

MINUTES
TWENTY-EIGHTH GENERAL ASSEMBLY OF THE
UNITARIAN UNIVERSALIST ASSOCIATION HELD IN
NEW HAVEN, CONNECTICUT

89

The General Assembly was convened on Friday, June 23, 1988, at 8:45 a.m. by Moderator Natalie Gulbrandsen at Woolsey Hall, Yale University, New Haven, Connecticut.

The Assembly adopted, by a two-thirds vote, Rules of Procedure for the conduct of the meeting, including an amendment to Rule 6 which increased the time for discussion on any item of business from twenty to thirty minutes.

Greetings were received in person from Mayor Biagio Dilieto of New Haven, Connecticut; Kit Northup, President of the Central Connecticut District; Lucie Meijer, Social Service Network Director of the International Association for Religious Freedom; and Dr. Roy Smith, General Secretary of the General Assembly of the Unitarian and Free Churches. A written greeting was received from U.S. Representative Nancy Johnson.

The Moderator read a list of new societies entered into membership in the Unitarian Universalist Association during the last year.

On the basis of a preliminary report of the Credentials Committee, a quorum was declared present from the time the meeting was called to order.

The Assembly received oral reports (as well as written, in some cases) from the President, the Moderator, the Treasurer, the Financial Advisor, the Chair of the Planning Committee, the Chair of the Nominating Committee, the Chair of the Commission on Appraisal, the Chair of the Commission on General Resolutions, the President of the Unitarian Universalist Service Committee, the Co-Executive Directors of the Unitarian Universalist United Nations Office, the Chair of the Finance Committee, the Chair of the Whitney M. Young, Jr. Memorial Fund, the President of the Unitarian Universalist Women's Federation, the Co-Directors of the Unitarian Universalist Peace Network, the Chair of the Unitarian Universalist Peace Fellowship, and a representative of the James Reeb Memorial Committee.

The President presented the annual Award for Distinguished Service to the Cause of Unitarian Universalism to Dr. O. Eugene Pickett.

ACTION ON BY-LAW AMENDMENTS

**CHANGING DEADLINE FOR MAILING GENERAL ASSEMBLY TENTATIVE
AGENDA**

By a vote of two-thirds or more, the Assembly voted to change the deadline for mailing the Tentative Agenda from February 21 to March 1 by amending Section 4.11 to read as follows:

Section 4.11. Tentative Agenda for Regular General Assemblies

The Tentative Agenda shall be mailed to each member society, associate member organization, trustees, and life member by March 1 if the General Assembly opens in June, otherwise, not less than 90 days before the opening of the General Assembly.

CHANGING DEADLINE FOR MAILING PARISH POLL

By a vote of two-thirds or more, the Assembly voted to change the deadline for mailing the Parish Poll from April 10 to April 15 by amending Rule G-4.18.3 to read as follows:

Rule G-4.18.3. Parish Poll

The Planning Committee shall at the time of mailing the Tentative Agenda request each certified member society to report by April 15, if the General Assembly opens in June, or not less than 50 days before the General Assembly if the General Assembly occurs at any other time, on a form provided by the Planning Committee, whether it recommends or does not recommend for action by the General Assembly the Business and General Resolutions appearing on the Tentative Agenda, including the alternative versions of Business Resolutions (if any) submitted by the Planning Committee.

MINISTERIAL FELLOWSHIP COMMITTEE

By a vote of two-thirds or more, the Assembly voted to change the responsibility for appointing a Minister of Religious Education to the Ministerial Fellowship Committee from LREDA to the Board of Trustees by amending Section 7.6 to read as follows:

Section 7.6. Ministerial Fellowship Committee

The Ministerial Fellowship Committee shall consist of eleven members as follows:

- (a) Four members who are not ministers, appointed by the Board;
- (b) Six members who are ministers in full and final fellowship with the Association, one of whom must be a Minister of Religious Education, appointed by the Board; and
- (c) One member appointed by the Unitarian Universalist Ministers Association.

ACTION ON C-BYLAW AMENDMENT**ASSOCIATE MEMBER QUALIFICATIONS**

The Assembly voted a substantive amendment to Bylaw Section C-3.7, submitted for second-year approval, by adding a requirement that the membership of an Associate Member Organization must consist of individuals rather than organizations. In accordance with the terms of Bylaw Section C-14.1, the result of this action is to place this bylaw amendment proposal on the Final Agenda of the 1990 General Assembly for final adoption. The text of the amended version is as follows:

Section C-3.7. Associate Member Qualifications

The Board of Trustees may admit to associate membership in the Association any major organization whose membership or constituency consists of individuals located throughout the Association and whose purposes and programs it finds to be auxiliary to and supportive of the principles of the Association, and which pledges itself to support the Association. The Board of Trustees may terminate such associate membership upon a finding that the organization no longer meets the foregoing qualifications.

The Board of Trustees may adopt rules governing the requirements for admission to and retention of associate membership. An associate member organization shall be recognized as certified during the fiscal year in which it becomes a member, and during each subsequent fiscal year if it has made a financial contribution to the Association during the immediately preceding fiscal year. The Association shall neither exercise control over nor assume responsibility for the programs, activities, or finances of any associate member.

ACTION ON BUSINESS RESOLUTIONS

A proposed resolution to survey the direction of the Department for Social Justice failed. Two proposed resolutions to study relocation for UUA headquarters failed.

The following Business Resolutions were passed by votes of two-thirds or more:

EQUAL OPPORTUNITY IN MINISTERIAL SETTLEMENT

WHEREAS the Principles and Purposes adopted in the By-Laws of the UUA specify that:

"We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote:

The inherent worth and dignity of every person;
Justice, equity, and compassion in human relations";

WHEREAS equal opportunity calls for ministerial settlement procedures without discrimination because of race, color, disability, sex, affectional or sexual orientation, age, or national origin;

WHEREAS we are concerned that some member congregations have not practiced equal opportunity in the calling of ministers;

WHEREAS we are aware that some ministers have been discriminated against by some member congregations because of race, color, disability, sex, affectional or sexual orientation, age, or national origin; and

WHEREAS such discrimination is inconsistent with the Principles and Purposes of our covenant together;

THEREFORE BE IT RESOLVED that the 1989 General Assembly of the Unitarian Universalist Association:

- A. Requests that the Department of Ministry provide assistance to our member congregations in achieving equal opportunity in the ministerial selection process;
- B. Urges our member congregations to accept such assistance when it is offered; and
- C. Supports the Department of Ministry in its long-standing policy of sending to congregations candidate lists meeting equal opportunity criteria; and

BE IT FURTHER RESOLVED that the 1989 General Assembly urges the Unitarian Universalist Association Administration to further develop and to implement programs to combat such discrimination at the local society and district levels.

PROPOSALS OF THE COMMON VISION PLANNING COMMITTEE

WHEREAS the survey conducted by the Common Vision Planning Committee has shown that, despite a long and luminous tradition of leadership toward an era of wider justice, inclusion, and recognition of the dignity and worth of all, still the fear of same-sex love runs deep among Unitarian Universalists; and

WHEREAS the persistence in our midst of homophobia and heterosexism sorely tests our commitment to our Principles and Purposes;

WHEREAS 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; and

WHEREAS the Welcoming Congregation program has been proposed by the Common Vision Planning Committee and approved by the UUA Board of Trustees as an effective response to the aforementioned concerns and as a model for training in the practice of inclusive community;

THEREFORE BE IT RESOLVED that the 1989 General Assembly of the Unitarian Universalist Association adopts the recommendation of the Common Vision Planning Committee that the Welcoming Congregation Program be established as set forth in the attachment hereto (Attachment A); and

BE IT FURTHER RESOLVED that the 1989 General Assembly urges the Unitarian Universalist Association Administration to implement this Program through its Office of Lesbian and Gay Concerns.

ACTION ON SECOND-YEAR GENERAL RESOLUTIONS

The following General Resolutions were passed by a vote of two-thirds or more:

ECONOMIC CONVERSION FOR PEACE AND HUMAN NEEDS

Because Unitarian Universalists are committed to promoting world peace and affirming the worth and dignity of all people;

Because we support programs to meet human needs for food, shelter, health care, a sustainable environment, education, and fulfilling work in a stable world economy; and

Because successive General Assembly resolutions have spoken to issues relating to economic conversion, defined as the orderly redirection of resources now employed in all aspects of weapons manufacture to the rebuilding of civilian industries and the infrastructure to support them; and

WHEREAS human experience has shown that national security requires social justice and a productive economy as well as an adequate national defense force;

WHEREAS excessive military spending is economically unproductive and a major component of government budget deficits;

WHEREAS an economy driven by the military-industrial complex exacerbates world tensions and increases the possibility of accidental warfare;

WHEREAS the war economies of nations divert intellectual and material resources from basic human needs, medical research, educational programs, and transportation systems;

WHEREAS abrupt, unplanned cessation of military spending or closing of military bases in a community or region results in immediate economic dislocation; and

WHEREAS planned economic conversion will stimulate the world economy, strengthen communities everywhere, and stabilize the work force, thereby enhancing global security;

THEREFORE BE IT RESOLVED that the Unitarian Universalist Association endorses national, provincial, state, and local policies and programs that will promote economic conversion by eliminating unnecessary or excessive military expenditures, both at home and abroad;

BE IT FURTHER RESOLVED that the United States and Canadian governments be urged to work through the United Nations to provide the interchange of information and experience as to how such conversion can best be accomplished; and

BE IT FURTHER RESOLVED that the resources made available by this conversion be directed toward creating a more productive and environmentally responsible industrial economy, restoring adequate social programs for all, and achieving global peace; and

BE IT FINALLY RESOLVED that the Unitarian Universalist Association:

1. Encourages local Unitarian Universalist congregations to study the ways and the extent to which Unitarian Universalists as individuals, and congregations through their investments, are dependent on military funding; and
2. Suggests that Unitarian Universalist congregations and area councils stimulate community or area study and planning mechanisms in cooperation with other interests in the community with a view to local planning for economic well-being, reducing the vulnerability associated with excessive reliance on the military economy.

PROTECTING THE BIOSPHERE

Guided by our respect for the sanctity of all life and for the interdependent web of all existence of which we are a part;

Recognizing the stress placed upon the biosphere through excessive demands upon resources, and mismanagement of those resources for industrial, commercial, and personal objectives; and

Acknowledging that we are responsible for the survival of life on our planet; and

WHEREAS industrialized countries consume a disproportionate share of the earth's finite resources and generate a disproportionate quantity of waste and pollution;

WHEREAS the disposal of environmentally dangerous wastes in the form of plastics, chemicals, metals, and synthetic and radioactive materials has proven to contaminate our air, water, and land with carcinogens and toxins;

WHEREAS we are increasingly polluting our environment by human error;

WHEREAS acid rain has damaged and destroyed forests and lakes throughout the northern latitudes; and destruction of tropical rain forests by corporations, governments, and internationally-sponsored projects is resulting in one-third of the annual increase in global carbon dioxide levels, which have been rising since the late 19th century, threatening life on earth with an unprecedented warming trend; and

WHEREAS the polar ozone layers have decreased significantly in the past decade, threatening life on earth with an increased level of ultraviolet radiation;

THEREFORE BE IT RESOLVED that the Unitarian Universalist Association calls upon its congregations and individual Unitarian Universalists to examine their attitudes and to practice responsibility as consumers, affirming the need to support and participate in community conservation and recycling programs;

BE IT FURTHER RESOLVED that Unitarian Universalists inform and petition their legislators to enact legislation:

- A. Encouraging safe waste management and the conservation and recycling of natural resources;
- B. Advocating environmentally sound controls and practices in the manufacture, use, and disposal of environmentally dangerous materials;
- C. Promoting international action against polluted air masses and water flow across political boundaries;
- D. Developing efficient means to prevent, where possible, and to respond swiftly and effectively to environmentally threatening accidents; and
- E. Rejecting environmentally damaging aid and development projects, such as those causing the destruction of tropical rain forests;

BE IT FURTHER RESOLVED that Unitarian Universalist congregations and their members inform themselves of the global issues of environment and quality of life as addressed in the United Nations Brundtland report, "Our Common Future"; discontinue or strictly limit the use of environmentally destructive products, and coordinate efforts with those of environmental groups everywhere; and

BE IT FINALLY RESOLVED that Unitarian Universalists support international efforts to heal the harmful effects of human activities on the biosphere.

AIDS/HIV CRISIS

Because the member congregations of the Unitarian Universalist Association have affirmed in covenant to promote the inherent worth and dignity of every person, and justice, equity, and compassion in human relations;

Because we reject the fear and loathing of the human body and sexuality instilled by some religious traditions, and we reject the notion of disease as divine punishment or natural retribution for "moral failure"; and

Because the General Assembly has declared its resolve that health care be made accessible to all, and that the rights of people living with Acquired Immune Deficiency Syndrome (AIDS), those who are infected with the Human Immunodeficiency Virus (HIV), and those who are perceived to be at risk not be abridged; and

WHEREAS AIDS and/or HIV infection present a human crisis of global proportions that threatens the lives of millions of people irrespective of sex, age, race, or sexual orientation; and

WHEREAS many governments and religious institutions have not yet spoken or acted with adequate moral or intellectual clarity in this crisis;

THEREFORE BE IT RESOLVED that the Unitarian Universalist Association:

1. Calls for intensifying the search for treatments, cures, and prevention of the disease, expediting the availability of new drugs and alternative therapies, and allowing the use of experimental drugs and procedures by people living with AIDS and/or HIV infection;
2. Affirms that responsible HIV testing should be informed, non-coercive, voluntary, and anonymous; and
3. Calls upon individual Unitarian Universalists, its member congregations and affiliated organizations, and on the religious community at large to work with compassion,

energy, and imagination to care for HIV-infected adults and children, support those who give care, and engage the human issues occasioned by this crisis;

BE IT FURTHER RESOLVED that the Unitarian Universalist Association opposes such infringements upon the dignity and rights of people as:

1. Indiscriminate HIV testing, which diverts resources from substantive responses to AIDS, while misuse of test results poses a serious threat to the confidentiality, rights, and livelihood of those whose tests may indicate infection by the virus;
2. Discrimination against people living with AIDS and/or HIV infection, their domestic partners, their families and associates, and those who are presumed to be infected or at risk; and
3. Mandatory HIV testing of foreign-born residents in the U.S. who are applying to legalize their status, and denials of both legalization and Medicaid to immigrants who have been living in the United States for years;

BE IT FURTHER RESOLVED that the Unitarian Universalist Association calls upon government agencies at all levels in the United States and Canada to:

1. Expand educational programs about transmission of HIV, including explicit information about sexual practices that pose high risk of infection, and methods for reducing risk;
2. Fund and encourage anonymous, voluntary testing which can enable people to make informed choices regarding possible medical treatment; and
3. Recognize the severity of intravenous (I.V.) drug abuse and, while increasing efforts to halt it, acknowledge the humanity of I.V. drug users and redirect public policy in ways that reduce the threat of HIV infection among this population, including assessment of the wisdom of distributing clean needles and syringes;

BE IT FINALLY RESOLVED that the Unitarian Universalist Association urges the medical and religious communities to address ethical and economic issues heightened by this crisis, including personal autonomy and responsibility, the dilemmas of people living with AIDS and/or HIV infection, their families, partners, and medical personnel, and finally the right to die with dignity.

ACTION ON RESOLUTIONS OF IMMEDIATE WITNESS

The following Resolutions of Immediate Witness were passed by a vote of two-thirds or more:

THE TRAVEL RIGHTS OF HIV-INFECTED PEOPLE

WHEREAS the 1989 General Assembly of the Unitarian Universalist Association has passed a resolution entitled AIDS CRISIS that condemns discrimination against people living with AIDS;

WHEREAS there is no evidence to prove that Human Immunodeficiency Virus (HIV) can be transmitted by casual contact, and a great deal of evidence to suggest that it cannot be so transmitted;

WHEREAS agencies of the United States government continue to harass people who are HIV-infected, specifically including:

1. the imprisonment and deportation of HIV-infected people attempting to travel through the United States in order to attend the Fifth International AIDS conference in Montreal; and
2. the imprisonment and deportation of HIV-infected people attempting to enter the United States for treatment or to participate in research programs; and

WHEREAS the Sixth International AIDS Conference is scheduled to be held in San Francisco in June 1990, and full participation of HIV-infected people is necessary for the advancement of scientific research on the treatment and causes of HIV infection;

THEREFORE BE IT RESOLVED that the 1989 General Assembly of the Unitarian Universalist Association condemns such interference with the rights of HIV-infected people; and

BE IT FURTHER RESOLVED that this 1989 General Assembly calls upon the president of the Association to communicate to the President of the United States, the Attorney General of the United States, and the U.S. Immigration and Naturalization Service our distress at this continued harassment, and to demand that enforcement of the Helms Amendment, under which these actions are being taken, be suspended to allow HIV-infected people to travel freely.

THE REFUGEE INTERNMENT CAMP AT HARLINGEN, TEXAS

BECAUSE the member congregations of the Unitarian Universalist Association covenant to affirm and promote the inherent worth and dignity of every person, and justice, equity and compassion in human relations; and

BECAUSE Unitarian Universalists have historically come to the defense of persons denied basic human rights and justice; and

WHEREAS the U.S. Immigration and Naturalization Service (INS) has recently opened a 5000-inmate tent prison at Harlingen, Texas, for the detention of Central American Refugees, which six Roman Catholic bishops have called "the largest concentration camp in America since the internment of the Japanese";

WHEREAS, inconsistent with the pursuit of justice, asylum hearings there last only ten to fifteen minutes;

WHEREAS refugees denied asylum are immediately jailed, and bail set beyond almost any refugee's ability to pay;

WHEREAS affordable legal resources are inadequate, effectively denying the legal representation essential to justice;

WHEREAS refugees who obtain bond are denied work permits, forcing them and their families into hunger and poverty; and

WHEREAS these new INS policies constitute a comprehensive and shocking denial of basic human rights and due process which are the cornerstones of United States and international law;

THEREFORE BE IT RESOLVED that the 1989 General Assembly of the Unitarian Universalist Association calls upon the United States Congress and federal administration to end their brutal and immoral policies, and return the INS to the rule of law and respect for human rights;

BE IT FURTHER RESOLVED that we request the Administration of the Unitarian Universalist Association to investigate the status of lawsuits filed in connection with this issue and, if appropriate, to file briefs as friend-of-the-court on behalf of the refugees; and

BE IT FINALLY RESOLVED that we urge all Unitarian Universalist congregations and individual Unitarian Universalists to inform themselves on this issue, and to raise it with legislators and the public, to begin to redress the evil being done.

DRAFT GENERAL RESOLUTIONS REFERRED FOR STUDY

The Assembly approved by two-thirds or more vote three draft General Resolutions (as amended) to be referred to member congregations and districts for review and study.

The member congregations and districts may submit comments about proposed amendments to the draft resolutions to the Commission on General Resolutions by no later than March 1, 1989. Final action on each of the resolutions is scheduled for the 1990 General Assembly.

The text of each of the three draft General Resolutions approved for study is set forth in Attachments B-1, B-2, and B-3.

ACTION ON REPORTS OF OFFICERS AND OTHERS

The Assembly voted, by unanimous consent, to express its appreciation for the work of retiring Financial Advisor, Robert Lavender, and for the contributions of the former Director of the Department for Social Justice, Dr. Loretta Williams.

The following motions in the form of proposed resolutions were made in connection with the President's report and approved by majority vote:

THE BATTLE FOR TIANANMEN SQUARE

WHEREAS our President in his report to the 1989 General Assembly on June 23, 1989, stated: ". . . the most opportune time for the forces of reaction to seize the day is when a new order has shown its face but not yet consolidated its power . . . but it is also incredibly dangerous because the forces of orthodoxy will not retreat without a long and terrible fight . . . The battle for Tiananmen Square is the most blatant example . . .";

WHEREAS, as Sissela Bok said in the 1989 Ware Lecture, "The center and soul of justice were being destroyed in China by the government's violence"; and

WHEREAS the heroic events in Tiananmen Square illustrate the arc of the universe that bends toward justice;

THEREFORE BE IT RESOLVED that the 1989 General Assembly of the Unitarian Universalist Association expresses sympathy for all those who have suffered in the People's Republic of China as a result of the battle for Tiananmen Square and the hope that this powerful movement for democracy will once again bend toward justice.

THE EXECUTION OF MINORS AND THOSE WHO ARE MENTALLY RETARDED

WHEREAS President Schulz spoke in his report to the Assembly about the neglect of youth and the need for racial justice in our society;

WHEREAS the member congregations of the Unitarian Universalist Association covenant to affirm and promote the inherent worth and dignity of every person;

WHEREAS Unitarian Universalists have in the past voiced their opposition to the death penalty; and

WHEREAS the United States Supreme Court on June 26, 1989 ruled that the execution of minors from sixteen years of age as well as those persons who are determined to be mentally retarded is not a violation of the United States Constitution;

THEREFORE BE IT RESOLVED that the 1989 General Assembly of the Unitarian Universalist Association express its opposition to this decision;

BE IT FURTHER RESOLVED that the Unitarian Universalist Association urges Congress and state legislators to protect these classes of individuals.

CREDENTIALS COMMITTEE REPORT

The final report of the Credentials Committee was as follows:

Accredited and attending the 28th General Assembly of the Unitarian Universalist Association were 1203 lay delegates, 387 ministerial delegates, 18 ministers emeriti, 6 directors of religious education (ministerial delegates include ministers of religious education), 5 associate member delegates, 24 members of the Board of Trustees (not included as registered delegates from congregations), for a total of 1643 delegates representing 586 congregations, 44 states and the District of Columbia, and 4 Canadian provinces. Total registration for the assembly was 3107.

OTHER BUSINESS

The Assembly voted, by unanimous consent, to express its appreciation to the General Assembly Planning Committee, the Local Committee, the General Assembly Administrator, the Commission on General Resolutions, and to the Moderator. A closing service was held during which past officials of the Association were honored and newly-elected officials were installed. Attached as an appendix hereto (Attachment C) is the report of the Secretary containing the results of the election held pursuant to Bylaw Sections 5.2, 6.4, 8.3, and 11.10.

The Assembly then voted to adjourn sine die.

Respectfully submitted,

/s/Kathleen C. Montgomery
Recording Secretary

ATTACHMENT A**THE WELCOMING CONGREGATION PROGRAM****Definition**

1. A Welcoming Congregation is inclusive and expressive of the concerns of gay, lesbian, and bisexual persons at every level of congregational life, in worship, in program, and in social occasions welcoming not only their presence but the unique gifts and particularities of their lives as well.
 - a. A Welcoming Congregation does not assume that everyone is heterosexual. Vocabulary of worship reflects this perception; worship celebrates the diversity of its people by inclusivity of language and content.
 - b. An understanding of the experience of lesbian, gay and bisexual persons will be fully incorporated throughout all programs. It will be fairly represented in Religious Education.
2. The bylaws and other official documents of a Welcoming Congregation include an affirmation and non-discrimination clause affecting all dimensions of congregational life, including membership, hiring practices, and calling of religious professionals.
3. The Welcoming Congregation engages in outreach into the gay, lesbian, and bisexual communities both through its advertising and by supporting actively other lesbian, gay, and bisexual affirmative groups.
4. A Welcoming Congregation offers congregational and ministerial support for services of union and memorial services for gay, lesbian, and bisexual persons, and celebrations of evolving definitions of family.
5. A Welcoming Congregation celebrates the lives of all people and welcomes same-sex couples, recognizing their committed relationships; and equally affirms displays of caring and affection without regard for sexual orientation.
6. A Welcoming Congregation seeks to nurture ongoing dialogue between gay, lesbian, bisexual, and heterosexual persons, and to create deeper trust and sharing.
7. A Welcoming Congregation encourages the presence of a chapter of Unitarian Universalists for Lesbian and Gay Concerns.
8. A Welcoming Congregation observes and celebrates lesbian, gay, and bisexual pride as part of its congregational life.
9. A Welcoming Congregation, as an advocate for gay, lesbian, and bisexual people, attends to legislative developments and works to promote justice, freedom and equality in the larger society. It speaks out when the rights and dignity of lesbian, gay, and bisexual people are at stake.

Behavioral Objectives***Measurable criteria regarded as essential for recognition as a Welcoming Congregation:***

1. A Welcoming Congregation Committee of the local congregation, which monitors the implementation of these goals.

2. Local bylaws and other relevant documents that include an affirmative non-discrimination clause to include membership, hiring practices, and calling of religious professionals.
3. Inclusive language and content as a regular part of worship services. All worship coordinators and speakers will receive guidelines on inclusive language. The Welcoming Congregation Committee monitors this process.
4. Participation, at minimum, by the congregation's Minister, Religious Education Minister or Director, President and/or Moderator, and members of the Welcoming Congregation Committee in a training seminar concerning the Welcoming Congregation program.
5. Religious Education that incorporates gay, lesbian, and bisexual life issues.
6. A celebration of gay, lesbian, and bisexual pride during the church year, publicized in the society's newsletter.
7. Congregational participation in, and/or support for, efforts to create justice, freedom, and equality for lesbian, gay, and bisexual people in the larger society.
8. Availability of main worship space and services of minister (where applicable) for gay, lesbian, and bisexual rites of passage such as same-sex services of union and dedications of children.
9. A statement of welcome to gay, lesbian, and bisexual persons in the congregation's publicity brochure.
10. Publications, public information, and programming that reflect the requested status of any individual as she or he sees appropriate. Lesbian and gay couples will be recognized in directories and other information as they desire.

Guidelines for use where applicable:

11. A congregation-wide homophobia workshop, with follow-up opportunities for study and reflection.
12. Contact established and maintained, as appropriate, with local lesbian, gay, and bisexual groups to increase outreach, offer support and promote dialogue and interaction.
13. Use of the fully revised curriculum when About Your Sexuality is offered.
14. Advertising budget that includes local press and/or other media that reaches the lesbian, gay, and bisexual community, where feasible.
15. Use of building space on an equivalent basis with other Unitarian Universalist organizations when requested by members for programs and meetings of a Unitarian Universalists for Lesbian and Gay Concerns (UULGC) chapter, and/or for UU Families and Friends of Lesbians and Gays (UUFFLG).

ATTACHMENT B-1

INNER-CITY YOUTH

Guided by our belief in the inherent worth and dignity of every human being and recognizing the importance of young people as a human resource; and

WHEREAS many youth, especially in American inner cities, who lack access to adequate housing, education, and training for productive jobs, have been caught in a subculture marked by loss of self-esteem and rampant with violence, drugs, gangs, and unplanned pregnancies;

THEREFORE BE IT RESOLVED that the Unitarian Universalist Association deplores such conditions and affirms the urgent need for increased national, state, and local action in their behalf;

BE IT FURTHER RESOLVED that the Unitarian Universalist Association calls upon its congregations and individual Unitarian Universalists to advocate the establishment of and to involve themselves in programs that:

1. Reduce teenage pregnancy and the birth of unplanned children into poverty and neglect;
2. Provide affordable daycare, innovative preschool and elementary education, school based clinics, and other support services for all families needing them;
3. Create positive alternatives to the degrading subculture of the street, including drug treatment centers, practical vocational training, alternative schools, and high-school equivalency programs, including tutoring;
4. Provide adequate low-cost housing that would permit families to live in reasonable safety, comfort and dignity; and
5. Encourage governmental and private agencies, unions, and companies to investigate European models of extensive apprenticeship options for students, and other apprenticeship models formerly used in the United States;

BE IT FINALLY RESOLVED that the Unitarian Universalist Association urges a redirection of government priorities along with greater participation by business and industry to provide jobs for young people, such as rehabilitating deteriorating buildings, cleaning up the environment, and providing human services to the needy and disabled.

ATTACHMENT B-2

PROTECTING OUR CHILDREN BY LIMITING POPULATION GROWTH

Because we believe in the inherent worth and dignity of every individual;

Because we cherish the earth and seek to preserve the environment for future generations;

Because we hold a deep reverence for all life; and

Because we recognize that what we choose today will affect the quality of life for our children, our grandchildren, and all generations to come; and

WHEREAS tens of thousands of children die of starvation every day;

WHEREAS 500 million more children suffer homelessness, poverty, and malnutrition;

WHEREAS our exponential rate of population growth adds one billion people every twelve years;

WHEREAS the burden of overpopulation pollutes the water, the air, the soil, and the ozone shield, and depletes the earth's finite resources; and

WHEREAS the crush of overpopulation has been shown to contribute to aggressive, neurotic, antisocial, and destructive behavior;

THEREFORE BE IT RESOLVED that the Unitarian Universalist Association, in order to protect the environment and preserve civilization for future generations, calls upon its congregations and individual Unitarian Universalists to:

1. Promote education on the morality of couples choosing to limit their family size;
2. Encourage the use of contraception to prevent unwanted pregnancies, and failing that, support the right to choose abortion;
3. Promote medical research, accelerated governmental approval and the commercial development and distribution of more effective means of contraception; and
4. Advocate in legislatures, courts, media, and schools the ethical position that the right to life for future generations requires the right to choose contraception and abortion now.

ATTACHMENT B-3

STRENGTHENING THE UNITED NATIONS

Because we believe in the ideal of One World, in which nations coexist with mutual respect, in which nations protect the rights of their citizens, and in which people of different nations work together to solve the problems of all humankind; and

Because we affirm the democratic process not only within our congregations but also in the society at large; and

WHEREAS the United Nations has initiated and supported international agreements to promote and protect human rights; and

WHEREAS the United States government has not only failed to ratify some of these agreements but has also failed to pay dues and assessments to the United Nations; and

WHEREAS the United Nations has in place the United Nations Volunteers, a type of "Peace Corps" program which is of benefit to both those who serve and those who are served;

THEREFORE BE IT RESOLVED that the Unitarian Universalist Association, noting that the Government of Canada has ratified a number of international instruments protecting human rights, urges the government of the United States to ratify those, which are:

1. The Convention against Torture and Other Cruel, Inhuman, or Degrading Treatment or Punishment,
2. The International Covenant on Civil and Political Rights, and
3. The International Covenant of Economic, Social, and Cultural Rights;

BE IT FURTHER RESOLVED that the Unitarian Universalist Association urges the governments of both Canada and the United States to ratify a fourth Convention protecting human rights, namely:

The Convention on the Non-Applicability of Statutory Limitations to War Crimes and Crimes Against Humanity,

BE IT FURTHER RESOLVED that the Unitarian Universalist Association urges the United States government to make prompt and full payment of all monies owed by it to the United Nations; and

BE IT FINALLY RESOLVED that the Unitarian Universalist Association calls on its congregations and individual Unitarian Universalists to support the strengthening and expanding of the United Nations Volunteers, including granting the participants benefits comparable to those received for equivalent terms of military service.

ATTACHMENT C

1989 ELECTION RESULTS

Moderator		
	Natalie W. Gulbrandsen	1160
President		
	William F. Schulz	1029
Financial Advisor		
	Arnold W. Bradburd	817
	Esther A. Hopkins	448
Board of Trustees (2 to be elected; 4 year term)		
	Denise Davidoff	1130
	Terry Sweetser	1108
Board of Review (2 to be elected; 8 year term)		
	Kenneth Helfant	1063
	Deborah Pope-Lance	1107
Commission on General Resolutions (2 to be elected; 4 year term)		
	Richard F. Jacke	1040
	Connee Ann Madeira	1072
Nominating Committee (5 to be elected; 4 year term)		
	Jane Bramadat	1074
	Sayre Dixon	1044
	Elinor R. Knight	1049
	Dorothy D. Scott	1056
	Bruce Southworth	1116
Commission on Appraisal (3 to be elected; 6 year term)		
	Ruth Miles Bruns	646
	Florence Gelo	812
	Charles Howe	700
	Amy S. Kelly	804
	B. Richard Madden	489
Commission on Appraisal (2 to be elected; 2 year term)		
	O'Ferrell V. Nelson	1066
	David Sammons	1052
Planning Committee (4 to be elected; 4 year term)		
	Barbara Atlas	356
	Anne Odin Heller	575
	Joan Lawson-Looney	508
	Lucile Lockhart	468
	Gladys M. McNatt	554
	Arthur J. Morrison	412
	Katie Stein Sather	783
	Deborah J. Weiner	796