

DRAFT - UUSJ Board Minutes – May 4, 2013

Mt. Vernon Unitarian Church

Those in Attendance were:

Al Carlson UU Church in Reston Rep
Bill Alsmeyer-Johnson, Mt. Vernon Unitarian Church Rep.
Carmelita Carter-Sykes, Paint Branch UU Church Alternate Rep.
Steve Myles, UU Congregation of Fairfax Rep.
Robert (Bo) Hammond, visitor, UU Church of Arlington
Catherine Higgins-Bisnett, UU Congregation Rockville, Alternate Rep
Catherine Scott, Cedar Lane UU Church Rep.
Charlie Culbertson, Towson UU Church Rep.
Ed Kringer, Accotink UU Church Rep.
Ethel Gilbert, UU Congregation Rockville Rep
Hal Fuller, UUSJ Co-Chair, UU Congregation of Fairfax, At-Large
Martha Ades, UU Congregation of Fairfax Rep.
Roger Helms, visitor, UU Congregation of Fairfax
Lavona Grow, UUSJ Co-Chair, UU Church of Arlington, At-Large
Marilyn Hathaway, Cedar Lane UU Church, Alternate Rep.
Mike McCord, UUSJ Treasurer, At-Large
Nancy Boardman, Paint Branch UU Church Rep.
Nancy Sorden, UUSJ Secretary, Washington Ethical Society Rep.
Pat Karlsen, Executive Committee, Cedar Lane UU Church, At-Large
Rev. Cynthia Snavelly, UUSJ Administrator, Goodloe Memorial UU Congregation
Rev. Terry Ellen, UUSJ Executive Director, Towson UU Church
Steve Buckingham, Goodloe Memorial UU Congregation Rep.
Vicky Castro, Bull Run UU Rep
Patti Absher Washington Ethical Society, Alternate Rep.

Meeting Opening and Chalice Lighting

At 10:35AM with a reading from Lavona Grow.

Agenda Review

No changes made to the agenda

Introductions

Treasurer's Report - Mike McCord. (attachment 1)

Quorum Report – achieved.

Secretary's Report – Nancy Sorden – two name corrections – accepted.

Strategic Planning Report - Hal Fuller

Hal introduced the Strategic Planning Committee members - Hal Fuller, Lavona Grow, Pat Karlsen, Al Carlson, Mike McCord, Vicky Castro, Terry Ellen

Plan for the discussion is to have Board break into 5 groups to discuss the following questions on the Strategic planning report that was sent to all in the board meeting packet:

1. Where are the gaps?
2. Where are we overreaching? / Where are the areas where goals are too low?
3. Need board member input on how realistic the time lines are.
4. What kind of committee structure do we need to implement this plan?

Committee will take recommendations back from groups to refine the report.

(We did not break into groups after all because) Ed Kringer asked for a brief description of this new direction before we break-out.

Lavona pointed out that, as reflected in minutes from the February Board meeting, we voted to go in this direction.

Hal summarized the new direction as such:

Consensus is to move in a direction that will make us more involved in advocacy and action. Member congregations are less interested in our previous focus on education and networking. We can attract more interest and attention, and monetary support if we provide opportunities for people to DO something rather than recommending what should be done. According to Alliance for Progress and UUA, we can remain as a 501(c)(3) nonprofit organization and spend up to 20% of our resources on direct advocacy and witnessing. We need not be operating under the 5% limitation we assumed we had before.

Al said since our name is now UUSJ in the Capitol Area Region, we can fill some of the gap left by closing of Washington Advocacy office.

Lavona spoke to the social action council of River Road's UU congregation. The new minister there, Nancy McDonald Ladd, was supportive of our new direction, agreeing there is no need for UUSJ to educate them but they will send congregants to actions.

Vicky Castro spoke in favor of the new direction from Bull Run's UU congregation's perspective, seeing UUSJ working for national and global issues.

Hal said he went with a group via the Witness Ministries office (from UUA DC office) to Capitol Hill to do direct lobbying at a national level on immigration. Hal said that Taquiena Boston, from the Witness Ministries office (which replaced the Washington Advocacy Office), and her staff told us that what we are doing is helpful and an opportunity for the UUA to advocate.

Lavona described the new direction of the UUSJ at her church at the Share the Plate announcement for UUSJ and announced that anyone interested in advocacy could come to the UUSJ table after the service. A whole new group came to the table who were interested in direct advocacy. Lavona pointed out that to continue doing what we've been doing is not going to work because we are not getting support for it. Also Lavona said the Susan Leslie from UUA Washington office felt that this strategic direction is good, is now interested and supportive of this. So we want to try it. And have a time line to assess how it is working.

Terry Ellen said various faith groups go into congressional offices and say "I am an ambassador for my faith tradition speaking on this as a moral issue." We can be ambassadors for our faith tradition. We

can go to the office for Oklahoma for example, on behalf of all UUs. We UUs in this region have the opportunity to do this because of our location.

Steve Buckingham spoke of his history with UUSJ's former Public Policy committee, and its former direction (It focused on service, collaboration, and education but NOT advocacy at all). UULM of MD formed to effect change at the local level. UULMMD has had success in health care, environmental issues, and immigration. UULMMD helped kick-start the national group of state advocacy groups, which coordinates state and local level actions. He spoke of his concerns regarding this new direction. He feels that this will put UUSJ in direct conflict with state legislative groups, competing for members and funding, as it will cause confusion as to who is doing advocacy for and with UU's.

Hal thinks we can work together without UUSJ stepping on Legislative Ministries of Maryland's toes. We will have to build a relationship between Maryland's Legislative Ministry (and Virginia's which is in the process of being formed.)

Terry said if we are doing national actions and UULMMD is doing state actions, UUSJ will continue to support UULMMD projects. UUSJ will focus more at national level.

Nancy Boardman says we need more action on immigration at national level. Loves what has been done at state level.

Lavona added the UUA office is excited about faith-based collaborative actions. Craig Roshaven (of the UUA DC office) is willing to help us on faith-based actions we can do that Christian sponsored faith-based groups cannot.

Question from board member: Since Washington Advocacy Office ended, are we to pick up that role for UUA? Hal said likely not as the UUA funded that office and we are not getting money from UUA to do that.

Patti Absher pointed out that Washington Ethical Society has been supporting groups from around the country that come here to DC to advocate at national level for immigration reform.

(Although we were going to break into groups after this discussion, we ended up remaining together and discussing the first two of the questions that Hal posed for getting feedback on the Strategic Planning Report.)

We proceeded to take feedback on the first question – what are the gaps in the Strategic Planning Report.

- Competition with UULM for funds
- Needs better explanation of how we determine priorities
- Need for a canned presentation on what UUSJ is doing now, for board representatives to give to congregations, and to give at GA.
- Define what our mutually supportive relationship is with state advocacy organizations.
- Define, regarding local or national issues, how we're different from old Washington Advocacy Office.

Feedback from second question on the Strategic Planning Report - Where are we overreaching/underreaching?

- How do we recruit who is doing advocating?
- What are limits of lobbying? Spell out what's legal. Need legal help. For example: Hours of individuals do (or don't) count towards limits.
- We have too many causes.

- Need more on immigration education, and needs to be more multicultural to appeal for more support.
- We could limit causes by tiers of issues -determining priorities depending on where the issue is with respect to awareness and needs of the issue.
- Need advocacy from pulpit – how to get ministers to support advocacy efforts.

Hal asked that everyone respond to the last two questions (not covered in this discussion) via email.

-Board member input on how realistic the time lines are?

-What kind of committee structure do we need to implement this plan?

Budget Report - Mike McCord (attachment 2)

We need more individual members from each congregation – up to 5% of membership of each congregation. If we could get that level of participation we could meet the proposed budget goals. We don't want to bar people from participating if congregation hasn't done fair share. We can get to our goals with individual members.

We're trying to get budget up to \$50000 to qualify for United Way campaign for 2014.

We could do special appeals but need fully operational Development Committee to do that.

In February we decided to dip into cash reserve to jump-start the upgrade of our information technology and web presence. The proposed budget has a \$1500 deficit for 2014.

Hal reminded board members to work on bringing in fair share funding and also individual members.

Regarding the Gala funds, last year we raised about \$1800 from the Gala for grant funds. But we got no grant applications. Maybe we can use part of the Gala funds to fund budget.

There was a request to give monthly fair share reports.

Bo Hammond (who recently moved to the area from Rome, GA) arrived at the meeting from Arlington to join us. He has done training in fundraising planning and is will to share his experience.

Parish Pay was described as an avenue for receiving fair shares. Lavona asked the new treasurer, John Gubbings, to look into it.

A board member asked: Is fiscal year of UUSJ a problem if a congregation fiscal year is different? No one present had that problem to speak to it.

Budget was approved unanimously.

Social Justice Awards Gala and Collaboration Grant Fund Changes – Pat Karlsen

Board members were reminded to promote the Gala awards and grant requests.

Gala will be October 20, 2013, at the same location as last year's Gala.

Award nominations are due by noon September 6, 2013 with no extensions this year, instead of June or July deadline with extensions.)

The new awards announcement form will include all categories rather than having rotating awards.

Funds for Collaboration Grants come from Gala attendance. If money remains – i.e., if not applied for by Sept. 3 it can revert to UUSJ for budget.

Lavona suggests broadening scope of the grant to a general social justice grant. Hal says collaborative means you are collaborating with another UU church or another outside faith group and that perhaps

this is too restrictive and should be broadened. We suggest we look to see if we can make collaboration an optional requirement for grant award.

We are looking for another person to join the Gala/Award Committee. (*John Harris of Columbia's UU congregation has subsequently joined the Awards Gala and Collaborative Grant Committee.*)

Executive Director Report – Terry Ellen (attachment 3)

Terry gave more information on a proposed young adult activity in the fall with Pam Sparr of Ministry of Earth. They are trying to get young adult organizing going. They need space for young adults getting trained on environmental justice on either Sep 27-29 or end of Oct. There was one in Chicago that had 25, ages 18-35. (*Subsequent to this board meeting this activity has been moved to later in the 2013-2014 year.*)

Nominating Committee Report - Nancy Sorden (attachment 4)

Presented slate of nominations. The slate was modified at the meeting to add Al Carlson as Co-Chair – pro temp, as he accepted the co-chairmanship on a temporary basis until a permanent co-chair is nominated.

- Al Carlson – Co-Chair, Pro Temp
- Bill Alsmeyer-Johnson – Secretary
- John Gubbings - Treasurer

The slate was fully accepted.

The Nominating Committee (Nancy Sorden and Pat Karlsen) will continue working with Terry Ellen to fill committee memberships, as well as the permanent Co-Chairmanship.

IT Committee Report – Lavona Grow

Introduction to work being done

Our new IT consultant, Kiley Miti provides remote consulting. She lives in Georgia.

Lavona and Cyn have been cleaning up the website.

We will be signing a contract with Salsa.

UUA and other groups have also been going to Salsa.

Training for Salsa will be funded by UUA.

We will be going to Salsa Community Conference in the fall and we will be going under the UUA umbrella so we we'll get the cut rate.

The advocacy component/features will allow member to lobby congress members directly through the website.

There will be a new template starting this summer.

We will pay them quarterly + \$500 for a one time migration fee.

Immigration Report – Hal Fuller

Although we've completed the UUA immigration project grant, our involvement with immigration issues will continue. We will be continuing immigration activities.

UUSJ collaborative grant given to Arlington. Their group used the money for "Document Day". We will get a report on how they used the money.

UUSJ bought two movies on immigration issues – a congregation can borrow them.

Welcome to Shelbyville – has a kit with a discussion guide

Which Way Home.

Vicky requested that we get Girls Rising. Needs 100 people to show it.

New Business

Climate Action Congregational Resolutions

Roger Helm (UU Congregation of Fairfax) is a member of a Climate Action Group that has been formed in his congregation. They have prepared a draft of a resolution on climate change that they will propose to their own congregation for approval as a Congregational Resolution. Several copies of the draft were distributed at the meeting. The UUCF Climate Action Group would like to suggest that UUSJ recommend that the other UUSJ congregations consider proposing similar resolutions in their own congregations. Hal Fuller commented that UUSJ could take this on as a project. It would allow UUSJ to speak as one on this. It would help empower congregations on this and empower them to contact congress with the voice of all their congregations. Roger also reported that Kevin Coyle of the National Wildlife Federation is scheduled to conduct a Climate Change Activist Training session at UUCF on May 18. A notice about this event was included in the April 29 edition of UUSJ E-News.

New formats for UUSJ Board Meetings - Lavona

We'll have 1 - 2 webinar-like briefings and more face-to-face meetings to delve deeper into issues instead of phone conferences.

Celebrate/Recognition of Outgoing Board Members – Lavona and Terry

Steve Myles, Nancy Sorden, Mike McCord, Hal Fuller

Closing Words

Terry gave the closing words.

Meeting Adjournment

Meeting was adjourned about noon to allow time for all to have lunch prior to attending the UUSJ program starting at 1 p.m.

UUSJ Financial Report

April 25, 2013

- Any financial report must begin with an acknowledgement of the selfless work of Linda Collyer, a CPA who does our accounting, including our monthly income statements, and files our tax paperwork, all on a pro-bono basis. The jobs of the Treasurer, the Executive Committee, and the board would all be much more difficult without Linda’s efforts.
- Our program and fiscal year runs from July 1 to June 30. The income statements that are the basis for today’s report are as of March 31st, which represents the first 75% of our fiscal year.
- However, the fair share spreadsheet emailed to you with the meeting materials includes fair share contributions as of today, that is, near the end of April or 10 months into our fiscal year, because we wanted to give full credit where credit is due.
- Throughout this year, you have heard me adjust the consolidated reports our accountant sends me to back out our immigration grant income and expenses. Our period of grant availability ended on March 31, 2013 so going forward the grant funding should no longer muddy our financial situation.
- I will continue to prepare reports to you, as I did for this meeting, that show our finances for this year (and last year) with and without grant income and expenses so they can be compared to other years.

Cash on Hand (Current Assets)

- Our cash on hand at the end of the fiscal year dipped as low as \$13.2k in June 2008, but doubled to \$26.7k as of the end of the FY on June 30, 2011 and increased to just under \$28k on June 30, 2012 at the end of FY2011-2012.
- At the end of March, our cash on hand totaled \$23,185. As of today, we have \$16,762 in our money market account plus \$5646 in our checking account for a total of \$22,408 in current assets, so at the end of April we will probably be slightly lower than at the end of March. Still, I expect we will end the fiscal year in decent shape, though with fewer cash reserves than we had a year ago.
- You will recall that at our February 2013 meeting, the board authorized spending down our cash reserves by up to \$2500 to invest in IT upgrades, (therefore running a deficit rather than the balanced budget originally approved a year ago), but little of that IT spending has happened yet. In fact I now expect the bulk of it to occur in the next fiscal year, 2013-14.
- Our cash on hand of \$23k as of the end of March (which is down to about \$22.4k as of today) is well below where we were at the start of the fiscal year at nearly \$28k. But it exceeds the \$18.8k in non-grant current assets we had a year earlier on March 31, 2012.

Current Situation vs. Budget Projections

- The 2012-13 budget we approved last April set income and expenses at a flat level of \$35K, down slightly from \$36,000 the previous year.
- Compared to our budget for the first 9 months, when our grant income and expenses are excluded, our income is down \$2531, while our expenses are \$4096 below budget, so our net income is \$1566 ahead of our budget plan. Our Executive Director charging fewer hours is the main reason for this.
- Put another way, excluding grant income and expenses, we would expect to have income and expenses of about \$26,250 (75% of \$35,000) at this 9-month point. Our actual non-grant income year to date of \$23,719 is 90% of where we “should” be at this point, and our non-grant expenses of \$22,154 are at 84% of where we would expect to be if expenses were uniform across each month.

Current Situation vs. the Previous Fiscal Year at this point

- Compared to the same point (March 31) a year ago, excluding grant monies both times for the best comparison, our income is down \$1724 compared to a year ago at this time, our expenses are down \$3827, so our net income is actually up by \$2103.

Fair Share Contributions

- As of today, we have \$19k of Fair Share contributions in, which is 53% of our target, but we are 83% of the way through the FY, so we are again behind. Last year at this time we had \$20k (56% of our goal) in, and we ended the fiscal year in June at \$24,355 or 68% of our goal.
- Things are looking up in terms of the distribution of the support. Seven congregations are already at 100% for the year, and three more are at 80% or better, which tracks with being 80% through the year. Four more are in the 50% or better range. That is progress.
- But I remain concerned that eight of our 23 member congregations have essentially given nothing, a combined total of \$175 this year, including six who have made no contribution. For three of those six, this marks the third consecutive year of no financial support to UUSJ. I expressed similar concerns about this problem in my report a year ago.

Submitted by Mike McCord,
UUSJ Treasurer
April 25, 2013

Explanation of Proposed UUSJ Budget for FY2103-2014

UUSJ Board Meeting

May 4, 2013

In contrast to last year's budget, which took a conservative approach that assumed our income would remain flat, this budget is built to support a plan to expand our revenues in support of a more active UUSJ agenda.

Income

This budget proposes we increase our income from \$35,000¹ in 2012-13 to \$40,000 in 2013-14. Of this increase of \$5000 in income, \$800 would come from increasing the per-capita fair share figure from \$4.50 to \$4.75. The other \$4200 is based on adding 140 new UUSJ members. Both these changes are discussed in more detail in the separate documented entitled "Recommended Funding Methods for FY 2013-2015" previously emailed. That plan is to increase UUSJ membership to 5% our congregations. This budget assumes the revenue from getting to about 4% rather than 5%.

Expenses

\$3648 of the extra income would go to staff salaries and benefits. Another \$2200 would go to increased investments in IT and web presence, as agreed at the February meeting.

The major "decrease" is \$720 in facility expenses. That is a display difference, not a substantive one. Last year's budget and fair share calculations counted both our facility expenses and offsetting WES contributions. This year's budget treats both as memo entries, reflecting the reality that these are in-kind contributions.

Net Income

Traditionally our budget sets expenses equal to projected income. At the February meeting the board voted to spend down our cash reserves by up to \$2500 to upgrade our information technology and web presence. This budget assumes \$1000 of that occurs in 2012-13 and \$1500 in 2013-14 and projects deficit spending of those amounts.

Michael McCord
UUSJ Treasurer
Submitted April 28, 2013

¹ All figures in this document exclude our immigration grant income and expenses from the 2012-13 fiscal year for comparability with the 2013-14 budget, which assumes no grant-related income or expenses.

Attachment 3 – Executive Director’s Report

This year we continued our focus on immigration issues from last year. By extending our UUA grant until the end of March, and with the excellent planning of a Steering Committee led by Hal Fuller,

- We sponsored two trips: one to an ICE detention facility in York, PA for twenty-three people in conjunction with the Arlington congregation to see conditions and talk with staff (10/10/2012); one to the Dar Al Hijrah Islamic Center in Falls Church, VA, for thirty-seven people to hear from members there about their experiences with immigration policy (12/16/2012).
- We held a conference-call seminar with two immigration lawyers, Lisa Johnson-Firth and Dean Wanderer.
- We encouraged UU turnout at immigration advocacy events, such as the Dream Act referendum in MD and the recent immigration rally (4/10/2013).
- We made friends and were welcomed as allies. Prime examples are the Virginia Coalition of Latino Organizations, the Capital Area Immigrant Rights Coalition, Casa de Maryland, and Immigrants First. In addition, this work brought us into even better working relationship with the Unitarian Universalist Legislative Ministry of Maryland (UULM) on the Dreamers; our regional UU growth group, CHUUG, on the possibility of an area rapid-response network to counter hate groups; and Witness Ministries and Standing on the Side of Love to tie our work in with the wider UUA.

With the help of the UUA supplemental grant and the arrival of Lavona Grow and her media expertise, we continued our communications and media overhaul by doing a much-needed updating of our website, making it more attractive, easier to use, and more informative; established a Facebook page and Twitter account; coordinated all three venues; and trained our staff in most effective usage of these capabilities. We also created a YouTube channel for videos of our events to increase their usefulness and exposure. One snag was our inability to retrieve our old database from the OpenDoor server, but we are hopeful our migration to a new contact management service with expanded capabilities will resolve this.

We again had a presence at Green Festival Sept. 29 at the DC Convention Center, but we saved lots of money and increased our networking by doing it in conjunction with Greater Washington Interfaith Power and Light and other faith-based environmental groups.

Pat Karlsen and Terri Barr again did their magic with our Oct. 14 Gala honoring two groups and eight individual outstanding area UU social justice leaders and raising \$1,893.24 for our collaboration grants. Sixty-five people attended.

We tried something new this year for area Social Justice leaders. Instead of our traditional annual conference call with Social Justice Chairs, we held a post-election briefing and discussion on Nov. 10 at Cedar Lane UU Church. Thirty-seven people attended and the five six-minute presentations focused on advocacy opportunities for our priority issues (immigration, wealth divide, GLBTQ, environment) as well as the new General Assembly Congregational Study-Action issue on Reproductive Justice. We videotaped the sessions and posted them on our new You Tube channel.

We closed out the calendar year with our very first year-end fundraising appeal, and began the new year with two events on the growing wealth divide and its relation to the influence of big money on our political process. The first, co-sponsored with Move to Amend, Jan. 27, (forty people) featured the documentary *Heist: Who Stole the American Dream?* followed by a discussion on the Citizens United implications. The second event, “Inequality Matters: The Poisonous Effects of Dark Money in Politics” was co-sponsored with Common Cause, Feb.9, featured Rev. Bob Edgar, President and CEO of Common Cause, with two panelists on big (dark) money’s corruption of the political process. Eighty-eight people attended the session held at All Souls Church, Unitarian. I am most sad to report that Rev. Bob Edgar died suddenly April 23.

May 4 we will have Jose Aguto of the Friends Committee on national Legislation speak on lessons they have learned in sixty years about effective faith-based advocacy and especially about their efforts on addressing climate change. In the fall we will have Pamela Sparr, author of the Ministry for Earth manual for young adults on climate change advocacy, lead a retreat for UU young adults.

In seeking to work collaboratively with others, Hal, Lavona, and I met with Rev. Craig Roshaven and will be meeting with Taquiena Boston, both of Standing on the Side of Love in D.C. We worked with them in turning out UUs for the huge immigration rally April 10. On Feb. 16 we collaborated with All Souls in a welcoming program for UUs coming for the huge 350 Tar Sands XL Pipeline rally. We collaborated with Interfaith Moral Action on Climate on a Jan. 15 interfaith service and pray-in for the climate at the White House and again on a similar event March 21 where I and fourteen others were peacefully arrested.

In terms of outreach, I preached at Paint Branch, Fredericksburg (VA), Goodloe, and Chester River (MD), and I will preach this August at Cedar Lane. Lavona met with the Social Justice Council at River Road to present our new strategic thinking, which was very well received.

Indeed, the huge amount of thought and effort put into considering a new direction and strategic plan for UUSJ, shifting our focus more toward witness and advocacy and accomplished by a task force under the leadership of Hal and Lavona, has been the major accomplishment this year, if adopted by the Board. That, with an accompanying overhaul of our IT capabilities, is our way of changing from our traditional activities, modalities, and practices and hopefully inspiring renewed vitality in activity and funding.

This all would of course only be possible to accomplish because of the dedicated work of our Executive Committee (Hal, Lavona, Mike McCord, Nancy Sorden, and Pat Karlsen) and our whole Board. We are blessed with the unseen but dedicated and most competent gifts of our Bookkeeper, Linda Collyer. Rev. Cindy Snavelly continues her ability to stay composed and helpful in the midst of numerous activities, tasks, and asks. And Lavona Grow has brought her passion, many gifts, and thorough dedication to us this year.

But with all this hard work, we also need to say goodbye as terms expire. Steve Myles is stepping down from our Board as his social justice lay minister position at Fairfax comes to an end. All of us know Steve's dedication and thoughtful input. We wish him all best.

And it is hard seeing Mike McCord step down from his service on our Board and Executive Committee and Treasurer's position. Mike, even with huge financial responsibilities in the Defense Department, a new marriage, and a new house, has been a superbly clear, competent, and consistent Treasurer and a valued voice in all our deliberations. Likewise, it is hard to see Nancy Sorden stepping down from our Executive Committee, Secretary, and Nominating Committee positions. With her major new responsibilities elsewhere, though, we understand the necessity of this, and we wish her all good things in her many activities.

Saying goodbye to Hal Fuller is particularly tough. One of UUSJ's founders, one who has seen us through all our ups and downs, who recently took on a huge Development task to invigorate our finances, then headed the immigration steering group, and now has pulled together our proposed strategic plan and Fair Share suggestions while also dealing with the 1,001 other issues that land on a Co-Chair's plate, Hal is like no other. He brings wisdom, thoughtfulness, perhaps even sanity, to our deliberations and then follows through with major work. God knows he deserves a break from our incessant activity and dilemmas to be more with his family and his beloved New Mexico landscape. He's been an invaluable presence for UUSJ and we will miss him mightily.

With all this change, the need for UUSJ in lifting up our UU voices and values in this region remains as strong as ever, and I trust others will step up to do what needs to be done to accomplish that. It is not easy work we do, but it is most valuable. In this crucial region, at this crucial time, we must keep our eyes on the prize, and we need all of us to help the others do that and to help do the work that will need to be done.

With affection and respect,

Terry

Attachment 4 – Nominating Committee Report

Report of the Nominating Committee

The priority of the Nominating Committee has been recruiting for three positions on the Executive Committee and At-Large members. In addition, the Nominating Committee is charged with suggesting chairs and members of operating committees. The search for these nominees began in February 2013.

In addition to the nominating above, this committee will remain active year round, including working with the Executive Director to recruit for members of other committees. Performing this work were the members of the committee, Pat Karlsen and Nancy Sorden, together with consultant, Terri Barr. A third person is needed to join the Nominating Committee.

The slate for Executives Committee nominations approved by the Board on May 3, 2013

Al Carlson (UU Church of Reston) – **Co- Chair**, pro tem

John Gubbings (Cedar Lane Universalist Unitarian Church) – **Treasurer** -,2 year term.

Bill Alsmeyer-Johnson (Mt. Vernon Unitarian Church) – **Secretary** - 2 year term

At Large Members – In process

Submitted by Nomination Committee

Nancy Sorden and Pat Karlsen

June 15, 2013