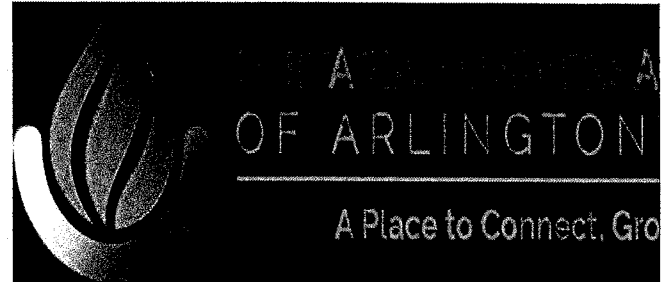


How do we adapt a policy style of govern democratic decision making so that:

- UUCA prospers
- Congregation has their needs meet
- Holds minister, staff and Board accountable to serve UUCA's mission/vision/ends?



UUCA Preliminary Governance Review Process

10 Guiding Questions for the Governance Team

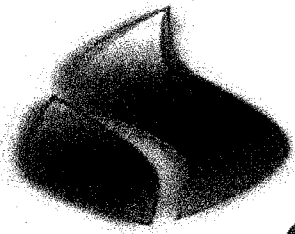
- How can the wishes of the congregation be heard and taken into account? What are the changes that could be made to the current model that would enhance the engagement of our members in congregational life?
- What should be the Board/Ministers/Staff relationship and reporting structure?
- What should be the roles of the Board, Ministers and the Congregation in decision-making?
- What should be the role of the Board, Senior Minister, Finance Officer and/or Committee in developing and/or managing the budget?
- What responsibility and authority should be delegated to the Senior Minister?

UUCA Preliminary Governance Review Process

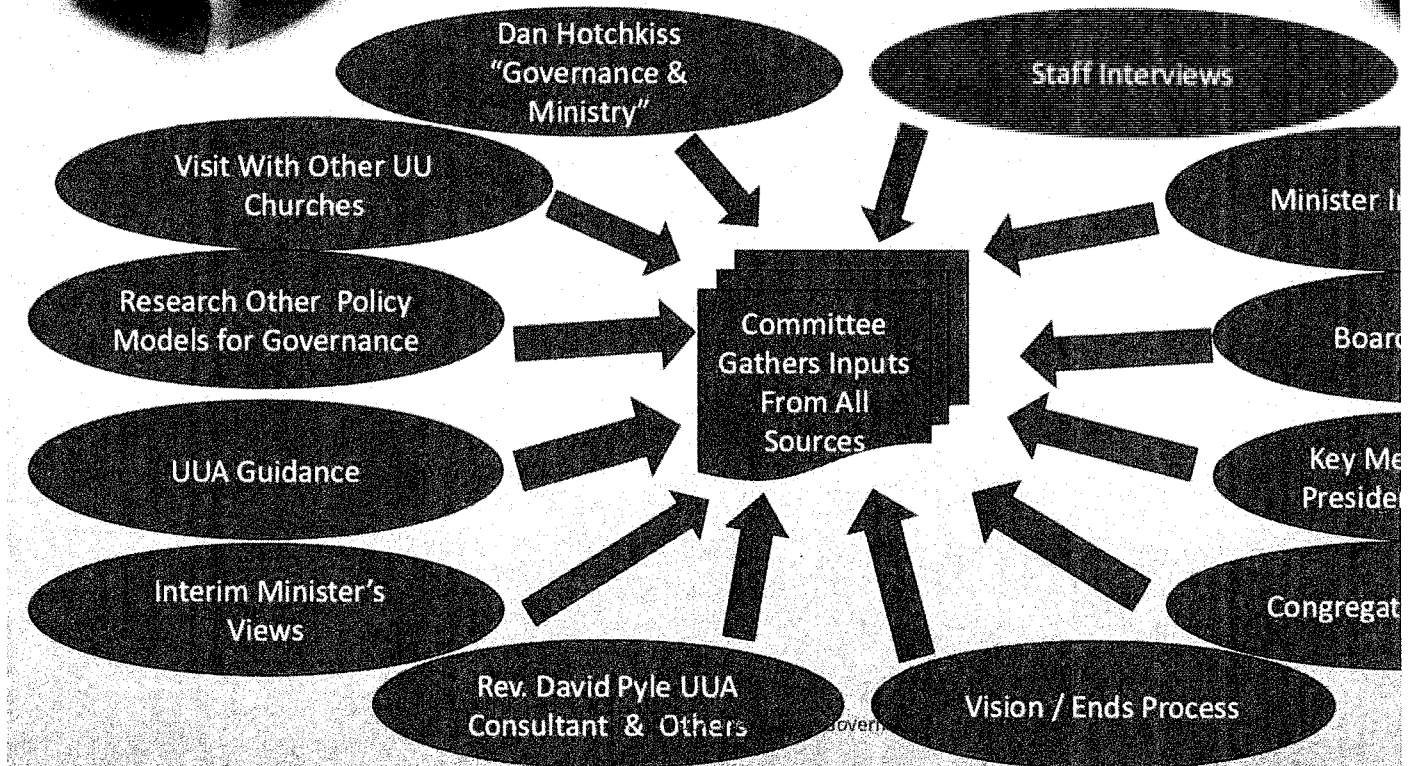
10 Guiding Questions for the Governance Team

- How should the Board provide oversight and monitor progress towards meeting our Ends or long term goals?
- Who should have responsibility for producing UUCA's Long-Plan? Should we have an annual cycle of planning and review?
- Would the addition of new teams and/or committees enhance effectiveness in meeting our Ends and/or long-term mission?
- Are there changes in our governance systems that could move us closer to becoming a multicultural, multigenerational community?
- How do we develop a governance framework that instills trust and leadership?

UUCA Preliminary Governance Review Process



Input From Many Sources



Deliverables: To Be Determined

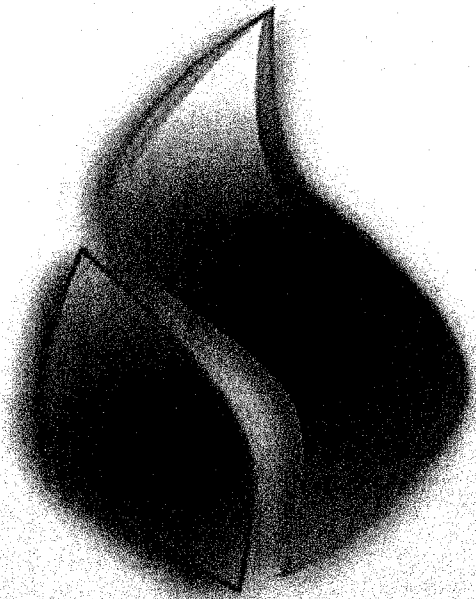


- Bylaws?
- Board Policy?
- Ends?
- Staffing Structure?

UUCA Preliminary Governance Review Process

Timeline

- Governance Trans Retreat July 6-7
- Meet with Interim Minister in August
- Create Charter for Transition
- Gather input from community 2018-
- Implement any ch with new Called N



UUCA Preliminary Governance Transition Process

2018 Governance Transition Committee

As Unitarian Universalists we take the notion of 5th principle seriously: THE RIGHT OF CONSCIENCE AND THE USE OF THE DEMOCRATIC PROCESS WITHIN OUR CONGREGATIONS AND IN SOCIETY AT LARGE. The Board of UUCA is committed during this time of healing and transition to take a hard look at how we are living this principle. For several years there have been concerns and questions raised about our policy governance, from a structural and tactical stand point. Are we "doing it right?" Is it the right system? Simply put, we want to make sure, as we look to the future of the Church with a new senior minister, that our policies and bylaws give a voice to our congregants while both supporting and holding board and staff accountable for meeting our ends. As we strengthen our commitment to end structural racism, we want to examine our own structures for bias or supremacist remnants. To this end we are charging a Governance Transition Committee to work with the congregation, neighbors, other congregations and outside resources and experts to lead a yearlong discernment.

While the process may end with specific bylaw and policy change recommendations, the journey is just as important. The committee will be convening frequently and always openly to engage the congregation. The committee will partner with other committees, ie Nominations and others to coordinate the important work. An outline of the process, questions to be addressed, and some stakeholder groups is attached to this cover letter to give an overview of the committee's work. As we are in the early stages, and this is an open conversation, we expect other questions and priorities to be a part of the ultimate process, and we do not want to prejudge the outcome or priorities of the church in this work. We believe that the process should be relational, not focused on specific goals and measurement at the onset, and that speed is less of a priority than inclusion.

The committee will consist of the Board Members on the Policy Governance Committee and 3 or 4 congregants chosen by the Board, to coordinate the work. This is a very small group, and that is intentional. We hope to announce their names at the Annual Meeting and are committed representative and inclusive team. The bulk of the work will not be done by these 7 or 8 people, but they will lead the outreach and gather input from a wide range of congregants, stakeholders and experts. We are truly leading a conversation, not creating a "plan". We look forward to your contribution and input.

The process begins on Friday July 6th at 7pm at UUCA. Facilitated by Rev. David Pyle, the congregational leadership will explore what the possibilities for Governance are for UUCA. The session will begin with a short presentation by Rev. Pyle on Governance in Large UU Congregations, including several different models, to include Policy Governance, Governance and Ministry, and the Strategic Board. All interested are welcome. We look forward to working with all of you to strengthen our governance and live our commitment that we are the church.

UUCA Board of Trustees

**Governance Consultation Retreat
Draft Agenda
UU Church of Arlington
Prepared by Rev. David Pyle**

Friday, 7pm-9pm Governance Visioning Session
(All Leaders within the Congregation)

Facilitated by Rev. Pyle, the congregational leadership will explore what the possibilities for Governance are for UUCA. The session will begin with a short presentation by Rev. Pyle on Governance in Large UU Congregations, including several different models, to include Policy Governance, Governance and Ministry, and Strategic Board. We will explore the nature of the Executive in a Large Congregation. No decisions will be made at this meeting, only shared learning and exploration. The meeting will use several different discussion techniques to explore the assumptions and culture around Governance at UUCA. Members of the Governance Transition Team will be taking notes on the conversation, as the beginning of their Governance Assessment Process.

Saturday, 9am-12pm Governance Assessment Process Workshop
(Governing Board and Governance Transition Team)

Rev. David Pyle will teach a workshop on the Governance Assessment Process, and will guide the Governance Assessment Team and Leadership through the questions that they will need to engage the congregation on during the year of Governance Assessment. As a part of this, Rev. Pyle will share his initial impressions on the Governance System and Culture at UUCA, as a starting point for the Governance Transition Team.

Saturday, 12:30pm – 3:30pm Governance Transition Planning Workshop
(Governance Transition Team)

The Governance Transition Team will develop an initial process and plan for conducting both an Assessment and a Transition of the Governance System at UUCA, with coaching and support from Rev. Pyle. This will include developing a timeline and schedule for congregational conversations, and dates for when products from the process will be completed. The team will also create roles and assignments, as well as determining if other leaders need to be included for specific projects and sections.

2018 Slate of Candidates for Board of Trustees

Candidates to the Board of Trustees



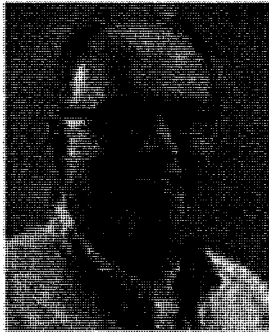
Linda Battaglini has been a member of the church since 2013. She joined after moving to Arlington to be near her two adult children. She has been a UU since 1986 and served on the Standing Committee of the Winchester Unitarian Society, Winchester, MA for 8 years. In her career she has done strategic planning for multi-hospital systems in Binghamton, NY and Boston, MA. The last 12 years she has been responsible for governance development support to the board of Emerson Hospital in Concord, MA. Since joining UUCA Linda has served on the Transition Team for Rev. David and Rev. Aaron, the Growth Group, the Usher Team, Helping Hands, led multiple covenant groups, participated in Circle Dinners, VOICE Actions, and the Fall Retreats; and this year taught 4-year-olds in the Religious Education Program.



Janice Morris joined UUCA in 2000 and has been increasingly active in various church activities over the years. In addition to serving as an RE teacher for numerous classes, including participating in the 1st and 5th grade OWL programs, she has also been a committed member of a covenant group, taking on a co-facilitator role for the past two years. One of her most inspiring experiences was traveling to New Orleans on a UUCA service trip after Hurricane Katrina, which sparked her interest in doing more volunteer activities with the church. In addition to previously taking on a leadership role in organizing UUCA's Working Together Weekend, she currently participates in UUCA's monthly Meals on Wheels deliveries. She has helped out with food bagging activities for ASPAN and food service activities for AFAC, and served as a volunteer for the UUCA Service auction this past year.



Warren Wright first joined UUCA as a member in 1993. He most recently served as an advisor to the Strategic Planning Committee in 2016. He chaired the Ministerial Search Committee in 2013-2014, was on the Capital Campaign Steering Committee in 2010-2011. He lived in Cleveland from 1996-2006, where he served for 2-years on the Board of Trustees at First Unitarian Church of Cleveland, was on the Religious Education Committee, and taught RE most of those years. Has been a facilitator for the Appreciative Inquiry process, and has authored or contributed to several congregational surveys, and was on the Labyrinth committee from 2007- 2009. Warren's passions are leadership development, entrepreneurship, and using business as a means for social justice. Professionally, Warren is President of CoachingMillennials. He writes, speaks, and consults on the topic of social generations. Warren is married to UUCA member Jennifer Wright. They live in Annandale and have two grown sons.



Al Himes has been living in Alexandria / Arlington since 2001 and became a member of UUCA in 2004. Al continues to be active in Fellowship X since joining UUCA including 9 years on the Fellowship X Leadership Team. Al also served 10 years as a UUCA Youth Group Advisor, was a part of UUCA's Leaders of Tomorrow program, and more recently has served on the UUCA Services Auction Committee and the Communications Team.

Outside UUCA, Al is the Manager of Metrobus Service Development at the Washington Metropolitan Area Transit Authority, work that involves a significant amount of community outreach and advocacy with local governments, including an appointment by Alexandria City Council to the City's West End Transitway Policy Advisory Group. Additionally Al is a 2011 graduate of the American Public Transportation Association's Leadership APTA program. Al recently moved from Alexandria to Arlington with his wife Jennifer Browne.

Continuing on the Board of Trustees



Emily Goodin (2017-19) has been a member of UUCA since 2010. She started in the Fellowship X Group and, from there, her church involvement grew to include serving on the Fellowship X leadership team, participating in UUCA's Leaders of Tomorrow program, working on the Capitol Campaign Fund Kickoff, serving on the Transition Team, and being a part of the Communications Team. Professionally she works as a journalist and loves to read and write. In her free time, she enjoys volunteering with horses, spending time with her friends, and drinking wine.



Hieu Nguyen (2017-19) became a member of UUCA in 2016 but has been attending since 2012. He has taught third grade and preschool Religious Education and is involved with the Dad's Group, experiences that have helped him connect with fellow congregants as well as start finding his place at UUCA. Hieu's interest in serving on the UUCA Board stems from his desire to work with congregants to create a community that encourages members to engage with one another and the church as well as enhance UUCA's welcoming environment for inquiring friends. Hieu works in public relations in the healthcare industry. Hieu lives with his wife, Colleen (also a member of UUCA), his three-year-old daughter Abigail, and 1 year old daughter Emily. He has lived in many parts of the country – from the Pacific Northwest to Texas to the Northeast – and has called Arlington home for the past decade.



Art Stevens (2017-19) has been attending UUCA since 2008, with his and Stephanie Thomas' three children Jack, Thomas and Emma. Art spent his 25 plus year career looking for ventures that balance head and heart, in financial services, non-profit, and technology. He is an Innovator in Residence at American University, and previously worked with PayPal as the Director for Social Innovation Projects, focusing on efforts to create economic opportunity for underserved populations. Prior to this Art was responsible for MicroPlace, an online marketplace for investments in Microfinance and the Calvert Foundation. He began specializing in the non-profit community in 2002, helping to launch a social enterprise in the elder-care sector and working with a social enterprise focused on health care in southern India. Art is the Treasurer of the Board for CHF, a foundation promoting racial equity in the district, and a board member of Visionworkshops producing National Geographic Youth Photo Camps. Art received his BA from the George Washington University. He loves being on his bicycle or taking pictures, and he is often camped out behind the tech deck webcasting the services.



Chad Ohlandt (2017-19) has been a member of UUCA since 2009, was the UUCA Treasurer from 2012 to 2015, and on the UUCA Board since 2015. He is a member of the finance and investment advisory teams, the stewardship team, an usher, a covenant group member, a hUUMANist, and a Coming of Age facilitator. He served on the Renewal Capital Campaign Committee. Chad, his wife, D., and kids, Callen, Zachariah, and Gillian, live in Alexandria. Chad is an aerospace engineer and policy analyst at the RAND Corporation. He wants to continue working with the Board to better define UUCA's Ends, which are the goals of UUCA over the next three to five years. Our mission to Connect – Grow – Serve is great. The Board needs to give further direction to what that means for UUCA by listening to our community and setting clear objectives for our senior minister to work towards.



Andrea Ryon (2017-2019) has been a member of UUCA since 1998. She has taught RE, facilitated Covenant Groups, served on Stewardship, Social Action Council, and as a General Assembly delegate, and participated in the Leading from Within series. Professionally, Andrea is an operations manager for a consulting firm providing civil engineering, planning and architectural services. She and her husband, Scott, live in Arlington.

Office Candidates - Elected Annually



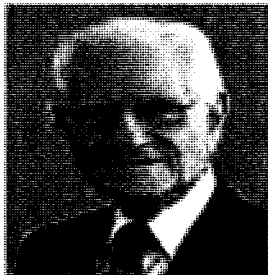
Amy Shepherd, Board Secretary. Amy has been a UUCA member for 12 years, and has been involved in a variety of volunteer positions, including as an usher, greeter, Goodwin House volunteer, RE teacher, member of the Chalice Theater Steering Committee, and most recently as a member of the Voices United Community Choir. Apart from her involvement with UUCA, Amy enjoys spending time with her husband Dave and her three children Fiona (13), Max (8) and Beckett (8). Amy is very excited and honored for the opportunity to serve as UUCA Board Secretary.



Peter Vitaliano, Treasurer. Peter Vitaliano has been a member of UUCA since 1991. He served three years on the Board of Trustees in the mid-1990s and served a term on the RE Council prior to that. He previously served as the Church's Treasurer for two years in the late 1990s, and returned to that position two years ago. More recently Peter was one of three founding members of the church Audit Committee, and he has been the treasurer for Chalice Theatre for a number of years.



Bob Gayer, Assistant Treasurer. Bob has been a member of the Church since 1984 and involved with money matters from the start, including 10 years as Treasurer. He coordinates UUCA's Buddhist Fellowship and can be found Monday nights in the meditation class. His 34 years in the federal government included Army service, 20 years at Treasury, and 10 years with the Navy.



Gene Mulligan, Assistant Treasurer. Gene joined the Church in 1959 and the Church Finance Committee in 1966. He served five years as Treasurer and several as Assistant Treasurer. Gene serves as Chair of the Investment Committee that oversees the Endowment and several other Church mutual fund investment accounts. He served as a US Navy officer until 1963 and Bank of America institutional bond investment manager until retiring in 1995. Gene and Dorothy have raised four children through UUCA's Religious Education Program.

Nominating Committee Candidates

New Candidates



Nancy Hyde has been a member of UUCA for over nine years. During that time, she's taught RE at the second- and fourth-grade levels and participated in a covenant group. She is a retired employee benefits attorney, with about half her career at the Department of Labor in enforcement, and the rest with unions and law firms. She continues to serve on the board of directors of the Northern Virginia Conservation Trust (a local land conservation organization), and served for about ten years on the board of Doorways for Women and Families, which serves women and families that are experiencing domestic violence or homelessness. Nancy is honored to be considered for the UUCA nominating committee.



Joshua Mohr has been attending UUCA since 2016, coming to his first service in November of that year. He first found fellowship in his beginning connections covenant group which quickly became the Right On! Covenant group. He continued to deepen his involvement with the church by teaching 2nd grade RE for the 2017-2018 school year and is looking forward to continuing his work next year with the 7th grade. He feels fortunate to have found the UUCA community after years of searching for his spiritual home. He has greatly enjoyed the sense of community found at UUCA and the new and lasting friendships he has made. Outside of church, Josh is a practicing architect doing residential design and enjoys photography and playing the piano and guitar. Josh lives with his husband and their cats in Kensington, Maryland.



Paula Bendl Smith served as a trustee on the UUCA Board of Directors and has advocated for a review of UUCA governance. She came to UUCA in 2011 looking for community and spiritual comfort. Paula joined a Covenant Group and made a point of talking to someone new each Sunday. She has served with VOICE on the mortgage crisis and affordable housing, marched with UUCA Equality in the Gap Pride parade, served coffee and welcomed newcomers on Sundays, served on the Stewardship committee, co-facilitated a covenant group, was a delegate to GA and joined a UUCA delegation to Guatemala. She is grateful for positive, open and compassionate ideas and wants to contribute to right relationships, social justice and helping UUCA Connect, Grow and Serve. She is currently a federal project officer for HHS in DC. Paula has two grown daughters in Kentucky and was widowed in 2012. She loves to cook with friends in the UUCA Kitchen!

Continuing on the Nominating Committee



Elizabeth (Liz) Fuchs is serving on the 2017-2019 Nominating Committee. Liz has been a member of UUCA since 2011, during which time she has served as a Helping Hands coordinator, a member of the RE Committee, and as a RE and OWL teacher. Liz is the Director of HR and Talent Development for a non-profit in Alexandria, where she specializes in leadership development, organizational design, and coaching. Liz and her spouse, Aaron, have four boys (and a home that is rarely quiet). Having served on other Nominating Committees for organizations ranging from national membership non-profits to the PTA, she enjoys bringing her talents and experience in helping guide organizations to select the best leadership to UUCA. Being able to use her professional and volunteer experience for the benefit of our shared spiritual community was what prompted her to become involved with the Nominating Committee.



James Tsai is serving on the 2017-2019 Nominating Committee. He has been a Member of UUCA since 2015 and has served on the search committee for the Chief Administrative Officer and the Strategic Planning Committee in 2016. He was born in Los Angeles, Calif., but grew up in Burke, Virginia and attended the University of Virginia. After a brief stint as a software engineer, he received his JD from Case Western Reserve University School of Law and practiced law before joining the United States Patent and Trademark Office where he is a patent examiner now. He resides in Washington, DC with his wife Cicie and plays ultimate frisbee, runs and the vagaries of being a Washington-area sports fan.