

MINUTES**THIRTY FOURTH GENERAL ASSEMBLY
OF THE UNITARIAN UNIVERSALIST ASSOCIATION
HELD IN SPOKANE, WASHINGTON**

The General Assembly was convened on Thursday, June 15, 1995 at 8:00 p.m. by Moderator Denise Taft Davidoff at the Spokane Center Opera House, Spokane, Washington. A banner parade and worship service began the Assembly.

The Assembly adopted, by two-thirds vote, Rules of Procedure for the conduct of the meeting.

Greetings were received in person from Keith Kron, Chair of the General Assembly Planning Committee; Beverly Number, a member of the City Council of Spokane, Washington; Beverly Conaway, President of the Pacific Northwest District; David Usher, President of the International Council of Unitarians and Universalists; Jane Williams, Vice President of the General Assembly of Unitarian and Free Churches; and Natalie Gulbrandsen, President of the International Association for Religious Freedom.

The Moderator read a list of the congregations entered into membership in the Unitarian Universalist Association during the past year: West Shore Unitarian Universalist Congregation, Ludington, Michigan; Greater Nashville Unitarian Universalist, Nashville, Tennessee; Northern Virginia Unitarian Universalist Fellowship, Reston, Virginia; Treasure Coast Unitarian Universalist Society, Stuart, Florida; Pacific Unitarian Universalist Fellowship, Seaside, Oregon; Unitarian Fellowship of Silver City, Silver City, New Mexico; Unitarian Universalist Community Church of Cottage Grove, Cottage Grove, Oregon; High Plains Church, Colorado Springs, Colorado; Friendship Fellowship at Pineda, Cocoa, Florida; and Westside Unitarian Universalist Church, Fort Worth, Texas.

On the basis of an initial report by the Secretary of the Association, a quorum was declared present from the time the meeting was called to order.

The Assembly received written reports or, in some cases, oral, from the President, the Moderator, the Executive Vice President, the Treasurer, the Financial Advisor, the Secretary, the Chair of the Planning 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 Chair of the Nominating Committee, the President of the Unitarian Universalist United Nations Office, the Chair of the Finance Committee, a member of the Whitney M. Young, Jr. Fund Committee, the President of the Unitarian Universalist Women's Federation, the Minister of the Church of the Larger Fellowship, the Chair of the Governance Commission, and representatives of the Annual Program Fund Continental Committee.

The President presented the annual award for Distinguished Service to the Cause of Unitarian Universalism to the Reverend Walter Royal Jones, Jr. of Fort Collins, Colorado.

ACTION ON C-BYLAW AMENDMENTS

PRINCIPLES

By a vote of two-thirds or more the Assembly gave final approval to the amendment of Section C-2.1, adding “Spiritual teachings of Earth-centered traditions . . .” to the list of sources of our living tradition.

Section C-2.1. Principles.

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;
- * Acceptance of one another and encouragement to spiritual growth in our congregations;
- * A free and responsible search for truth and meaning;
- * The right of conscience and the use of the democratic process within our congregations and in society at large;
- * The goal of world community with peace, liberty and justice for all;
- * Respect for the interdependent web of all existence of which we are a part.

The living tradition which we share draws from many sources:

- * Direct experience of that transcending mystery and wonder, affirmed in all cultures, which moves us to a renewal of the spirit and an openness to the forces which create and uphold life;
- * Words and deeds of prophetic women and men which challenge us to confront powers and structures of evil with justice, compassion and the transforming power of love;
- * Wisdom from the world's religions which inspires us in our ethical and spiritual life;
- * Jewish and Christian teachings which call us to respond to God's love by loving our neighbors as ourselves;
- * Humanist teachings which counsel us to heed the guidance of reason and the results of science, and warn us against idolatries of the mind and spirit.
- * Spiritual teachings of Earth-centered traditions which celebrate the sacred circle of life and instruct us to live in harmony with the rhythms of nature.

The Assembly considered for final approval and adoption the following proposal to amend Section C-4.7, which would add district presidents to the list of those eligible to vote at General Assembly. The proposal was given first step (majority vote) approval at the 1994 General Assembly. The vote at the 1995 General Assembly was a majority in favor, but not the required two-thirds for adoption. Accordingly, pursuant to Section C-14.1(b) of the by-laws, the proposal will be placed on the Final Agenda of the 1996 General Assembly for final adoption.

Section C-4.7. Voting.

Voting at each regular and special General Assembly shall be by:

- (a) accredited delegates from certified member societies and certified associate member organizations;
- (b) trustees;
- (c) district presidents; and
- (d) life members.

Each delegate, trustee, district president, and life member shall have only one vote, even if present in more than one capacity. Proxy voting is prohibited except when the amendment being processed is an amendment of the articles of organization.

The Assembly by majority vote, proposed the amendment of Section C-14.1 to, among other things, establish a review and study process for amendments to C bylaws. The effect of this action is to place the proposed change on the final agenda of the 1996 General Assembly for final adoption. The text of the proposed amendment follows:

Section C-14.1 Amendment of Bylaws.

- (a) These Bylaws may be amended by a two-thirds vote at a regular General Assembly if a proposed amendment has been placed on the agenda; provided, however, that proposals to amend or repeal a section of these Bylaws whose section number is preceded by a “C” (hereinafter a “C Bylaw”), or to add a new such section, shall be governed by subsections (b) or (c) hereof.
- (b) (1) A proposal to amend, repeal or add a new C Bylaw, other than those C Bylaws in Article II of these Bylaws, shall be subject to a two-step approval process. Such proposals must be placed on the agenda of a regular General Assembly and approved preliminarily by a majority vote at such regular General Assembly. Following such preliminary approval, the proposal to amend, repeal or add a new C Bylaw shall be placed on the agenda of the next regular General Assembly for final adoption. Final adoption shall require a two-thirds vote.
- (2) The text of a proposed amendment to a C Bylaw, other than those Bylaws in Article II, which has been approved by one General Assembly, may be amended at any time prior to final adoption. If the Moderator rules that the amendment to the proposal is substantive, final adoption shall only be by a subsequent General Assembly. Any such proposal that has been under consideration for final approval at three successive regular General Assemblies shall not be subject to substantive amendment at the third such regular General Assembly.

- (3) A proposal to amend a C Bylaw, other than those Bylaws in Article II, which on any vote for final adoption receives a majority but not a two-thirds vote, shall be placed on the agenda of the next regular General Assembly, at which it may be finally adopted if it receives the requisite approval. If the proposal is not passed by a two-thirds vote at the third regular General Assembly at which it is considered for final approval, neither the proposal nor another proposal that is substantively similar shall be placed on the agenda of a General Assembly for two years.
- (c) (1) A proposal to amend, repeal or add a new C Bylaw in Article II of these Bylaws shall be admitted to the agenda of a regular General Assembly for the sole purpose of determining whether the proposal shall be referred to a commission appointed by the Board of Trustees for review and study. Such a review shall involve member congregations. A majority vote at a regular General Assembly shall be required to refer such a proposal to the study commission. Once the review and study of the proposal is complete, which shall be completed in no more than three years, the study commission shall submit to the Planning Committee for inclusion on the agenda of the next regular General Assembly following completion of the review and study process the proposal in the form originally presented to the regular General Assembly and any amendments to the proposal that the study commission recommends as a result of the review and study process. All proposals regarding Article II of the Bylaws that are placed on the agenda after review and study (including amendments to such proposals recommended by the study commission) shall require a two-thirds vote for adoption. If the proposal does not receive the requisite approval at the General Assembly following the completion of the review and study process, neither the proposal nor another proposal that is substantively similar shall be placed on the agenda of a General Assembly for two years.
- (2) A motion to disperse with the review and study process with respect to a proposal to amend Article II shall be in order at the General Assembly at which the review and study process is authorized. A motion to disperse with the review and study process shall require a four-fifths vote for passage.
- (3) After completion of the review and study process, proposals regarding Article II of the Bylaws shall not be subject to substantive amendment. The Moderator shall determine whether an amendment to such a proposal is substantive.

(4) If no review and study process of Article II has occurred for a period of fifteen years, the Board of Trustees shall appoint a commission to review and study Article II and to recommend appropriate revisions, if any, thereto to the Board of Trustees. The Board of Trustees shall review the recommendations of the study commission and, in its discretion, may submit the recommendations of the study commission to the Planning Committee for inclusion on the agenda of the next regular General Assembly. Notwithstanding anything to the contrary contained herein, proposals to amend Article II which are promulgated by a study commission in accordance with this paragraph shall be subject to a two-step approval process. Such proposals must be approved preliminarily by a majority vote at a regular General Assembly. Following such preliminary approval, the proposal shall be placed on the agenda of the next regular General Assembly for final adoption. Final adoption shall require a two-thirds vote.

(d) This Section shall apply only to amendments to these Bylaws proposed subsequent to final adoption of this Section.

ACTION ON BYLAW AMENDMENTS

The following Bylaw Amendments, allowing the Commission on Appraisal to submit amendments to Bylaws, were adopted by the Assembly by a vote of two-thirds or more:

Section 4.11. Tentative Agenda for Regular General Assemblies.

The General Assembly Planning Committee shall prepare a Tentative Agenda for each regular General Assembly which shall include:

- (a) reports and other matters required by these Bylaws to be submitted to the General Assembly;
- (b) proposed amendments to these Bylaws which are submitted as prescribed in Article XIV;
- (c) resolutions referred by the preceding General Assembly;
- (d) Business Resolutions and proposed amendments to Bylaws and Rules submitted by the Commission on Appraisal;
- (e) all proposed amendments to Rules and all Business Resolutions as defined in Rule G-4.18.2, submitted by:
 - (1) the Board of Trustees;
 - (2) not less than fifteen certified member societies by action of their governing boards or their congregations; or
 - (3) a petition by not less than 250 members of certified member societies with no more than 10 members of any one member society counted as part of the 250;
- (f) proposed amendments to Rules and Business Resolutions submitted by a district by official action at a duly called meeting at which a quorum is present but not in excess of three Business Resolutions per district; and
- (g) General Resolutions submitted by the Commission on General Resolutions pursuant to Section 4.12(b).

Section 4.14. Final Agenda for Regular General Assemblies.

The Planning Committee shall prepare a Final Agenda for each General Assembly which shall include:

- (d) additional proposed amendments to Bylaws submitted by the Planning Committee, the Commission on Appraisal or the Board of Trustees; ...

**Section 14.2. Submission of Proposed Amendment.*

Proposed amendments to these Bylaws may be submitted only by:

- (a) the Board of Trustees;
- (b) the General Assembly Planning Committee;
- (c) the Commission on Appraisal
- (d) not less than fifteen certified member societies by action of their governing boards or their congregations; such proposed amendments to Bylaws must be received by the Planning Committee on February 1 whenever the regular General Assembly opens in June; otherwise, not less than 110 days before the General Assembly; or
- (e) a district by official action at a duly called district meeting at which a quorum is present, such proposed amendment to be received by the Planning Committee on February 1 whenever the regular General Assembly opens in June; otherwise, not less than 110 days before the next General Assembly

The Assembly adopted by a vote of two-thirds or more an amendment to Section 5.2 of the Bylaws, changing the term of the members of the Nominating Committee from four years to six years:

Section 5.2 Election and Terms of Office

Elected members of all Section 5.1 committees shall take office at the close of the General Assembly at which they are elected and shall serve until their successors are elected and qualified except as otherwise provided therein.

One-half as nearly as possible of the elected members of the General Assembly Planning Committee and the Commission on General Resolutions shall be elected at the regular General Assembly held in each odd-numbered year. The elected members of the General Assembly Planning Committee and the Commission on General Resolutions shall serve for terms of four years.

One-third of the members of the Nominating Committee and the Commission on Appraisal shall be elected at the regular General Assembly held in each odd-numbered year. The elected members of the Nominating Committee and the Commission on Appraisal shall serve for single terms of six years. Any member of the Nominating Committee or the Commission on Appraisal in office for a period of more than three years shall be deemed to have completed a six-year term for the purposes of re-election.

Notwithstanding anything to the contrary contained in this Section 5.2 or Section 5.6, the following provisions shall be applicable to elections of members of the Nominating Committee. At the 1997 regular General Assembly, four members of the Nominating Committee shall be elected, three of whom shall be elected for six-year terms and one for a two-year term. The Nominating Committee shall propose at least three candidates for six-year terms and at least one candidate for a two-year term. At the 1999 regular General Assembly, six members of the Nominating Committee shall be elected, three of whom shall be elected for six-year terms and three for two-year terms. The Nominating Committee shall propose at least three candidates for six-year terms and at least three candidates for two-year terms. The provisions of this paragraph shall expire immediately following the 1999 regular General Assembly.

ACTION ON COMPENSATION REPORT BUSINESS RESOLUTIONS

The Assembly adopted by a vote of two-thirds or more a resolution in response to the Compensation Committee Report. It was to accept and endorse the following recommendations of the Board of Trustees:

RESOLUTION ON THE COMPENSATION REPORT

THE BASIC MEASURE OF SERVICE:

RECOMMENDATION 1

We recommend adoption of the Basic Compensation Ranges set forth in the table on page 23 of "To Sustain the Living Tradition," effective immediately, subject to adjustment as set forth in Recommendation 5 and as the Board of Trustees may, from time to time, determine.

The Guidelines are intended to be used in conjunction with a unit-based system for measuring service rendered and determining compensation levels. A unit is defined as a morning, afternoon or evening devoted to a congregation's work. In the unit system, adopted as part of the compensation Guidelines, 12 units per week constitute full-time service.

RECOMMENDATION 2

We urge congregations to employ flexibility of the ranges to reflect a number of factors in setting and adjusting the compensation for each professional.

IMPLEMENTATION OF GUIDELINES:RECOMMENDATION 3

We urge congregations to begin to implement the Guidelines as soon as practical.

RECOMMENDATION 4

Each congregation adopting the Guidelines Program and qualifying as meeting the Guidelines shall be designated a “Fair Compensation Congregation (Practicing)”; congregations adopting the Guidelines as a goal and establishing a specific plan for reaching the goal within a five-year period shall be designated a “Fair Compensation Congregation (Committed)” and shall retain such designation until achieving the goal or failing to make annual progress toward it.

ADJUSTMENT FOR COST OF LIVING DIFFERENCES:RECOMMENDATION 5

We urge congregations when setting and applying the Basic Compensation Ranges to consider cost-of-living differences from the base amounts.

BENEFITS GUIDELINES:RECOMMENDATION 6

We urge all congregations to provide a basic benefits package (including health, life and disability insurance, a retirement plan, and partial payment of social security taxes) for all full-time staff members: ministers, religious educators, administrators, and musicians; likewise we urge providing to part-time staff members a similar benefits package prorated proportionally as their service compares to full-time service.

RECOMMENDATION 7

We urge congregations to determine benefits coverage prior to the establishment of a salary and housing (or compensation) figure; benefits should not be the subject of bartering about compensation.

HEALTH INSURANCE:RECOMMENDATION 8

We urge congregations to make a health insurance program available to each religious professional. Ideally such coverage would be on a fully paid basis for such religious professionals.

PROVISION FOR RETIREMENT:RECOMMENDATION 9

We urge congregations to make payment to a retirement plan in an amount equal to 14% of compensation (including housing) for all religious professionals.

DISABILITY INSURANCE:RECOMMENDATION 10

We urge congregations to provide long term disability insurance with benefits, following 90 days' disability, payable to age 65.

GROUP INSURANCE:RECOMMENDATION 11

We urge congregations to cover a group life insurance policy to protect dependent survivors in an amount equal to two years' compensation (including housing).

EMPLOYER'S SHARE OF SOCIAL SECURITY TAX:RECOMMENDATION 12

We urge congregations to provide at least one half of the self-employed social security tax (FICA) which is a percentage of salary and housing for ministers.

VACATION:RECOMMENDATION 13

We urge congregations to provide one month of vacation time as a minimum for each religious professional.

PROFESSIONAL EXPENSES GUIDELINES:RECOMMENDATION 14

We urge congregations to determine professional expenses prior to the establishment of a salary and housing (or compensation) figure, and we urge an annual update.

RECOMMENDATION 15

We urge congregations to provide professional expenses and include automobile and travel allowance, conference and professional association expenses, attendance at professional association meetings, district events, General Assembly, continuing education, and other necessary related obligations.

RECOMMENDATION 16

We believe continuing professional education is an essential for each religious professional in order to maintain and advance professional skills and knowledge. We urge congregations to provide adequate time for professional personnel's continuing education including sabbatical leave, not to be considered as part of vacation.

RECOMMENDATION 17

We urge congregations to assign to a newly created compensation and benefits committee, or to an existing committee, the responsibility for administration of the Guidelines.

RECOMMENDATION 18

District compensation advocates should be designated by each district board to serve as a resource to congregations. These advocates shall form district compensation committees composed of committed UUs familiar with matters related to compensation and benefits for ministers and church staff. The district compensation advocate will receive initial training at UUA expense.

RECOMMENDATION 19

The UUA Board will establish a standing committee on compensation, benefits, and pension to be comprised of five members appointed by the Board; three ex officio members who shall be the UUA Treasurer, the Chair of UU Council on Church Staff Finances, the UUA Financial Advisor; and one member appointed by the UUMA Executive Committee. This committee will provide direction and support in implementing and administering the UUA's Guidelines Program and will oversee the UU Organizations Pension Plan (this committee will replace the present Pension Committee).

RECOMMENDATION 20

The UUA Office of Church Staff Finances will be responsible for gathering and distributing current information about compensation and benefits, cost of living and other related data to all US based ministers, MREs, DREs, Music Directors and Business Administrators; to the Executive Committees/Boards of concerned professional organizations; US member congregations; District Presidents; District Field Service Staff; Settlement Representatives; Good Offices Consultants; and other relevant persons.

ACTION ON SECOND YEAR RESOLUTIONS

One proposed General Resolution titled "Criteria for United States Health Care Reform" was discussed and postponed indefinitely. The following two General Resolutions were adopted by a vote of two-thirds or more:

A JOB, A HOME, A HOPE

The necessities of life...may, accurately enough, be distributed under the several heads of Food, Shelter, Clothing, Fuel; for not till we have secured these are we prepared to entertain the true problems of life with freedom and a prospect of success...

-- from *Walden*, by Henry David Thoreau, 1854

BECAUSE Unitarian Universalists affirm the inherent worth and dignity of every person; and

BECAUSE Unitarian Universalists promote justice, equity, and compassion in human relations; and

WHEREAS homelessness in North America is at a crisis level and continues to grow among youth, children, and adults;

WHEREAS if large numbers of people cannot earn enough to provide "the necessities of life," the tragedy of homelessness will increase;

WHEREAS many people are unable to provide basic shelter for themselves and their families because of poor educational preparation, inadequate job skills, low wages, scarcity of affordable day care, and the epidemic of domestic violence, a lack of safe, decent, affordable housing, or denial of access to quality health care;

WHEREAS physical illness, physical disability, mental illness, or addiction to drugs or alcohol prevent some members of our society from living independently, or seeking or holding jobs;

WHEREAS the present economic system does not offer a path to stable employment and decent housing for large segments of our society;

THEREFORE BE IT RESOLVED that the Unitarian Universalist Association urges its member congregations and individual Unitarian Universalists to work in coalition with community activists to ensure that every member of our society has the opportunity for:

1. A job: creation of more jobs paying living wages and more effective job-training programs;
2. A home: development of more safe, decent, affordable housing; and
3. A hope: support of private and public programs that empower people of all ages who are homeless to improve their own lives, that reduce dependency, and that address the root causes of homelessness.

OPPOSE THE MARKETING OF VIOLENCE

BECAUSE Unitarian Universalists are committed to the goal of a peaceful world characterized by justice, equity, and compassion for all; and

WHEREAS play and media images are among the primary ways a child learns about the world;

WHEREAS studies have demonstrated that exposure to media violence increases tolerance of actual violence, and can evoke copycat acts;

WHEREAS childhood aggression, playful and nonplayful, is statistically associated, years later, with an increase in spousal abuse and other forms of violence;

WHEREAS marketing of violence in toys, games and media frequently reinforces racist, sexist, and other stereotypes, increasing the risk of violence against members of stereotyped groups;

WHEREAS many television programs, motion pictures, video and computer games, and print media contain a high frequency of violent episodes presented as entertainment; and

WHEREAS marketing decisions are often based on profit rather than ethical considerations;

THEREFORE BE IT RESOLVED that Unitarian Universalists -- both children and adults -- be urged to educate themselves about the relationships among media violence, children's aggressive play, stereotypes, and the level of violence in our society;

BE IT FURTHER RESOLVED that Unitarian Universalist congregations and individual Unitarian Universalists be urged to:

1. monitor television programs, motion pictures, and toy advertisements in their communities;
2. express approval of positive media, non-violent toys, and their sponsors;
3. express disapproval of gratuitously violent images and aggression-based toys to television stations, theater owners, video arcade owners, toy manufacturers, retailers, and sponsors;
4. support education in non-violent means of conflict resolution; and
5. observe the annual International Days of Protest Against War Toys; and

BE IT FINALLY RESOLVED that Unitarian Universalist congregations be encouraged to enter into coalitions to boycott sponsors and purveyors of violent media images or aggression-based toys, and to educate adults and children about non-violent toys and alternative forms of entertainment.

DRAFT GENERAL RESOLUTIONS REFERRED FOR STUDY

The Assembly approved by majority 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, 1996. Final action on each of the resolutions is scheduled for the 1996 General Assembly.

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

ACTION ON RESOLUTIONS OF IMMEDIATE WITNESS

The Assembly adopted by two-thirds vote or more the following two resolutions of Immediate Witness.

STOPPING VIOLENCE IN BOSNIA

WHEREAS the civil wars in the Balkans have created great atrocities against civilians and particularly women, we condemn these internationally unlawful acts and the warfare between peoples and support the World Court and the United Nations to act in the most effective way to restrain these acts and the war and to bring peace there.

A CALL TO CONSCIOUS, HUMANE TREATMENT OF IMMIGRANTS

BECAUSE we covenant as Unitarian Universalists to affirm the inherent worth and dignity of every person; and

BECAUSE we covenant as Unitarian Universalists to promote justice, equity, and compassion in human relations; and

WHEREAS passage of Proposition 187 in California in 1994 has spawned imitations of that legislation in multiple states, and inspired national legislative proposals which would deny essential health, education, and welfare services to undocumented workers, and restrict such services also to legal immigrants who are not citizens;

WHEREAS subsequent to the passage of Proposition 187 there have been numerous documented instances of increased anti-immigrant hostility, strong evidence that the climate of fear has intensified in and around immigrant communities, and documentation that the passage of the California proposition has fostered the rebirth of new levels of xenophobia in the general population; and

WHEREAS as Unitarian Universalists we cannot in conscience condone the systematic refusal of humane social services to needy persons and their families based on immigration status, national origin, or citizenship;

THEREFORE BE IT RESOLVED that the 1995 General Assembly of the Unitarian Universalist Association demands from both state and federal lawmakers humane solutions to the very complex social issues relating to undocumented persons in this country, and a just application of human rights at both the state and national levels for all people living within our borders; and

BE IT FURTHER RESOLVED that 1995 General Assembly of the Unitarian Universalist Association urges individual Unitarian Universalists in the United States to serve those directly harmed and others affected by the passage of any legislation which would deny human beings the basic services warranted to all members of a free and just society.

RESPONSE TO REPORTS OF OFFICERS

The Assembly adopted by two-thirds vote or more the following responsive resolution.

RESOLUTION TOWARD SAFE CONGREGATIONS AND RIGHT RELATIONS

WHEREAS in her report to the 1995 General Assembly, Executive Vice President Kathleen Montgomery called on our Association to promote safer congregations for women, children, and men; and

BECAUSE Unitarian Universalists affirm and promote the inherent worth and dignity of every person; justice, equity, and compassion in human relations; and acceptance of one another and encouragement to spiritual growth in our congregations;

BECAUSE we desire Unitarian Universalist congregations to be places safe from interpersonal violence or abuse;

BECAUSE Unitarian Universalists, along with many religious movements, have experienced incidents in which clergy or lay persons have acted in ways to jeopardize interpersonal safety within our congregations, causing pain and breach of trust; and

BECAUSE we recognize that both laity and clergy need to accept active responsibility for the prevention of interpersonal violence and abuse within our congregations and for healing where such violence or abuse has occurred, or may occur, so that there is a restoration of community; and

WHEREAS we recognize the moral complexity involved with the issues of justice, right relationship, power, and trust;

THEREFORE BE IT RESOLVED that, to foster and support safe congregations and right relations, the Unitarian Universalist Association shall act, and urge its member congregations, affiliates, associates, and religious professionals, and individual Unitarian Universalists, to:

1. encourage education and reflection on what it means to be a safe congregation and to be persons in right relationships;
2. encourage the use of resources which examine the interpersonal ethics, religious issues, and spiritual dynamics that foster safe congregations and right relations between persons;
3. utilize joint lay/clergy processes for congregational support in prevention, proactive crisis intervention, and healing, both short and long term;
4. encourage the involvement of the laity and clergy as partners in understanding issues of interpersonal ethics and in developing codes of conduct for laity, clergy, and congregations; and
5. encourage and enhance collaboration between committees and departments of the Unitarian Universalist Association and affiliated/associated organizations concerned with issues of safe congregations and right relationships; and

BE IT FURTHER RESOLVED that the General Assembly requests the Executive Vice President of the Unitarian Universalist Association to, for the next five years, report annually on progress in implementing this resolution.

CREDENTIALS COMMITTEE REPORT

The final credentials report of the Secretary of the Association was as follows:

Accredited and attending the 34th General Assembly of the Unitarian Universalist Association were 1025 lay delegates, 353 ministerial delegates, 6 associate member delegates, 26 members of the Board of Trustees (not included as registered delegates from congregations), for a total of 1410 delegates representing 509 societies, 47 states, the District of Columbia, the Virgin Islands, and 7 Canadian provinces. Total registration for the assembly was 2668.

OTHER BUSINESS

Attached as an appendix hereto (Attachment B) 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.

A closing worship service was held during which past officials of the Association were honored and newly-elected officials were installed.

The Assembly then voted to adjourn *sine die*.

Respectfully submitted,

/s/ Kathleen Montgomery
Recording Secretary

ATTACHMENT A-1**SPEAK OUT FOR CHILDREN**

BECAUSE Unitarian Universalists covenant to affirm and promote the inherent worth and dignity of every person and the goal of world community with peace, liberty, and justice for all; and

WHEREAS all children need adequate nutrition and a safe environment for sound growth and development and physical and mental health; and

WHEREAS a child is reported abused or neglected every thirteen seconds;

THEREFORE BE IT RESOLVED that the Unitarian Universalist Association shall act and urge its affiliates, member societies, and individual Unitarian Universalists to:

1. support children in their rights to nutrition, shelter, medical care, free public education, a safe environment, and quality child care;
2. assure children freedom of thought, conscience, religion, and expression; and
3. encourage parents to exercise appropriate parental responsibility and guidance; and

BE IT FURTHER RESOLVED that the Unitarian Universalist Association encourages its member societies and individual Unitarian Universalists to work with national organizations such as the Unitarian Universalist Service Committee and with community groups to further these goals and to continue to address fundamental issues that underlie the rights of children; and

BE IT FINALLY RESOLVED that the Unitarian Universalist Association encourages its member societies and individual Unitarian Universalists to support the call of the Unitarian Universalist Service Committee and the Unitarian Universalist United Nations Office for the United States Senate to ratify the United Nations Convention on the Rights of the Child.

ATTACHMENT A-2**CHALLENGING THE RADICAL RIGHT**

BECAUSE Unitarian Universalists covenant to affirm the right of conscience and the use of the democratic process within our congregations and in society at large; and

BECAUSE the Unitarian Universalist Association holds that freedom, reason, tolerance, and love are the guiding principles for us as individuals and as responsible members of the local and global communities in which we live; and

WHEREAS various organizations in the United States combining a fundamentalist theology with a radically right-wing political ideology have allied themselves in recent years to undertake a campaign aimed at gaining control of our public schools, political parties, and government structures;

WHEREAS if such organizations succeed, they will stifle intellectual and artistic expression, reverse the recent progress made toward creating equitable school programs that reflect our multicultural heritage, and deny the validity and worth of nontraditional families;

WHEREAS many radical-right organizations have concentrated on winning control of local government bodies, particularly school boards, using tactics that obscure their overarching philosophy and policy agenda; and

WHEREAS this deliberate obscuring of the underlying aims and ideals of such organizations has led to a failure on the part of nonfundamentalist voters to organize strongly to challenge this movement;

THEREFORE BE IT RESOLVED that the Unitarian Universalist Association goes on record as opposing the efforts of radical-right organizations to work covertly toward the implementation of their beliefs as public policy;

BE IT FURTHER RESOLVED that the Unitarian Universalist Association urges its member congregations and individual Unitarian Universalists to make every effort to identify and challenge radical-rightist groups and the tactics they employ; and

BE IT FINALLY RESOLVED that the Unitarian Universalist Association urges its member congregations and individual Unitarian Universalists to inform the public about the full agenda of organizations striving toward a radically right-wing reshaping of American society.

ATTACHMENT A-3**POPULATION AND DEVELOPMENT**

BECAUSE our principles and purposes affirm our concern for the whole earth, all of the earth's inhabitants, and the future we share together; and

WHEREAS the Unitarian Universalist Association has long been an advocate for women's empowerment, family planning, sustainable development, and environmental justice;

WHEREAS many Unitarian Universalists believe that human overpopulation is both a cause of economic and environmental problems and an effect of underlying cultural and economic inequity between rich and poor, men and women, and industrialized and developing areas;

WHEREAS many local, national, and international organizations involved in population control, women's rights, justice, and environmental concerns see the linkages among these issues and are beginning to collaborate in developing and implementing solutions; and

WHEREAS a 1994 United Nations International Conference on Population and Development was held in Cairo to address global population issues by bringing together concerns for family planning, human rights, and environmental protection;

THEREFORE BE IT RESOLVED that the Unitarian Universalist Association endorses the final program for action prepared by the Cairo conference and calls for this program's implementation by the nations of the world;

BE IT FURTHER RESOLVED that the Unitarian Universalist Association supports the right of every woman to decide whether she should bear a child, and the right of every woman to have access to safe, effective, affordable, and acceptable means of fertility regulation, including abortion and sterilization services;

BE IT FURTHER RESOLVED that the Unitarian Universalist Association condemns anti-choice violence and urges national and local authorities on this continent and throughout the world to take effective action to protect women and men who seek or provide reproductive health services; and

BE IT FINALLY RESOLVED that the Unitarian Universalist Association calls upon the nations of the world to provide contraceptives and abortion and sterilization services to all persons seeking them.

ATTACHMENT B**1995 ELECTION RESULTS**

(* = Elected)

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