



**Southeast Unitarian Universalist Summer Institute**  
**Board Meeting Minutes**  
3-5pm Eastern, July 19, 2025  
In-person: Radford University, Washington Hall 101 & 102

**Present:** Stacie Vecchietti (President), Andrew Diamond (Treasurer), Bethany Cecere (Secretary), Russ Taddeo (Trustee), Erin Lieb (Trustee), Misty Lewis (Trustee), Anthony Quandt-Judd (Trustee), Angel Wall (Trustee), Mia Lazar (Trustee), Stephen Shanahan (Trustee), Claire Nutt (Junior Youth Representative), Renee Phillips (Senior Youth Representative), Amy Nordeng (Risk Manager), Ivy Breivogel (Board Administrator), Chris Breivogel (Director)

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**Opening**

- Check-in
- Chalice Lighting
- Call to order 3:15pm

**Consent Agenda**

- 2025-04-05 SUUSI Board Meeting Minutes

→ **Motion to approve consent agenda**, seconded, approved unanimously

**Officer and Committee Reports**

- 2025-07-19 Officer & Committee Reports (*in appendix*)
- Update to Director Report: There are now 527 people registered - we have been losing registrations this week. It is unlikely that we will have a surplus to send back to the Foundation at the end of this SUUSI.

→ **Motion to accept Officer & Committee Reports**, seconded, approved unanimously

**Bylaws and Policy Updates**

- Bylaws and Policy proposals (*in Bylaws and Policy Committee Report, in appendix*)

- Align policy language (Section 2.2 Standing Committees) with updated Committee descriptions, including change to composition of Foundation Board
- Policy change requested by SUUSI Services Staff to accommodate both SUUSI's new host facility regulations and selling food in un-BBQUUSI and Common Ground (Section 6.1 Community 1.G)
- Updates to Staff Compensation Policy, per biannual review (Section 8.1 Staff Compensation Policy and Section 6.3 line 2)
- Language updates clean-up related to UUA transition from Principles to Purposes, Values, and Covenants (Bylaw Article IV, Article V, and Addendum A)

→ **Motion to adopt suggested changes to Policy Section 2.2 line D as presented**, seconded, approved unanimously

→ **Motion to adopt suggested changes to Policy Section 2.2 line E as presented**, seconded, approved unanimously

- Request from SUUSI Services Staff to align policy for prepared foods (Section 6: Operating Guidelines, Section 6.1: Community) with current BBQUUSI practices

→ **Motion to adopt suggested changes to Policy Section 6.1 line 1.G as presented**, seconded, approved unanimously

- Biannual review of Staff Compensation Policy (Section 6.3: Religious Professionals & Chaplain Support; Section 8: Finance and Staff Compensation, Section 8.1: Staff Compensation Policy)

→ **Motion to adopt suggested changes to Policy Section 6.3 line 2 and Section 8.1 lines B, E, H, and J as presented**, seconded, approved unanimously

- Bylaw language clean-up from UU principles to UU purposes, values, and covenants (Article IV. Board of Trustees, Officers, and Standing Committees; Article V. Nominations, Elections, and Appointments to the Board; Addendum A)

→ **Motion to adopt the suggested changes to Bylaws Article IV, Article V, and Addendum A as presented**, seconded, approved unanimously

#### **Appointment of 2026 SUUSI Director Elect**

- Proposal from current SUUSI Director: Rebecca Wald

→ **Motion to affirm the nomination of Rebecca Wald as SUUSI Director Elect 2026**, seconded, approved unanimously

### **Appointment of Members-At-Large**

- 2 full-term appointed Board positions open
- Proposals from the Nominations and Elections Committee: Misty Lewis and Jenian Taynton

→ **Motion to appoint Misty Lewis and Jenian Taynton to the two open appointed board positions**, seconded, approved unanimously

### **Vote of Officer Positions**

- President: Stacie Vecchietti
- Vice President: Misty Lewis
- Secretary: Bethany Cecere

→ **Motion to appoint Stacie Vecchietti to continue as Board President**, second, approved unanimously

→ **Motion to appoint Misty Lewis as Board Vice President**, second, approved unanimously

→ **Motion to appoint Bethany Cecere to continue as Board Secretary**, second, approved unanimously

### **Elections and volunteer needs during SUUSI**

- Board members have signed up for shifts to lead Campus Tour workshops, table to help with elections, be present at the Lunch with the Board, be present at the Candidate and Board Forum at Community Time, and staff the Board table at Registration.
- Current Youth Trustees (Renee and Claire) will work with youth candidates and Youth, Middler, and Teen Staffs to coordinate the youth election.
- Suggestion to add Board volunteer jobs to SOLIS in future years for ease of sign-up and for tracking volunteer hours contributed to SUUSI.

### **Gratitude for outgoing board members**

- Recognition and thanksgiving for Renee, Russ, Angel, and Sarah.

### **Closing**

- Upcoming Board Meetings

- Friday July 25, 12-2pm, in-person: Washington Hall 101 & 102
- Adjourn 4:55pm

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**Minutes recorded by:** Ivy Breivogel, Board Administrator, 7/19/2025

A handwritten signature in black ink, appearing to read 'Ivy Breivogel', is written below the text.

## **2025-7-19 SUUSI Board Officer & Committee Reports**

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### **Board President**

July 19, 2025

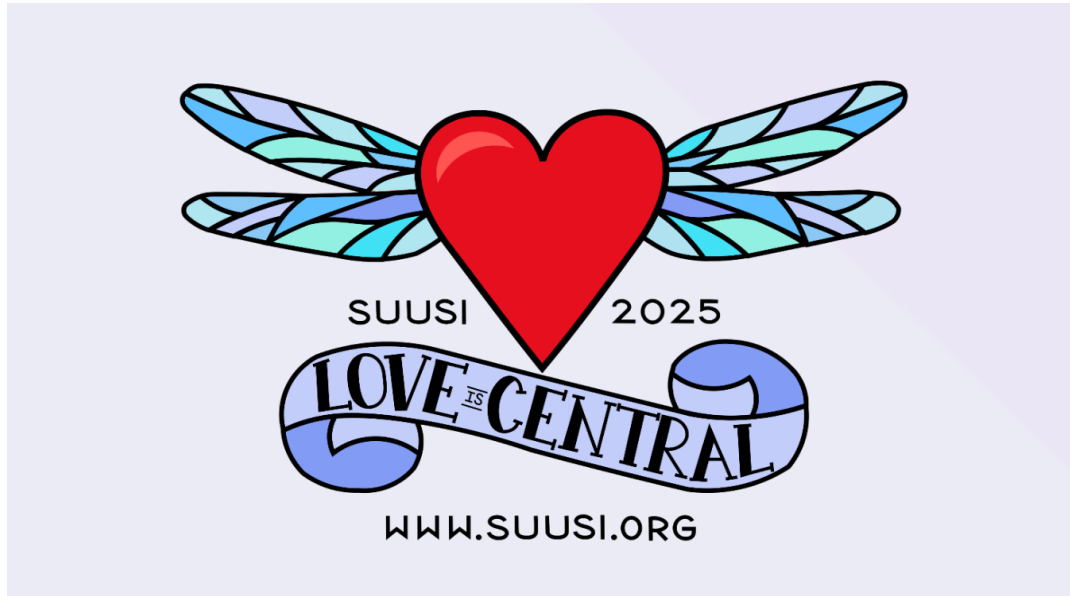
When we meet next, it will be the day before the 1st day of SUUSI 2025! It's almost here!

Since our last SUUSI Board meeting/retreat, the Executive Committee [EC] met in April and June. During those meetings, the EC spent time debriefing how things went at the spring board meeting/retreat [if you are reading the before the board meeting and remember the name of the song from our escape room, email me and you will get a prize] as well as doing preliminary planning for our July meetings. We also spent some time, in no particular order, discussing new Board member recruitment, officer succession planning, as well as organizing the SUUSI Board activities that will take place during SUUSI week.

Additionally, since our last meeting, the EC spent time organizing and facilitating our very first *Ask An Officer Pop-Up Panel* that was hosted in May. This panel was a direct result of board feedback that folks needed more information about what it meant to be in leadership on the SUUSI Board before thinking about stepping up into a leadership role. In preparing for the panel, the EC created position descriptions for each officer role as well as crafted an agenda for our time together. We are excited to announce that after following up with participants after the panel, Misty Lewis expressed an interest and excitement in being Vice President of the SUUSI Board for the 2025-2026 year and she is now a part of the proposed EC slate for this coming year. I feel comfortable speaking for Bethany and Andrew when I say we are so grateful to Misty for stepping up and look forward to bringing her into the EC fold.

**Shout out to Board members Andrew and Misty who held down the May and June Core Staff meetings**, respectively, on behalf of the SUUSI Board. I also drove to the in-person Core Staff meeting + Spring Nature Check-Out in June at Radford and it was wonderful to see the finishing touches being put on SUUSI 2025. While we are on the subject of meetings, I have been holding monthly meetings with the Director Team as well as regular meetings with the Risk Manager.

I am looking forward to seeing you all in-person SO SOON and it is my personal goal to spend some 1-on-1 time with each of you checking in and seeing how this past year has been for you on the board. You know that time can slip away at SUUSI, though, so please hold me accountable and nudge me if we get to Wednesday and I haven't chatted you up yet.



## **SUUSI Director**

Director's report to the Board for the July 19, 2025 meeting  
Submitted by Chris Breivogel, SUUSI 2025-2026 Director on 7/2/2025

### **SUUSI 2025 Planning**

Since August 2024, the core met virtually once a month on the second Tuesdays from 7-9 pm, met in person in October (with the Board), and a subset will meet in-person, on-site June 6-8, 2025. The next core staff meetings will be at SUUSI 2025. Links to the Confirmation NUUS and other informational letters should be emailed out around July 7. The Early Arrival list was sent to Radford 7/1/2025, locations and the catering menus for Serendipity were finalized 7/2/25 and sent to Radford.

### **Registrations**

As of 7/2/2025 there are 535 people, with another 27 having started a registration. They are tracking pretty closely to where they were in 2024, so we still anticipate 550-575 overall by the start of SUUSI. All staff appear to have been hired by now.

### **Background checks**

June 6 was the deadline for all authorized adults, which includes all core staff and board members, to complete the form to submit to a criminal and National Sex Offender Registry checks and Radford's online "Title IX/Institutional Equity" and "Minors on Campus" (MoC) trainings. Ivy tracked all of the background checks, Radford tracked the MoC training and I tracked the Title IX training. After up to 6 emails requesting that participants complete these new requirements, most have completed them. As of 7/2/2025 there are still 2 people who have not completed the background check form, 10 that have not let me know they completed the Title IX training and up to 67 that may not have completed the MoC training. Radford conference services have not sent an update on who has completed the MoC training since June 12.

### **Budget guestimate**

There are a lot of variables, but to make a guess based on a few items.... We are currently at 535 registrants out of 570 we budgeted for. The model predicts that that would produce a deficit of about \$3600. Even if no one else registers, and we definitely expect more people to register, it appears we would end up with a surplus. We are using fewer classrooms than budgeted, using 8.4 (\$8190) staff credits less than budgeted, renting very few tables and chairs from an external vendor, and were under budget for the spring staff meeting. Staff appear to be doing a good job keeping costs as low as possible.

## **Risk Manager**

### **Insurance:**

Our insurance carrier is Philadelphia for both Officers and Directors and commercial liability. Radford has been provided with a Certificate of Insurance, naming Radford University as an additional insured.

### **Drivers and Motor Vehicle Records:**

As they did last year, all drivers must request a copy of their Motor Vehicle Records (MVRs) from their state agency and submit it to the Vanmeister (Torie Camp) to ensure it meets our requirements for safe driving. SUUSI has offered to reimburse drivers for the cost - between \$5-\$15 - of obtaining this document. I am reviewing all of the MVRs for compliance with our driving policy.

### **Waivers:**

We are using the same waivers that were drafted by a Virginia law firm in 2024. Thanks to Wilson Farrell (Technology Services) and Amy Davis, these waivers were integrated into the registration process, avoiding another waiver-palooza at registration.

### **Background Checks and Radford-Mandated Trainings:**

Ivy Breivogel (Board Administrator) and Chris Breivogel (SUUSI Director) have been assisting in the process of conducting and reporting background checks, according to Policy Section 4.2. Background checks are being conducted by True Hire. We have been invoiced periodically throughout the process.

Ivy and Chris have also been verifying completion of trainings required by Radford University, including the Institutional Equity and Title IX Training and the Minors on Campus Training, both of which are required for all those who received a full background check. Completion of the Golf Cart Training for Star Car drivers is being tracked by the Core Staffers representing relevant areas. Last, National Sex Offender Registry (NSOR) checks are being conducted by each Core Staffer for their areas.

As of 7/5/2025, there are 2 more people who need to complete their background checks, and we are waiting on 8 people to complete the Institutional Equity Training. Radford is tracking completion of Minors on Campus, so we do not have current numbers.



**Finance Committee**  
**2025Q2 (through 6/20/2025)**

		30-Jun-24	End of Year 2024	30-Jun-25	YTD Change
<b>SUUSI</b>					
	Fidelity Account - Zxxx9370	\$132,603.52	\$74,490.25	\$96,167.18	\$21,676.93 *
	Wells Fargo	\$6,554.59	\$3,125.30	\$7,081.53	\$3,956.23
	PNC Bank	\$0.00	\$0.00	\$0.00	
	Prepaid Cards	\$0.00	\$917.80	\$263.27	(\$654.53)
	PayPal Account	<u>\$340.31</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
		\$139,498.42	\$78,533.35	\$103,511.98	\$24,978.63
	Less Liabilities	\$0.00	\$1,100.78	\$0.00	(\$1,100.78)
	Net Equity	\$139,498.42	\$77,432.57	\$103,511.98	\$26,079.41
<b>SUUSI Foundation</b>					
	Fidelity - Operating Account (xxx990)	\$2,469.37	\$27,898.50	\$27,857.37	(\$41.13)
	Fidelity - Operating Reserve (Zxxx035)	\$82,174.03	\$49,595.78	\$81,739.45	\$32,143.67 **
	Fidelity - Endowment (xxx916)	\$135,182.86	\$141,327.31	\$145,273.47	\$3,946.16
	PayPal Account	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
		\$219,826.26	\$218,821.59	\$254,870.29	\$36,048.70
	Aggregate for Both SUUSI and Foundation	\$359,324.68	\$296,254.16	\$358,382.27	\$62,128.11

\* note: 29,000 transferred to Foundation

\*\* note: 29,000 transferred from SUUSI

**Income Summary - to Date**

Registration, Housing, & Meals	0 (Note, there are \$256,185.90 in registration deposits)
Earned Credits for Staff	0
Workshop Income	0
Sales Income	0
Other Income	<u>3,042</u> (Note: 1695.48 interest, 1346.54 donations rcvd)
	3,042

**Expense Summary - Top Expenses**

Host and Dining Costs	0
Programming and Support Expenses	388 Nightlife/TWOB
Workshop Expenses	977 Nature Checkout
Sales Expenses	6,075 Credit Card Processing Fees
Other Expenses	2,594 Equipment Deposits
Corestaff, Board & Corporate	<u>15,930</u> Corestaff Mtg, Insurance, Tax Filing, Board
Total	25,965

**2025 YTD Surplus/(Deficit) (22,923)**

## Foundation Notes

To SUUSI Foundation From SUUSI surplus 2024	-29,000
Foundation Payment of Reg/Housing SUUSIShip	0
SUUSIShip and other collections to Foundation	<u>0</u>
	-29,000

## Accounting Software

- 2025 Expense reimbursement and accounting completed using Google Sheets. We will look again at Zoho Books expense app for iPhone and Android for next year.
- Ledger continues to be performed in parallel between Zoho Books and Google Sheets. New format sheets are working well and precicely parallel our budgeting process.

## Taxes and Government

- SUUSI Corporate Registration was renewed ahead of the deadline.
- Federal Tax extension was filed for 2024 taxes before the deadline
- Joyce and I have initiated work towards performing tax preparation internally as we experienced a substantial expense with outsourcing it last year.
- We are planning for completion and filing of IRS Form 990 by 9/30/2025 ahead of 11/15/2025 deadline.
- BOI Verification is due this year. Completion date TBD

## Risk Management

- Insurance, Background Checks, and Waivers are in place. Much smoother going than 2024

## Banking

- We established banking with PNC Bank, but unfortunately, they declined us for credit cards.
- Chris and Brian have implemented and issued the Charity Charge cards for expenditures this year.

## Financial Outlook

- I anticipate SUUSI2025 will land in a range between a \$10k surplus to \$5k deficit this year based on the budget and SOLIS registrations to date.
- Our plan to return an additional \$20,000+ to the Foundation in late 2025 / early 2026 will be impacted by this and I expect that between zero and \$10,000 will be returned to the Foundation for 2025.
- Furthermore, SUUSI may require up to \$10,000 seed money from the Foundation in Spring 2026 in the worst case of the model.
- In the foundation, we are expecting our investments to perform less well than they have in recent years. The Foundation is working on increasing donations/contributions this year.

## **Nominating and Elections Committee**

July 2025

We have three Board Members whose terms are coming to an end and leaving the Board:

- 1 - Renee Phillips will be vacating the senior youth representative position and Claire Nutt will be moving up.
- 2 - Angel Wall will be vacating her appointed position after seven years of service.
- 3 - Russ Taddeo will be vacating his appointed position after three years of service.

Misty Lewis's one year nominated term (in lieu of an elected representative) is concluding. It is the wish of this committee to nominate Misty for a three-year appointed term.

There are three additional positions to fill, as follows.

One full term appointed: Options at the time of submitting this report - Jenian Taynton

One full (three-year) term to be elected. People who have expressed interest in recent years: Michael Figeura, Pooja Jhunjunwala, Dana Taylor - Pooja has verbally expressed a desire to run!

One youth (two-year) term to be elected.

Notifications for elections as of submitting this report for elections: TBD

Executing a SUUSI Friends Board recruitment campaign once per week for three total posts heading up to SUUSI. As of this report, one post has been made. Board members are encouraged to comment on each post and try to keep the interest of group members.

Once again, we will offer electronic (on Solis) and in-person adult voting (in the dining hall) on Thursday with Board members staffing the in-person table.

Officer slate:

- President: Stacie Vecchietti
- Vice President: Misty Lewis
- Secretary: Bethany Cecere
- Treasurer: Andrew Diamond

Board and Candidate Forum, Wednesday 3:30-5:30 PM, at a tent at Community Time.

Volunteers signed up so far: Stacie, Bethany, Andrew, Russ, Misty, Claire

Youth Voting will happen in Youth Programming on Thursday. Printing of ballots will be done in Books & Bazaar. Boxes are hopefully in Info Office boxes, but alternative containers will be on hand. There should be a report provided by Wilson or Alan of names.

Adult Voting, Thursday, Lobby of Dalton Dining Hall. Online voting should open at 7 AM (Bethany will remind Alan to turn it on).

7-8 AM - Bethany and Claire  
8-9 AM - Mia and Misty  
11:30 AM -12:30 PM - Russ and Andrew  
12:30-1:30 PM - Erin  
5-6 PM - Stacie and Andrew  
6-7 PM - Bethany

If possible, please convene in the Dining Hall by 7 PM to gather to count physical votes. We will find a quiet private place for counting.

Bethany will notify the adult participants running in the election that evening. She will also notify the Communications Team for inclusion in the Friday NUUS.

Respectfully submitted,  
Bethany Cecere, Committee Chair

## **Bylaws and Policy Committee**

July 2025

The Bylaws and Policy Committee met on Monday, June 9th, 2025.

All SUUSI Board Committees have been working on committee descriptions. Based on the new committee descriptions, the following are proposed changes to the SUUSI Policy Manual related to the Bylaws and Policy Committee and Foundation Committee descriptions:

### **Section 2.2 Standing Committees**

D. ~~The Bylaws and Policy Committee is responsible for reviewing the SUUSI Bylaws periodically and monitoring the Policy Manual to ensure that the manual is updated to reflect current SUUSI practices as well as board decisions that impact SUUSI policy. The SUUSI Board Vice-President will serve as the Chair of the Bylaws and Policy Committee. Bylaws/Policy Review", which is responsible for reviewing the Bylaws periodically as well as for monitoring the Policy Manual to see that the manual is updated as needed to reflect Board meeting Policy matter decisions. The SUUSI Board Vice-President will serve as the Chair of the Bylaws/Policy Review Committee.~~

E. ~~The "Foundation Committee", which is responsible for participating as voting members on the SUUSI Foundation Board, nominating additional foundation board members from the SUUSI community, and facilitating communication between the boards. The members of the SUUSI Foundation Board of Directors shall consist of seven (7) members, one of which is the SUUSI Board Treasurer, one of which is either the SUUSI Board President or Vice President, one of which is an additional SUUSI Board member appointed by the SUUSI Board of Trustees, and four (4) at-large members appointed by the SUUSI Board of Trustees. The committee shall include five (5) three (3) voting board members, one who shall be the Treasurer of the SUUSI Board, one who shall be either the President or the Vice President, and the third who shall be at large.~~

SUUSI Services Staff requested a policy change that would accommodate both SUUSI's new host facility regulations and selling food in un-BBQUUSI and Common Ground. Based on this request, and in collaboration with the Director and Risk Manager, the following are proposed changes to the SUUSI Policy Manual related to selling prepared foods at SUUSI.

### **Section 6: Operating Guidelines, Section 6.1: Community**

1. G. ~~All prepared foods at SUUSI must be prepared in accordance with its host facility requirements and state law. All prepared food sold at SUUSI must be either prepared in a commercial-grade kitchen or purchased as prepared food from a store or restaurant.~~

Per the charge handed to the committee at the SUUSI Board meeting on Saturday, July 20th, 2024, the committee reviewed, in collaboration with the Director, Section 8: Finance and Staff Compensation, Section 8.1: Staff Compensation Policy. The Committee is proposing the following changes related to staff compensation policy:

### **Section 6.3: Religious Professionals & Chaplain Support**

2. There shall be a Minister(s) or Chaplain(s) available every day of SUUSI who shall be responsible for meeting the short-term pastoral care needs of SUUSI participants. Chaplains and ministers providing pastoral care shall report to the Nurture Director and shall receive appropriate staff credit for this role. ~~(See Section 8: Staff Compensation Policy)~~

### **Section 8: Finance and Staff Compensation, Section 8.1: Staff Compensation Policy**

B. Workshop leaders may request and receive credit for the hours of preparation and contact time not to exceed a single “X” per workshop. The participant fee shall cover the leader staff credit and **the cost of** workshop materials divided by the anticipated number of participants. ~~Like other staff (as described in 9.1.1.E), a workshop leader may not receive more than one “X” for any given SUUSI.~~ The Director **and/or Workshops Director** is encouraged to negotiate reductions in order to offer free and reduced cost workshops and may reduce the participant fee without a corresponding reduction in leader credit.

E. No person may receive more than one “X”, regardless of the extent of contribution to one or more departments of SUUSI. **Staff credits are not transferable to another individual, with the exception of religious professionals and chaplain support.**

H. There will be no compensation for travel to or from SUUSI, except that each Worship speaker may be reimbursed for the minimum available cost of their transportation. **The Director shall report in writing such exceptions to the Board as they occur.**

J. Exceptions to items B and C are discouraged, but may be made through the use of annually budgeted supplemental staff credits by the Director. The Director shall report in writing such exceptions ~~quarterly~~ to the Board **as they occur.**

Proposed changes to the SUUSI Bylaws:

Language clean-up related to the UUA transition from principles to purposes, values, and covenants.

### **Article IV. Board of Trustees, Officers, and Standing Committees**

1. The Board of Trustees (hereafter “Board”) shall make overall policy for carrying out the purposes of SUUSI, and shall direct and control its affairs.

2. The Board shall consist of the following members as further defined in 4 through 9 below:

A. Six appointed positions, two of which will be filled by the nominating committee each year. The six appointed representatives shall reside in at least three states, with the goal of reflecting the geographic diversity of the SUUSI community.

~~B. All members~~ The appointees shall sign a statement of affirmation that the Board strives to guide the future of SUUSI based on the **Purposes, Values, and Covenants** ~~Seven Principles~~ of the Unitarian Universalist Association and recognizing the religious purpose of SUUSI. (See Addendum A)

~~C.B.~~ Three trustees elected by the registrants at the Summer Institute 18 years of age and older; and

~~D.G.~~ Two youth representatives (one the first year these Bylaws are in effect), elected by registrants at the Summer Institute 6 through 17 years of age, only the senior one of whom in terms of date of election will have a vote when both are in attendance; and

~~E.D.~~ The Board Treasurer, who is presented by the current Officers of the Corporation (President, Vice President, Secretary, Treasurer) and SUUSI Director, and appointed by the board as a voting trustee, and who may continue in the role as long as the Board re-affirms the appointment on a yearly basis; and

~~F.E.~~ The Director of the Summer Institute in the current program year, without vote; and

~~G.F.~~ The most recent Director Emeritus, without vote; or

~~H.G.~~ The Director Elect, without vote

## **Article V. Nominations, Elections, and Appointments to the Board**

2. Nominations for elected trustees will be accepted only during the period from January 1 until 10 a.m. on the day prior to the start of the Summer Institute. This period may be extended at the discretion of the election coordinator in the event no nominees come forward. Nominations must be delivered to the Secretary in writing, and shall state the full name and address of both the nominee and the nominator. The nominator must certify that the nominee is willing to serve. Self-nominations will be accepted. The nominee shall sign a statement of affirmation that the Board strives to guide the future of SUUSI based on the **Purposes, Values, and Covenants** ~~Seven Principles~~ of the Unitarian Universalist Association and recognizing the religious purpose of SUUSI. (See Addendum A)

## **Addendum A**

### Statement of Affirmation Southeast Unitarian Universalist Summer Institute Board of Trustees

As a member of the Board of Trustees for the Southeast Unitarian Universalist Summer Institute (SUUSI), I affirm that the Board strives to guide the future of SUUSI based on the **Purposes, Values, and Covenants** ~~Seven Principles~~ of the Unitarian Universalist Association as

follows:

Love is the power that holds us together and is at the center of our shared values. We are accountable to one another for doing the work of living our shared values through the spiritual discipline of Love.

### **Interdependence**

We honor the interdependent web of all existence. With reverence for the great web of life and with humility, we acknowledge our place in it. We covenant to protect Earth and all beings from exploitation. We will create and nurture sustainable relationships of care and respect, mutuality and justice. We will work to repair harm and damaged relationships.

### **Pluralism**

We celebrate that we are all sacred beings, diverse in culture, experience, and theology. We covenant to learn from one another in our free and responsible search for truth and meaning. We embrace our differences and commonalities with Love, curiosity, and respect.

### **Justice**

We work to be diverse multicultural Beloved Communities where all thrive. We covenant to dismantle racism and all forms of systemic oppression. We support the use of inclusive democratic processes to make decisions within our congregations, our Association, and society at large.

### **Transformation**

We adapt to the changing world. We covenant to collectively transform and grow spiritually and ethically. Openness to change is fundamental to our Unitarian and Universalist heritages, never complete and never perfect.

### **Generosity**

We cultivate a spirit of gratitude and hope. We covenant to freely and compassionately share our faith, presence, and resources. Our generosity connects us to one another in relationships of interdependence and mutuality.

### **Equity**

We declare that every person has the right to flourish with inherent dignity and worthiness. We covenant to use our time, wisdom, attention, and money to build and sustain fully accessible and inclusive communities.

~~As a member of the Unitarian Universalist Association, covenant to affirm and promote:~~

- ~~• The inherent worth and dignity of every person~~
- ~~• Justice, equity, and compassion in human relations~~
- ~~• Acceptance of one another and encouragement to spiritual growth in our congregations~~
- ~~• A free and responsible search for truth and meaning~~



- ~~The right of conscience and the use of the democratic process within our congregations and in society at large~~
- ~~The goal of world community with peace, liberty, and justice for all~~
- ~~Respect for the interdependent web of all existence of which we are a part~~

Furthermore, I recognize the religious purpose of SUUSI, and I affirm that my decisions as a member of the Board shall reflect my awareness of the religious and spiritual value of the conference.

**Work that the Bylaws and Policy Committee will be taking on over the next year includes:**

- Clarifying and streamlining the expectations/code of behavior for SUUSI participants, staff, and Board in the SUUSI Policies.

### **Outreach Committee**

The Outreach Committee has continued to update various social media platforms with reminders for SUUSI and communicated with those who reached out for resources to share with their communities. We have also been looking forward to next year and discussing continuing to do some mailers and/or sending more personalized emails to people to get them excited about SUUSI. We plan on updating the media kit for SUUSI 2026 and ask that SUUSI Board members take a lot of pictures throughout the week of SUUSI so we can add to it. If you are interested in having your photos included in the media kit for next year and are okay with them being shared on social media, please send them to [photos@suusi.org](mailto:photos@suusi.org) with a brief description and names if you have them. The Outreach Committee is looking forward to an amazing SUUSI 2025!