

Minutes of the NAUA Board of Trustees Meeting, March 12, 2025

The March NAUA Board of Trustees meetings was called to order at 10:05 am PST. The meeting was conducted on Zoom. The following members of the Board were present: Rev. Todd Eklof, John Wunderlin, Ron Strange, Bob Simoni, Lynn Jinishian, Judi Durham, Terry Anderson, Jan Anderson, Marga Hanna, Mike Long and Stephen Polmar. The presence of a Quorum was confirmed. Additional NAUA members present: Joyce Kinnear.

The minutes of the NAUA Board of Trustees meeting of February 12, 2025, previously sent to all members of the Board for review, were approved without revision.

Treasurer's Report: Treasurer Bob Simoni stated that at the present time the balances of NAUA accounts as of March 2, 2025 are as follows:

Banking Total	\$47,007.79
STCU Checking	\$3,428.45
STCU Money Market	\$43,579.34

Further detailed information concerning Transactions Year to Date and Cash Flows can be found in Appendix I to these Minutes (attached).

Bob Simoni stated that currently two additional people have expressed interest in becoming members of the Finance Committee.

Bob Simoni also asked how the Finance Committee and Board could prepare a Budget and plan for fundraising without having a completed Strategic Plan. Stephen Polmar, Chairman of the Strategic Planning Committee, stated that NAUA already has functioning committees and these committee have financial needs that could already be estimated. Judi Durham, Chairperson of the Member Services Committee, supported that statement. Stephen then proposed that the Board Secretary (himself) ask the Board Liaison Members for each committee to consult with their committee members and submit 6-month budget requests (i.e., for the 3rd and 4th Quarters of 2025) to the Treasurer/Finance Committee by the beginning of May. The Treasurer and Finance Committee would then prepare a 6 month budget request and submit that to the Board for approval at its June meeting. This proposal was agreed upon without a formal vote. **Action: The Board Secretary will send out the above mentioned requests.**

President's Report:

Nominating Committee: Rev. Todd Eklof stated that the Nominating Committee should now be activated and seek additional members for the committee from NAUA membership. Currently the Nominating Committee consists of Mike Long (Board Liaison), Marga Hanna and John Wunderlin.

7 Principles Issue: Rev. Eklof pointed out that the NAUA Board had already taken a position with respect to the 1985 7 Principles and Sources of the UUA at the Provisional Board's February 2024 meeting. The wording of that approved motion was as follows:

"The North American Unitarian Association (NAUA) is committed to supporting and promoting liberal religion, including embracing the fundamental principles of human dignity, religious freedom, reason and tolerance.

NAUA is not affiliated with the Unitarian Universalist Association (UUA), which in 1985 adopted a number of principles and sources for its member organizations. These UUA principles and sources have neither been adopted nor rejected by NAUA.

NAUA is not a governing body for its individual members, member organizations, congregations or fellowships. NAUA does not recommend or require its members to accept or follow any specific religious or spiritual beliefs, creeds or covenants. Each member of the NAUA is autonomous, and as such shall determine for themselves whether to accept or reject the beliefs, principles and sources of a particular religion or denomination. NAUA expresses no opinion as to whether its members should promote or subscribe to the UUA's principles and sources."

Motion: Stephen Polmar moved that the Board accept the statement approved by the Provisional Board on February 8th 2024 (as above) concerning the UUA Principles and Sources. The motion was approved with 10 members voting for the motion and 1 abstention.

Lynn Jinishian also proposed that this statement be posted on the NAUA website. That was generally agreed to, but not voted upon.

Liberal Beacon Update: Rev. Eklof announced that John Miller had resigned as the Editor of the Liberal Beacon. On behalf of the Board, Rev. Eklof expressed his appreciation for John's work during his editorship. He also announced that he will serve as interim Editor of the Liberal Beacon until another editor can be found. Furthermore, in light of the excellent NAUA Compass newsletter, he stated that the Liberal Beacon would now focus upon primarily being a digital magazine for religious liberals.

Statement concerning the Board Presidency: Rev. Eklof asked the Board members to help make it clear that he is the President of the NAUA Board of Trustees. He is NOT the President of NAUA.

Committee Reports

NAUA Summit Committee- Chairperson Joyce Kinnear: Joyce stated that the Summit Committee proposes that the 2025 Summit take place during the first week of October 2025. The theme of the Summit will be **“Building Bridges of Unity and Diversity”**. The program will include a key note speaker and workshops as well as a Saturday Service. The Summit will be entirely on Zoom. The Summit Committee is sensitive to the issue of “Zoom fatigue” and will adjust the schedule of the Summit accordingly. Terry Anderson is currently evaluating the options for the necessary Zoom services. The Summit Committee members include Joyce Kinnear (Chairperson), John Wunderlin (Board Liaison), Terry Anderson, Lincoln Baxter, Gail Sandlin and Sunil Wijeyesekera.

The Board agreed to the proposed dates for the next Summit, i.e. 1st week of October 2025.

Communications Committee and Technology Committee- Chairperson Terry Anderson

Terry stated that the Communication Committee would like to increase the number of its members. He said that there had not been a vigorous response to the recent request for members. However, the committee has been very active and will present two workshops next week: March 20 - “Reflecting Our NAUA Values in Communication” with Joanne Krettek, Terry Anderson and Joyce Kinnear and March 22 - “Communicating Our Values”. These were announced in the NAUA Compass Newsletter.

Terry announced that the NAUA website migration to the new service provider has taken place successfully and the site is now fully operational with that service provider.

Motion: Terry Anderson moved that the Board provide financial support for Joanne Krettek of the Communication Committee to attend a Civi Con (convention) in San Francisco. The total costs requested are \$915 for registration, meeting related costs, and travel.

The Board approved the motion and request by unanimous vote.

Strategic Planning Committee- Chairperson Stephen Polmar

The Strategic Planning Committee has now met twice and has developed a Vision Statement, has a Mission Statement (same as in the Bylaws) and completed a SWOT analysis (Strength, Weaknesses, Opportunities and Threats). He also stated that the committee is very fortunate to have Wayne Hanna as both a committee member and

consultant. Wayne has extensive professional experience in Strategic Planning for non-profit organizations internationally and is a great resource for us.

Stephen stated that the committee plans to present a detailed report to the Board during the April Board Meeting. Documentation will be provided to the Board prior to that meeting for review.

Terry Anderson expressed concern as to whether the Board would be given opportunity to have input into the Strategic Planning process. Stephen responded that that was indeed the purpose for an interim report to the Board in April, namely to ~~precisely~~ to get Board input into what the Strategic Planning Committee had done up to that point.

International Alliance- Chairperson Stephen Polmar

Among the activities of the International Alliance, the Mythology Course taught by Marga Hanna is going well and has had three sessions and will continue for two more.

In January NAUA submitted an application for organizational membership in the International Association for Religious Freedom (IARF). Because of some internal IARF issues, most importantly the sabbatical of Professor George Williams, President of IARF, for health reasons, our application will not be brought up for approval until May. However, IARF leadership is very interested in NAUA becoming a member. They are also interested in our help at the UN by Bruce Knotts.

There have been challenges in developing relationships with other international UU organizations, in particular the European Unitarian Universalists (EUU) and the U/U Global Network. This appears to be due to UUA opposition which has included the spreading of misinformation about NAUA.

A promising opportunity for relations with international UU organizations is that with the International Convocation of Unitarian Universalist Women (ICUUW). Board Member Marga Hanna is a member of that organization and has reached out to the President of ICUUW Tina Huesing. There has not been a response as yet. Additional avenues of contact were discussed.

Member Services Committee- Chairperson Judi Durham

Judi reported that the Member Service Committee has already met three times and has developed an action plan (see Appendix II). The committee sees it purposes to focus on member engagement, retention and recruitment. During the presentation Judi focused on engagement as the first objective of the committee's action plan. She pointed out that "while we have approximately 1100 contacts, a relatively small number of members

(estimated to be about 200) are actively involved in NAUA programs and activities”. (John Wunderlin commented that our database shows a higher number of members and contacts). Judi stated that engagement must be a two-way process, inviting members to participate, always asking what they need and want, and sharing what we are doing, providing or developing. The committee proposes the following actions:

- Create a “Welcome to NAUA” letter, that is more descriptive of NAUA services and programs.
- Increase communication by initiating a “Member Services Corner” in the Liberal Beacon.
- Create a Member Services web page with links to other programs of NAUA; Add all new Member Services programs/services as they are developed; Include a link or process where members can communicate with us, offer suggestions, etc.,
- Provide assistance to congregations or fellowships in formation, as well as assistance in leaving UUA if that is their desire. Such assistance might include developing governance, congregational communications, minister-board relationships, personnel policies, etc. [new committee member, Rev. Terry Cummings has volunteered to provide these services.]
- Development of virtual regional NAUA Groups (which might lead to in-person connections, and as a way to reach out to new members and fellowships. Regional groups would provide members to interact, network, feel a sense of community, and greater connection to NAUA and other members. (Choosing/finding regional leadership for these groups will be important.)

Other activities were only addressed briefly but are described in the document in Appendix II. After the presentation there was a brief discussion of how Member Services might deal with the issue of lay leader training. For some aspects of training that would require participation of a minister, Rev. Eklof pointed out that we would likely have to budget for paying ministers for their services for such training.

Rev. Eklof concluded by thanking Judi Durham and the committee for their work.

NAUA’s Relationship to UUnderworld, 5th Principle Project/Used to Be UU and other dissident publications- Rev. Todd Eklof

There was a long and complex discussion about NAUA’s relationship with dissident publications. It was pointed out that this has been problematic in statements made by some of these organizations. Specifically, articles and comments in UUnderworld have been attributed erroneously to NAUA. However, it was pointed out that there were

advantages to having NAUA and its activities mentioned in some of these publications. It was determined that UUnderworld was the greatest problem for us and the following motion was made by Rev. Eklof:

Motion: Rev. Eklof moved that NAUA maintain a separation from UUnderworld, and NAUA not put material including promotional materials into that publication.

After additional discussion, the motion was approved with 9 members voting for and 2 members voting against.

The meeting was adjourned at 12:40 Pacific Time.

The next meeting of the Board will be on **Wednesday April 9th**.

Respectfully submitted,
Stephen Polmar
March 14, 2025

Attachments: Appendix I -Treasurer's report and Appendix II -Member Services Committee Report

Minutes Approved by NAUA Board on April 9, 2025

Appendix I -Treasurer's Report

Transaction - YTD 1/1/2025 through 3/2/2025					
3/2/2025	Date	Account	Num	Description	Memo
BALANCE 12/31/2024					
1/1/2025	STCU Money Market			Opening Balance	
1/3/2025	STCU Checking		S	Google	YouTube Premium
1/3/2025	STCU Checking			Google	YouTube Premium subscription to 2/2/2026
1/6/2025	STCU Checking			Deposits	
1/9/2025	STCU Checking		EFT	WA Secretary of State	Annual Report Filing
1/21/2025	STCU Checking			Transfer	
1/21/2025	STCU Money Market			Transfer	
1/27/2025	STCU Checking		EFT	Skyvare LLC	Hourly charges
1/27/2025	STCU Checking			Zoom	1 year professional subscription
1/31/2025	STCU Checking			Deposits	
1/31/2025	STCU Money Market			Interest	
1/31/2025	STCU Money Market			Deposits	
2/3/2025	STCU Money Market			Deposits	
2/18/2025	STCU Checking		EFT	JD Stillwater	Honorarium for 2/15/25 service
2/18/2025	STCU Money Market			Deposits	
2/20/2025	STCU Checking		EFT	CiviDesk	CiviCRM transfer
2/26/2025	STCU Checking		EFT	Skyvare LLC	Hourly charges
2/26/2025	STCU Money Market			Deposits	
2/28/2025	STCU Checking			Deposits	
2/28/2025	STCU Money Market			Interest	
1/1/2025 - 3/2/2025					
BALANCE 3/2/2025					

3/2/2025

Monthly Spending Comparison - YTD
1/1/2025 through 3/2/2025

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Category	1/1/2025- 1/31/2025	2/1/2025- 2/28/2025	3/1/2025- 3/2/2025	OVERALL TOTAL
INCOME				
Donations	4,599.57	1,962.99	0.00	6,562.56
Interest Income	7.98	21.36	0.00	29.34
FROM STCU Checking	40,000.00	0.00	0.00	40,000.00
TOTAL INCOME	44,607.55	1,984.35	0.00	46,591.90
EXPENSES				
Miscellaneous	20.00	0.00	0.00	20.00
Technology Services	379.77	0.00	0.00	379.77
Website	375.00	3,043.75	0.00	3,418.75
Worship Committee	0.00	200.00	0.00	200.00
TO STCU Money Market	40,000.00	0.00	0.00	40,000.00
TOTAL EXPENSES	40,774.77	3,243.75	0.00	44,018.52
OVERALL TOTAL	3,832.78	-1,259.40	0.00	2,573.38

Appendix II -Report of Member Services Committee

NAUA Member Services Committee Action Plan

Presented to the NAUA Board of Trustees, 3-12-25

The Member Services Committee defines its purpose as threefold:

- **Engagement:** Create opportunities (e.g. regional groups) for members to interact, network, feel a sense of community, and a greater connection to NAUA as well as other members.
- **Retention:** Ensure current members remain active, engaged. Provide the services that have been needed or requested, e.g. assistance to new and emerging fellowships with their formation. Regularly communicate with membership to inform them of the services we are offering, and to continue to assess their needs.
- **Recruitment:** Identify and reach out to Fellowships and Congregations about the advantages of joining NAUA; develop a video of what NAUA offers to be used in recruitment.

The list below is divided into those things that we will attend to first, and once successfully underway, the items that we will then focus on.

Our **first focus** will be on enhancing member engagement. Out of the approximately 1100 contacts on our list, probably only about 200 are *actively* engaged. In any organization, unless folks are actively engaged, they are likely to drift away. Enhancing engagement must be a continuous process of reaching out, sharing with members what we are doing, finding ways for members to be more actively involved, continuously assessing their wants or needs, and creating mechanisms for continuous feedback. To this end, the committee has spent considerable time thinking about where we should begin. At our last committee meeting, we discussed all of our ideas and decided on the following.

MEMBER ENGAGEMENT is the #1 priority. Engagement must be a two-way process, inviting members to participate, always asking what they need and want, and sharing what we are doing, providing or developing.

- Create a Welcome to NAUA letter, that is more descriptive of NAUA services and programs.
- Increase communication by initiating a "Member Services Corner" in the Liberal Beacon.
- Create a Member Services web page with links to other programs of NAUA; Add all new Member Services programs/services as they are developed; Include a link or process where members can communicate with us, offer suggestions, etc.,
- Provide assistance to congregations or fellowships in formation, as well as assistance in leaving UUA if that is their desire. Such assistance might include developing governance, congregational communications, minister-board relationships, personnel policies, etc. [new committee member, Rev. Terry Cummings has volunteered to provide these services.]

- Development of virtual regional NAUA Groups (which might lead to in-person connections, and as a way to reach out to new members and fellowships. Regional groups would provide members to interact, network, feel a sense of community, and greater connection to NAUA and other members. (Choosing/finding regional leadership for these groups will be important.)

This **second list** of items are no less important, but will likely take more time to develop. It was also decided that the committee will solicit new members with skills in these areas to assist in the development. Included are:

- Video describing what NAUA is to go on NAUA home as well as be used in describing NAUA to potential members/fellowships/etc.
- Create classes for children & adults in ethical, moral, and civic responsibility.
- Development of RE materials; Stories for all Ages, etc.
- Development of training materials for lay leaders including worship services, pastoral care, memorial services, marriage ceremonies.