December 10, 2009

We greet you in the name of our Lord and Christ.

After several weeks of conversation and emails to the “Restructuring Focus Group”, we have summarized the information from the National UBE conference, June 2009, into six (6) main areas for action (see attached summary). This summary resulted from the input of the more than 80 adults and over 40 youths who commented on what UBE needs to look like as a 21st Century Organization. Of these 120 persons, 22 of us signed up to continue the conversation. Of the 22, eleven (11) have responded with their thoughts on the critical areas for consideration. It is from this collective wisdom that we have shaped the final summary one pager for your review.

It should be noted that the UBE Board and the Restructuring Focus Group have reviewed the summary document and are in alignment with the six areas of focus.

The next steps in the restructuring process continue with six focus groups that will provide detailed recommendations for each focus area.

We invite your participation by providing recommendations to the co-chairs on or before January 11, 2010. These recommendations can be emailed to Annette Buchanan at annbuc2000@cs.com.

We wish you a joyful and spirit-filled Christmas as we look to 2010 with great hope for a renewed and transformed UBE.

Respectfully,

Trevor R. Babb+          Annette Buchanan
The Rev. Trevor R. Babb Annette Buchanan
Co-Chair               Co-Chair
Summary of Ideas from UBE Restructuring Forum
November 20, 2009

1. Vision/Mission (*It is not about us. It is about Jesus*)
   - Develop a vision/mission to embrace 21st Century reality
   - Implement a five-year strategic plan
   - Have a multi-cultural context without losing our Black Identity
   - Maintain the intergenerational environment of the UBE and conference
   - Continue to be advocates/activist for social justice, help eradicate racism
   - Legitimization of UBE at the National/Provincial/Diocesan level
   - We need continuity of themes from Black Clergy Conf. to Kanuga to UBE
   - Develop structure for collaboration across all Black Episcopalians

2. Communication
   - Develop an informational package for easy marketing and communicating
   - Need to embrace new technology (internet, etc)
   - We need better communication with chapter, regional, national
   - Lack of message from national office, more communication from President
   - Disseminate our history within church, keep Black history alive

3. Leadership
   - Greater involvement of the clergy in chapters and at national conference
   - Empower people for leadership at the Diocesan/National level
   - Need paid coordinator at the John T. Walker Center
   - Accountability/transparency required in UBE leadership
   - Elect leaders according to their administrative and leadership skills

4. Young Adult/Youth
   - Identify young adults (25-40), give them responsibility locally and nationally
   - Inspire our youth to become priests and other leadership roles in church
   - Inclusion of youth at chapter meetings and workshops to learn together
   - Support established youth projects and communicate with National church
   - Educate/Equip/Motivate for service

5. Finances
   - Appeal for financial contributions yearly, keep giving to Life Memberships
   - Raise dues to another level
   - Better Financial Stability
   - Search out more corporate and philanthropic funding
   - Increase membership (clergy, lay -adult and youth)

6. Program
   - Encourage membership to evangelize for UBE and their congregations
   - Create a Leadership Academy for leadership training and development
   - Need Mentorship program for youth/young adults
   - Community involvement e.g. create programs to reach young black men