



Delegate Packet

186th Annual Meeting
of the

Unitarian Universalist Urban Ministry

May 20, 2021

Unitarian Universalist Urban Ministry

Delegate Packet

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We are pleased to invite you to the UU Urban Ministry's 2021 Annual Meeting on May 20th. This past year has been one when all aspects of life have been affected by the COVID-19 pandemic. Despite the many challenges that this presented, the UU Urban Ministry has been resilient. The work of our Believe In Success, Renewal House, Roxbury Youth Programs, Community Engagement, and Arts & Humanities programs was able to successfully continue throughout the year. This is due to the hard work and dedication of our staff and volunteers, as well as the generosity of our supporters - and our delegates.

We also continued to transform our campus in John Eliot Square into space that helps promote our mission. This has included continued progress rehabilitating the interior of our Meetinghouse, beginning transforming one corner of the grounds into a Peace Garden for our program participants and our Roxbury neighbors, rehabilitating the front yard area and driveway, and renovating the interior of our Renewal House domestic violence shelter.

This has also been a year when social justice issues have been at the forefront of American life. The need to face systematic racism has never been clearer. The murder of George Floyd on May 25, 2020 was a tragic event that re-awakened us to the depth and persistence of racial injustice, and also how it is institutionalized and pervasive in every aspect of American life. The death of Mr. Floyd was not the only such incident during the past year, and we fear it will not be the last. But we are inspired and uplifted by the memory of thousands of people taking to the streets and calling for justice, and the chants that Black Lives Matter.

As the board of directors said in their “We Speak Now” statement, “In this time of great upheaval, we commit to being the change that we seek. The time is more than 400 years too late. The time is now.”

As we look ahead to next year’s work together, may we continue to call one another forward, and remember, as aboriginal activist Lila Watson said, that our liberation is bound together, and so our work must be, too.

Vinnie Myles
Manager of Development and Communications

You are cordially invited to

The 186th Annual Meeting of the
Unitarian Universalist Urban Ministry

Thursday, May 20, 2021

Virtual, via Zoom (info will also be emailed)

<https://us02web.zoom.us/j/82897239255?pwd=ZG1jcndMVFpKTU02ekcvd2pkdDFNQT09>

6:00 P.M. - Annual Meeting begins

7:30 P.M. - Annual Meeting adjourns

Unitarian Universalist Urban Ministry
The Benevolent Fraternity of Unitarian Churches

NOTICE TO DELEGATES

The Annual Meeting of the Corporation will be held

Thursday, May 20, 2021
Virtually, via Zoom

Annual Meeting

6:00 pm — Annual Meeting begins

7:30 pm — Annual Meeting adjourns

Motion to approve the minutes from the 2020 Annual Meeting;

To hear reports from the directors and staff on activities in the fiscal year
ending April 30, 2021, including the Report of the Treasurer;

To hear and act on the report of the nominating committee;

To hear and act on the Resolution to Approve Amendment of the By-laws.

Attached to this document are:

A description of delegate responsibilities

Minutes of the 2020 Annual Meeting

Resolution to Approve Amendment of the By-laws

Notice Given: May 10, 2021

Mr. Vincent Myles, Manager of Development and Communications
Unitarian Universalist Urban Ministry

Designated by:

Mr. Derek Lumpkins, Clerk
Board of Directors

Delegate Responsibilities

The UUUM relies on the participation and generosity of member congregations and individual congregants to support this important social justice work. Thank you for agreeing to serve in the important key role of member congregation delegate.



Your Relationship to the UUUM

Delegates to the Unitarian Universalist Urban Ministry play a critical role in the support and governance of the organization and its social justice activities.

As a membership corporation, the UUUM is accountable to our member congregations in and around Boston, as well as dependent on their volunteer and financial support. UUUM's member congregations and delegates make financial contributions, provide support, and participate in the organization's social justice work.

We anticipate that delegates will be active members of the congregational teams that are being created in many member congregations. Each member congregation is entitled to choose three delegates to the UUUM.

Delegate Responsibilities

Delegate responsibilities include the following activities:

- Remaining informed about the UUUM, its mission, programs and activities, and providing your insights and advice to the leadership and staff of the UUUM.
- Acting as an ambassador between your congregation and the UUUM by:
 - ◊ Keeping your congregation informed of UUUM programs, activities and volunteer opportunities (for example, through announcements in worship and your church newsletter, and directing communications to appropriate committees).
 - ◊ Advising the UUUM about the social justice outreach requirements and potential of your congregation.
 - ◊ Inviting and sponsoring UUUM staff - when appropriate - for worship, social justice, or educational events in your congregation.
 - ◊ Representing your congregation at UUUM events and meetings. This includes attending the Annual Meeting each May when delegates elect directors to the UUUM Board of Directors, receive board and staff reports on the activities of the preceding year, and conduct other business as appropriate.
 - ◊ Many delegates also choose to get more involved by encouraging members of their congregations to volunteer in UUUM programs, volunteering themselves, and encouraging their congregations to sponsor fundraising events and special collections to benefit the UUUM.

Minutes from the UU Urban Ministry 2020 Annual Meeting

ANNUAL MEETING of UNITARIAN UNIVERSALIST URBAN MINISTRY

May 21, 2020

Meeting remotely, via Zoom, during COVID-19 pandemic.

The meeting was preceded by music and images from UUUM programs and events over the last year.

The 185th meeting of the corporation was called to order at 6:03 p.m. by Karla Baehr as Chair of the Board of Directors. She thanked the board, staff, and all in attendance for their dedication to the UUUM, particularly during this challenging time. She then introduced Rev. Mary Margaret Earl, Executive Director and Senior Minister, for the invocation.

Rev. Mary Margaret Earl opened the meeting with a chalice lighting and prayer.

Rev. Earl transitioned into the report of the Executive Director, and reflected on the events of the last year, particularly as they related to the racial justice movement and the pandemic. Rev. Earl spoke of the completed design of a Healing Garden to be built on the northeast corner of the UUUM campus, and of the plans to renovate and landscape our parking area, driveway entrance and exit, and handicap accessibility of the meetinghouse. She also mentioned the overall renovations of the meetinghouse interior, which will occur after the necessary funds have been raised. She reported that there have been several new hires on the UUUM staff, and that our partnerships with several other organizations strengthened this year, most notably with the Louis D. Brown Peace Institute. She told of our need to pivot in March when the pandemic shut-down began, when we had to re-house our Renewal House families in order that they could stay safe and socially distant. We also had to revamp our Believe in Success and RYP programs to take place remotely. She thanked the dedicated staff and generous donors who made these transitions possible. She stated that the ache we feel missing our community echoes the ache of racial segregation and injustices.

Rev. Earl introduced Peter Tam, the UUUM's new Director of Programs. Mr. Tam explained that he had been on staff for slightly more than a month, but thanked the program staff for their dedication and professionalism. He introduced Mr. Chris Allen to discuss Roxbury Youth Programs, Ms. Ada Guadalupe to discuss Renewal House, and Ms. Jackie Dabo to discuss Believe in Success.

Ms. Baehr invited Carol Lohe to present the report of the nominating committee. Ms. Lohe read the proposed slate for Delegates at Large, then for the Board of Directors (including the biographies of the three incoming board members, Rev. Catherine Cullen, Lisa Snellings, and Rev. Dave Egan), and finally for the Nominating Committee. All were accepted by unanimous vote and appear in the Appendix.

The Minutes of the May 2019 Annual Meeting were moved, seconded, and unanimously accepted.

Alan Cody gave the Treasurer's Report, thanking Finance Director Rachel Shapiro and Rev. Earl for their leadership. He spoke of the UUUM's diversified revenue streams as an asset and remarked that increasing corporate sponsorships, especially for the Believe in Success program, were a goal for the new year. Mr. Cody thanked the board for being invested in the financial management of the organization and shared his confidence in the UUUM's investment strategy.

Ms. Baehr thanked Mr. Cody for his expertise as Treasurer.

Ms. Baehr presented the report on behalf of the board, saying the UUUM was blessed by its leadership in Rev. Earl and in its work as developed by the staff at large. She spoke about the efforts over the last year to focus on building the UUUM's authentic partnerships with our community and the board's role in this.

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Ms. Baehr and Rev. Earl recognized long-time board member Mr. Peter Coccoluto who is stepping off the board after nearly 50 years of service to the UUUM. Mr. Coccoluto was presented with a candle as a token of the UUUM's appreciation for his service as a beacon of light, especially in the darkness. Mr. Coccoluto shared a few words of appreciation for his time serving the UUUM, as well as the UUUM's good work, strong leadership, wide volunteer support, and its partnership with the Roxbury community.

Ms. Baehr invited a motion to approve the budget for fiscal year 2021, which was made, seconded, and unanimously approved.

A motion to adjourn was made, seconded, and unanimously approved. Ms. Baehr 6:59 pm, and turned the microphone over to Rev. Earl.

The meeting concluded at 7:01 pm with a benediction by Rev. Earl.

Respectfully submitted,
Annie Stubbs, on behalf of Karla Baehr and Derek Lumpkins



**RESOLUTION TO APPROVE AMENDMENT OF THE BY-LAWS
of the Benevolent Fraternity of Unitarian Churches
also known as Unitarian Universalist Urban Ministry (“Corporation”)**

WHEREAS, the board of directors of UUUM deems it to be in the best interests of the corporation that the By-laws be amended to include an updated vision and mission statement;

WHEREAS, the board of directors of UUUM has undertaken a lengthy strategic planning process that included listening to the voices of Roxbury residents, UUUM staff, UU ministers and delegates, and whereas the board has determined that a new Vision and Mission statement will enable UUUM to better fulfill its purpose and have a greater impact in working for justice in Greater Boston;

NOW, THEREFORE, BE IT RESOLVED that, pursuant to applicable law and the By-laws of the corporation, the delegates hereby consent to, approve, and adopt the following:

“Article II – Purpose” of the By-laws of the corporation is hereby amended to delete such Article II in its entirety and replace with the following:

ARTICLE II – Vision and Mission

Vision: We envision a Greater Boston where all people live with freedom and dignity, and have equitable access to resources and opportunity to shape the present and the future.

Mission: UUUM: We work across race and place to dismantle racism and white supremacy culture and to advance racial, economic and social justice.

BE IT FURTHER RESOLVED that all other provisions of the By-laws as adopted shall remain in effect and the foregoing amendments shall be incorporated into the By-laws of the corporation.

We Speak Now

A public commitment by the UU Urban Ministry's Board of Directors and published in June 2020

As the United States and Greater Boston confront the painful consequence of systemic racism, ignited by the deaths of innocent African Americans including George Floyd, Ahmaud Arbery, Breonna Taylor and many named and unnamed others, the board of the Unitarian Universalist Urban Ministry stands as one to say this:

Through the UU Urban Ministry's 190-year history, we have predominantly been led by people who are white and our work framed by people with the privileges conferred by their whiteness.

And we have not said enough.

In the spring of 2020, we will not flinch.

We were birthed in a nation and community built upon racism and White Supremacy. The death of George Floyd tracks an unbroken line from slavery through lynching, Jim Crow and mass incarceration.

Systemic racism is baked into every single system of Greater Boston and this nation - our courts, politics, transportation, environmental protections, healthcare, education, economy and housing. One way these systemic inequities have manifested is the disproportionate impact of COVID-19 on people and communities of color.

And we have not said enough.

The UU Urban Ministry stands at the intersection between communities: Boston's historic African American community - directly and disproportionately impacted by economic, educational, social, environmental and health injustice; encircled by UU member congregations of predominantly white people who have inherited their privilege and power.

And we have not asked enough.

These past weeks may lead to an awakening of white people who hold power.

We resolve to claim this opportunity and live into our potential to challenge and dismantle institutional racism.

We speak now.

We commit to the following:

- We will continue to transform our historic Roxbury campus - inherited in 1976 from a UU congregation that died by white flight – into a hub to serve the community of Roxbury.
- We will prioritize using our space to serve our programs and also groups working for racial justice. We will welcome artists and leaders speaking Truth about our nation's history, and use our historic Meetinghouse to highlight Roxbury artists and speakers of color.
- We will interrogate the racial history of our inherited Meetinghouse, and investigate ways that First Church Roxbury and the UU Urban Ministry served and failed to serve people of color. And we will tell those multiple stories.
- We will deepen our investment in programming that addresses racial economic injustice, in particular calling on member congregations to invest in cultural institutions and businesses led and owned by people of color.
- We will ensure that before the end of 2022 we will welcome at least 5 new board members of color, bringing board racial composition to greater balance.
- We will support and challenge member congregations to confront institutional racism in Greater Boston and in their own communities.
- We will use our voice to speak up on critical issues that perpetuate the systems birthed in enslavement.
- We will create a board accountability structure to ensure we remain focused on these priorities in the years to come.

In this time of great upheaval, we commit to being the change that we seek.

The time is more than 400 years too late.

The time is now.

In faith,

The Executive Committee of the UUUM Board

Karla Baehr, Chair
David Harris, Vice Chair
Alan M. Cody, Treasurer
Derek Lumpkins, Secretary

The Board of the UUUM

Marcia Butman Rev. Dr. Catherine Cullen
Rev. Dave Egan
Rev. John E. Hickey
Marshall Hughes
Brian Keith

Jean Krasnow
Carol Troyen Lohe
Doug Poutasse
Lisa Snellings
Rev. George Whitehouse

