

**UUPCC Executive Board Winter Meeting
Feb. 3-5, 2011
Minutes**

Members Present Throughout the Meeting: Roger Bertschausen, Ann Gary, Rodger Mattlage, Beverly Moore, Cathy Perry, deForest Ralph, Richard Van Duizend, Vail Weller, Executive Director Cathy Cordes

Members Present for a Portion of the Meeting: Scott Prinster (Saturday), George Davenport (via speaker phone & Skype), Bruce Johnson (via Skype)

Member Absent: Kelly Crocker

Also Present: Former Board Chairs Harold Babcock, Barbara Beach, and on Friday David Keyes; Staff Assistant Margot Fleischman

**Session I
Thursday, February 3, 2011**

Chair Van Duizend called the meeting to order at 9:15 am.

Note was taken of the Board members who are unable to be here due to the severe weather affecting most of the country.

The Board Covenant was reviewed and spoken aloud. Gary suggested that this valuable document be shared in a more formal way with new Board members, so that they are more aware of its content and held to its standard.

Chair's Report

Van Duizend began his report by thanking Weller for making all the arrangements for this meeting, the Board members for making the effort to be here, and all whose efforts have made this meeting possible. We have come from a year of extraordinary successes: fiscal, programmatic and relational. We have a year before us of great promise and challenges.

Van Duizend reminded Board members to review the minutes of the 2010 Annual Meeting to look for corrections and pass them along to Moore.

Van Duizend led a discussion of the report of the Board's *ad hoc* committee on developing a MOU with Project Harvest Hope in advance of the meeting tomorrow with Beverly Smrha.

**Mattlage moved,
Weller seconded,**

Voted: to approve the minutes of the December 7, 2010 Board meeting

Transylvania Ambassador's Report

Babcock reported that the Transylvanian Unitarian Church (TUC) has been extremely busy this fall. Babcock had a discussion with Dávid Gyerő about the transition to the new bishop's administration. They are making some significant changes in their internal scheduling – for example, their annual meeting will be moved to May. The merger with the Hungarian Unitarian Church is going ahead, and this is part of what is driving the schedule changes. Hungary will become a district and Balánt Ferenc

will become the Bishop of both Transylvania and Hungary. Also, the TUC has been trying to get a building in Bucharest, and now it looks like they may get one.

Dávid Gyerö also wanted to share with the UUPCC Board that the desire to have a conversation about our Travel Program is coming from the Consistory, and that there are general concerns about how travel can be better aligned with their objectives for partnership. He also hopes that we might consider ways we could support their efforts to build up the Bishop Szábo memorial fund.

Babcock also mentioned that at the invitation of the ICUU, the UUA and representatives from Transylvania, the UK, India and the Philippines Unitarian and UU churches will be coming to Boston in November to discuss future directions and cooperative initiatives

ICUW Report

Beach reported briefly on the ICUW. They are established as an organization, which is a major accomplishment. It also has received approval of 501(c)(3) status. ICUW is very grateful to the UUPCC, the partnership movement and in particular to Cathy Cordes for the support they have received. ICUW has recently welcomed three new board members from the international community: Creamlimon Nongbri (India), Rebecca Sienes (Philippines) and Nagy Gizi (Transylvani). ICUW Board will meet in Philippines, where they will try to begin some work on sustainable employment for women. There will be also be a Women's Convocation in Transylvania in 2012, planned by Nagy Gizi. International women will be invited from around the world. These two events will be great opportunities for theme-based travel for US women who wish to attend. Beach also attended the Global Fairness Award event in Washington DC and met with Ela Bhatt, the founder of SEWA. Beach also noted that ICUW would welcome a MOU with UUPCC.

[Davenport joined the meeting via speaker phone at 2:00 pm]

Treasurer's Report

Davenport reviewed the details of the balance sheets, and reported that the Travel Program's success this year made a huge difference to our bottom line. Our general operations generated excess revenues of over \$32,000.

Cordes gave a brief overview of the 2011 budget. Projections for revenue are conservative, including a level funded Annual Appeal. The revenues and expenditures in the proposed budget are balanced. The Board was cautioned that if an expense item is added or increased, it would have to increase projected revenues if the budget is to be balanced. There are some timing issues that have affected the travel registrations (early registrations were received in 2010 for the upcoming travel season), but even so, we still project a strong revenue stream from travel registrations for 2011, so we could consider increasing that line item if necessary. The institutional membership drive, however, was disappointing. We can consider using excess funds offset future expenses, but that is a philosophical decision- do we want our budget to reflect what we actually want it to be, regardless of the bottom line, or do we want to have a budget this is balanced for the sake of being balanced?

[UUA International Director Eric Cherry joined the meeting via speakerphone.]

UUA/IRO Conversation

Cherry began the discussion by touching on the involvement of UUA President Morales in international areas. President Morales began his tenure with a visit to Transylvania and has since visited the Philippines (the first for a UUA president) and India, where he attended the IARF conference. In a few weeks, he will be traveling for a more extended visit to India where he will meet with our partners in the Khasi Hills. The level of international engagement is much appreciated by

the UUPCC.

Cherry highlighted the UUA's relationship with the UU United Nations Office (UU-UNO). They have been in discussions for a few months about closer ties between the UUA and the UU-UNO. This is moving ahead nicely, with the direction moving towards reintegration of the UU-UNO into the UUA. They hope to have more to announce about this in late March.

Regarding the relationship between the UUA and the UU Service Committee (UUSC), there have been a couple of joint taskforces to look at specific areas where they might work together, including one that is considering jointly resourcing congregations for Social Justice issues, and another that is looking specifically at collaboration on experiential learning opportunities, particularly in the international context. One example of this is the recent trip to Uganda where the group that went met and worked both with faith-based partners as well as social justice partners. Service learning trips are anticipated for South Africa and Haiti, as well. The recommendation, based on the taskforce's extensive data collection, is to proceed with this joint program.

Cordes inquired if the taskforce findings might be shared with UUPCC, and suggested that UUPCC might ask both the UUSC and the UUA in a more formal way for access to the data that has been generated. Cordes also noted that the taskforce should be aware that the UUPCC has had extensive experience with travel in our partner countries, and that it would like to be included in this conversation. Cherry assured UUPCC that where travel to UUPCC partner communities is envisioned, UUPCC will certainly be involved.

Cherry next reported that the Holdeen Project will be getting its first new director, starting this summer. Kathy Shreedhar will phase out her involvement as she prepares to retire. The good work of the Holdeen program will be continued and expanded to reach more directly to congregations. Experiential travel is also being considered as one of these growth areas.

Conversations are also ongoing concerning experiential travel for ministers in training, including opportunities for seminarians to travel to our partner communities like the AMB Children's Village in the Khasi Hills and the New Life School in Uganda. Cordes noted that UUPCC is developing new models of partnership with these institutions, and it would be very valuable and helpful for lines of communication to be open between seminarians who might participate in this experiential travel and the North American partners who are involved in these partnerships. Cherry confirmed that this is the intention.

Cherry commented on the initiative from ICUU to invite the leadership from the 5 largest groups of international UUs to meet with the UUA. Van Duizend noted that UUPCC would appreciate being able to send a representative to this meeting, at least as an observer, and that he and Cherry might ask the ICUU for their thoughts about this.

The key issue in front of the UUA International Advisory Board is the question of how the larger universe of UU institutions that share an international mission can work together more effectively. One initial step has been the collaboration at GA, but there may be other ways that should be explored.

[After the lunch break, Arlis Ungar and Rev. Levente Lazar joined the meeting.]

Balazs Scholar discussion

Arliss Ungar conveyed the thanks of the Balázs Scholar Committee for the ongoing financial support from the UUPCC, as well as the help Cordes and Ralph both provided with organizing Levente and

Erika's travel during the winter break and Erika's intensive counseling course at Meadville-Lombard.

The program is in its 17th year, and its effect has been significant. Past Balázs scholars have gone on to fill many roles within the TUC, and their exposure to our congregations, ministers' meetings, etc., has been very valuable.

The financial picture for the Balázs Scholar program is difficult. The Scholars come now with families, and the costs, even on a shoestring, are in excess of \$40,000. The opportunities for income have been limited, traditionally including contributions from individual donors and honoraria from the sermons the Balázs Scholars preach (this year, for example, Levente and Erika will preach at over 30 churches); some of the more major donors are getting older, so the committee is looking for ideas for a more sustainable source of funding. One idea is to establish plate offerings from churches, but all suggestions are welcome.

Rev. Lazar briefly explained the Balázs Scholar selection process and suggested that there might be some improvements in the timing of the application process to make it easier for the applicants to prepare themselves for the application, as well as the actual scholarship experience. Robert Bálint has organized a new committee to support the preparation of the Balázs Scholars while in Transylvania, which, going forward, will include the immediate past Balázs Scholar for a two-year term after s/he returns.

Rev. Lazar emphasized the importance of face-to-face relationship building, and noted how significant the personal relationships that have been formed have been to his partner relationship. Just communicating by email is not enough. Travel is not within the reach of most of the Transylvanians, so it is important for North Americans to make the effort to visit their partner congregations. Furthermore, the visits in the congregations are too short. One idea would be to have a member of the Transylvanian "home" congregation travel with the North American visitors, perhaps as a translator, to create an opportunity to deepen relationships during a trip. This idea is being integrated into the Travel Program, with trip pricing structured to include the cost of the Transylvanian traveler, so that the resources are in place to make this happen. It is important for the Transylvanian ministers to be aware of this effort, so that when invitations are issued, a way is found to create these opportunities, even if there are language barriers, etc. As part of the UUPCC discussion with the TUC about the Travel Program, we might suggest that they consider forming a travel committee to collaborate on this process. Past Balázs Scholars might be helpful in this effort by informally sharing information with their fellow ministers.

Arliss Ungar noted that North Americans, who in general have been moving away from phone use, should be aware that in some parts of the world, email does not carry as much weight as phone or Skype conversations and that communication via texting is more common than use of standard email. Some congregations have gotten into the habit of using Skype plus a projector to talk as a group with their partners.

[George Davenport re-joined the meeting via Skype.]

Kick-Starting Non-Responsive Partnerships

Van Duizend noted that within the past year, we have had several North American partners ask to dissolve their partnerships that have fizzled out. Some of this may be generational, as the original founders of the partnerships age. One of our tasks is to identify ways that we can help partnerships that are struggling. Board members shared their ideas for sustaining partner church committees for the long-term, including: promoting youth trips and social action projects, growing institutional support and guidance of RE, giving lay people opportunities to tell their stories, increasing spiritual

bonds (like prayer exchanges), forge bonds between ministers, developing dual chalice lightings, simultaneous activities (bell ringing, communion) etc. What are the new messages that are as compelling as “Save Transylvania” was – can we share these messages using new media like YouTube videos and Twitter? All our committees need to focus on what they need to do to communicate. Promoting youth involvement may also drive us towards new means of communication, such as a Facebook or Twitter presence.

Social Media Conversation

Cordes explained that this is a conversation about connections and how you make them. In a hierarchy, communication is top-to-bottom. In a networked organization, there is not a top, rather there are nodes. Your church is a node, your partner churches in Transylvania and the Philippines are nodes. After a long time of individual partner-to-partner communication, people in North American congregations realized that they needed to talk to other North American congregations, and little by little, this has begun to happen with congregations in other countries. There are characteristics of networked organizations: they are polycephalous (“many headed”), and the more connections you can make between nodes, the stronger your network gets. So how do you do this? You create a communications plan. In order to do this, you have know the best way to communicate, what to communicate, and if it is two-way communication, etc? Each of these tasks involves a different strategy. The conversation that began in the Communications Committee was, should we use Facebook? We need to expand that conversation to include other questions: How should we use Facebook? When should we use Facebook? How else should we communicate? We already have one good way of communicating: our newsletter. Even though it is “old technology” the newsletter has been extremely successful in holding us together, and we need to continue it. But it cannot stand alone. Our inventory of communication modes includes PCC-chat, Virtual Conference calls, our website, and websites, blogs and Facebook pages used by our partner church communities both here and overseas. What else could UUPCC, as an organization, do: Facebook, Twitter, YouTube, webinars, blog formats? Each mode of communication has a strength, a weakness, and a benefit. The question then becomes, why do you want to communicate? The only way the nodes stay connected is if they have a purpose – “purpose is the glue” and we have seen our nodes become broken and reconnected many times. Whatever your purpose is, each partnership needs to explore and answer this question for themselves. Implied in all of this is organizational change for us and for our constituents. Organizational change requires a bounce up in activity, commitment and work. Each of these means of communication requires someone to be responsible and someone to do it. It is important to know what the end vision is and what are the tactics and priorities?

One of the ideas that has gone around a lot of partnerships is introducing your congregation to your partner. People take photo albums with them when they visit. But instead of a photo album, what if you produced a little YouTube video and take your laptop with you to your partners. It becomes so much more personal. Our Board could make 1-minute testimonials about the experience of partnership and put it on our website.

Review 2011 Priorities

Cordes explained that we have a number of things that need to be done, and we need to prioritize them. We will create our priorities and write our goals using the Pair-wise Ranking process. Cordes and Van Duizend prepared the following list as a starting point, which the Board reviewed. Some of these goals are left over from last year and some are new. There may also be more items we may want to add to the list.

- new congregational partners
- new student sponsorships
- building fund
- retain/revitalize partnerships

- strengthen and align Travel Program
- partnership with New Life School
- national UUPCC gathering
- update website
- update Fairness and Awareness Guidelines
- update PCC Handbook
- create new RE materials
- Facebook presence
- YouTube/Twitter presence
- Facebook Evaluation with other countries
- new fund accounting system
- improve financial reports to Board
- fund for seminarian to study/promote UUPCC
- establish endowment
- individual members/institutional members
- follow up on non-partnered church letter
- work with India to increase financial accountability
- continue collaboration with ICUU/UUA International Office/ICUW
- spread CCB process to US churches
- bylaw review/election of Board /Annual meeting requirements

[Board entered Executive Session]

From the Executive Session

**Ralph moved,
Moore seconded,**

Voted: That the Board discontinues the position of Honorary President of the UUPCC.

The meeting recessed at approximately 5:30 PM.

**Session II
Friday, February 4, 2011**

Chair Van Duizend called the meeting to order at 9:25 am.

[Bruce Johnson joined the meeting via Skype.; former UUPCC President David Keyes joined the meeting.]

Travel Committee Report

Gary reviewed the Travel Committee Report (attached). The report is somewhat limited to Transylvania, but next year the committee will try to expand involvement and geographies. To date, our Travel Services have primarily served Transylvania but are now beginning to include the Khasi Hills and Philippines.

The committee developed a new charge to reflect the importance of face-to-face meetings as transformational experiences for partners. The charge recognizes that the visits should be mutually beneficial for the visitors and the hosts, and that clear expectations and transparency in this program

are very important.

The Committee developed a survey that was sent to all 2010 Transylvania travelers. It is still in the process of looking at those results, but all indications are that the experiences were very positive. It also instituted a survey of our hosts, which was sent to the ministers whose communities received visits. It has now received 12 responses to this survey and the responses were positive. When asked if there was one thing that they wanted to change, there was one theme that was evident: the ministers would like the home stays to be longer.

One important issue is institutionalizing and clearly communicating the policies that are already in place. For example, John Dale is very clear and consistent in communicating to the Transylvanian ministers the remuneration for home stays, but the policy was never written down. We have also developed a policy to assure that the North American congregation contacts their partner minister to let them know they are coming. It's also important for the Transylvanian hosts to know that the purpose of the trip is for the groups to get to know each other. Some ministers in the Gagy Valley are creating suggestions for activities for village visits that promote relationship building. The Committee will continue to work on this.

The Committee has also realized that there is a need for better transparency about how the Travel Services actually works – what roles it fills, where the money goes – so there are not misunderstandings or misinformation. One of the most important roles of the service is the work that is done to prepare the pilgrims before the trip – answering questions and setting clear expectations. The money management is also somewhat complicated, but works very well, and this is also integral to the services that are provided.

As we move forward, the Committee wants to make sure that there is not a set formula for the trips, so that the trips can be customized to meet the needs of our travelers.

[Beverly Smrha, representative from Project Harvest Hope, joined the meeting.]

Gary reviewed the Travel Committee priorities for 2011:

- **Data collection and outreach communication** – there will be a letter in every newsletter about the Travel program, as well as whatever other communication is required.
- **Review and revise the Travel Grant guidelines** – we have put money into the Travel Grant program, but we are going to update and clarify the guidelines and application process.
- **Expand committee membership** – if there is someone in your congregation who would enjoy this work, let Gary know.

The Board discussed some of the details of how home stays work, and it was noted that the model we are using in Transylvania for calculating compensation and setting expectations could be extended to travel in the Khasi Hills.

The importance of having a minister travel with the group was noted, as a means of creating a deeper sense of spirituality and reverence during the trip. It was suggested that perhaps the North American minister's way should be paid in order to accomplish this. One of the things the Committee is trying to do is to have the minister from the partnered congregation join the trip in country. Our new policy as of December is that this would be a "pilgrim paid" invitation for the minister to be able to join the trip. This would not only provide an in-country perspective, but would also incorporate more of a spiritual experience.

Cornish Award Committee Report

Babcock reported that Cornish Award Committee has set a deadline of February 24 for nominations. So far there are no nominations.

Stewards of Partnership Committee

Van Duizend made a brief report on behalf of Kelly Crocker who is the Chair of that committee, indicating that those individuals who were nominated last year can be considered this year and confirmed that the nomination papers from last year are available for the Committee to consider.

Community Capacity Building

Moore reported that this Committee has been considering many aspects of this program, the direction it should go, and ways it could be systematized. No decisions have been made, and the Committee is open to hearing ideas of how this program can be utilized and spread more effectively. Board members can contact Sharon Van Duizend directly.

Stewardship Report

Ralph reported on the efforts to increase institutional membership through the letter that was sent this fall to all ministers offering them the Edict of Torda poster as a premium. This included a letter from Weller, as well as a cover letter from UUA President Morales. This is a long-term effort, since it involves creating a sense of on-going commitment on the part of the new member congregations. This year, we will also send to our current institutional members an offer to send them the Edict of Torda poster if they upgrade to Supporting Membership status when they renew in June.

In another effort, Ralph reported on a plan to set up two foundations through the UUA's investment committee. One will be a building fund to get congregations to contribute a percentage of their capital campaigns to create a revolving loan funds for the building and remodeling of churches around the world. Right now the greatest need is to obtain some funds, especially for the Burundi congregation that needs a building in order to be recognized by their government as a church. The second fund would be an endowment that would allow people to make bequests or gifts that would be invested, with money being disbursed as grants.

Nominating Committee

Bertschausen reported that all the current members of the Nominating Committee are willing to serve another term.

GA Planning and Options for Annual UUPCC Meeting

Moore reported that there has been ongoing discussion about whether we should continue to hold our annual meeting during GA, as well as concerns about the status of the modified GA 2012 in Phoenix. One idea is to have a multi-day UUPCC meeting that would provide workshops for our members as well as the Annual Meeting.

Cordes suggested we have an internationally-focused, US-based conference where we had all the international groups at the same time? A bigger vision like that would have many challenges to implement, but it could be very worthwhile. We could hold our annual meeting at that time.

**Weller moved,
Bertschausen seconded,**

Voted: To explore with other UU international organizations the idea of a summit meeting or conference and that a short description of this idea be delivered to Beach and Babcock before the March international meeting.

[George Davenport joined the meeting via Skype.]

Project Harvest Hope (PHH) discussion

Smrha gave a brief description of the current PHH organization and some of its history. PHH has concluded its relationship with CIVITAS and are in the process of signing a new contract with another foundation in Udvarhely that will change the focus towards grant making for village community development projects. Smrha affirmed the value of having representatives from the UUPCC and PHH boards attend each other's annual Board meetings. The need for the two organizations to keep the lines of communications open and share information, particularly where PHH activities involve communities partnered through UUPCC, was also noted. There are both risks and opportunities in collaboration between partnered and non-partnered congregations through PHH, since UUPCC is relationship-based and encourages its North American partners not to "lead with money."

Priority Setting

The afternoon session consisted of priority setting for 2011 via a pair-wise ranking system. Cordes explained the process and Margot Fleishman facilitated the process. Pair-wise ranking is one of the tools included in Community Capacity Building methodology. After refining the proposed list of priorities somewhat, the Board compared each possible priority to each of the other priorities and discussed which should be addressed first. Decisions regarding each paired were made through consensus rather than formal voting. The goals for the year included:

- Retaining and revitalizing current congregational partnerships
- Increasing the number of individual and congregational partnerships
- Increasing the number of individual and institutional members of the UUPCC
- Addressing key governance, administrative, and policy issues

The results of the priority setting are attached.

The meeting recessed at 4:45 PM.

Session III

Saturday, February 5, 2011

Chair Van Duizend called the meeting to order at 9:35 am and welcomed **Scott Prinster** who joined the meeting this morning. [George Davenport joined the meeting via Skype.]

Social Media Action Plan

Prinster shared his excitement about all the energy and vision that have gone into the Facebook Taskforce discussions. They have been careful to focus on ways that Facebook could help us do what we do well. There is a lot we could do with Facebook, but we do not have to do it all at the beginning. We can get our feet wet gradually and then discern ways that we could expand it or missteps we should avoid. We need to be strategic about ways we incorporate Social Media into how we do our work, and we can do that step-wise. Facebook refreshes the page, so it automatically keeps things current. For example, the "Events Bar" constantly keeps the most relevant and timely information available at all times. One idea is to create a Facebook template to share with all our partner church committees to help them organize themselves, share information, and connect. We also need to recognize that different people (and different countries) like to communicate in some ways and not others, or value one kind of communication over others. There are workflow and operational implications to each one of our communication opportunities. In order to make Facebook an effective means of communication, we need to provide interesting content and have people who are pushing content and moderators to make sure the public forum is respectful and appropriate. Do we need to pay someone to do some of this work? Or will our network provide some of the eyes and ears we need?

The Board brainstormed ideas for possible next steps:

- Setting-up a Facebook page for UUPCC
- Identifying administrators and monitors
- Creating templates for PCC districts and Partner Church committees
- Determining who are the other nodes we want to connect with (our global partners, and other international UU organizations)
- Posting of events and Virtual Conference call schedule
- Creating an interface between the UUPCC newsletter and Facebook (technical needs regarding the newsletter)
- Linking to translation services
- Offering helpful hints for partnerships – discussion threads
- Soliciting help from techie UUs
- Monitoring coordination needs and the chain of effects
- Coordinating with the Travel program
- Inviting younger people in our movement to get involved
- Finding a way to classify content
- Developing cross-posting guidelines for PCC-chat and Facebook
- Preparing a policy page

The Board selected the following four priority tasks:

1. Posting events – especially upcoming virtual conference calls
2. Posting information about travel
3. Developing templates for congregational PCCs
4. Envisioning our network – who do we want to friend, who are our partners (Cordes will work on this)

Priorities and Board Assignments

- **Travel – Gary, Cordes**
- **Bylaw Review – Van Duizend, Moore**
- **India Financial Accountability – Van Duizend, Cordes**
- **Fund for Seminarians – Weller, Bertschausen, Ralph**
- **Social Media – Prinster, Matlage**
- **Collaborate with UU international groups – Van Duizend, Cordes, Beach, Babcock**
- **Update website – Prinster, Matlage**
- **International UU Gathering – Cordes**
- **New RE materials – Crocker**
- **New Life School (Uganda) – Davenport, Cordes**

Board members will circulate measurable outcomes for each priority before the March board meeting.

Student Sponsorship Program update

This program was designed to be strategic, both for creating new opportunities for partnership as well as to have positive implications for the budget. However, it is facing some challenges and needs some attention. **Cordes, Fleischman, and Perry will do strategic thinking and bring back recommendations to the board.**

Budget Discussions

There are funds included in the budget that could cover an in-person meeting with the TUC Consistory regarding the Travel Program if that is necessary; grant funds remain to support the forthcoming CCB training in The Philippines; there are reserve funds in a restricted account that can be used for development of the new RE materials; and funds are available to support negotiation and signing of an MOU for the Uganda New Life School.

Weller reported on the decisions of the Board regarding compensation. The Board voted to recommend a 3% increase for the Executive Director and to integrate the process of goal settings into the annual performance review process. Further, the Board established a ceiling for compensation of \$75,000 per year subject to cost of living increases, which is in line with current practices for comparable non-profits based in New England.

The Travel Program Registrations line item was increased to \$20,000.

**Bertschausen moved,
Mattlage seconded,**

Voted: To approve the budget, as amended.

**Mattlage moved,
Bertschausen seconded,**

Voted: To expend \$500 from Board Travel for Weller to represent UUPCC during her upcoming trip to the Philippines.

Roger Bertschausen invited the Board to meet in Appleton, WI in the winter of 2012

**Mattlage moved,
Ralph seconded,**

Voted: To meet in winter 2012 in Appleton WI.

Meeting adjourned 12:03 pm.

Beverly D Moore

Beverly Moore, Secretary

Approved by the Board March 11, 2011/BDM

RANK	TOTAL	
1	18.5	Refine and Align Travel Program
2	17.0	Bylaw Review -Election of Board/Annual meeting requirement/GA
3	16.0	Work with India to improve their financial accountability
4	15.5	Fund for seminarians to study and promote UUPCC
5	14.5	Social Media
6	13.0	Retain/revitalize institutional partnerships
7	13.0	New congregational partners
8	12.0	Continue to collaborate with the international UU world
9	11.0	Update website
10	9.0	National International UUPCC Gathering
11	7.0	Increase individual and institutional members
12	7.0	New RE Materials - Day in the life
13	7.0	New life school Uganda startup
14	6.0	Sharing the CCB process in partnership with other US churches
15	4.0	Building Fund
16	4.0	New student sponsors
17	3.0	Establish an endowment
18	2.0	Update Fairness and Awareness Guidelines
19	1.0	New Edition Partner Church Handbook
20	0.0	Improve board financial reports