



Final Agenda for General Assembly 2024

Prepared by the UUA Board of Trustees - May 20, 2024

The Final Agenda includes the following items for delegates to discuss and vote on at General Assembly 2024 (GA), per UUA Bylaws Section 4.14:

- Rules of Procedure
- Business Resolution – Affirming Transgender, Nonbinary, Intersex and Gender Diverse People as a Fundamental Expression of UU Religious Values
- Bylaw Amendment – Section 7.13 Religious Education Credentialing Committee
- Final Proposed Revision to Article II

Also included in this packet is the order of business. 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. 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 11:00 pm ET, or later if extended by the Moderator. Ballots for mini-assemblies prior to GA which require voting will open after 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 one amendment for each of the regular business items, inclusive of amendments for the Rules of Procedure, the Bylaw Amendment, and the Business Resolution. **Amendments for these items must be submitted by 11:00 pm ET on May 29, 2024.**

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 3, 2024
7:00 pm ET
- Business Resolution – Affirming Transgender, Nonbinary, Intersex and Gender Diverse People as a Fundamental Expression of UU Religious Values; AND Bylaw Amendment – Section 7.13 Religious Education Credentialing Committee
June 5, 2024
7:00 pm ET

Amendments that receive support from at least 50% of delegates voting in the mini-assemblies for the Rules of Procedure (June 3) and the Bylaw Amendment and Business Resolution (June 5) 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 when the mini-assembly ends and remain open until twenty-four hours after it ends, or longer if extended by the Moderator.

Final Proposed Revision of Article II

Earlier this year, delegates submitted amendments to the final proposed version of Article II. Four of the submitted amendments met the necessary requirements to be added to the final agenda. Amendments to Article II require a 3/4 vote by delegates to be incorporated into the final version of the Article II proposal.

Final approval of the Article II proposal, including any approved amendments, requires a 2/3 vote of the General Assembly. If the Article II proposal is not approved, it cannot be revisited for two years, under Section C-15.1.

These procedures were approved by UUA Secretary Bill Young.

In the event of a conflict between this summary and the UUA Bylaws and Rules, the Bylaws and Rules shall govern.

AGENDA: ORDER OF BUSINESS

THURSDAY, JUNE 20

1:00 p.m. ET/12:00 p.m. CT/11:00 a.m. MT/10:00 a.m. PT

Opening and General Session I (1 hour)

- Call to Order
- Welcome
- Business Review and Voting Process Video
- Presenting the Rules of Procedure
- Introductions
 - Youth & Young Adult Leadership
 - GA Care Teams
 - Systemic Justice Team
 - Chaplain Team
 - Covenant Team
 - Accessibility & Inclusion Team
 - App Moderation Team
- Reflection
- Closing Words
- Announcements & Recess

THURSDAY, JUNE 22

4:00 p.m. ET/3:00 p.m. CT/2:00 p.m. MT/1:00 p.m. PT

General Session II (2 hours)

- Call to Order
- Opening Words
- Preliminary Credentials Report
- Reflection
- Report from the Bylaws Renewal Team
- Discussion of Article II Amendment: “Equity: Every Person is Inherently Worthy”
- Music
- Discussion of Article II Amendment: “Equity Calls Us to Listen, Understand, Respect, Respond”
- Commission on Social Witness Admits Actions of Immediate Witness
- Closing Words
- Announcements & Recess

FRIDAY, JUNE 21

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

General Session III (3.5 hours)

- Call to Order
- Opening Words
- Update on the Results of Yesterday’s Ballot
- Update from the GA Care Teams
- Reflection
- President’s Report
- Co-Moderators’ Report
- Discussion of Article II Amendment: “Peace as a UU Value”
- Break
- Discussion of Article II Amendment: “Reason and the Responsible Search for Truth and Meaning”
- Music
- Discussion of Business Resolution: “Affirming Transgender, Nonbinary, Intersex and Gender Diverse People as a Fundamental Expression of UU Religious Values”
- Unitarian Universalist Service Committee Report
- Unitarian Universalist Women’s Federation Report
- Closing Words
- Announcements & Recess

AGENDA: ORDER OF BUSINESS

SATURDAY, JUNE 22

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

General Session IV (3.5 hours)

- Call to Order
- Opening Words
- Update on the Results from Yesterday's Ballot and Election Results
- Update from the GA Care Teams
- Reflection
- Final Discussion of Article II (as amended)
- Break
- Discussion of Actions of Immediate Witness
- Final Discussion of Business Resolution (as amended): "Affirming Transgender, Nonbinary, Intersex and Gender Diverse People as a Fundamental Expression of UU Religious Values"
- Music
- Responsive Resolutions
- Closing Words
- Announcements & Recess

SUNDAY, JUNE 23

3:00 p.m. ET/2:00 p.m. CT/1:00 p.m. MT/12:00 p.m. PT

General Session V and Closing (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 Teams
- Reflection
- President's Award for Volunteer Service
- Award for Distinguished Service to the Cause of Unitarian Universalism
- Installation of Newly-Elected Leaders
- Invitation to General Assembly 2025
- Recognition of All Who Made General Assembly Possible
- Closing Words & Adjournment
- Music and Celebration!

RULES OF PROCEDURE

PURPOSE:

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, accessible and smooth, making the best use of everyone's time.

These Rules of Procedure apply to every item on the Final Agenda. They include separate rules for items that may be added to the Final Agenda during General Assembly. 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

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.

Delegates may propose changes to the Rules of Procedure through a mini-assembly prior to General Assembly. 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. Once initially adopted, the Rules of Procedure require a 4/5 majority vote to be changed.

RULE 2: FINAL AGENDA, CONSENT AGENDA, AND ORDER OF BUSINESS

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 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)(4)
- Proposed changes to a Bylaw or Bylaw G-Rule
- Actions of Immediate Witness
- Other motions added during General Assembly.

Consent Agenda

The first item of business which can be considered is called the “Consent Agenda,” which allows for quick approval of non-controversial items. The UUA Moderator may propose the Consent Agenda by including it on the Final Agenda with the final language of all business items, which must be published seven days before the start of General Assembly per Bylaws Rule 4.18.15(e). Non-controversial items on the Consent Agenda are voted on as a group, and cannot be discussed by delegates during General Session; an item must be removed from the Consent Agenda in order to be discussed.

This is the procedure to propose and consider the Consent Agenda:

1. The Moderator introduces and describes the item(s) on the Consent Agenda.
2. The Moderator asks whether any delegate would like to remove an item from the Consent Agenda. Any delegate can make a request to remove an item from the Consent Agenda via the Pro Line.
3. Once a request is made, the Moderator will ask if at least nine other delegates will join the request; delegates join the request by joining the Pro line. If at least nine other delegates join the request, then the item is removed from the Consent Agenda and it goes back to its original place on the Final Agenda.
4. The Consent Agenda requires a 2/3 majority vote to pass.

If the Consent Agenda does not pass, all items on the Consent Agenda go back to their original place on the Final Agenda.

Role of the Moderator

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

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 participate in discussion and voting through the online delegate platform. They must log into the delegate platform to receive their credentials, which allows them to access the ballots and other key links, and to be counted towards the quorum.

Delegates must vote on an electronic device, such as a computer or smartphone, which can access the delegate platform. The Secretary may approve any other method needed to meet any accessibility requirements for delegates to participate.

Ballot Time Limits

On Friday, June 21 and Saturday, June 22, 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). The ballot will open once the General Session has ended, and remain open until 11:00 p.m. ET / 10:00 p.m. CT / 9:00 p.m. MT / 8:00 p.m. PT.

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On Thursday, June 20, there will be two ballots. The first will open at the end of General Session I and will remain open until 3:30 p.m. ET / 2:30 p.m. CT / 1:30 p.m. MT / 12:30 p.m. PT.

This first ballot will contain the vote to approve the Rules of Procedure. The second ballot will open at the end of General Session II and remain open until 11:00 p.m. ET / 10:00 p.m. CT / 9:00 p.m. MT / 8:00 p.m. PT.

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 discussion time limit. The Moderator may extend the ballot's time limit if they determine it is essential for the business of the Assembly. The results will be available online promptly after balloting has 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 any motion which is not specified under these Rules of Procedure, such as a proposal to table (postpone), reconsider, move the previous question (end discussion), suspend the rules, or take any other action related to a business item, unless the Moderator determines it is in the best interests of the General Assembly to consider such a motion.

RULE 4: MINUTES

The UUA Recording Secretary and legal counsel 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

Amendments to items on the regular business agenda must be submitted in advance of General Assembly so that they can be considered by a min-assembly, per Rule 4.18.5 of the UUA Bylaws. Amendments will be voted on by the full General Assembly if they receive majority support at the mini-assembly. Amendments will be scheduled for discussion 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).

RULE 6: AMENDMENTS AND VOTING ON THE ARTICLE II PROPOSAL

Amendments to the Article II proposal were submitted by congregational petition through the process defined by Bylaws Rule 15.1.1(c). This required all submitted amendments to only apply to a single section of the Article II proposal, match the structure of the UUA Bylaws and Rules, and not conflict with other rules, bylaws, or adopted statements. Each amendment submitted by congregational petition under Section C-15.1(c)(4) was submitted by no later than February 1, had a primary congregational sponsor which was the primary sponsor of only one amendment, and had the support of at least 15 certified congregations.

The Board of Trustees reviewed all submitted amendments to ensure they met the standards listed above. All submitted amendments which were received and supported by the deadline and met these standards were publicly posted on discuss.uua.org on February 2. Amendments must receive a 3/4 vote of support to be approved.

Final approval of the Article II proposal, including any approved amendments, requires a two-thirds vote of the General Assembly. If the Article II proposal is not approved, it cannot be revisited for two years, under Section C-15.1.

RULE 7: HOW TO PARTICIPATE IN DISCUSSIONS

Delegates can discuss a business item during the General Session by joining one of the two lines for speakers and can speak when they are recognized by the Moderator. Tellers designated by the Board of Trustees will monitor each line.

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.

Progressive Stack

Tellers will use progressive stack in determining the order of delegates joining the queue to speak in a pro or con line. Progressive stack is a technique used to give marginalized groups a greater chance to speak. To use progressive stack, at least the first two speaking slots for discussion in both the pro and con lines will be reserved for delegates who are Black, Indigenous, People of Color, disabled, fat,

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transgender or nonbinary, or delegates with otherwise marginalized identities. Delegates who want to participate via progressive stack must notify the tellers when they join a speaking line.

RULE 8: ROLE OF PROCESS OBSERVERS DURING DISCUSSIONS

The UUA Moderator may appoint process observers to ensure the conversation remains constructive and respectful during all discussion portions of the general sessions, and help the business process live up to its democratic and liberatory values. Process observers may provide comments, recommendations and reflections at various points before, during or after a General Session. If they deem it necessary, they may pause or enter the flow of the delegate discussion to address comments or issues that arise. Comments by Process Observers do not count against the discussion time limits.

RULE 9: 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 discussion 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.

Time Limits

Individual items included on the Final Agenda have individual time limits specific to those items. Items which may change after the publication of the Final Agenda, such as amendments to regular business items, have an overall time limit for all items of that type. For item types with an overall time limit, sponsors will have up to 90 seconds to present their submissions, with additional Pro/Con discussion time as determined by the Moderator.

Item	Discussion Time Limit	General Session
Regular business item, e.g. business resolution (individual)	15	IV
Amendments to regular business items (overall)	15	III
Amendments to Article II proposal (individual)	15	II, III
Full Article II Proposal, including any approved amendments	30	IV
Action of Immediate Witness, once added to the final agenda (individual)	12	IV
Responsive & Budget Resolutions (overall)	30	IV

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.

Note: The process to admit AIWs to the business agenda is defined in Rule 12.

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.

RULE 10: BUDGET MOTIONS

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, Treasurer, or Co-Financial Advisors 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 2024–2025 will take place at 12:00 p.m. ET / 11:00 AM CT / 10:00 AM MT / 9:00 AM PT on Friday, June 21. 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 2024–2025 Budget Motions is 7:00 p.m. ET / 6:00 p.m. CT / 5:00 p.m. MT / 4:00 p.m. PT on Thursday, June 20. Budget Motions require a 2/3 majority vote to be affirmed.

RULE 11: RESPONSIVE RESOLUTIONS

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 7:00 p.m. ET / 6:00 p.m. CT / 5:00 p.m. MT / 4:00 p.m. PT on Friday, June 21. Responsive Resolutions require a 2/3 majority vote to be affirmed.

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RULE 12: ACTIONS OF IMMEDIATE WITNESS (AIWs)

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/aiw>.

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, per Bylaws Section 4.16.

- 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 13: QUESTIONS OF PROCEDURE

If there is a question about how these rules should be interpreted, the Moderator will consult with the Legal Counsel and Parliamentarian. If these Rules of Procedure and the Bylaws and 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 14: END OF BUSINESS

The final business session of General Assembly 2024 ends at 5:00 p.m. ET / 4:00 p.m. CT / 3:00 p.m. MT / 2:00 p.m. PT on Sunday June 23, 2024.

PROPOSED REVISION TO ARTICLE II

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,
- 6 • to support and train leaders both lay and professional,
- 7 • to foster lifelong faith formation and spiritual development,
- 8 • to heal historic injustices,
- 9 • to support and encourage the creation of new Unitarian Universalist communities, and
- 10 • to advance our Unitarian Universalist values in the world.

11 The Unitarian Universalist Association will actively engage its members in the transformation of
12 the world through liberating Love.

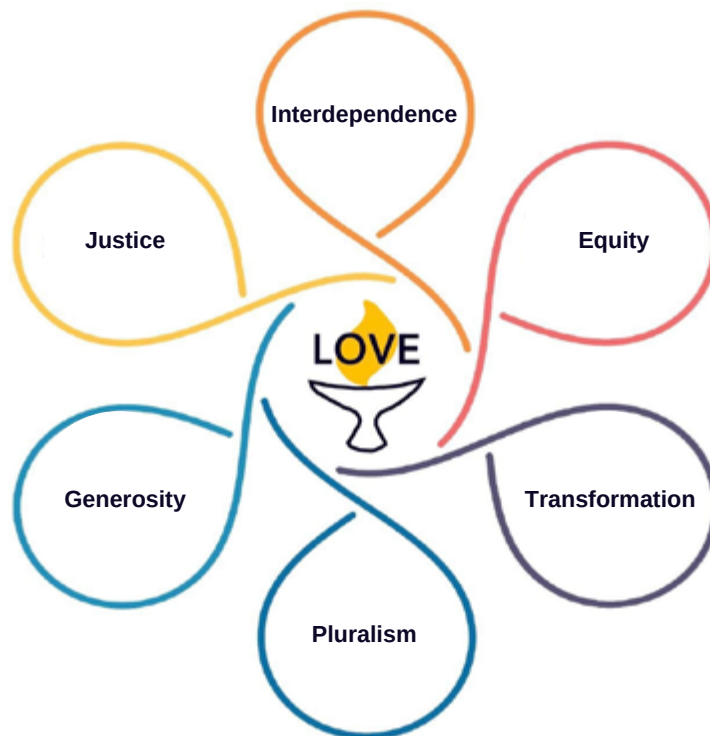
13 Section C-2.2. Values and Covenant.

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

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

20 Inseparable from one another, these shared values are:

21 Shared Unitarian Universalist Values



PROPOSED REVISION TO ARTICLE II

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

[Suggested shift to Rule and recommended edits] The UUA may create visual representations of the values, which put love at the center and interconnect each value, and may periodically update that image. A version of this image shall be included, with image description, after “Shared Unitarian Universalist Values” in the published version of these bylaws.

22 **Interdependence.** We honor the interdependent web of all existence. With reverence for the
23 great web of life and with humility, we acknowledge our place in it.

24 We covenant to protect Earth and all beings from exploitation. We will create and nurture
25 sustainable relationships of care and respect, mutuality and justice. We will work to repair harm
26 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 within our congregations, our Association,
34 and society at large.

35 **Transformation.** We adapt to the changing world.

36 We covenant to collectively transform and grow spiritually and ethically. Openness to change is
37 fundamental to our Unitarian and Universalist heritages, never complete and never perfect.

38 **Generosity.** We cultivate a spirit of gratitude and hope.

39 We covenant to freely and compassionately share our faith, presence, and resources. Our
40 generosity connects us to one another in relationships of interdependence and mutuality.

41 **Equity.** We declare that every person has the right to flourish with inherent dignity and
42 worthiness.

43 We covenant to use our time, wisdom, attention, and money to build and sustain fully accessible
44 and inclusive communities.

45 **Section C-2.3. Inspirations.**

46 Direct experiences of transcending mystery and wonder are primary sources of Unitarian
47 Universalist inspiration. These experiences open our hearts, renew our spirits, and transform
48 our lives. We draw upon, and are inspired by, sacred, secular, and scientific understandings
49 that help us make meaning and live into our values. These sources ground us and sustain us
50 in ordinary, difficult, and joyous times. We respect the histories, contexts, and cultures in which
51 these sources were created and are currently practiced. Grateful for the experiences that move
52 us, aware of the religious ancestries we inherit, and enlivened by the diversity which enriches
53 our faith, we are called to ever deepen and expand our wisdom.

54 **Section C-2.4. Inclusion.**

55 Systems of power, privilege, and oppression have traditionally created barriers for persons
56 and groups with particular identities, ages, abilities, and histories. We pledge to replace
57 such barriers with ever-widening circles of solidarity and mutual respect. We strive to be
58 an Association of congregations that truly welcome all persons who share our values. We
59 commit to being an Association of congregations that empowers and enhances everyone's
60 participation, especially those with historically marginalized identities.

61 **Section C-2.5. Freedom of belief.**

62 Congregational freedom and the individual's right of conscience are central to our Unitarian
63 Universalist heritage.

64 Congregations may establish statements of purpose, covenants, and bonds of union so long
65 as they do not require that members adhere to a particular creed.

AMENDMENTS TO PROPOSED ARTICLE II

Equity: Every Person is Inherently Worthy

Amendment:

41 Equity. We declare that every person [DELETE: has the right to] [INSERT: is inherently worthy and has
the right to] flourish with [DELETE: inherent dignity and
42 worthiness] [INSERT: dignity, love, and compassion].

Clean version:

41 Equity. We declare that every person is inherently worthy and has the right to flourish with
42 dignity, love, and compassion.

Rationale:

First, in response to calls from BLUU and many other UU stakeholders, we needed to remove reference to “inherent worth” from our 7 principles; this phrasing harmed many UUs as it harkened back to the time when African Americans were assigned monetary worth.

Accordingly, this **amendment** does not use the term ‘worth,’ declaring instead that “every person is inherently worthy...”.

Second, this amendment responds to the Charge to the Article II Study Commission that “love in action, ... should be centered in any revision of Article II.” In particular, the co-Moderators “charge[d] this commission to root its work in Love as a principal guide in its work.”

We fulfill that charge by explicitly naming ‘love’ in our amended Equity Value.

Third, still quoting from the Charge to the Commission: “The Board would like to see an Article II that is inspirational, memorable and poetic.” The UUA Board continued,

“We recognize that one steady criticism over decades has been that the language of the principles is not poetic. We encourage the Commission to consider framings of our principles that allows them to be brief and poetic.”

The 2023 wording of the Equity value – “Every person has the right to flourish with inherent dignity and worthiness” – is neither memorable nor poetic. By contrast, our 2024 Equity amendment is much more easily remembered and fluidly shared.

In sum, our amendment avoids the problematic word ‘worth’ and centers ‘love,’ all the while calling us to Equity in inspirational, memorable, and poetic terms. Thus, the 2024 Equity Amendment improves on the 2023 language by fulfilling these multiple Charges to the Article II Study Commission.

Please bring this inspirational, memorable language to our UU Equity Value.

AMENDMENTS TO PROPOSED ARTICLE II

Equity Calls Us to Listen, Understand, Respect, Respond

Amendment:

41 Equity. We declare that every person has the right to flourish with inherent dignity and
42 worthiness.
43 We covenant to use our time, wisdom, attention, and money to build and sustain fully
44 accessible and inclusive communities. [INSERT: Equity calls us to listen, understand, respect, and
respond to one another.]

Clean version:

41 Equity. We declare that every person has the right to flourish with inherent dignity and
42 worthiness.
43 We covenant to use our time, wisdom, attention, and money to build and sustain fully
44 accessible and inclusive communities. Equity calls us to listen, understand, respect, and respond to
one another.

Rationale:

This Amendment brings Equity - an important Value containing language from the 1st Principle - into line with the structure of other Values which have three sentences; Equity currently contains only two.

A 3rd sentence parallel to other Values can give a fuller description of how “every person” can be supported to “flourish” (1st sentence) within “communities” (2nd sentence): “Equity calls us to listen, understand, respect, and respond to one another.”

Equity calls us to listen and understand – because how can we hope to treat every person equitably if we don’t know “what size ladder they need in order to see over the wall”?

Equity calls us to respect – because how can every person have the “right to flourish” if their dignity is not respected?

Equity calls us not to ignore the fact that a person “can’t see over the wall,” but rather to respond to them - we may or may not actually be able to respond in a way that meets their need, but we can try to respond compassionately.

Equity calls us to do all of these things within community. So there still may be instances in which we have to ask someone to leave. We are “called,” not “forced” to listen, understand, respect and respond.

I personally believe that the more people are listened to, understood, respected, and responded to, the less divisive the world will become.

“Equity calls us” to do what we can.

This Amendment meets the Commission’s Charge to honor “the historic roots of our liberal, progressive faith” and be “powerful and relevant” moving forward, by ensuring the Equity Value befits the importance of the 1st Principle. It also follows the Commission’s Charge to be “brief” and “inspirational, memorable, and poetic.”

AMENDMENTS TO PROPOSED ARTICLE II

Reason and the Responsible Search for Truth and Meaning

Amendment:

After Line 44 and inclusive communities

[INSERT: Reason. We search for truth and meaning, informed by reason, evidence, and the results of science, motivated by wonder, curiosity, and compassion.

We covenant to listen to and respect the views of others, and to remain open to new ideas.]

After Line 21 Shared Unitarian Universalist Values

[INSERT: The UUA Board and staff will develop procedures for updating the graphic as needed.]

Clean version:

After Line 44

Reason. We search for truth and meaning, informed by reason, evidence, and the results of science, motivated by wonder, curiosity, and compassion.

We covenant to listen to and respect the views of others, and to remain open to new ideas.

Rationale:

Our UU commitment to a responsible search for truth and meaning sets us apart from other denominations. We are free of dogma. The open-mindedness we espouse in our 4th principle is what drew many of us to become UUs; it has guided youth and members in developing their faith; and it could be a key factor in attracting new members over the coming years. If our values are now to be the public face of our faith, as the principles have been, then our traditional value of reason should be among them.

Page 8 of the report states that the document should be inclusive. We need to be inclusive of our continuing members as well as the new and potential new members we welcome to our widening circle. In addition, page 10 states the Commission should reach out to the numerous stakeholders, which include philosophical and theological groups, such as UU Humanists. Whether or not they identify with one of those groups, members are stakeholders and many of them value reason and the search greatly. The current Proposed Revision to Article II de-emphasizes the role of the search and reason. It does state, in the Pluralism value, "We covenant to learn from one another in our free and responsible search for truth and meaning." Learning from one another is of great benefit, but it is only one part of a responsible search. We can be more inclusive of our stakeholders by adding the value of Reason which is so important to so many of them.

AMENDMENTS TO PROPOSED ARTICLE II

Peace as a UU Value

Amendment:

20 Inseparable from one another, [DELETE: these] [INSERT: our] shared values are:

21 The UUA Board and staff will develop procedures for updating the graphic as needed.

44 and inclusive communities.

[INSERT: Peace. We dedicate ourselves to peaceful conflict resolution at all levels.

We covenant to promote a peaceful world community with liberty and human rights for all. Whenever and wherever possible we will support nonviolent means to achieve peace.]

Clean version:

20 Inseparable from one another, our shared values are:

44 and inclusive communities.

Peace. We dedicate ourselves to peaceful conflict resolution at all levels.

We covenant to promote a peaceful world community with liberty and human rights for all. Whenever and wherever possible we will support nonviolent means to achieve peace.

Rationale:

Phrases and terms from six of the current principles appear in the values statements proposed by the A2SC, but the sixth principle's commitment to peace is not included. Adding Peace as a value with revised language drawn from the sixth principle is critical to avoid the impression that UUs are no longer committed to peaceful conflict resolution at a time of renewed war in Europe and the Middle East. UUs have a distinguished history of international engagement through the UU Service Committee, the Holdeen Project, Partner Church program, UN office and other initiatives. UU Congregations nationwide affirm their commitment to peace in bylaws mission statements and outdoor poles displaying the word "peace" in different languages.

By affirming a commitment to non-violence "whenever and wherever possible" the proposed value statement, like the 2010 UUA Statement of Conscience "Creating Peace," also applies to conflicts within the nation, our congregations, institutions and personal relationships. In response to increased politically inspired violence such as the January 6 attack on the US capital, UUs should reaffirm their commitment to peacemaking rather than remove that value from Article II.

The proposed value does not commit UUs to pacifism; there will continue to be such gross injustices that a majority favors the last resort use of forceful measures to achieve a remedy. When endorsing military action in the past, UUs have been divided. A renewed commitment to peace will support our defense of conscientious objectors, while equally honoring and respecting our UU military families.

The proposed value commits UUs to work for "human rights" a significant, timely addition to Article II at a time when innocent civilians have become targeted victims of war crimes.

At the 2023, GA time ran out before consideration of this proposal. It deserves adoption in 2024.

PROPOSED BYLAW AMENDMENTS

Underlining indicates insertion; [brackets indicate deletion.]

Proposed Revision to UUA Bylaw Section 7.13. Religious Education Credentialing Committee

Rationale: The Religious Education Credentialing Committee would like the option to increase the number of members of its committee should the need arise to do so. The following change is proposed to allow flexibility in the committee's composition, while making the bylaw language consistent with that of the Ministerial Fellowship Committee.

66 Section 7.13. Religious Education Credentialing Committee.

67 The Religious Education Credentialing Committee shall consist of no fewer than seven
68 members appointed by the Board of Trustees as follows:

69 (a) three members, none of whom is a parish minister, minister of religious education,
70 community minister, a credentialed religious educator, or a director of religious
71 education, appointed by the Board;

72 (b) one member who is a parish minister or community minister, appointed by the Board;

73 (c) one member who is a minister of religious education, appointed by the Board'

74 (d) one member who is a Credentialed Religious Educator at the highest level granted by
75 the Religious Education Credentialing Committee, appointed by the Board; and

76 (e) one member nominated by the Board of the Liberal Religious Educators Association
77 and appointed by the Board of Trustees.

78 The Committee shall have jurisdiction over religious education credentialing with the
79 Association as provided in Article XII thereof. The Board of Trustees shall designate a person
80 who is not a member of the committee to be its Executive Secretary and keep its records.

PROPOSED BUSINESS RESOLUTION

Embracing Transgender, Nonbinary and Intersex People as Fundamental Expressions of UU Religious Values

UUA Business Resolution

80 On behalf of the member congregations and communities of the UUA, we proclaim that our
81 principles and values unequivocally commit our faith to honor and celebrate the full spectrum
82 of gender identity and expression. Being transgender or identifying with any gender other
83 than the one assigned at birth, is a beautiful and divine manifestation of humanity; as is being
84 intersex, or having sex characteristics that vary from what is considered typical. As Unitarian
85 Universalists, we affirm the inherent worthiness and dignity of each person as a core principle.
86 The ability to live ever-more authentically as one's true self is central to a lifelong journey
87 towards spiritual fulfillment.

88 As a people who put love at the center of our faith, that love calls us to fully embrace equity
89 for transgender, nonbinary, intersex, and gender diverse people in our congregations and the
90 wider world. For generations, Unitarian Universalism has advocated for equity for lesbian,
91 gay, bisexual, transgender, queer and intersex (LGBTQI+) people,^{1, 2} gender equity^{3, 4} and
92 reproductive justice.⁵ As our scientific and sociological understandings of gender have evolved,
93 our faith, too, has expanded our commitments to explicitly include the spectrum of gender
94 expressions and identities as an integral aspect of our frameworks for freedom and flourishing.

95 The imperative to care for those most at risk, especially due to systems of injustice, is one of
96 our defining religious commitments throughout our UU history. These systems imperil the basic
97 human right to experience freedom from discrimination in all areas of life, including healthcare,
98 education, housing, employment, free expression, and beyond. Denial of medical care and
99 basic human rights causes profound damage and trauma, and is a violation of our core
100 religious principles. Securing these rights for LGBTQI+ people and communities, whose rights
101 are now at risk, is essential for their lifelong development and thriving.

102 Not only has our nation failed to enact federal legislation clarifying protections for queer
103 communities, but hundreds of new oppressive laws and policies across dozens of states and
104 countries are now targeting reproductive justice and transgender people across their lifespans.

1 1970 Resolution on Discrimination Against Homosexuality and Bisexuality, which urged "all peoples immediately to bring an end to all discrimination against homosexuals, homosexuality, bisexuals, and bisexuality." <https://www.uua.org/action/statements/discrimination-against-homosexuals-and-bisexuals>

2 1989 Resolution on Proposals from the Common Vision Planning Committee, which stated "Unitarian Universalists have consistently committed ourselves through the General Assembly to the dignity and rights of gay, lesbian, and bisexual persons and to their full inclusion in our movement" <https://www.uua.org/action/statements/proposals-common-vision-planning-committee>

3 1977 Resolution on Women and Religion, which "Charge[d] UUs to "examine carefully their own religious beliefs and the extent to which these beliefs influence sex-role stereotypes within their own families." <https://www.uua.org/action/statements/women-and-religion>

4 1987 Resolution on Right to Choose, which stated ""Unitarian Universalists believe that the inherent worth and dignity of every person, the right of individual conscience, and respect for human life are inalienable rights due every person; and that the personal right to choose in regard to contraception and abortion is an important aspect of these rights... We reaffirm the right to choose contraception and abortion as a legitimate expression of our constitutional rights." <https://www.uua.org/action/statements/right-choose>

5 2015 Statement of Conscience on Reproductive Justice, which stated "As Unitarian Universalists, we embrace the reproductive justice framework, which espouses the human right to have children, not to have children, to parent the children one has in healthy environments and to safeguard bodily autonomy and to express one's sexuality freely... Unitarian Universalists support gender equity, positive sexuality, diverse sexual expression and the individual's right to make reproductive choices. <https://www.uua.org/action/statements/reproductive-justice>

PROPOSED BUSINESS RESOLUTION

105 These policies are aimed to perpetuate the patriarchal status quo; to control and deny the
106 bodily autonomy of transgender and nonbinary people, intersex people, and cisgender women
107 which threatens that status quo; and to erase queer, transgender, and gender diverse people
108 from existence. We recommit ourselves as a people of faith to resisting these despicable
109 policies and to advocating for basic human rights where they are most endangered.

110 We acknowledge the risks to transgender youth, who have fewer rights and whose access to
111 life-saving gender-affirming medical care is under legal and political attack. As the UUA stated
112 in a federal court filing to defend gender-affirming care for youth, “In ceremonies of dedication,
113 many Unitarian Universalist congregations acknowledge a child’s sacred life and commit to
114 support the family in its key role of guarding the child’s life, freedom, and opportunities.”⁶ Laws
115 which restrict the ability to even discuss LGBTQI+ experiences cut youth off from history,
116 mentorship, and freedom of self-expression, causing painful impacts to social, intellectual and
117 emotional wellbeing. We charge one another, and especially our leaders, to protect and honor
118 our transgender, nonbinary and gender expansive youth members and their families as they go
119 through the stages of spiritual and personal identity development.

120 The General Assembly, as the ultimate authority in our Association,⁷ now weaves these strands
121 into a foundational profession of our faith’s values in support of transgender and intersex
122 people. Through the democratic process of the General Assembly, Unitarian Universalists
123 have confirmed that discrimination against transgender people is incompatible with UU values
124 and principles; resistance to transphobia is core to UU commitments of justice and liberation.
125 Most recently in 2021, the General Assembly voted to “affirm that living one’s identity, in
126 terms of gender identity/expression, sex characteristics, and affectional/sexual orientation,
127 is part of our free exercise of religion, and that religious exceptionalism that promotes
128 discrimination abridges human rights and our free exercise of religion.”⁸ The UUA’s Welcoming
129 Congregations program for LGBTQI+ inclusion was authorized by the General Assembly,
130 and over 80% of UUA congregations have now been recognized for their participation, whose
131 members comprise 93% of our total membership.

132 As a covenantal faith, the heart of our religious beliefs and structure lies in the mutual
133 commitments we make to one another on behalf of our values and principles, and in the
134 practice of living out those commitments in religious community. This structure is rooted in
135 the Cambridge Platform of 1648 of our religious forbearers, which established that 1) freely
136 entering into a covenant with one another binds us in religious community, 2) true covenant
137 must be practiced and not merely professed, and 3) congregations cooperate to ensure
138 one another’s welfare and faithfulness. *Our religious tradition is a living one, and today we*
139 *collectively declare that our covenant inescapably binds us to affirmation and protection of our*
140 *transgender and intersex members and kindred, in faith and in practice.*

141 To enact this covenantal commitment to honor, defend and celebrate the spectrum of gender
142 identity, we call on all UU congregations, leaders and members to affirm their commitment
143 through parallel actions. Those actions can include:

6 Amicus curiae brief authored by the UUA in Paul A. Eknes-Tucker v. State of Alabama. USCA11 Case: 22-11707 Document: 137-1. September 18, 2023.

7 2019 Statement of Conscience, “Our Democracy Uncorrupted.” <https://www.uua.org/action/statements/our-democracy-uncorrupted>

8 2021 Action of Immediate Witness, “Defend and Advocate with Transgender, Nonbinary and Intersex Communities.” <https://www.uua.org/action/statements/defend-and-advocate-transgender-nonbinary-and-intersex-communities>

PROPOSED BUSINESS RESOLUTION

- 144 • Condemning all anti-transgender legislation, demanding the repeal of anti-transgender
145 laws, and working to block additional such bills;
- 146 • Partnering with local and state organizations led by transgender, nonbinary, and intersex
147 people to advocate for their needs and interests;
- 148 • Supporting organizations that help people relocate or access health care including
149 across state lines, such as the Pink Haven Coalition;
- 150 • Participating in UPLIFT Ministries programs
- 151 • Amplifying campaigns for bodily autonomy, such as Side With Love's UPLIFT Action
152 campaign;
- 153 • Participating in the Welcoming Congregation renewal program;
- 154 • Affirming this commitment locally through votes and investment of the congregation.

155 We hereby pledge our collective faithful efforts to the full affirmation and celebration of
156 transgender, nonbinary, intersex and gender diverse people within our congregations and the
157 wider community, and uphold this commitment as a fundamental obligation revealed by our
158 principles and values.

Board of Trustees



Emily Jaworski Koriath - position #6 (3-year term ending at GA 2027) Emily Jaworski Koriath (DMA, PSEP, RYT-200) is the Music Director at the UU Church of Boulder, Colorado and the editor and primary author of *Trauma and the Voice: A Guide for Singers, Teachers, and Other Practitioners*. In addition to her congregational work, she teaches voice and works with singers on healing emotional trauma to facilitate more authentic artistry. Emily combines voice science, body awareness, Somatic Experiencing®, and spiritual connection to help singers reclaim their joy and freedom in singing. Emily has been serving Unitarian Universalism for the past ten years, beginning with her appointment as the Director of Music Ministries at the UU Church of Concord, NH. During

her doctoral studies, she stepped away from program leadership and served in supporting capacities at Arlington Street Church in Boston, and the Starr King Fellowship in Plymouth, NH. In 2019 Emily served as the Music Coordinator for the UUA's General Assembly in Spokane, and she has presented professional development workshops at the Association for UU Music Ministries' national conference every year since 2016. Emily's musical philosophy was profoundly shaped by Sarah Dan Jones, composer of the beloved "Meditation on Breathing" and the first music leader to serve on the UUA's Board of Trustees. From Sarah Dan, Emily witnessed singing that exists to build community, to connect us to our spirits, our values, and each other. Through her work in Unitarian Universalism, she has completed training in Systems Theory, Ethics, Multicultural Competency, and Examining White Supremacy Culture. She participated in "Undoing Racism for Community Organizers" presented by the People's Institute for Survival and Beyond in New Orleans. During her doctoral coursework at Boston University, she worked closely with choral conductor and human rights activist Andre de Quadros, studying his method of Empowering Song for choral organizations and disenfranchised populations, teaching music to incarcerated youth in Massachusetts, and touring with the social justice choir Voices 21C.



John Simmonds - position #3 (3-year term ending at GA 2027) John Simmonds has served in a variety of lay leadership positions at the UUA and congregations where he was a member. His service included positions on the Panel on Theological Education, church Boards of Trustees, Task Forces, and Bylaws, Capital Campaign, Ministerial Search, Personnel, Stewardship and Worship Committees. Professionally, Simmonds is a software engineer at heart. He currently works in the financial industry and recently transitioned from managing technology teams and projects to working in the areas of technology contracts and client communications. Simmonds also served on the Acushnet

Cultural Council, which is part of the Massachusetts Cultural Council, and more recently on the board of the Rhode Island Council for the Humanities. He lives in Rhode Island.



Rev. Sam Trumbore - position #8 (3-year term ending at GA 2027) The Rev. Sam Trumbore was elected to the Board in June of 2021. Previously, he served on the UUA Electronic Communications Committee (1994-1998) and the Open UUA Committee (2011-2015). Rev. Trumbore retired in June 2023 from the First Unitarian Universalist Society of Albany, NY after 24 years of ministry. He grew up UU in the Unitarian Universalist Fellowship of Newark, DE. He moved to California to work in Silicon Valley and finish his Electrical Engineering and Computer Sciences Degree at UC Berkeley. While there, he was a member of the Palo Alto and Oakland UU Churches. The call to ministry came

and he left his computer engineering career to enter Starr King School for the Ministry. He served in ministerial capacities at Rochester Unitarian (NY) as an Intern (1988-1989), Niagara Falls doing pulpit supply (1990-1993), and was ordained there in 1992. His first settled ministry was in Port Charlotte, Florida (1993-99). Rev. Trumbore also serves on the board of the UU Buddhist Fellowship and is a devoted practitioner of Insight Meditation (Theravadan 1984-present). He has been active in congregation-based community organizing (ARISE) and UU State Action Networks during his time in Albany. His most recent work was helping the NY UU Justice State Action Network get started in 2020. Philomena Moriarty and Sam have been married since 1990, and together they have an adult son, Andrew.

Commission on Appraisal



Rachel A. Feltner (1-year term ending at GA 2025) Rachel was born in Dayton, Ohio, and has spent most of her life in southwestern Ohio. She currently lives in Cincinnati with her boyfriend, Demis, and pet chinchilla, Chili. Even so, Rachel spends much of her time in Dayton. For work, Rachel is a community organizer for Leaders for Equality and Action in Dayton where she is developing a parent leadership and advocacy initiative. Rachel has been a member of Miami Valley Unitarian Universalist Fellowship in Dayton for nine years. She came to Unitarian Universalism in her early twenties while searching for a supportive community. Throughout her years at the Fellowship, Rachel has served

in many leadership roles including President of the Board of Trustees, Social Action Representative to Program Council, member of the Ministerial Search Committee, and member of the Healing and Repair Taskforce. She also enjoys working on worship services, facilitating small groups, and organizing events for the church. As a humanist, Rachel finds her spiritual inspiration through our faith's work for justice and the challenging work of living into covenant.

Nominating Committee



cristy cardinal (3-year term ending at GA 2027) cristy cardinal (they/them) has been a member of the UUA Nominating Committee since GA 2021. They are a candidate for UU ministry, currently serving as a chaplain intern at St. Vincent Mercy Health in Toledo. They graduated from Starr King School for the Ministry in May 2023. They believe in a vision of Unitarian Universalism that is liberatory, with love at the center. They live in Southeast Michigan with their three children and two feline overlords, and they are a member of First UU of Ann Arbor.



Andreas Rivera Young (3-year term ending at GA 2027) Andreas Rivera Young is a graduating senior at Brown University studying political science and history. He worked as a Connections Coordinator for GA Youth. He also previously served as the Junior/Senior Dean of GA Youth at the UUA. His home congregation is the Unitarian Universalist Fellowship of Waynesboro.