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CUUPS 2017 Annual Meeting

Memorial Convention Center Rm. 204-5

June 24, 2017 - 4:15pm

4:15 pm Welcome and Board introductions

4:20 pm Adoption of rules for the meeting

4:20 pm Report from the last year (The annual report will be emailed and available online before GA)

4:30 pm Nominations: presentation of slate for board of trustees, nominations from the floor, nominations for nominating committee, nominations from the floor.

[Discuss mission/vision amendments](#), [Discuss Bylaw amendments](#), move for online and in-person votes. (Votes for all four motions will be taken as one vote.)

4:45 pm Adjourn

President's Report

CUUPS Annual Report 2017

We've come a long way since 2015, which was my first official Annual Meeting with a full year of service as your president behind me. It wasn't a particularly smooth year, but struggle was compensated for with successes. The **new 2014 bylaws** were in effect, (affirmed by the membership October 2014), the **new 2014 board roles** - which we hoped were right-fit for implementing our mission- were in effect (created by Amy, David, Jerrie, and Imari during 2014 GA and edited by the whole board during meetings later.) An annual report was produced (though late) and we had **record attendance** at the Summer Solstice ritual.

One sour note came from the board's failure to nurture the Nominating Committee who had kindly volunteered at GA 2014: In the scramble to develop a slate for the 2015 Annual meeting, after the loss of the entire nominating committee, the communication from Imari that she wanted to run was not received and she therefore did not appear on the slate in the annual report. We regret the hurt feelings and the confusion that resulted. This was an unprecedented situation and I was not able to discover and pursue a solution during the very full days of GA. Once home I recommended, and the board acted so that Imari was subsequently appointed to the position that she had intended to run for. The following year she was re-elected for the remaining two years of that position.

One good outcome of that challenge is that I researched **best practices for non-profit boards** and we have slowly been implementing those recommendations throughout 2016, and now 2017. We have set up procedures that strengthen the **Nominating Committee**. We have now had two years with an almost fully staffed nominating committee. The committee has developed a smoother process that recruits nominees and matches them based on their interests and skills, to our board roles!

Since that time the board has adopted several commitments to best practice, which are spelled out in our **board norms and policies**. These include an **attendance policy**, **accountability** to doing the work and communicating, parameters for **public conduct** (especially in the face of antagonists), and more. These best practices, written down for easy reference and ease of accountability, allow us to focus on the work, rather than getting distracted into board processes and snafus.

We have also improved **how we conduct board meetings**, attempting to include all board member perspectives, and to involve other leaders, volunteers and committee members. Meetings are conducted over **Zoom** so we have voice and visual connection. We also all have access to the agenda document on **Google Docs** so that we can all contribute to the document collaboratively, whether to wordsmith a motion, or to switch to a collaborative "play-space" to work together on a project.

One best practice that is newly adopted is the practice of enforcing **term limits**. No board member can serve for more than 7 years. Most will serve for 6. (we had to allow for folks who had been appointed for a year before beginning their first term.) It is our hope that this will help bring in new ideas, and build a strong coterie of strong volunteers with capability to serve at the national/continental/international level in a variety of roles, not just on the board.

The biggest institutional transition in 2017 is the switch to using **Google Applications for Non-profits**. This gave us a suite of @cuups.org email addresses so that there will be no interruption in how people contact board members and cuups leaders when terms end and

there is turnover. This transition also allows us to have our board meeting minutes and institutional documents available to ANY member. If you would like to view our minutes, just ask our secretary (info@cuups.org), Debra, for the link!

Alongside the institution-building work we have begun a practice of responding to **social justice** concerns as a board, and bringing those position statements, and **calls to action**, to our membership for affirmation. We are slowly building a body of commitments that support and expand our mission. We educate, we celebrate... and we participate in creating justice. You can see these commitments at <http://cuups.org/about/resolutions.html> page on the website.

This year we have faced some challenges. Our **treasurer** was in ill health for most of 2017 and as of this writing we do not have a new candidate. This has created an additional burden on our Executive Director and President. To add to the complication, our bank (Wells Fargo) mismanaged our funds. We were able to get a full refund but would like to leave Wells Fargo, however we have not been able to find an OHIO Credit Union which can accommodate our needs. There may be a credit union or online bank we have not found yet, we are still looking.

I am in the happy situation of being able to combine **travels for CUUPS** with the travels I already undertake as an itinerant minister. Between June 2016 and June 2017 I will have visited 21 congregations west of the Rockies. At each visit I preach from my perspective as an Earth-Relating/Deities-Relating UU, meet with curious congregants, counsel ministers and boards, consult with CUUPS chapters, and generally try to make connections and offer education.

Over Facebook I am active in several groups of UU and Earth-relating/Deities-relating **ministers and seminarians** and am happy to report we have some amazing spiritual leadership being incubated among us. I'm looking at the end of my term and considering how to best nurture the board to serve the organization well into the future. One key element has been renewing our focus on **project management** skills - caring for the sustainable contributions of our servant-leaders.

While our role has been shifting as the UUism shifts, and our surrounding culture shifts, we are still a vibrant and thriving organization that contributes to the Unitarian Universalist movement, the Pagan community and the world. I'm proud to be a part of our excellent leadership.

Executive Director Report

During early 2014 the CUUPS Board became aware that there was more work to be done than could be handled by on board volunteers, and that CUUPS-Continental did not have the infrastructure to support volunteers who were not on the board. So instead, the board developed an Executive Director position which takes the following former board volunteer functions and turn them over to staff:

- Production of the CUUPS Bulletin email newsletter
- Production of the CUUPS Podcast
- Maintenance and regular updates of CUUPS Social Media on Facebook and Twitter
- Membership paper processing for joins and renewals
- Chapter application processing for both new chapters working thru the approval process and existing chapters wanting to renew.
- Maintain a physical business mailing address for CUUPS.
- Handle paperwork for CUUPS General Assembly presence in obtaining booth space and programming slots.

The position is to be funded by a portion of CUUPS membership and chapter fees receipts. For 2016 that portion came to \$1,671 of the total \$9,630 collected from our members and chapters.

The Executive Cmte reviewed and renewed the contract last Fall, changing the contract so that it no longer specified the number of hours worked, and turning over GA Programming responsibilities back to the board. Also, managing the "Nature's Path" blog on the Patheos interfaith website are part of my responsibilities. One new task I've been working on this year is to collect CUUPS heritage material (newsletters, GA lecture recordings, etc.) to hand over to Meadville Lombard Seminary for their growing archive of UU-Pagan material for ministerial education (and soon, public digital access.)

An additional perk/responsibility of this coming year will attending the Parliament of World Religions next November in Toronto. I will also be at the CUUPS Convocation in Ft. Myers next April.

I look forward to working with the incoming board to implement our renewed vision and mission as voted in by our members.

Best of Blessings,
David Pollard

Nominating Committee Annual Report

For presentation at UUA General Assembly June 2017

Members:

Joel Tishken [nominating@cuups.org] (15-17)

John Halstead [johnhalstead@gmail.com] (16-18)

Alison Leigh Lilly Membership VP, Ex Officio
with assistance from the whole board and ED

Nominating Committee Job Description

The members of the nominating committee advertise for and recruit potential CUUPS leaders. Evaluate potential board candidates' credentials and recommend a slate for endorsement at the annual meeting. The slate needs to be submitted for the annual report by 4 / 15 each year. This slate is then adopted by the annual meeting in June (usually at GA) and then voted on by the membership through online voting during September. Elected officers take office November 1.

2016-17 board

President: Rev. Amy Beltaine Term Expires: 10/31/2019

VP for Communications: Jerrie Hildebrand Term Expires: 10/31/2019

VP for Development: Angela Brown (and Treasurer) Term Expires: 10/31/2017

VP for Membership: Alison Leigh Lilly Term Expires: 10/31/2019

Curriculum and Liturgy Portfolio: Maggie Beaumont Term Expires: 10/31/2017

Secretary: Debra Gilbert Term Expires: 10/31/2018

Ministerial Relations Portfolio: Rev. Ann Marie Alderman Term Expires: 10/31/2018

At-Large (Parliamentarian and special projects): Pamela Backstrom Term Expires: 10/31/2017

At Large (GA Portfolio): Imari Kariotis Term Expires: 10/31/2018

2017 Nominating needs

Treasurer

Vice-president for Development

Board member for Curriculum and Liturgy Portfolio (currently Maggie Beaumont)

Board member for Right-Relations (currently Ann Marie Alderman as an off-board leader)

Two at-large Board positions (what are currently the posts of Pam Backstrom and Imari Kariotis)

Nominating Committee Member (to fill Misty Kirkman's vacant spot)

The Nominating Committee presents for approval, the following slate of incoming board members.

Proposed Slate: Board nominees

1) Treasurer: no nominee

2) Vice-president for Development: no nominee

3) Board member for Curriculum and Liturgy Portfolio: Monica J. Van Steenberg [mj_vansteenbergh@yahoo.com]

Monica Van Steenberg lives on the beautiful NW Oregon Coast with her partner, Jeff, kiddo Nina, Gromm the bulldog and royal Queens Mia and Stella (shhh, don't tell them they're cats). Monica has been involved in earth-centered spirituality for about 30 years and has been a CUUPS member at-large for some of those years, and a UU congregation member for most, notably in Arizona, Illinois and now, Oregon. Caring for the land and a commitment to social justice mark her spiritual and professional work. Monica's work in the world is in higher education, and she holds a MEd in Educational Leadership & Policy from Portland State University, specializing in Adult & Continuing Education. She is very excited to use her knowledge and skills from both worlds to further the work of CUUPS.

4) Board member for Right-Relations: Om Prakash [omprakashgilmore@gmail.com]

My name is **Om Prakash**. I am a retired UU Minister who was in the Parish for 7 years and a Community Minister for 8. I retired early after studying at a Wisdom School, and studying many mystical traditions from various religion, and have been pursuing my ministry as a public ministry focusing on a mixture of health and wellness and social justice. I am working as a Life Coach focusing on ending internalized oppression and the need to oppress others, and a Massage Therapist and Reiki Master Teacher, and radio host, working from a place of healing and teaching as well as social justice, to improve our relationships to the Earth, Cosmos, and each other.

5) At-Large1: Pam Backstrom [pam.backstrom@gmail.com]

Pamela "Pam" Furlong Backstrom has served on the 2016-2017 CUUPs Board of Trust, CUUPs, Mission/Vision team, the Sermon contest team and was the teller for the 2015 Election. She is active with the Sacred Bridges CUUPS chapter affiliated with The First Unitarian Church of Des Moines, Iowa and Central Iowa Pagan Pride. She describes her Earth-based spirituality as "coming home". She has been a solitary practitioner in many ways most of her life. In her (not-so) mundane, muggle life, she works as a Project Management (at least for now). She enjoys the "fine art" of volunteering and giving back in life. She has been active in policy and operations in many of her activities. Of particular interest to her are organizations that strive to serve the greater good through health, education and empowerment. She has recently been involved in

striving to support women to become politically involved. She delights in her relationship with her children and growing number of grandchildren (at eight and growing!) Her fur babies (Bentley, Tank, Mo and Bella) are her familiars, helping to keep her grounded.

6) At-Large3: Cynthia Talbot [cyntalbot@gmail.com]

Cynthia Talbot is a life long Unitarian Universalist, and has been a practicing Pagan for the last thirty years. She currently resides in Denton, Texas, and is a member of the Denton Unitarian Universalist Fellowship. She has been a CUUPS member for 10 years, and served 6 terms on her local CUUPS chapter board as Treasurer, and Web Page Administrator. She also served two terms as Secretary for the Denton UU Fellowship. She has a Masters in Anthropology and has studied religious practices in several countries. She is very enthusiastic about supporting CUUPS and working with the wider UU and Pagan communities.

7) Nominating Committee Member: no nominee

Proposed committee members

Curriculum

John Halstead [johnhhalstead@gmail.com]

Cynthia Talbot [cyntalbot@gmail.com]

Elen Hudson [summer.queen.esh@gmail.com]

For all job descriptions, go here:

<https://docs.google.com/document/d/1ySulaVuWUDKD5aH3SmXEuiAxtPE4Btu1PB8qBhUKAe8/edit#>

Respectfully submitted by the Nominations Committee

1 June 2017

Covenant of Unitarian Universalist Pagans, Inc.										
Financial Statement FY 2009-2016										
										2017
Category	2009	2010	2011	2012	2013	2014	2015	2016	2017	Budget
<u>Revenue</u>									thru 6/15	
Member - 1 yr	2,815	2,695	4,770	4,075	4,125	4,775	5,525	4,925	1,825	5,100
Member - 3yr	1,500	3,360	2,040	2,160	3,360	3,720	3,360	3,180	2,460	3,900
Member - Other	175	240	0	0	0	800	1,200	800	1,200	1,200
Chapter Dues	425	480	510	390	240	600	570	745	330	600
Donations	379	185	160	2,383	105	365	140	392	72	150
Sales/Grants	544	242	126	25	2,086	227	508	1,262	60	600
Convo '16							215	5,314	0	0
Total Revenue	5,838	7,202	7,606	9,033	9,916	10,487	11,518	16,618	5,947	11,550
<u>Expenses</u>										
Admin	0	1,280	720	600	600	663	3,452	1,671	960	2,000
Office Rent	0	420	520	0	0	100	400	400	200	400
Bank Charge	81	0	60	194	10	0	21	12	23	10
Paypal/Sq Fees	70	117	117	273	186	268	296	408	165	330
GA/Travel	1,675	2,566	5,811	1,978	2,821	2,870	2,730	2,927	2,739	3,200
CUUPS Bulletin	462	462	500	462	22	624	546	546	546	546
Other Media	0	65	497	2,288	2,823	777	754	255	216	750
Postage & Supplies	99	122	6	0	0	47	380	457	3	250
Donations	150	150	1,125	150	150	250	606	882	0	1,200
Staff Prof.Devel.	0	0	0	0	0	0	0	275	340	300

Curric./Liturgy	0	0	0	0	0	0	0	0	0	0	200
Prison Ministry	0	0	125	2,538	2,922	0	0	0	0	0	0
Convo '16	0	0	0	0	0	0	400	2,597	0	0	0
Total Expense	2,537	5,182	9,481	8,483	9,534	5,599	9,585	10,430	5,192		9,186
Endow. Apprec.								313	956		
Cash Start of Year	4,916	8,217	10,237	8,360	8,910	9,292	14,182	16,140	22,523		16,140
Cash End of Period	8,217	10,237	8,360	8,910	9,292	14,182	16,140	22,523			18,504
UUCEF											
Reserve Funds:											
Lifetime Members EOY	2660	2660	2660	3040	3420	3800	4940	5700	6460		6940
Multi-Year Memb. Fund	1000	2740	2480	2120	2960	3600	3480	3200	2860		3720
CUUPS Endowment	300	300	300	300	300	680	680	993	1949		680
General Fund	4,257	4,537	2,920	3,450	2,612	6,102	7,040	12,630	12,938		7,164
* Per Board resolution Sept. 2015, on May 1, 2016 \$10,000 was invested with the UU Common Endowment Fund.											
** All figures compiled by volunteers, and have not been audited.											

CUUPS Convocation Report

CUUPS celebrates the return of continental convocations!

After many board discussions, CUUPS had a Convocation in Salem, MA in August 2016. Rev. Shirley Ranck, John Beckett, Byron Ballard and Gypsy Ravish were all invited guest speakers and provided insights in to not only UU Paganism but the history of Paganism and Witchcraft in Salem itself. The planning team created tour opportunities throughout the city. Approximately 110 people attended. The event had revenues of \$5,529, but expenses were just under \$2,600.

A Community Feast was created by the chapters in Southern Massachusetts with financial contributions participants made. An array of pastas, sauces, salads and fruit desserts were served. We wanted to create a social justice project for the Salem community. So it was with pride and much love that we packaged food items from the feast for use in the Family Promise program that First Church Salem UU has for homeless families. The program organizers were thrilled to have meals for the families.

The Sunday Service for the church was created by speaker Shirley Ranck and organizer Jerrie Hildebrand. It was the first time First Church Salem UU had ever had an entire church service outside in the garden. Music was played by the church organist and of course there was singing.

During a meeting between the board and participants, there was a desire to create convocations that move around the country. A five-year plan of where they will be and who will be hosting. This will give us time to contact and book speakers from the UU Pagan and larger Pagan communities to share and talk about the work they are doing. We can also plan social justice projects in the regions we meet in as a way of supporting hosts in making a difference in their own communities. Best of all, the longer we plan out the easier it is to book venues.

Currently, a proposal form to fill out is available. It allows future organizers the opportunity to share their thoughts, and ideas of what they would love to create. The form has important things to think about from lodging, meals, speakers, and more. By moving convocation around the country, we can to enjoy our full community of change-makers and earth lovers. The convocations will become fundraisers for the continental organization. Groups working on convocations will work with the VP of Communications and Outreach during their planning. It is an opportunity to be of service, in service and served!

For information about creating Convocations, email communications@cuups.org.

CUUPS Communications and Outreach Report

Over all, Communications and Outreach is on target to implement new branding and materials in the 2017 to 2018 time frame.

Convocation - CUUPS Convocation 2018 will be in Fort Myers, FL on April 20-22, 2018 at the Ft Myers UU Church. Currently speakers will be from diverse earth/nature centered traditions from European, African and Native American cultures. The gathering will be family and teen friendly and include meals for the weekend. If your chapter is interested in creating a future convocation, we are planning five years out from 2018!

Banner - CUUPS is creating new Banners for display at General Assembly, and other conferences starting in 2018. A general layout is available for chapters interested in participating in designing it.

Website - We are hoping to convert the website to a mobile site and make it more editable for other members of the Board. Conversations have begun on the best ways and more economical ways of doing this to implement with our branding upgrade.

Brochure - The committee sees the need to create a new CUUPS trifold brochure for congregations and chapters to use about CUUPS. We want it to show the diversity of earth/nature centered traditions and thinking.

Skinner House Book - The book *Pagan and Earth-Centered Voices of Unitarian Universalism* has been published as of the end of May 2017!!

There was a podcast on May 30 for an hour with Selena Fox on Circle Sanctuary's show with Jerrie Hildebrand myself, Shirley Ranck, John Beckett and David Pollard. Skinner House has planned a book signing at General Assembly 2017.

Monthly Newsletter for Members - VP of Communications and Outreach will take on creating a monthly newsletter for members as a form of transparency about what we are doing and what projects are available and in need of volunteers to come play. Share what's new and so on. This will allow blog posts to be more about being UU Pagan than CUUPS business.

Blessings!

Rev. Jerrie Hildebrand
Minister, Circle Sanctuary
VP of Communications, CUUPS
Member, Covenant of the Goddess
Ambassador, Ambassador Advisory Council, Parliament of the World Religions

CUUPS Annual Meeting 2017

Curriculum & Liturgy

This year several discussions have begun toward eventual curricula for publication.

At Convo 2016 several people spoke enthusiastically about the general idea of sharing rituals and educational modules across CUUPS Continental and one person has submitted some written materials.

A spontaneous Facebook group arose, with folks discussing a curriculum that might identify and introduce the various kinds of paganisms that exist in the US today. Presently several people have put forward good ideas and important links, and people are starting to sort out what's most relevant, what might be appropriate for which grade level, etc.

A small committee is forming to flesh out some of this work, beginning with developing a CUUPS-focused module for Cherry Hill Seminary's self-paced on-line program in leadership development.

--Maggie Beaumont

CUUPS Chapter Report

Note: If you have joined/renewed in the last few weeks this report may not reflect that activity.

New CUUPS Chapters:

Harbor Moon CUUPS, All Souls UU Cong., New London CT, April 2017
Starry Night CUUPS, Maumee Valley UU, Bowling Green OH, April 2017
Southern Arizona CUUPS, UU Church of Tucson, Tucson AZ, April 2017
Chalice Circle, All Souls Watertown, Watertown NY, March 2017
Earth Spirit Circle, UU Congregation of Whidby Island WA, February 2017
Gulf Coast Pagans, UU Church of Victoria, Victoria TX, February 2017
Coastal CUUPS, UUs of Coastal Georgia, Brunswick GA, October 2016
Rocky Mountain CUUPS, High Plains UU Church, Colorado Springs CO, Sept. 2016
Salt Water CUUPS, Saltwater UU Church, Des Moines WA, August 2016
Sacred Well CUUPS, UU Cong. Of Jamestown, Jamestown NY, June 2016
Mystic Grove CUUPS, First Unitarian Church, Orlando FL, June 2016

Renewed Chapters:

Coyote Willow CUUPS, First Unitarian Church of Albuquerque, Albuquerque NM, May 2017
Fellowship of the Oak, UU Fellowship of Raleigh, Raleigh NC, April 2017
Moonpath CUUPS, UUC of Ft. Lauderdale, Ft. Lauderdale FL, April 2017
The Bridge, Denton UU Fellowship, Denton TX, March 2017
Salem OR CUUPS, UU Church of Salem, Salem OR, March 2017
LEXCUUPS, UUC Lexington, Lexington KY, March 2017
North Bay CUUPS, UU Fellowship of the North Bay, Napa CA, February 2017
Sandy CUUPS, South Valley UU Church, Sandy UT, January 2017
Full Circle, First Unitarian Church of Lynchburg Lynchburg VA, November 2016
Circle In The Woods, UU Church of Tampa, Tampa FL, October 2016
Spirit Circle CUUPS, Channing UU Church, Edmonds, OK, August 2016
Chalice Fire, 1st UU Nashville, Nashville TN, May 2016
Desert Spirit CUUPS, UUC Las Cruces, Las Cruces NM, April 2016
Moonpath CUUPS, UUC of Ft. Lauderdale, Ft. Lauderdale FL, March 2016
Spiral Earth Explorations, Palomar UUF, Vista CA, March 2016
Three Rivers CUUPS, San Juan UUF, Farmington NM, February 2016
Nature Based Spirituality Group, UUF Grand Traverse, Grand Traverse MI, February 2016
Fellowship of the Oak, UUF Raleigh, Raleigh NC, January 2016
LEXCUUPS, UUC Lexington, Lexington KY, January 2016

Renewed/Joined still in Process:

Pagan Interest Circle, First Unitarian Society of San Francisco, San Francisco, CA, June 2017, pd dues but no form.
Sacred Hearth, First Jefferson UU Church, Fort Worth TX, April 2017 – pd dues but no form
Circle in the Woods, UU Church of Cocoa, Cocoa FL, January 2017 – pd renewal but no form
Oak Grove CUUPS, UU Church of Gwinett, Lawrenceville GA, August 2016 – pd renewal dues but no form
Covenant of the Purple Lady, Peoples UUC, Cedar Rapids IA, May 2016 – pd renewal dues but no form.
UCN CUUPS, Unitarian Church of Norfolk, Norfolk VA, September 2015 – sent dues but no info

form.

Spiritways CUUPS, UUC South Hills, Pittsburgh PA, May 2015 – paid renewal, but no form.

Pagan Celebrations, UUC of Greensboro, Greensboro NC, December 2014 – paid dues, but no form

UUFF CUUPS, Fayetteville AR, December 2014 – paid dues, but no form.

In formation:

Ravenswood Pagan Kindred, Augusta GA

UUFF CUUPS, UUF Fayetteville, Fayetteville AR

Westwind CUUPS, Westwind UU Church, Norman OK

York PA

Lapsed or on Hiatus:

Berkeley CA, Montclair CA, Riverside CA, San Deigo CA, San Francisco CA, Ventura CA, Golden CO, New Haven CT, Norwich CT, Ft Myers FL, Lakeland FL, Augusta GA, Lawrenceville GA, Iowa City IA, Bloomington IL, Chicago IL, Elgin IL, Bloomington IN, Elkhart IN, Hobart IN,

Indianapolis IN, Terre Haute IN, Louisville KY, Cambridge MA, Brewster MA, Canton MA,

Greenfield MA, Hudson MA, Milton MA, New Bedford MA, Frederick MD, Lutherville MD,

Midland MI, Southfield MI, Boone NC, Greenville NC, Kitty Hawk NC, Princeton NJ, Reno NV,

Poughkeepsie NY, Akron OH, Cincinnati OH, Tahlequah OK, Eugene OR, Salem OR, Bethlehem

PA, Erie PA, Gettysburg PA, Murraysville PA, Pittsburg PA, Wilkes-Barre PA, Charleston SC,

Columbia SC, Spartanburg SC, Chattanooga TN, Cordova TN, Baytown TX, Denton TX, Fort

Worth TX, Houston, TX, Sandy UT, Winchester VA, Bremerton WA, Vancouver WA, Racine WI,

Charleston WV, Morgantown WV.

Presumed Defunct:

San Jose CA, Andover MA, Las Vegas NV, Plano TX, Blacksburg VA

Election & Membership Report

2016 Board Election Results:

Rev. Amy Beltaine – President:	176 – Yes, 9 – No, 8 - Abstain
Jerrie Hildebrand – VP Communications:	166 – Yes, 8 – No, 6 – Abstain
Alison Leigh Lilly – VP Membership:	170 – Yes, 5 – No, 5 – Abstain
Maggie Beaumont – Liturgy & Curriculum:	169 – Yes, 5 – No, 6 – Abstain
Rev. Ann Marie Alderman: Ministerial Relations:	165 – Yes, 8 – No, 7 – Abs.
Imari Kariotis – General Assembly:	163 – Yes, 9 – No, 8 – Abstain
Pamela Backstrom – At Large:	166 – Yes, 4 – No, 10 – Abstain

Write In Candidate Votes(1): Debra Maynard (1).

2016 CUUPS Nominating Committee:

John Halstead:	165 – Yes, 6 – No, 5 – Abstain
Dr. Joel Tishkin	162 – Yes, 7 – No, 11 – Abstain
Misty Kirkman	157 – Yes, 9 – No, 14 – Abstain

Should CUUPS Adopt the Consent Culture Statement

164 - Yes, 9 - No, 7 - Skipped

CUUPS Consent Culture Statement:

CUUPS Statement Supporting Consent Culture CUUPS is an inclusive organization committed to the foundational values regarding sex and sexuality endorsed by the Unitarian Universalist Association of congregations. Members and friends of CUUPS are aware that our popular western culture often acts as 'rape culture', creating non-consensual sexual interactions, colonization, bullying, and other unhealthy conditions for human beings. We are committed to ushering consent culture fully into active reality in our communities. Consent culture is a culture in which asking for consent is normalized and encouraged. It is respecting the person's response even if it isn't the response we had hoped for. We will live in a consent culture when we no longer objectify people and we value each other as human beings. We inherit a tradition of inclusivity from Unitarian Universalism and from Earth-centered spiritualities. Every person is entitled to respect, dignity and self-worth for their attitudes and beliefs about their sensual and sexual selves. All bodies and human sexuality are sacred. We are a community of people of all ages, cultures, genders, sexual orientation, social status, and mental and physical abilities who are welcomed and treated with hospitality and dignity. We promote education and information regarding the belief that all persons have the right to accurate and readily available information about responsible choices, sex and sexuality that enhances the wholeness and fulfillment of consensual sexual expression, touch, commitment, love, and joy. We work toward social justice that acknowledges the often harmful, even violent, cultural biases and stigmas past and present associated with bodies, sex and sexuality against persons outside the narrow Western definition of sex and relationship. We assert that every person has an affirmative duty to actively own their own physical expression and sexuality and take responsibility for that in an honest, accountable and responsive way without coercion, bullying, mental and or physical abuse, rape and assault, social discrimination or intimidation. We believe that every human has the right to live without fear of being outed or targeted, marginalized or oppressed by individuals, groups, institutions or other religious adherents. We recognize the right of all people to control our own bodies in all areas of life. Suggested action steps: Be consent allies: learn more, practice and intervene in any situation where consent has not or cannot be given. Encourage parents of children and young people to enroll their children in Our Whole Lives (OWL) classes within UU congregational settings, as designed and led by credentialed OWL facilitators trained to work with specific age groups within the overall OWL guidelines. Encourage all people to participate in young-adult OWL, adult OWL and facilitator training within local congregations, including raising funds to train facilitators. Implement action steps from UU curriculum and consent culture training to make our spaces safe, for children, youth and

adults in our congregations, religious education settings and gatherings that we sponsor, host, or participate in.

Overall Election Stats:

424 Email Ballots sent via Surkey Monkey, 4 Postal ballots mailed

193 Email Ballots voted, 0 Postal ballots voted

12 Emails Bounced, 11 Opted out of further contact

45.5% response rate on emailed ballot – the highest in CUUPS history

(Usual response rate is low-mid 20's.)

CUUPS Voting Membership

12/31/2014: 363

3/31/2015: 392

6/30/2015: 398

9/30/2015: 413

12/31/2015: 410

3/31/2016: 407

6/30/2016: 408

9/30/2016: 405

12/31/2016: 403

3/31/2017: 418

5/31/2017: 397

2016 Annual Meeting Minutes

Exec Dir: David,
Board Members: Amy, Jerrie,
Members Present: 12 members present

Membership: 405 Membership is rising. CUUPS Endowment is in with the UUA.
Facebook: 15,600 Fans Larger than any other UU Page on FB that isn't based out of UUA Headquarters.
CUUPS Bulletin: no longer exists and is now a page.
Discussion Group: 3500
Twitter: 700
Twitter & FB are linked
Patheos Blog: 18 months old. It is now being noticed by ministers in the denomination. UUA's biggest humanist contributes. It has ministers, lay people and seminarians. 5000-6000 page views a month. 4th most read of Patheos Pagan Blogs, over 200 articles published.
Statements published by CUUPS. Consent Culture, Black Lives Matter, Shared about the Revisioning Process.
Amy discussing something. I cannot hear.
David shared the mission/vision
Amy shared how matching board members and jobs is working well.
Shared about Pam and Kalen's work with the board.
Any other questions for last year.
Vote of the Slate to present members for a vote.: Move: Nom Committee Sec: Joss McCall
Nominations from the Floor: Pamela Nominated / Open at Large
Slate accepted Unanimously
Terms begin October 31, 2016 if elected
Vote will be via SurveyMonkey
Teller for Election: Michael Walker
Four Ballots get mailed.
Floor Closed for Nominations.
Nom Committee: Moved: ????? Second: Jon Cleland-Host Unanimous acceptance
Shared about Sermon Context: Valerie's Sermon was accepted. Prize was given to Valerie at the meeting.
Valerie presented her sermon.
Meadville Lombard has offered to create a CUUPS Archive.
Meeting Adjoined: Michael Walker Second: Jerrie Hildebrand

Rules of the Meeting

Reminder: we will speak to the topics on the agenda, not to topics off the agenda.

Any member in good standing, physically or online, can be recognized to speak and can vote.

We will adhere to the time allocated in the agenda. (We have to, we do not have the room after 4:45.)

It takes a majority vote for any motion to pass.

To nominate someone to the slate during the meeting you will need to include two things:

- written (or, if present, verbal) CONSENT of the nominated person and
- written endorsement of that candidate by 13 members in good standing.

The Covenant of Unitarian Universalist Pagans Mission/Vision Statement

Wording as approved by a vote of the membership 6/23/2015 (The final vote was 111 for, 7 against, with 1 abstention (or failed vote - no way to know for sure). That's a 94% approval rate.)

Approved and adopted by the board 7/21/2015 (July Meeting)

Proposed revision(s) below in RED and marked with “<strike></strike>” and “<add></add>”, approved by the board to be put before the annual meeting for approval to be put before the membership for a vote Fall 2017.

Mission: CUUPS is a Unitarian Universalist covenant group dedicated to supporting UU Pagans, to promoting Paganism within Unitarian Universalism, and to promoting Unitarian Universalism within Paganism.

Who are we?

1. We are both Pagan and UU.
2. We support UU values, principles, and causes.
3. We bring a UU approach to Paganism – we draw from many sources and we oppose any attempt to establish orthodoxy or anything resembling it.
4. We value Nature, our experiences of Nature, and our relationships with Nature.
5. We have an interest in <STRIKE>gods</strike><add>deities</add> and spirits. Fully aware of the uncertainty and diversity of such matters, we are exploring what they are and what it means to experience them.
6. We bring a Pagan approach to Unitarian Universalism, inviting UUs to explore Paganism and Pagan spiritual practices.

How are we gathered? CUUPS consists of solitaries, chapters, and gatherings. Solitaries are individual members throughout North America and beyond. Chapters are groups affiliated with local congregations and chartered by CUUPS Continental. Gatherings are both formal and informal get-togethers among members and friends.

Who do we serve? Individual members serve various deities, principles, values, and communities as dictated by their own consciences. CUUPS chapters and CUUPS Continental serve our members, the Pagan community, and the UU community.

Why are we here? Individual UU Pagans have many reasons for being CUUPS members. The job of our chapters and CUUPS Continental is to encourage individuals to be the best UU Pagans they can be and to provide resources to help them do so.

BYLAWS (Current bylaws below, proposed changes in red on first pages.)

PROPOSED Revisions to be put before the members in October 2017)

- 1) **STRIKE Article III Purpose (in entirety) and renumber the remaining articles accordingly**
- 2) **ADD Article III Mission and Vision, as approved by a vote of the membership in October 2017, after article II, and renumber the remaining articles accordingly**
- 3) **REPLACE Article IV, number 2, with: “(2) a. The Annual Meeting will be held at least 60 days before October 31 each calendar year.
b. The annual meeting can be held concurrently with the UUA General Assembly, at a CUUPS Convocation, at any gathering where a quorum of CUUPS members are expected to attend, or entirely online through authorized communications equipment as long as members can communicate in real time. If it is in-person, online attendance will also be offered. The board will choose the venue of the meeting.
c. The annual meeting agenda shall include a report from the nominating committee and duly verified nominations will be accepted from the floor. There shall be a treasurer’s report. The Board of Directors shall report on current programs and solicit input on goals for the ensuing year.
d. A written meeting notice will be sent to all members at least 30 days in advance. The meeting notice will include the meeting date, time, location (physical and virtual), and summary of expected business. An annual report will be made available in writing with the meeting notice and will include at least a treasurer’s report and nominating report.”**
- 4) **REPLACE Article IV, number 3 with: “(3) Each member has one vote. At the annual meeting members may vote in real time. For the board election ballot and other official business, such as bylaws revisions, members may vote by electronic vote through a secure polling software sent to all current members. Notice of such a polled vote will be sent to members at least 30 days in advance.”**

The bylaws (regulations) of CUUPS approved at the Annual Business Meeting for a vote of the membership in June 2014. Approved by the membership Fall 2014.

REGULATIONS OF THE COVENANT OF UNITARIAN UNIVERSALIST PAGANS, INC. (“CUUPS”)

Offices of Corporation:

PRINCIPAL OFFICE: Miami Valley UU Fellowship, 8690 Yankee St., Dayton, OH 45458

The Covenant of Unitarian Universalist Pagans was incorporated in the State of Ohio in 1997.

Regulations adopted June 1998. Amended 2001, 2009. Restated 2014.

Preamble:

In accordance with the principles of the Unitarian Universalist Association (“UUA”), as expressed in Article II of the Bylaws of the UUA, we, as interested and concerned members and friends of UUA societies, join together in association to advance a free and responsible exploration of our religious and spiritual values and to promote the understanding of those values within the UUA and among the broader religious community.

Article I NAME

The full name of this organization is the Covenant of Unitarian Universalist Pagans, Inc. (“CUUPS”).

Article II AFFILIATION AND INCORPORATION

(1) CUUPS is intended to be an organization in relationship with the Unitarian Universalist Association.

(2) CUUPS is organized incorporated exclusively for charitable, religious, educational, and scientific purposes as defined by Section 501 (c) (3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

Article III ~~PURPOSE~~

As stated in the Articles of Incorporation, "The Covenant of Unitarian Universalist Pagans, Inc. exists for the purposes of promoting the practice and understanding of Pagan and Earth-centered spirituality within the Unitarian Universalist Association, enabling networking among Pagan-identified Unitarian Universalists, providing for the outreach of Unitarian Universalism to the broader Pagan community, providing educational materials on Paganism and Earth-centered spirituality for Unitarian Universalist congregations and for the general public, promoting interfaith dialogue, encouraging the development of theological and liturgical materials based on Pagan and Earth-centered religious and spiritual perspectives, encouraging greater use of music, dance, visual arts, poetry, story and creative ritual in Unitarian Universalist worship and celebration, providing a place or places for gathering and for worship, and fostering healing relationships with the Earth and all of the Earth's children."

The purposes of The Covenant of Unitarian Universalist Pagans, Inc CUUPS is to facilitate and support the work of Unitarian Universalists by affirming and promoting the seven principles and six sources of the UUA, in particular the sixth, "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 purposes of CUUPS include providing support for Pagan and Earth-centered UU religious professionals and ministerial students and maintaining relationships with movements and leaders outside of the UUA.~~</strike><add>(copy in the language from the cuups mission/vision from~~
~~[</add>](https://docs.google.com/document/d/1vm1oZXhNFaOsK9kaydjC4wZuLqr99m9yUGUDK3fsJal/edit)~~
>

Article IV MEMBERSHIP

(1) Any person subscribing to the purposes and by-laws shall be eligible for membership. Membership is activated by indicating intent in writing and paying the required annual dues. Membership in the Covenant of Unitarian Universalist Pagans shall be open, without regard to race, color, sex, affectional or sexual orientation, gender expression, physical disability, national origin, or social condition.

(2) The organization shall hold its Annual Meeting in conjunction with the General Assembly of the UUA, unless there is no GA in a given year, in which case the meeting may take place elsewhere or online. Members shall be notified in writing at least 30 days in advance. The agenda shall include nomination of the Directors. There shall be a treasurer's report. The Board of Directors shall report on current programs and propose goals for the ensuing year.

(3) Each individual has one vote. Members may vote in person at the Annual Meeting or by mail-in or electronic ballot postmarked no later than 14 days prior to the meeting.

(4) Members may indicate that their data is confidential and shall not be share outside of the board, staff or bonded volunteers.

Article V BOARD OF DIRECTORS

(1) The Board of Trustees (Board) shall consist of at least three, but no more than thirteen active members of CUUPS who will select from among themselves individuals to carry out required formal roles, including, but not limited to, chair and treasurer. The Board may appoint acting members to fill unexpired terms.

(2) Directors shall serve three-year terms, and the President shall serve no more than two consecutive terms in that role. Trustees shall receive no salary. The Board may approve compensation for reasonable expenses.

(3) The Board shall meet at least quarterly. Meetings may be conducted in person, electronically or by conference call. A quorum of the Board is necessary to conduct business and consists of the majority of its members.

(4) The responsibilities of the Board shall be to manage the affairs of the organization, including but not limited to the following:

- Plan all meetings of the membership, including the Annual Meeting
- Assist in developing General Assembly resolutions

- Establish dues and manage the financial resources of the organization
- Establish policies and procedures necessary to conduct the business and programs of the organization
- Prepare an Annual Report of the organization
- Enter into contracts for administrative and program services

Article VI FINANCIAL ADMINISTRATION

- (1) The fiscal year of the organization shall commence on the first day of January each year.
- (2) The programs of the organization shall be financed by membership dues, sponsorships, investment income, legacies or gifts, sales of educational materials, grants and contracts, or other means as determined by the Board.
- (3) In the case of dissolution of the organization, all its property, both real and personal shall be conveyed to the UUA or its successors.
- (4) Voluntary dissolution of this corporation shall be proposed by the board as a resolution to the members. Such a resolution shall be put to the members, and approved by them, by a total two-thirds vote of the members who vote in person or submit a mail-in or email ballot postmarked within 30 days of the call for a vote.

Article VII AMENDMENT OF THE BY-LAWS

- (1) Amendment to these bylaws may be proposed by the members at the Annual Business Meeting, or by the board at any board meeting or at the Annual Business Meeting. Before amendments are voted on, members shall be notified by the board not less than 30 day before the vote. The vote may take place either by electronic or mail-in ballot, or, if a quorum is present, at the Annual Business Meeting. Approval of bylaw amendments require a two-thirds affirmative vote of the members.
- (2) The sole exception to item 1 is that the principal office address may be changed by a majority vote of the board of trustees at a board meeting

Article IX RULES

The Rules of CUUPS shall contain such provisions as these Regulations, or the Standard Operating Procedure Book and may require any other provisions which the Board or the members may deem necessary for the proper conduct of the affairs of CUUPS. No Rule of CUUPS shall be valid which is inconsistent with law, the Articles of Incorporation, or these Regulations. The Rules of CUUPS shall be adopted upon approval by two-thirds of the Trustees then in office, or by an ordinary act of the members. The Rules of CUUPS shall become effective upon publication via email to all the voting members, or posted on the CUUPS website as a whole in writing, or upon such a date subsequent to publication as may be therein specified.

[Old Bylaws](#)