

## FIFTH EPOCHAL FELLOWSHIP

### Memorandum

TO: Executive Committee Members

DATE: December 11, 1989

FROM: David Elders

SUBJ: Conference Call Information and Other Business

CC: General Council Members, Gloriann Harris

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As mentioned in our last Executive Committee meeting in November, it would seem appropriate for us to convene a conference call meeting of the Executive Committee this month. I am therefore suggesting that we hold such a call on Thursday, December 21, 1989 at 10:00pm eastern standard time (7:00pm pacific). I would appreciate it if you would contact me by phone by Saturday, December 16, 1989 if you cannot be available for that call. Thanks.

The subject matter for the conference call would include the following:

1. We will need a vote to waive notice of the meeting, much like the vote taken in our last conference call. As a formality, we will need to have executed a written waiver for our files for both this conference call and the previous one (note to Lynne Kulleke: please prepare and have available such a waiver for our January, 1990 Executive Committee meeting). Again, as a reminder, if a single person objects to voting on any specific issue and requires a face-to-face meeting, we must convene one or wait for a regular meeting to vote on the issue in question.
2. It has been suggested that the Executive Committee resolve that in the event that any society elect to terminate their affiliation with FIFTH EPOCHAL FELLOWSHIP and become associated with URANTIA Brotherhood Association, that any individual member of such society be accepted, upon request, as a member-at-large in FIFTH EPOCHAL FELLOWSHIP, without the need to formally apply. Inasmuch as this category of membership is wholly administered by the Executive Committee, we would need only a vote to formalize this provision. We will discuss and vote upon this during the conference call if you feel it appropriate to do so.
3. Although we have invited Area Coordinators and Society Representatives to attend the General Council weekend meeting in January, it was never intended that these invitees attend the formal business portion of the meeting; they were only to be included in the informal, future planning program. I would hope that you all agree that any decision concerning visitors of any kind of General Council meetings is rightfully the province of the Council itself. In line with that, I would propose that we assign this issue once again to a sub-committee of our peers to re-consider, in light of the recent organizational changes, various options and rationale for presentation to the Council in January. Incidentally, should we invite the members of the Informal Advisory Committee to this meeting as well (Meredith, Jim, Kenton, others)?
4. By now I assume that each of you has received and read the letter from Seppo Kanerva in Finland to me in response to a personal letter I sent in November to Marja Olamo. I want to let you each know that I made a mistake by sending the letter in the first place. What I said to her was clearly inappropriate and without full recognition on my part that my organizational role precludes the option of communicating personally about business-related matters. I have apologized personally to Seppo in a phone conversation on December 4 and have written him a confirming note (he told me that he, too, regretted sending his letter) a copy of which is enclosed. It was a worth-

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while lesson for me, and I hope that it will serve others as well. By the way, Seppo is a fine, warm person and I believe our friendship has been fully renewed.

5. At our last meeting I handed out a suggested sub-committee format/assignment proposal which I hope we can discuss in our conference call and enact, if appropriate. I have enclosed another copy in case you have misplaced yours. Please look at it carefully inasmuch as I have added several specific assignments for some of the sub-committees. The additions proposed are:

a. We consider conducting full mailing list survey which attempts to provide readers with an opportunity to comment upon our conduct over the last several months, elicits reader comments on how our organization might be structured in the future, requests their input on needs and opportunities, and elicits their input on our name selection (results of November, 1989 name survey used as a basis for naming questions).

b. We charge the Structural Sub-committee with the task of conducting a honest, forthright appraisal of our performance during this emergency period. Did we properly follow our procedures? Did we act in an open fashion? Was our communication to our membership/readership fair, honest, high-quality, representative of our decisions, etc.? What should we consider doing differently in the future both in regular and emergency situations? If we are to achieve the levels of behavior we set forth as goals at our last General Council meeting, we should be willing to submit our decisions and actions to honest and self-critical scrutiny and correction. This is our best protection from abuse in the future.

c. Also, during the recent interactions with URANTIA Foundation, it is clear that any system which allows for abuses of power needs evaluation and correction. I am sure that I am not the only one who noted that our Constitution does not provide for the removal of officers or departmental chair-persons, without a full-blown removal procedure. I believe that we need to address this and suggest that this same Structural Committee undertake an evaluation of ways in which this apparent deficiency might be corrected, if it is felt it should be (e.g., non-dated resignation letters from each member of the Executive Committee which could be acted upon by a vote of the General Council; an amendment which gives the Council the power to remove officers and departmental chair-persons by simple voting action).

d. It is suggested that the Intra-Organizational Committee conduct an evaluation of ways in which to de-centralize our decision-making and activities in appropriate areas to involve our membership more actively in every aspect of the organization's work. Which activities, responsibilities, and decisions should be maintained centrally? Which can be delegated to the Societies? This same question might well be considered regarding the work of the departmental committees. Can we find a better way to empower the committees to do their work without undue Executive Committee interference? What responsibilities rightfully belong to Executive Committee? What belongs to departmental committees? What responsibilities belong to the General Council? How can we address this issue from a coordination rather than control model of our organization?

6. Enclosed is a memorandum from Steve Dreier which was sent to each Society to encourage them to follow their constitutional processes in dealing with the name change of our organization. You may have already received this from headquarters, but in case you haven't, it is important that you have it for your information.

7. Our recently-mailed solicitation letter, originally sent to the Executive Committee for review in early November, 1989 and updated after the Foundation's actions, has generated substantial support thus far. For your information, we raised more than \$17,000 in November and are ahead in December as well. Perhaps Gard can give a brief report during our conference call. As you know, we targeted our March, 1990 Executive Committee for a complete budget re-evaluation.