



# Covenant of Unitarian Universalist Pagans 2015 Annual Report



Courtesy of Cranberry Circle CUUPS, Middleboro MA

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## From the President

As I have talked with potential members of CUUPS and potential members of the CUUPS board I've been able to feel proud of our work.

Major accomplishments include:

- The Vision Team worked for 10 months and has an over 90% YES endorsement on the resulting vision. Thank you to John Beckett, Pamela Backstrom, David Pollard, Rebecca Crystal and Martin Laubach.
- The executive team wrote a Black Lives Matter position for CUUPS which earned us praise at a time when other Pagan organizations were taking heat.
- We discovered an unpublicized implementation of a new category of affiliation with the UUA. We contacted the right people. We created an application. And we were approved as a Covenanting Community in membership with the UUA.
- Our board member Jerrie Hildebrand lead a team which pulled together authors for a collection of essays to be published by Skinner House. The book is part of the series which includes "Buddhist Voices in Unitarian Universalism". The anticipated title is "Born of the Earth: Voices of UU Pagans & Nature-Centered Spirituality. "
- Former board member Sabine (Jessica) Gray wrote an article on Consent Culture and is working on a statement to come from the board for approval by the membership.
- Convocation was planned for this summer but has been pushed to next summer. All the electronic registration functions are in place, the location is reserved, and most of the speakers and performers are booked. We are ahead of the game on this and are looking forward to a very well attended event. The coming year will require marketing! Thanks are due to Niko Tarini and Lynn Donovan who assisted board member Jerrie Hildebrand on this.
- Thanks to Rebecca Crystal and Maggie Beaumont. Good progress has begun on our Sermon contest for 2016.
- This year we also welcomed David Pollard into a new role as our Executive Director. It is extremely helpful to have someone able to keep the weekly and monthly functions of the organization covered. We are grateful that David accepted this position and are fine tuning the position and our supervisor relationship as we go.

- The board clarified processes and roles this year. We are delighted to realize that we are already aligned with the vision statement that is being voted on by the membership as I write this. Our board structure now includes a president and three vice presidents (Membership, Communications, and Development) as well as board members with portfolios for a) liturgy and curriculum and b) Ministerial relations.
- We are delighted to welcome more volunteers to the various projects of the board (GA Presence, Sermon Contest, Convo, Vision, etc.)
- Board members Amy Beltaine and Martha Kirby-Capo introduced themselves to congregations in the Pacific NW and Mid-America regions. Several congregations took advantage of the conflict resolution and right relationship work that the board helps facilitate.
- Our General Assembly ritual for 2014 was extremely successful. We have an excellent service planned for this year which draws on the contributions of local CUUPS members.
- We began the year with our paypal and bank accounts experiencing different challenges. It is thanks primarily to our ED that they are now working smoothly.

During the year the loss of parents and other personal tragedies overtook board members. We accomplished a lot despite this! Overall this year has been one of 'forming, norming and storming' all at once. I'm proud of what we have accomplished and I look forward to next year as we focus more on norming and storming!

Thank you for allowing me to serve CUUPS as your president,  
Reverend Amy Beltaine

## Executive Director Report

During early 2014 the CUUPS Board became aware that there was more work to be done than could be handled by on board volunteers, and that CUUPS-Continental did not have the infrastructure to support volunteers who were not on the board. So instead, the board developed a 1/8<sup>th</sup> time Executive Director position which would take the following former board volunteer functions and turn them over to staff:

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

The position was to be funded by a portion of CUUPS membership and chapter fees receipts, so that if membership remained constant the Executive Director would receive about \$400 per quarter, and that the positions compensation would increase or decrease with membership and chapter dues revenues.

Over the summer and early fall the board created the position and in early September selected David Pollard a boardmember and former President, who then resigned his board position and upon signing a contract, made the transition to staff on October 1<sup>st</sup>.

Much of my work as Executive Director can be seen in the CUUPS Media report. Also another area that took much of my time was generating the information which is listed in the Chapter Report.

I look forward to working with the incoming board to implement our renewed vision and mission as voted in by our members. Also coming up in October, for the first time CUUPS is sending people to Parliament of the World Religions (in the past a few of our members have participated on behalf of other organization.)

Best of Blessings,  
David Pollard

CUUPS 2015 Annual Report

## Nominating Committee Annual Report

For presentation at GA 2015

Committee Members:

Amy Beltaine Ex Officio (CUUPS President), Lynn Donovan

Job Description:

The members of the nominating committee advertise for and recruit potential CUUPS leaders. We evaluate potential board candidates' credentials and recommend a slate for endorsement at the annual meeting. This slate is then voted on by the membership through online voting.

This year we had trouble bringing the committee together and lost one member (Sparrow?) because her contact information was mislaid. We advertised in the pagan seminarian facebook page, the CUUPS blog, and through direct conversations.

As of this report we have several potential board candidates for either this or next year. We are excited to present Angela Brown, Reverend Catharine Clarenbach, Debra Gilbert, and Peter Dybing on this years slate of incoming board members.

Bios are below.

The current board is:

President: Reverend Amy Beltaine Term Expires:10/31/2016  
VP for Communications: Jerrie Hildebrand Term Expires: 10/31/2016  
VP for Development: Imari Kariotis Term Expires:10/31/2015  
VP for Membership: Rebecca Crystal Term Expires:10/31/2015  
Board member for Curriculum and Liturgy: Martha Kirby-Capo Term Expires:10/31/2017  
Board member for Ministerial Relations: VACANT Term Expires:  
Treasurer: VACANT Term Expires:  
Secretary: VACANT (Interim: Martha Kirby Capo) Term Expires:  
At-Large: Maggie Beaumont Term Expires:10/31/2017  
At-Large: Joe Wolfarth Term Expires:10/31/2015

Proposed Slate:

President: Reverend Amy Beltaine Term Expires: 10/31/2016  
VP for Communications: Jerrie Hildebrand Term Expires:10/31/2016  
**VP for Development: Angela Brown (and Treasurer) Term Expires: 10/31/2017**  
**VP for Membership: Peter Dybing Term Expires: 10/31/2016**  
Board member for Curriculum and Liturgy: Martha Kirby-Capo Term Expires: 10/31/2017  
**Secretary: Debra Gilbert Term Expires: 10/31/2018**

**Board Member for Ministerial relations: Reverend Catharine Clarenbach Term Expires: 10/31/2018**

At-Large: Maggie Beaumont Term Expires:10/31/2017

**At Large: VACANT Term Expires: 10/31/2018**

Off-board leaders: (**bold**=incoming)

GA Liaison: **Imari Kariotis**

Communications Intern: **Kalen Cap**

Convocation: Niko Tarini, (with Jerrie)

Sermon Contest: **Charmayne Harper, Pamela Backstrom**

Nominating Com: Lynn Donovan, **John Beckett, Sparrow Alden**

Membership support: (db) **Pamela Backstrom**

**Bios:**

**Pamela Furlong Backstrom**

Pamela "Pam" Furlong Backstrom is active with the Sacred Bridges CUUPS chapter affiliated with The First Unitarian Church of Des Moines, Iowa. She describes her Earth-based spirituality as "coming home". She has been a solitary practitioner in many ways most of her life. In her (not-so) mundane, muggle life, she works managing an engineering center at Iowa State University, with a major annual international conference. She enjoys the "fine art" of volunteering and giving back in life. She has been active in policy and operations in many of her activities. Of particular interest to her are organizations that strive to serve the greater good through health, education and empowerment. She delights in her relationship with her children and growing number of grandchildren. Her fur babies (Bentley, Tank and Mo) are her familiars, helping to keep her grounded.

**Angela Brown**

Angela Brown is an active member with Channing Unitarian Universalist Church in Edmond. She is the Children's Religious Education Director and is the Coordinator for their Spiral Circle CUUP's group. Angela is a founding organizer for both OKC Witch Hat Society and OKC Pagan Pride Day. She is the proud mom of Eric, who happens to be mentally delayed, so she also is involved with Disability issues. Angela does marketing consulting and has spent most of her career in the medical field.

**Reverend Catharine Clarenbach**

Rev. Catharine Clarenbach has been consciously involved in spiritual community since she made her First Communion in 1979. Around that time, she spent a good part of her days talking with the willow in the backyard and the maple down the lane. She remained active with her Roman Catholic community until her coming out as lesbian in 1990. In 1994, she began attending the UU Fellowship of Centre County (State College, PA) and in 1996 she found Four Quarters Interfaith Sanctuary of Earth Religion, where she was a very active teacher for over 12 years as worship leader, pastoral caregiver, mentor, and Members Advocate on the Board of Trustees. She designed a one-year-long adult spiritual development curriculum, much of which is still in use, ten years later. She co-founded Stone Circle Wicca, an initiatory Mystery Tradition grounded at Four Quarters. Stone Circle Wicca is also thriving, over fifteen years since its inception. Catharine is also a member of All Souls Church Unitarian in Washington, DC, where she began attending in 2007 and signed the book in 2008. As a lay leader and board officer at All Souls, she served in many ways; the most joyful and fulfilling of the work she did there, besides preaching as a Ministerial Candidate, was her work on the All Souls 2020 Vision Team. She spent over 18 months working on

design, presentation, and implementation of a new Vision for the congregation. Rev. Clarenbach is particularly interested in the nurture of Earth-centered seminarians. Supporting those of us who are Earth-religious in Christian environments is of particular interest. Catharine earned her MDiv from Wesley and was ordained in April 2015 by All Souls in Washington D.C.

#### Debra Gilbert

Debra Gilbert has been both a solitary eclectic Wiccan practitioner and a High Priestess of a British Traditional Coven. She currently is a coordinator for a thriving CUUPs group at the First Unitarian Church in downtown Louisville, Kentucky. Debra leads public ritual and is the coordinator for the CUUPs ritual teams for their Sabbat Circles that are open to the public. Debra has been a member of the First Unitarian Church for eight years and has served in many leadership capacities. Debra is also a board member of Louisville Pagan Pride for five years and serves as secretary. She serves on the Pagan Education Network board. Debra was on the leadership team for Chrysalis Moon Festival and was Ritual Coordinator for 2012 and 2013. Debra has been a member of Circle Sanctuary for nine years. She is currently in Circle Sanctuary's Ministerial Training Program. At Pagan Spirit Gathering, she has participated in festival rituals; co-led 2013 Woman's Ritual and presented workshops for the Pagan Leadership Institute.

#### Peter Dybing

Peter Dybing is an eclectic Pagan who is active in his local UU fellowship/CUUPS chapter in Durango Colorado where he works on issues including affordable housing and homelessness. Peter is involved as a field activist with The Lady Liberty League and writes extensively about social justice issues. He has been active in national service positions with several Pagan organizations over the years and believes service is the most direct expression of divinity in his life. Peter is employed as a Chief Officer on a National Disaster Team and works in the off-season at a local mental health organization where he serves as a Detox counselor engaging with vulnerable populations in crisis.

#### Kalen Cap

Kalen Cap is a writer living in Ohio who works full time in furniture sales. He has volunteered in a variety of capacities of theatre companies, animal welfare, and environmental nonprofits, primarily focusing on social media communications for small nonprofits in recent years.



# Covenant of Unitarian Universalist Pagans, Inc.

Financial Statement FY 2009-2014

<b>Category</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	2015 Budget	2015 YTD
<b>Revenue</b>								thru 5/31
Member -1 yr	2,815	2,695	4,770	4,075	4,125	4,775	5,300	2,550
Member - 3yr	1,500	3,360	2,040	2,160	3,360	3,720	3,720	1,440
Member - Other	175	240	0	0	0	800	1,200	800
Chapter Dues	425	480	510	390	240	600	600	270
Donations	379	185	160	2,383	105	365	200	35
Sales/Grants	544	242	126	25	2,086	227	500	0
Convo '16							0	475
<b>Total Revenue</b>	<b>5,838</b>	<b>7,202</b>	<b>7,606</b>	<b>9,033</b>	<b>9,916</b>	<b>10,487</b>	<b>11,520</b>	<b>5,570</b>
<b>Expenses</b>								
Admin	0	1,280	720	600	600	663	3,200	1,325
Office Rent	0	420	520	0	0	100	400	200
Bank Charge	81	0	60	194	10	0	20	6
Paypal Fees	70	117	117	273	186	268	290	156
GA/Travel	1,675	2,566	5,811	1,978	2,821	2,870	3,800	1,150
CUUPS Bulletin	462	462	500	462	22	624	546	546
Other Media	0	65	497	2,288	2,823	777	750	271
Postage & Supplies	99	122	6	0	0	47	150	17
Donations	150	150	1,125	150	150	250	1,000	0
Prison Ministry	0	0	125	2,538	2,922	0	0	0
Convo '16							400	400
<b>Total Expense</b>	<b>2,537</b>	<b>5,182</b>	<b>9,481</b>	<b>8,483</b>	<b>9,534</b>	<b>5,599</b>	<b>10,556</b>	<b>4,071</b>

Cash Start of Year	4,916	8,217	10,237	8,360	8,910	9,292	14,182	14,182
Cash End of Period	8,217	10,237	8,360	8,910	9,292	14,182	15,146	15,681
Reserve Funds:								
Lifetime Members EOY	2660	2660	2660	3040	3420	3800	4940	4560
Multi-Year Member Fund	1000	2740	2480	2120	2880	3600	3720	3859
Endowment	300	300	300	300	300	680	680	680
General Fund	4,257	4,537	2,920	3,450	2,692	6,102	5,806	6,582

\*\* All figures compiled by volunteers, and have not been audited.

## Curriculum / Secretary Report

Three Curricular tasks were accomplished this past year:

1. Kat Liu, Board member of the UU Ministry for Earth, was contacted to ascertain if a link to her Seasonal Liturgical Calendar (<http://www.wizduum.net/seasonal-calendar>) could be added to the Curriculum page of the CUUPS website. Kat graciously gave permission for CUUPS to include a link to the Calendar.
2. Rev. Jim Parrish of the Fayetteville UU Fellowship (UUFF) requested theological resources for Pagan UUs for a Building Your Own Theology module. He was sent a list of books, the link to the Seasonal Liturgical Calendar, and a link to the video list available on the CUUPS website.
3. Shawna Thorup, Kathy Skaggs and Janis Walters of UUFF, founding CUUPS group members, contacted the Board via the Curriculum ministry to share and gain feedback on their Charter. Their Charter was accepted by the UUFF Board.

### Secretary Report

Martha Capo volunteered to serve as Interim Secretary until a person could be found to permanently fill the role. The Secretary's duties have included emailing a "to-do" list generated from the monthly Board meeting to members of the Board, and posting the corrected Minutes of the monthly Board meeting to the CUUPS Board yahoo.com site.

## CUUPS Media Report

### **Nature's Path:**

CUUPS newest media project is a blog on the Patheos.com interfaith website. Nature's Path feature monthly articles from a dozen different UU-Pagans, plus occasional guest posts from others. Most of the articles are between 500-1000 words long and cover a large array of topics. It, for the first time is providing a location for a rapidly growing body of UU-Pagan religious thought. It's a great intermediary step between the ephemeral social media discussions on Facebook or Twitter, and the glacial pace of formal religious journals. We are open to increasing the number of authors on Nature's Path, so if you are interested, please let us know!

### **CUUPS Bulletin:**

The CUUPS Bulletin is a sporadically produced email newsletter. In 2014 two issues were sent out, one in May the other in December. It goes out to about 3,700 email addresses (close to 1,000 of those are UU congregation email addresses). There were 1,057 confirmed opens of the May issue and 983 confirmed opens of the December issue. So far in 2015, one issue of the CUUPS Bulletin has been produced it was sent out on May 4<sup>th</sup> to 3,734 addresses and as of the end of May had received 878 confirmed opens. It is our stated goal that with this May issue, to resume a quarterly publication cycle for the Bulletin.

### **CUUPS Podcast:**

The CUUPS Podcast is a web-based audio program which features news of the organizations, recordings of Earth-Centered and Pagan themed sermons, occasional interviews and songs. It was produced on roughly a monthly basis from 2010 thru early 2012 and then went on a 2.5 year hiatus. It came back in late 2014 and is currently following a quarterly release schedule. The Fall 2014 issue came out in October 2014 featuring Margot Adler's sermon on Why We Love Vampires which she gave at All Souls Church in New York in 2012. As of June 17<sup>th</sup> it has been downloaded 646 times. The Winter issue featured a sermon on the First Principle Project and was release at the end of February. It has received 424 downloads. The latest issue, Spring 2015, came out on June 9<sup>th</sup> and has received 115 downloads in its first week. We are planning to increase the frequency of the podcast so that it's coming out on a monthly basis by early 2016 – when it will be featuring the finalist sermons from the CUUPS Sermon Contest. We're also hoping to record some interviews at this October's Parliament of the World's Religions.

### **CUUPS Website:**

The latest version of the CUUPS website went live in April 2014, and has received a few minor updates to reflect current events – like for our Revisioning Process and changes to the chapter listing. In early 2015 got some software which should make it easier to have the Executive Director make updates to text content on the site. Website traffic is essentially flat compared to

last year, which is not necessarily a bad thing given the increasing number of different ways to obtain info on CUUPS.

### **CUUPS on Facebook and Twitter:**

CUUPS has a strong presence on Facebook. We had started a discussion group there in 2008 which was little used at first, but has become steadily more active especially in the past year or two. It passed 3,000 participants in March 2015. There is also a longstanding (since 2009) Facebook id called CUUPS Media which is the Facebook home for the various CUUPS media projects, our blog, podcast, email Bulletin, etc. About 2,000 people follow us there.

In late 2011, CUUPS created the CUUPS Facebook Page which serves as our online “Wayside Pulpit” it is updated 4-7 times per day with news from CUUPS, it’s chapters, news from the UUA that would be of interest to UU-Pagans and non-UU Pagans and news from the general Pagan community that might be of interest to Unitarian Universalists, whether they see themselves as Earth-Centered or not. In barely three years this page grew from zero to over 10,000 “fans” which is a pretty substantial achievement considering that the UUA’s own Facebook page has fewer than 50,000 fans.

Posts to the Facebook page are automatically forwarded to the @CUUPS\_Media Twitter id which recently passed 500 followers.

### **“Heritage” media:**

An ongoing project for CUUPS is to take its media produced in the 1980’s & 1990’s and converting them into digital form. This year we received a large number of Pagan NUUS issues dating as far back from 1987 from former CUUPS Board member the Rev. Patrick Price. Most of these still remain to be scanned.

We also have a small backlog of cassette tapes to be digitized; this collection is still quite incomplete which is of particular concern since this is an aging media with a limited shelf-life.

Last year we received some backstock of our 1998 GA Concert CDs (around 25 copies) and of the printed first issue of the *Sacred Cosmos* (around 60 copies) which was printed in 2000. We sold about a dozen of each at the 2014 GA, and will have them for sale again at the 2015 GA.

## CUUPS Sermon Contest

Area name: Sermon Contest

Chair's name: Maggie Beaumont & Rebecca Crystal

Job description: Write and publicize description; select judges; periodically publicize throughout the year; collect submissions; facilitate judging process; communicate judges' selections; facilitate finalist audio & text appropriately posted.

Volunteers: Rebecca Crystal, Maggie Beaumont, major assist from David Pollard

Year in review: Description written and posted in assorted places; some selections received by David already.

Recommendations for coming year: Select judges at GA, continue process through 2016.

## Election & Membership Report

### 2014 Board Election Results

Martha Kirby Capo: 67 - yes, 1 - None of the Above.

Jessica Gray: 69 - yes, 1 - None of the Above.

Maggie Beaumont: 68 - yes, 0 - None of the Above.

### CUUPS Regulations Restatement (bylaws)

70 - yes, 0 - No.

### CUUPS Active Voting Membership:

12/31/2013: 307

03/31/2014: 321

06/30/2014: 333

09/30/2014: 342

12/31/2014: 363

03/31/2015: 392

05/31/2015: 383

## CUUPS Revisioning Report

The CUUPS Revisioning process is almost complete. Based on our surveys of members, friends, chapters and congregations, the Revisioning team has crafted a mission and vision statement to guide our operations for the next ten years.

The statement was open for public comments until Sunday, June 7. At that point, the team made a few fine-tuning adjustments and presented it to the CUUPS membership for a vote. Which ran from June 8-22. The proposed Mission / Vision Statement was approved overwhelmingly by a vote of 111-7.

We solicited input from all our stakeholders during this process, but actually voting on the mission and vision statement was limited to members of CUUPS Continental.

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

### **Who are we?**

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

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

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

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

### **How do we do that?**

1. We give people a community of interest to belong to – we create a shared identity and shared commitment. Our mission and vision statements form our foundation, and our internet site (currently CUUPS.org) is our storehouse of information and resources.



We support our shared identity and shared commitment through our social media outlets, our newsletter, our podcast, and our blog.

2. The CUUPS Board of Trustees coordinates the work of our Librarians and Curators. They facilitate dialogue within UU Paganism, they network and dialogue with other Pagan organizations, and they identify and share best practices – they show us what’s possible. They look for ways to encourage deeper spiritual practice, to encourage more social and environmental action, and to facilitate events for participation and growth. They promote and advertise CUUPS – they make sure people who want what we offer know we’re here.
3. We cover four main areas of interest.
  - a. Information for beginners: the basics of Paganism, the basics of Unitarian Universalism, and the basics of CUUPS.
  - b. Practices to facilitate spiritual growth and to draw us into deeper community: regular spiritual practice techniques, rituals for individuals and groups, ideas for experiencing, honoring, and relating to Nature, and ideas for experiencing, honoring, and relating to gods and spirits.
  - c. Guidelines for chapter operations: forming a chapter, right relationships with host congregations and other institutions, and basic leadership skills.
  - d. Social justice: supporting UU values and causes, and supporting Pagan values and causes.

## CUUPS Bylaws Report

At last year's Annual Meeting, the decided to send a entirely restated version of the CUUPS Regulations (bylaws) to the members for a vote by email. These bylaws were adopted unanimously, with 70 votes cast. Here are our bylaws (or as the Ohio non-profit code calls them, Regulations) as they presently stand:

### **REGULATIONS OF THE COVENANT OF UNITARIAN UNIVERSALIST PAGANS, INC. ("CUUPS")**

#### **Offices of Corporation:**

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

The Covenant of Unitarian Universalist Pagans was incorporated in the State of Ohio in 1997. Regulations adopted June 1998. Amended 2001, 2009. Restated 2014.

#### **Preamble:**

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

#### **Article I NAME**

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

#### **Article II AFFILIATION AND INCORPORATION**

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

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

#### **Article III PURPOSE**

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

The purposes of The Covenant of Unitarian Universalist Pagans, Inc CUUPS is to facilitate and support the work of Unitarian Universalists by affirming and promoting the seven

principles and six sources of the UUA, in particular the sixth, “Spiritual teachings of earth-centered traditions which celebrate the sacred circle of life and instruct us to live in harmony with the rhythms of nature..”

The purposes of CUUPS include providing support for Pagan and Earth-centered UU religious professionals and ministerial students and maintaining relationships with movements and leaders outside of the UUA.

#### **Article IV MEMBERSHIP**

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

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

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

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

#### **Article V BOARD OF DIRECTORS**

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

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

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

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

- Plan all meetings of the membership, including the Annual Meeting
- Assist in developing General Assembly resolutions
- Establish dues and manage the financial resources of the organization
- Establish policies and procedures necessary to conduct the business and programs of the organization
- Prepare an Annual Report of the organization
- Enter into contracts for administrative and program services

#### **Article VI FINANCIAL ADMINISTRATION**

(1) The fiscal year of the organization shall commence on the first day of January each year.

(2) The programs of the organization shall be financed by membership dues, sponsorships, investment income, legacies or gifts, sales of educational materials, grants and contracts, or other means as determined by the Board.

(3) In the case of dissolution of the organization, all its property, both real and personal shall be conveyed to the UUA or its successors.

(4) Voluntary dissolution of this corporation shall be proposed by the board as a resolution to the members. Such a resolution shall be put to the members, and approved by them, by a total two-thirds vote of the members who vote in person or submit a mail-in or email ballot postmarked within 30 days of the call for a vote.

#### **Article VII AMENDMENT OF THE BY-LAWS**

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

(2) The sole exception to item 1 is that the principle office address may be changed by a majority vote of the board of trustees at a board meeting

#### **Article VIII RULES**

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

END OF BYLAWS