

Minutes of ICUU Executive Committee, Frankfurt, 27-30 April 2006

Present: Rev Gordon Oliver (GRO), President; John Slattery (JS), Vice-President; Barbara Beach (BKB), Treasurer; Rev Pearl Greene Marbaniang (PGM), Secretary; Antje Paul (AP), MAL; Jaume de Marcos (JdM), MAL; Rev István Kovács (IK), MAL

In attendance: Rev John Clifford (JCC), Executive Secretary; Rev Polly Guild (PGd), Web voluntary staff.

Observers: Will Saunders (UUA Trustee), Eike Möller (DUR Pres)

NB Discussion on some items was spread over several sessions. These have been grouped by agenda number for ease of understanding, and presented close to agenda order for ease of location. The historical order is preserved in the rough notes circulated to all Executive Members immediately following the April meeting.

1. The Meeting was opened on Thursday, 27 April by The President, who thanked everyone present for the time commitment they were making for ICUU. He extended a particular welcome to Eike Möller, as leader of the host country's Member Group, and Will Saunders, Council member from the UUA and one of their Trustees.

2. Opening Devotions were led by Eike Möller and AP, followed by brief statements from each of those present which included their concerns and hopes for the Executive meeting.

6. Agenda items were prioritized: Items 23 (policies about visitors to Executive) and 26 (communications issues) were brought forward; item 15 (goals & objectives) would include Strategic elements; item 16 (date of next meeting) would be delayed to later in agenda, on Saturday; item 18 (delegate involvement between Councils) would be taken under item 15. BKB asked that consideration of item 12 (Projects & Programmes) include answering the questions: What are outcomes planned for projects, what impact and what use to drive us forward?

3. The Minutes of the Executive Committee at Montserrat (before election of new MAL) doc EC05/02 were presented. AP moved, PGM 2nd; that they be approved. This was AGREED. The Minutes of the Executive Committee at Montserrat (current composition) doc EC05/03 were presented. JS moved, JdM 2nd that they be approved. This was AGREED. It was further AGREED, that decisions taken at this meeting would result in a Task List to be created after item 26 is taken.

4. The Minutes of the Council Meeting at Montserrat had not been finished by JCC and he was to produce his notes for consideration after item 10, to be taken on Friday.

5. REPORTS from the Officers:

5.1 President: GRO reported that he had been involved in extensive correspondence but felt factors of distance and other commitments meant that he was not providing leadership as much as he wanted.

5.2 Treasurer: BKB circulated a written report (doc EC06/37): She pointed out that the budget reflected strategic initiatives for 2006-2007; the XSec time cost had been split between administration and programmes; there was only \$52k available for both Council and Executive meetings. She asked what services would be required for an expanded Friends initiative. Key expenses were not fully clear. She highlighted the need: (a) to use networks more effectively to broaden involvement; (b) for outcomes-based programmes; (c) for memoranda of understandings with juridical levels. Members agreed with her suggestion to add an agenda item on funding sources on Saturday. She noted that international travel was more expensive, but regional travel was becoming less expensive – we should adjust our patterns for this.

The Council usually received the budget with 2 major divisions, "fixed" and adjustable programmes; there was usually an amount of cash left for underdeveloped programme ideas, the Executive to sharpen and clarify. Plans were needed IN ADVANCE of Council. Network model may provide means to combine enthusiasm and wisdom (giving it legs).

The budget and accounts (doc EC06/04 and updates) were considered at various points during the Executive Meeting and comments are presented here for convenience:

BKB reported that a \$4000 grant had been received two years ago to set up networks for ICUU. Olivia Holmes had suggested an intern might work on this in her office. With the departure of Olivia and the appointment of JCC, little actual work went forward on this; nevertheless the \$4000 is in our budget revenue for this period. The renewal of ICUU's not-for-profit status with the American Internal Revenue Service [form 501 (3c)] had been with the IRS for 12 months and not yet returned. This would be dealt with as a matter of urgency when the Treasurer return home since without this status US taxpayers could not receive tax breaks for contributions to ICUU.

Use of our ICUU Logo was contracted with the designer for 5 years, running out in 2008. JCC & BKB would contact Iva Fiserova about any paperwork detailing this arrangement.

The Montserrat Council cost \$52k net and we should allocate \$30k additional to \$20k already allocated. This Executive meeting cost an estimated \$6,500. It would have been higher but the German Unitarians paid for our meeting room rent.

The RSCU Application (doc EC06/42) requesting subvention of a lay training event in Prague (to pay transport for Revs Celia and John Midgley to lead). This event would not normally be put in our budget, but BKB said that the PCC had money allocated to the Czech Republic and she could arrange for the PCC to cover this cost.

\$16,584 was held in designated funds, not in main a/c. These are to be shown on a separate sheet.

Web development will be shifted from Administration to Programme to better reflect its role in our work.

JS suggested a limit of \$10k draw on our General Reserves over the two year period 1 Jan 2006- 31 Dec 2007. This gives programme expenses of jcc \$18,480; editor \$4,500, Leadership Training \$6,000; Africa \$2,000; Symposium \$7,000 + \$4,000; Youth \$3,000.

Increases on the Revenue/Income side of the budget might include sponsorship of events at CM.

5.3 Executive Secretary: JCC reported that after 7 months a pattern was developing, with almost all work being done on computer between breakfast and lunch, with an hour or two after dinner most days. The database transfer from Prague had not worked and he was building it up slowly from the existing core: contact details for Leaders and Council representatives of our Members, supplemented by our Friends list and attendance lists at recent ICUU events. He recommended non-renewal of our Czech email account, due to expire on 11 May. Office expenditure was below budget partly because he had not felt the need for a photocopier yet and provision for broadband was included in his personal arrangements.

He noted the blockage on programme development because crucial decisions had not been made by Council and the Executive had yet to develop decision-making processes between meetings. He saw this as a priority for this Executive meeting.

He briefly surveyed recent programmes and visibility at Members' national gatherings.

Turning to the next Council, he suggested parameters for considering the next venue.

He then focused on Strategic issues: ICUU was approaching a tipping point on both finance and mission. Our only major donor (the UUA) was shifting its understanding of its international role and relations towards delivery of congregation-based services, so we either adapt our thinking or find new sources of revenue -- or both. In a situation of potential competition for resources we need to enhance our connections with individual Unitarians and Universalists while improving our communications at judicatory level.

The fact that our income is mostly in US\$ and our expenditure was not in US\$ was going to put additional pressure on our budget as the long-term trend was for a weaker dollar.

He closed his report with an apology for not yet having changed notes of the Council Meeting into proper Minutes.

In response, JS mentioned that he had archives at home, which he would forward to JCC for keeping.

Discussion clarified that the official office address of ICUU had been agreed at the Council as the address of the Executive Secretary in Wales.

7. Reports from Member Groups (docs EC06/ 17, 18, 19, 20, 33, 35).

7.1 Pakistan (UUCAP) Report (doc EC06/18): This revealed that there had been a redirection of unused expense money by Mr Bhatti. Members noted that this was not the first time and after discussion, during which it was agreed that the issue was not Mr Bhatti's honesty but his crossing of boundaries, it was AGREED that we accept his listed deductions for expenses and ask for re-imburement of the balance along with receipts for the expenses. It was further AGREED to minute concern about whether or not the Membership requirements were still being met by UUCAP.

7.2 Canada (CUC) Report (doc EC06/33): Capital campaign exceeded target by a fair bit. Increase in new members is below target therefore dues are not up as much as hoped. New service structure of 4 circuits within Canada is working well. Semi-annual review in place.

7.3 Germany: (DUR) Eike Möller presented the report in German, AP interpreting.

(a) The 2007 biennial General Meeting would be in Wiesbaden at Pentecost (late May). The theme would be "Wishes and Fears for future, what do we wish for the world?"

(b) In Sept 2006, they were hosting a Seminar "What is religion, from Unitarian perspective, from German Unitarian perspective."

(c) They have joined the Humanistic Press Service, founded to unify work with agents on free religious, liberal religious communities and provide information on all these groups, to be branded with the public in dissemination.

(d) Feedback from the Council Meeting: they experienced the most effective way of telling others about German Unitarianism was after a glass of wine. Having little experience of speaking about their faith, they are hesitant.

(e) Projects: They are trying to develop a "Taxi journey" description. They had recently approached the German Minister for Education, who had recently only consulted with Christians, to inform her that 1/3 of population is neither Catholic nor Protestant. They are also pursuing EU level contact, on the basis that EU bureaucrats need ideas for projects from us. One European-level question is, how can an ethical education be provided outside religious education across Europe.

He further urged greater contact between the Executive and congregations, because they have so little information about us and we don't know what they need. ICUU needs more material in other [non-English] languages. He reported that their numbers are slowly decreasing and their average age increasing.

7.4 Transylvania: (UCT) István Kovács reported.

(a) He mentioned the floods in Transylvania in 2005 near the Homorod valley; they were very grateful for the international response which helped churches in social reconstruction. They had had good national publicity through the attendance of President of Romania and his comments about self-help.

(b) Their Ministers' Association had started a programme to ensure every congregation had some leadership, but as this meant greater inter-dependence, a debate had started on autonomy issues.

(c) They had held a theological conference in Kolozsvár together with the Dutch Remonstrants (following a visit to Netherlands last year).

(d) Work on the ICUU Symposium was now a priority.

(e) Membership numbers were down, less than 70k.

(f) There were some tensions with the Hungarian Unitarian Church over re-unification proposals. Better relations were being fostered by joint meetings of Boards of Trustees and Bishops. 10k members of UCT had resettled in Hungary but the church there has no way of contacting these people. The last Synod had reviewed the Constitution, changing the name from the Unitarian Church in Romania to the Unitarian Church in Transylvania. Deans of districts now have a greater role than previously.

7.5 India: (ICUC) PGM reported:

(a) Following the Council, their Annual Meeting of UUNEI in January gave a priority to Leadership. They had the same emphasis for their Youth conference in early April. The past year had seen improvements in national level organization, with better organisation and more responsibility for younger leaders in the church ministry. Constitutional changes were being implemented with Board of Trustee cooperation. State government recognition had been granted. Zonal training sessions were being set up in urban and rural areas because people could not travel far.

(b) The Madras Appeal had been received and an assessment made by ICUC indicated that \$14k would be needed for repairs.

(c) The question was raised as to whether ICUU President GRO should endorse the Madras Appeal? The ICUC President, Rev Harrison Kingsley, would communicate approval of the Appeal. PGd asked about membership numbers and was told growth was static due to lack of professional leadership.

7.6 SoAfrica: GRO reported:

(a) Cape Town (founded 1867) had a church and there were 3 fellowships in other cities. The current situation was stable but fragile, with some signs of hope. Sommerset West was revitalised; Durban was doing well, Johannesburg was small and elderly.

(b) Durban will host the next national meeting. National Unitarian identity has been enhanced by the past two annual national meetings and an interim national body has been formed.

(c) Outreach options were limited; Black South Africans are very religious but also fundamentalist – Islam is growing among them also. GRO noted that as a country South Africa was undergoing a radical transformation and he hoped to incorporate that spirit into South African Unitarianism.

7.7 Philippines: (UUCP) The discussion of doc EC06/20 noted that the conflict-resolution mediation training appeared to have done an excellent job of resolving a potentially damaging division. UUCP would like to get materials and training on evangelism (outreach) and had had an application to the UUA for \$5k turned down. JCC was asked to get the application form from Rebecca Sienes to see if it is adjustable for an ICUU project. Perhaps ICUU had a role in quality control for international outreach materials (NB need for process and strategy for promotional materials).

8. Reports from standing bodies: 8.1 Regional: No Am: Will points out that UUA structure doesn't relate well to congregational; Is regional structure the right structure? Should ICUU organise around interests and enthusiasms rather than geography? JS moved, BKB 2nd that Brian Kiely is agreed as Canadian co-chair. This was AGREED.

8.2 Curriculum building: JS reported that the leader of the working group had resigned and there was difficulty contacting other members. Lots of material was now on the ICUU website and it could do with better publicity. Links from other sites to the curriculum pages should be sought. The Curriculum was also on CD — some were now out. BKB has PCC contact over their Curriculum and she suggested a joint web presence might be possible.

8.3 Friends Campaign: BKB, JS, and AP discussed over a meal and suggested that we develop a Friends' Charter with membership identity and benefits, including discounts on the fees for attending ICUU events. The CUC apparently had a Canadian Friends Charter and JS would send information to JCC.

11. UUA/ICUU Issues and Relations (docs EC06/ 14, 15, 16)

BKB introduced this item by inviting Will Saunders to share with us the background, development, and current situation regarding the UUA's international work.

Will explained that the UUA funding for international work came from a trust received 25 years ago, established by J Holdeen. The bulk of money was for programmes for Indians (in India or in USA), the remainder was to be utilised for international programmes. Approximately \$1M goes to India p.a., managed by Cathy Shridhar. The rest (apx \$300k p.a.) comes to UUA for international work currently split between the UUA office for International Affairs, International Association for Religious Freedom, Partner Church Council, Religions for Peace (formerly WCRP), and ICUU.

The international work of the UUA had been the initiative of the UUA President and varied with the interests of each President. Rev Bill Sinkford was now in his 2nd

(i.e. last) term. He wants to understand our international work and how the UUA best relates to us.

Sinkford and the UUA Board of Trustees initiated a process to institutionalise UUA international work and embody it in policies which tied it to the purposes of UUA – i.e. to serve member congregations. In this approach it was important to recognize that the UUA international funding came from the Holdeen Fund, not from congregations. The UUA Board issued a vision statement in Oct 2004: The work of the UUA is to serve member congregations and support UUA institutions. This is now the template for judging its programmes, including international ones.

Cathy Cordess (was fulltime Executive Director of PCC) was appointed halftime interim director of the UUA international office, to 30 June 2007, with the remit to survey and design a new mode of implementing their vision statement. Cordess was not doing implementation now, but designing and exploring.

PGd mentioned the 1998 UUA GA Resolution on IARF and ICUU: Affirming & celebrating connections and looking to strengthen links. She felt that publicising in churches had not been followed up. Will thought there was increasing desire in the UUA to be engaged internationally, influenced by PCC and its new vision statement.

Will finished his presentation by confirming that UUA funding levels were stable until the end of the July 2007 year. From July 2008 there were currently no commitments. The Holdeen money would still exist but allocations depended on decisions and analyses during the intervening period. Don't delay or procrastinate. Decisions would be made in about twelve months and it was important that ICUU was seen to be moving, not just getting started. Be leaders!

Discussion within the Executive considered how we could respond to the UUA's changing policy development and how we could better engage with local U*U communities. Improving our links with UUA congregations was crucial and various suggestions included better visibility in UUA media (UUA website and UU World); using passionate and committed contacts (Rev Jill McAlister was instanced as a model); forging better links and finding areas of cooperation with internationally-minded bodies connected to the UUA (PCC, specific congregations that already have an international vision).

The UUA was only one (albeit powerful) Member Group and redirecting of our energies had to be in our international context and experiences – these depend on our links with all Member Groups and our perceived independence. This was true whether we looked at registration and authentication issues, bringing together national U*U leaders, or even the structure of Council itself. It was pointed out that while the UUA contributions came from Trusts, other contributions tended to come from grassroots sources via local HQs.

BKB reported that in her conversations with Sinkford he had suggested ICUU

1. Develop a Memorandum of Understanding with the UUA;
2. Be a forum for U*U leaders;
3. Provide support for congregations everywhere;
4. Encourage missionary work around world.

Making common cause with other organisations will require greater clarity about our own purposes. It was agreed that an ICUU Mission statement would be helpful. This could then be used to develop programmes that flow from that and were used as criteria for judgement.

Mission Statement: JS felt that Council involvement in such a process was crucial and pointed out that what the Executive did would be interim, subject to process at the next CM. Will put a first draft on the whiteboard. This was considered and adapted over three sessions and on Saturday the following was agreed as the Executive's Mission Statement:

"The mission of the ICUU is to:

1. foster communication, relationships and understanding within the international U*U community;
 2. build networks and partnerships among member groups, their congregations, leaders and institutions;
 3. identify and nurture emerging groups around the world;
- for mutual inspiration, development and growth."

10 Review of Montserrat Council Meeting.

Feedback: Discussion on docs EC06/07,08,09 AGREED that the presence of so many visitors at the business sessions altered the dynamics (overwhelming the relatively small number of small-group Members and invited guests from potential members) and that in 2007 the schedule should provide an alternate programme for visitors and speaking restrictions during business to delegates and invited guests). It was also AGREED that the schedule should include more worship/devotional elements. The ability to pay online was favoured—BKB would investigate sharing with PCC, who had such a facility.

17. Initial planning for 2007 Council (doc EC06/43 is a topic outline of this item)

BKB spoke to EC06/05. Financial models for CM07: We need a fair share payment system; we should schedule during off peak travel time; venue should be in a \$ & € friendly area. Do we know how many from each country could pay their own way and what are their priorities? Could we establish partnerships between existing Member Groups and emerging Groups that would support a learning process but also subsidise CM attendance (mentorship model)?

A Planning Committee was needed, defining staff roles. Budget planning for the event: NB item 5.2 where we only have \$52k from core budget for the next CM and any Executive Meetings before it. BKB stressed the need to solicit sponsorships to support the attendance of smaller groups and guests. Could there be a reception for Friends sponsored by individuals?

Discussion of possible venues looked at previous venues. No Councils had been held in Asia or Latin America. In India, the Khasi Hills were too far from latest technology. In Latin America there were no host communities. Perhaps a Latin American Leadership followup event could be combined with a Council in SW USA. PGd mentioned the IARF experience of a free site at its recent Congress in Taiwan. Various European locations were mentioned before Members agreed to schedule the next Council between mid-October and mid-November in Transylvania, hopefully in conjunction with the PCC. IK rang the Transylvanian HQ and got confirmation of their approval of this plan. A Theme for the Council was AGREED: "Building Connections - Growing Relationships".

BKB asked for publicity which would "sizzle".

Eike suggested just before leaving Saturday morning that we should plan CMs further ahead, perhaps two CMs ahead.

12. Projects & Programmes:

12.1 Past Projects

12.1.1 Khasi Hills Leadership: There was a good report on our website. IK expressed concern about the restriction on participants to Indians; this was contrary to ICUU ethos and a missed opportunity to help JAGI. BKB explained the decision process that set it up and PGM spoke on how language issues affected dynamics. Enthusiasm at the event was very high. David Shaw (one of the tutors) had spoken very highly of it. JS asked for 6 month-ish feedback.

12.1.2 ICUU Sunday: Rev Dick Boeke had written requesting reconsideration of the chosen date for ICUU Sunday, since 25 March was always during a crowded liturgical calendar. It was agreed that the anniversary of foundation basis for the date should not be inflexible, but members preferred ICUU Sunday to be in "Spring".

12.2 Standing Projects

12.2.1 Website: Mary Wellmeyer (lives near PGd) has looked at our website and was willing to work with PGd on looking at presentation. PGd asked what changes to the website members felt were needed. Suggestions included: adding chat facilities; having forums rather than email – moderation would be required and JdM offered to do this; new links to resources for worship and education and publication catalogues; a search engine for the website; FrequentlyAskedQuestions (FAQ) section: Q&A, e.g. How to start a group?, make a group grow? Essentially, the website was to raise interest and encourage visitors as well as provide information.

Is the ICUU website visible to our link partners? An ICUU banner with slogan could be put onto friendly web pages with their link to us; JCC would remind Will about the UUA website (currently under reconstruction) and its (in)visibility of links to ICUU; PCC webpages were also mentioned.

JCC was asked to put a Signature on his business emails to include the website address.

ICUU-List chatlist; JdM suggested we remodel our approach to lists by adding lists to our website; changing the title of icuu-l; providing various leaders' chatlines; having an Executive-chatline. It was agreed to ask the ICUU-List moderators to rename the ICUU list by removing the "C" to make clear it was not an official ICUU list.

12.2.2 Global Chalice: What are its goals and what needs to be done? It was recognised that Lorella Hess (editor) needed support and guidelines but was not getting them. It was AGREED that the Global Chalice should become a web production rather than paper – although once on our website it could be downloaded and printed locally. Priorities included regularity of production on a quarterly basis, short & sweet. We should establish an Editorial Board and JCC was asked to think about this. BKB would contact Lorella to get her thoughts in more detail and then GRO would appoint a three person editorial board.

12.2.3 Archives: Edith Burton had resigned from her archivist role. JCC would contact her about the state of the archiving project. Storing materials at one of the libraries connected to our theological colleges would be explored: JCC to explore with Manchester; IK to check with the Kolozsvár library. ICUU would purchase acid free containers.

12.2.4 Database: This was slowly building; names of those who attended past ICUU events were being added as these came in. Jill McAllister is to be asked for her fundraising contacts to preserve these in our institutional memory.

12.3. Planned Events

12.3.1 Symposium: The discussion of this item spread over several sessions. A lot of work had already been done on this but the lack of Council decision was hindering proper planning and advertising. After some intense discussion it was AGREED that (a) the ICUU core budget had to be maintained even if it meant the event could not go forward this year; (b) it would be JCC's sole responsibility to decide whether the event would take place, the first priority being sticking within the budget allocation – he would be tracking the expenses, income, and registrations for the planned Symposium to decide by 2 June whether the registrations and fundraising efforts up to that point would enable the event to take place without putting ICUU's core budget at risk; (c) a pre-liminary budget was agreed, (doc EC06/41), which specified an expected income of \$33,200 without any UUA-IFP grant {fees: \$13,200; ICUU budget \$7,000; and fundraising \$13,000} and a planned expenditure of \$ 31,008 for 50 full-paying and 20 part-paying participants {organisation \$3,600; speakers \$10,088; and sponsored participants (8 costing \$17,320)}; (d) JCC would liaise with IK and Jill McAllister and provide logistical and fundraising support; (e) Executive members would assist in an urgent push in publicity and fundraising. Individual undertakings are listed in the Task List developed at the end of the Executive meeting, doc EC06/44.

12.3.2 A Youth Conference was proposed, to take place in Kolozsvár almost overlapping the time of the Symposium. Email discussions before the Executive had indicated a reluctance to provide seed money for David Usher and Dávid Gyer_ to press ahead. Discussion indicated that it would be better just to declare the conference postponed, but try to set up a network among leaders/ facilitators for youth in our member groups. It would also be possible to hold a Youth event in conjunction with our Council meeting. Leadership of this is not clear and getting heads of national youth organisations together would provide a preferred direction. The broader purposes of such efforts would be to nurture U*U commitment; create a youth organisation/ network within ICUU with the possibility for visits; fostering global citizenship; and providing trustworthy environments for our youth. The difficulties connected with planning this event (youth being one of our priority areas) centered on poor information flow between the Executive and project proposers. JCC was asked to look into providing regular reports to the Executive.

12.3 Africa Leadership: GRO, Jill McAllister, and Fulgence Ndagijimana met in Montserrat with hopes for an African Leadership conference in 2007. After discussion it was agreed that preliminary work was needed that might involve a scouting team; GRO was hoping to build in a stopover in central Africa on his Symposium trip if it took place. BKB would liaise with Jill McAllister about the IFP grant application with a view to alterations being notified to Hilary. 2007 date might not be meet-able.

Strategic Goals {Communication, Youth, Leadership Development} had been developed by the Executive in 2004 and discussed affirmatively at Montserrat.

Now that we had a Mission Statement, How do these Goals and planned activities align with the Mission Statement? A process of assigning activities to goals using doc EC06/37 and item 11 put the Symposium under 1 (foster communication, relationships and understanding within the international U*U community;); The African Leadership Development under 3 (identify and nurture emerging groups around the world); and Youth under 2 (build networks and partnerships among member groups, their congregations, leaders and institutions;).

15. Mission and Goals

Distance Learning for leadership development. ICUU could take the lead in developing such programmes, which would not be limited to theological school input. PGd would ask Rev "Chico" George Williamson, who had received a grant some years ago to develop such a unit, if copies were available. The Dean of Melbourne theological school was known to be very liberal and Silliman University in Negros Oriental, Philippines, used distance learning programmes. The need among our smaller member groups was high. BKB mentioned Florida-based connections for supporting theological education. There was shortly to be a meeting between Meg Reilly, Cathy Cordess, Rev Abhi Janamachi and BKB about Khasi needs. PGM would be a link for any such programmes. BKB would act as coordinator for leadership development.

19.1. General clean-up of language in the Bylaws: JCC was asked to do a draft "clean-up" and circulate. He would also check on the deadline for submission to Council.

19.2 Bylaw for electronic meetings: This was remitted to JS for development.

19.3 Proposed Bylaw Change: Creating Member at Large and Chapter (doc EC06/10)

The petition organised at the Council by John Eichrodt and Tudy McLaine was considered. After discussion it was agreed not to support this petition although there was sympathy for the aims of encouraging greater involvement and enabling U*U identity independent of national group membership. It was felt that it would be a substantial change from our Group membership ethos; that it would drain on resources of time and funds to administer; and that it would cut across our plans for developing Friends of ICUU. JS would draft a response and JCC would send it.

19.4 3-year Council intervals: JCC would inform Bp Árpád Szábo of the process for a Council motion.

20 Other Policy Issues

20.1 JS explained that this related to ICUU joining others in ventures and our perspectives about scope; what makes an event an ICUU event? AP thought an ICUU event had to involve either involvement in joint planning or ICUU funding. JS reminded us of the Euro ICUU Tour 2000, which produced a slight surplus that was handed over to ICUU.

20.2 Social Responsibility statements of purpose, covered by Article 3; EC could do on own merit. BKB quoted Meg Riley of the UUA; "if say then do; possibly do without saying"; PGd pointed to the difficulty of respecting divergent Member cultures; JCC stated his opinion on importance of democratic debate when Statements are issued and one structural problem ICUU has is that we are intentionally not democratic. Members AGREED to have a workshop at CM, run by UUSC if possible.

20.3 Translation of materials: This area of policy dealt with both Access and Quality control: One approach would be to select items from our website and then make specific requests for translations. BKB felt the need for an editorial board (JdM, PGd, JCC?). PGM was aware that Member Groups were translating documents locally and these were being put on the web. The UUA tries to ensure that any of its materials are properly translated and submissions are checked as far as possible. JS urges further discussion.

20.4 ICUU Chat List was discussed under item 12.2.1.

20.5 Guidelines for Task Forces: Mandates for Regional Committees. This item was demitted to the next Executive meeting.

23. GRO moved the following policy about visitors to Executive meetings, BKB seconded.

"That all Executive Committee meetings be open to any representative of a member group or member of the Friends of the ICUU or to persons specifically invited by the Committee to attend, save that the Committee shall be permitted to exclude such persons when items of a confidential nature are under discussion. Dates of meetings shall be posted on the ICUU website at least two months beforehand and at least two weeks' notice of intent to attend shall be given to the Executive Secretary or the President."

This was AGREED.

JS asked about participation of visitors at CM, to be put on next EC agenda.

24.1 Poland: letter sent to Glowgowski, no reply yet. We should follow up by phoning Czeslaw and contact information Andrew Fincham (Warsaw) about Gdansk group. Opening conversation basis with "new" group. GRO to visit.... Cuba:

24.2 Cuba: (docs EC06/ 30, 31)

JdM provided background: First contact from Cuba was in 2002-2003 with Ricardo Manso, lay person, scientist; shortly after that, with Efraín Espinosa, ex-Methodist with some theological training.

JdM believed that a Joint council was not possible at the moment. Cuban law doesn't permit gatherings of more than 12 unless legally registered. Espinosa was asking for recognition from ICUU and from the Cuban Ecumenical Council of Churches; recognition would involve a government subsidy for the church.

After discussion it was agreed that JdM would draft sensitive letters (copied to each) offering sympathy and encouragement but not endorsement at this time; explaining that our policy is to work with one group to include all U*Us in Cuba; stating that we endorse certain principles of U*U and support whomever promotes these principles. It was AGREED to defer approval of Espinosa's application meantime.

24.3 Latin America: Jaume spoke about stability outside Cuba and Mexico. Enthusiasm from Leadership Training. Possible issue workshops {Growth, RE, networks}. There was a plan developed at the Argentina Leadership Conference to have a pan-LatinAmerican conference, but this won't be possible in foreseeable future. Olga Flores was good at special events. In response to GRO's question about what we could do, JdM suggested help them understand our procedures. JdM urged writing to Lilian Burlando and Puerto Rico encouraging them to seek emerging status.

24.4 Mexico: JdM reported on the situation in Mexico: Javier Lagunes's leadership had been challenged and the situation was unresolved. BKB pointed out that conflict is built into U*U and suggested it might help if the Cuban and Mexican groups could be linked with a partner and engaged in discussion about right relationship. Was the Philippine model of conflict resolution transportable to Mexico? After discussion it was AGREED that there was not yet enough stability to recognise any group at this point.

24.5.1 Russia: defer to next EC.

24.5.2 Pakistan: defer to next EC. JS points out that they may well have changed their status by linking with the Humanist Christian Alliance group.

24.5.3 Sri Lanka: defer to next EC

24.6 Croatia: (doc EC06/23) amend Web to reflect new situation.

24.7 France: AFCU. (docs EC06/ 24, 25) JdM explained that there are two different French-speaking Unitarian groups in France with some history of tension and different visions of Unitarianism. Jean-Claude Barbier of the AFCU was trying to build bridges. There was also contact with Francophone groups in Canada and Africa. After discussion members AGREED to recognize AFCU with emerging status, with the hope that in future that there will be a natural development of some organic union or cooperation.

24.8 Italy: (doc EC06/26) Members AGREED to emerging group recognition.

24.9 Norway: Application for Associate status. JCC gave some background on the Scandanavian situation. After discussion, JS moved and AP 2nd that provisional acceptance of Associate status be AGREED, subject to ratification by next Council.

24.10 Hong Kong: (Spiritual Seekers Society) PGd has a contact in Hong Kong. She reported that it is more of a Social Action community. Their website offered Chinese translations of some Unitarian Universalist documents. JCC was asked to write to them for further information on their group and their situation would be considered at the November Executive.

24.11 Congo: Members AGREED to emerging group status.

24.12. Instituting a General Review of membership. JS saw this as a spinoff of the Member Application Questionnaire development. JCC asked if evaluation visits were needed. It was AGREED to send the Questionnaire out to ALL Member Groups with a diplomatic cover letter, mentioning that ICUU was reviewing its mission and strategic goals and felt the need to review ways ICUU could be of more use to Member Groups in their situations. As part of this, annual dues would be mentioned. JS would write a Discussion Paper on single-church member groups. Put on the Agenda for November.

24.13. Indonesia: IK had received a letter from Ary Nyugroho of JAGI, reporting that new regulations in the country regarding religious groups are having very negative effects on their development and they were asking for our support. New regulations require 90 members in each city borough of 5,000 for recognition and 60 additional people (i.e. non-JAGI) for permission to build a church. Recommendation for temporary presence depends on local government people. Chap 25 of the Indonesian Constitution guarantees religious freedom. They asked us to pray for them and send them supporting international texts. IK reported that they are really a viable group seeking contact and resources; their local initiatives needed leadership training opportunities. It was AGREED that we should publicise their situation on our website and to our Member Groups. They currently have 25

leaders and a good youth (18-30) group. JCC announced that he and his wife would be going to Australia for Christmas and would travel via Indonesia.

24.14 Associate status of UU-UNO. This was AGREED. In turn, the UU-UNO had invited ICUU to become Associates of their organisation. JCC was asked to write in affirmative terms but asking for information on what is involved. Remit to Nov EC.

24.15 Nigeria: There was a discussion about lack of contact with the two Lagos churches, but no decisions were taken.

25 Personnel: GRO and BKB met with JCC over a meal and discussed his views on how the work was going. He had been asked to review his job description and suggest changes he felt would help.

The Personnel group and the Executive thanked JCC for his hard work. He responded that in his motivation, cooperation from others would be a better reward than money.

26. Communications based issues, increasing the effectiveness of the Executive between meetings

26.1 Planning Executive: JS points out this is group with responsibility to make sure something happens rather than doing it. Delegation. GRO suggests VP, Treas, XSec. AGREED.

26.2 JCC's suggestion that ICUU provide the President with broadband capability: GRO reported that this was technically difficult in his area but he would keep the Executive advised.

26.3 Everyone was urged to join Skype to improve electronic communications within the Executive.

27. Other Business:

Nominating Cttee: JCC would inform Rev David Usher of CM and Executive dates and also to dig out documents from his time as Convenor of the NC

The Meeting closed with devotions led by Rev István Kovács