea
 - Dawn Star Sarahs-Borchelt

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Continental Events - Lily Rappaport

- Lily Rappaport shared that Robin DiAngelo would be presenting the Sophia Lyon Fahs Lecture at General Assembly, as well as two related workshops.
- Lily Rappaport invited members to Fall Conference, lifting up “Get In Where You Fit In” and “power matters”.

Treasurer - Karen LoBracco

- Karen LoBracco invited LREDA members to apply for the position of Treasurer.

LREDA Director of Development - Laurel Amabile

- Laurel Amabile supports the work of our Endowment Committee
- Laurel Amabile introduced the upcoming [Wake Now Our Vision](#) campaign.

UUA Congregational Giving Specialist - Elizabeth Terry

ByLaw Change

- Robin Pugh and Cathy Seggel explained that this year the Nominating Committee’s role expanded to vetting nominees for all committees of the Board. Therefore the wording of some of our Bylaws needed to be updated.

ARTICLE VI. NOMINATING COMMITTEE AND ELECTION

A. There shall be a Nominating Committee of three members. They shall be elected at the Annual Meeting for three-year terms, one member in each of years I, II, and III of the cycle defined in Article IV, Section B. The member elected by the committee in any given year shall serve as Chairperson. In each year of the three-year election cycle, the Nominating Committee shall choose one or more candidates for one position on the Nominating Committee and one or more candidates for each open position on the Board of Trustees, as follows: In Year I, President, Treasurer, and one Trustee-at-Large; in Year II, Vice-President and one Trustee-at-Large; in Year III, Secretary, President-Elect, and one Trustee-at-Large. ~~Candidates must be Active or Life Members of LREDA~~

~~B.~~ The Nominating Committee shall choose one or more candidates for each open position on the committees of the Board of Trustees. Candidates for Chairperson of a Board Committee are subject to Board approval.

~~C.~~ All Candidates must be Active or Life Members of LREDA

~~B-D~~ In case of a failure of the Nominating Committee to perform its proper functions, the President may with the consent of the Board of Trustees set up an emergency procedure for nomination. Such procedure shall be ratified by the membership at the next Annual Meeting of LREDA. If the emergency procedure is not ratified, the Annual meeting shall set up its own procedures for a special election

~~E.~~ All nominations of the Nominating Committee ~~for Board of Trustees and Nominating Committee positions~~ shall be submitted to the Secretary at least ninety days prior to the date of the Annual meeting. At least sixty days prior to the Annual meeting, the President shall submit the names of ~~all~~ nominees ~~for Board of Trustees and Nominating Committee~~

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positions to the membership.

~~D-F~~ Nominations by petition shall be made by a signed petition of ten or more voting members. Petitions shall indicate the office sought and must be submitted to the President not less than thirty days prior to the Annual Meeting, along with indication by the candidate of a willingness to accept nomination.

~~E-G~~. Election of Trustees shall take place by vote of the Active Members.

Active Members may vote by online means made available to them by the Board for the period from 25 to 5 days prior to the Annual Meeting. These votes will not be by secret ballot.

The results of this online voting shall be added to the vote of the Active Members present at the Annual Meeting. If there is more than one candidate for any position, the voting at the Annual meeting shall be by secret ballot.

~~F-H~~ No member of the Nominating Committee shall serve for more than one term until at least one year has elapsed. Persons who have been appointed to serve no more than 18 months of an unexpired term may serve an additional consecutive full term. All vacancies to positions on the Nominating Committee shall be filled by appointment by the Board of Trustees.

Motion to accept the Bylaw changes as presented.

Michele Grove / Robin Slaw

Vote: Unanimous

Result: The LREDA Bylaws will be updated to reflect the amendment accepted today.

Budget

- Treasurer Karen LoBracco provided an overview of the 2017-18 LREDA Budget, including income and expenses. She noted that we may need to raise membership dues in the near future.

Sources of Funds - INCOME

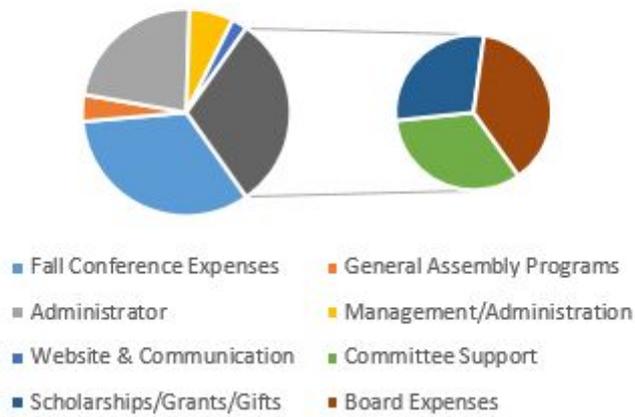
Membership Dues	\$60,000
Bank interest/Sales/Fees	\$3,100
Fall Conference Registration	\$77,000
GA Professional Day Registration	\$3,500
Donations for Operations	\$4,800
Transfers and Disbursements	\$67,295
TOTAL INCOME	\$215,695

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Uses of Funds - EXPENSES

Fall Conference Expenses	\$72,000
General Assembly Programs	\$9,000
Administrator	\$48,975
Management/Administration	\$14,845
Website & Communication	\$5,225
Committee Support	\$21,750
Scholarships/Grants/Gifts	\$18,900
Board Expenses	\$25,000
TOTAL EXPENSES	\$215,695

**Proposed 2017-18 Uses of Funds -
EXPENSES**



**Proposed 2017-18 Sources of Funds -
INCOME**



Motion to accept the 2017-18 Budget as presented.

Katy Carpman / Michelle Bishop

Vote: Unanimous; two absentions via online voting

Result: LREDA will operate during the 2017-18 fiscal year using the Budget presented and approved.

Election

The Nominating Committee presented a slate of nominees for one position on the Nominating Committee: Carla Miller; and two positions on the Board: Annie Scott for President and Jules Jaramillo for Member-at-Large, Professional Support.

Motion to accept the slate as presented by the Nominating Committee.

Charlotte Lehmann / Deb Weiner

Vote: Unanimous; one abstention

Result: On July 1, 2017 Carla Miller will join the Nominating Committee, Annie Scott will join the Board as President, and Jules Jaramillo will join the Board as Member-at-Large, Professional Support.

Appreciation

- All present celebrated outgoing President Cathy Seggel, outgoing Treasurer Karen LoBracco (staying on as Acting Treasurer), and outgoing Member-at-Large Meagan Henry, and thanked them for their service.

Adjourned