

Private to Members of the General Council, Society Officers and the next TDA.

REPORT TO THE GENERAL COUNCIL FROM THE JUDICIAL CHAIR 2/10/15 v9

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The art of progress is to preserve order amid change, and to preserve change amid order. Alfred North Whitehead, mathematician and philosopher (1861-1947)

69:9.18 The present social order is not necessarily right—not divine or sacred—but mankind will do well to move slowly in making changes. That which you have is vastly better than any system known to your ancestors. Make certain that when you change the social order you change for the better. Do not be persuaded to experiment with the discarded formulas of your forefathers. Go forward, not backward! Let evolution proceed! Do not take a backward step.

139:8.8 In the councils of the twelve Thomas was always cautious, advocating a policy of safety first, but if his conservatism was voted down or overruled, he was always the first fearlessly to move out in execution of the program decided upon. Again and again would he stand out against some project as being foolhardy and presumptuous; he would debate to the bitter end, but when Andrew would put the proposition to a vote, and after the twelve would elect to do that which he had so strenuously opposed, Thomas was the first to say, “Let’s go!” He was a good loser. He did not hold grudges nor nurse wounded feelings. Time and again did he oppose letting Jesus expose himself to danger, but when the Master would decide to take such risks, always was it Thomas who rallied the apostles with his courageous words, “Come on, comrades, let’s go and die with him.”

The preliminary report was first posted to the EC on 8/20/14, with a more extensive revisions posted on 11/13/14. Both the Judicial Committee and the EC have had prior access this TIMELINE. Additional commentary following mediation represents the most current revisions.

Until further consideration by Council allows otherwise, please keep the following:

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IT NOTES & TIMELINE

NOV '14 – rev. FEB '15

Rules of Note from “Robert’s Rules” (RRON) page notes from 11th Edition Paperback

RRON (p.54.17) §4 We find stated a fundamental principle: Rules are designed for the protection of the minority and generally need not be strictly enforced when there is no minority to protect.

RRON (p.343.18) §39 Improper Motions: “motions are out of order if they conflict with a motion that has been adopted by the society and has been neither rescinded, nor reconsidered and rejected after adoption. Such conflicting motions, if adopted, are null and void, unless adopted by the vote required to rescind or amend the motion previously adopted.”

A committee may be appointed by the presiding officer (in absence of certain conditions as may be prescribed by the bylaws or the assembly) and is usually the best method to create a committee. And, it should consist only of those *in favor of the action to be carried out.*

RRON (p.490.11) §50 Committees: “If the committee is to do more than report its findings or recommendations to the assembly, it may be empowered to act for the society only on specific instructions. ... When a committee is appointed “with power,” this means with power to take all the steps necessary to carry out its instructions.”

Ordinary committees are of 2 types – *standing committees* and *special committees*.

RRON (p.492.3) §50 Committees: “A special (select, or ad hoc) committee is a committee appointed, as the need arises, to carry out a specific, at the completion of which – that is, on presentation of its final report to the assembly – it automatically ceases to exist.”

RRON (p.500.18) “In order that there may be no interference with the assemblies having the benefit of its committee’s matured judgment, motions to limit or close debate are inappropriate.”

RRON (p.528.5) “... any member of the reporting committee who does not concur has the same right as any other member of the assembly to speak individually in opposition.”

RRON §47 pg.456.22 Administrative duties of the President of a Society. “All of the duties of the presiding officer described above relate to the functioning of presiding over the assembly at its meetings. In addition, in many organized societies, the president has duties as an administrative or executive officer; but these are outside the scope of parliamentary law, and the president has such authority only insofar as the bylaws provide for it.”

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Regarding IT

The following time line has been constructed from a review of EC Minutes and Documents related to IT. Additional information provided by Paula Thompson and David Kantor among others. IT Committee Minutes earlier than JAN 09, '14 do not exist.

The 1st document of import to note is in the EC minutes of APR , '11, Salt Lake City.

After years of discussion & review, of forming & re-forming IT committees, struggling to get a handle on the issues, the EC itself acted as the IT committee, and finally came to a conclusion and voted twice - unanimously - to give the Administrative Director full authority to hire people & implement a new direction for IT.

Motion was made by John Hay and seconded by Susan Cook to authorize the Executive Director to hire a full time IT Manager to create, implement and manage our IT plans, procedures and requirements, recommended salary range up to \$70,000. Motion carried unanimously.

Motion was made by Lila Dogim and seconded by Michael Challis that the Executive Director begin to implement a new direction with our IT via the Neworg.com system, or a similar Constituent Relationship Management System (CMRS) pending the reference checks of Neworg.com. Motion carried unanimously.

This next report verifies the intention of the EC to keep IT development and operations independent of Committee interference. Discussion regarding changing Special Projects into an IT Committee had gone on, back & forth, for quite some time. Here it appears evident, that giving authority over IT to a Committee has been abandoned.

Special Projects Report: Given the decisions about IT, the Executive Committee, with Tim Hobbs agreement, agreed to withdraw the suggested amendment about disbanding Special Projects to create an IT Committee, leaving Special Projects as is to work with all other committees as needed on matters of special interest.

The suggestion is withdrawn by mutual consent. IT will not operate under a Committee. Of course this does not preclude a committee from helping IT. It's about IT's managerial authority.

'11 May thru Oct, The Executive Director tests a wide range of software packages, called references, etc., and in November began the search for a developer who could help with the implementation of the Adobe Business Catalyst as the Fellowship's software of choice.

In due course, the implementation of these Motions proceeded with further revisions and alterations. How this was done is clearly documented by the Staff & the Officers, via a written record, reviewing the steps taken and why, during which time, the EC was fully informed, step by step in each new development.

Regarding these original Motions; after review of all EC minutes we find *No formal Motion to Amend or Rescind*, nor any other documentation that would permit changing the authority over the IT structure authorized by EC on APR '11, Salt Lake City. See Judicial Report to the EC '14 Nov.

Regarding the performance & progress of IT development, there has never been any indication of problems or concerns that would warrant further investigation or the passing of additional motions.

See: '11 OCT20 EC at 533

IT Update: Paula Thompson gave a report on IT/WEB.

'11 Nov.

David's TL (timeline): Sumiyo hired to assist David and Paula in web development. Website navigation architecture, initial considerations

'12 JAN

David's TL: Initial design for BC navigation architecture complete

See: '12 FEB26 EC Conference Call

IT - BC Website: Paula reported on the status of the Business Catalyst CMS and CRM web and database integration.

See '12 APR27 EC minutes (in Broomfield)

Presentation on New Website. Paula Thompson and IT Contractor David Kantor made a presentation and answered questions about the features on our new Business Catalyst Website. David estimates that they will finish building the website by the end of 2012.

Summations from former Presidents involved in the IT development, as well as from others, will show failed attempts to run IT by committee, as a result, the new intent became to place IT development into the hands of a team under the direction of one person, not a committee. Following the Salt Lake City Motions, Paula & David and the team they assembled, move forward with developing our new IT systems. This flow chart indicates the intent of how the work would progress.



'12 AUG 06 ***New GC, EC, & Officers are elected and installed.***

'12 SEP David's TL: Paula & David provide update of BC implementation for the EC

'12 OCT 26-28 EC Meeting in Newark, NJ

Update on the Oct. 21 inter-organizational IT meeting--Barry Clark

The three organizations represented were Urantia Foundation, Urantia Association International (UAI), and the Urantia Book Fellowship. The groups will work on the Study Group Portal and a Community Calendar.

A report will appear in *Mighty Messenger*.

'12 NOV

David's TL (timeline): Begin transfer of Fellowship data from FMS to BC
 Without informing or consultation either Paula or David,
 Lila asks Peter Laurence to design a new website for the Fellowship,
 and submits the design to Sumiyo.

'12 DEC 04 David's TL: Launched BC Site

'12 DEC

Then, from the email(s) of the Administrative Director, reporting Censorship:

"Upon reflection, I think your request that I not communicate with the EC directly without first letting you see my communication is a form of censorship and puts me in a very bad position in terms of being able to serve our Fellowship and its board."

"I therefore request that you put this matter on the EC agenda for discussion. I will be happy to recuse myself from that discussion or be absent from the call entirely but in the interest of fairness to me, as Director, and to anyone who may hold my position going forward, I think it's important."

'12 DEC 05 The President's email response;

"What I am asking of you is to refrain from inserting yourself into EC discussions, such as we had recently regarding the website design, or other policy discussions. Certainly, you can and should bring your concerns to my attention and it is my job to deal with them."

"Regarding the question of to whom you report, please refer to your job description (position guide) which states:

4. AUTHORITY

1. The Administrative Director reports to and takes direction from the President of the Fellowship."

From David's records during the same time period the president tells David,

"You are not to discuss anything related to IT with members of the Executive Committee; it will only confuse them."

Note in RRON p.500.18 "In order that there may be no interference with the assemblies having the benefit of its committee's matured judgment, motions to limit or close debate are inappropriate."

Note in RRON p.528.5 “... any member of the reporting committee who does not concur has the same right as any other member of the assembly to speak individually in opposition.”

Restricting the Staff – who first and foremost – are full-fledged, long time active members of UBF – is clearly not in the best interest of The Fellowship. The previous Administrations allowed Staff full access to the EC to report their progress. During the events leading up to this crisis, the current Administration did not allow Staff full access.

Returning to the record:

'13 JAN No Reports from Admin for over a year. '12 APR thru '13 FEB

'13 FEB 06-10 EC Minutes, in LA

IT report:

Website content committee--Larry Bowman

IT subcommittee--Steve Dreier:

This ad hoc committee consists of Steve as chair, Emilio, Michael Challis, and Barry Clark. It covers technical aspects of the website and does not involve content.

Who decides the priority for the work queue? Webmaster David Kantor is employed four hours a day. Steve requests that his IT subcommittee be allowed to determine priorities.

From David's TL: Michael Challis will later resign from the committee. John Hales and Lila later were added along with Paula, David and Andrea. When David & Andrea came on, their status was undefined as to being volunteers or that of paid staff. The committee did not follow RRON guidelines and therefore failed to keep minutes, nor did they vote on decisions. It is unclear how decision were made.

As seen above, the EC minutes identify a new IT ad hoc committee and minimally describe it as covering technical aspects. The minutes reflect a question being asked, to request new authority for this committee. However, there is no further action noted. No motions made, no discussion, nor any vote taken.

Authority for IT development was granted to the Administrative Director by two Motions' unanimous vote of the EC. The Authority of the “new” IT Committee *was not*

granted by a vote of the EC. According to RRON, a committee may not assume authority not granted to it. Therefore, the new IT committee did not have authority to re-set work related priorities nor interfere with their mandated tasks. When the Staff objected to this assumption of authority and asked to speak to EC, their request was denied.

'13 FEB 8 GC in LA IT Report by Steve
 Web-site by Larry

*LC to GC

Regular IT Reports from the new Ad Hoc IT, to the EC, now resume. According to the reports given, it appears that the IT Chair is now setting the IT agenda, and this new Ad Hoc committee has assumed authority over all IT and web-site work. Prior, Paula & David provided regular written as well as oral IT presentation to the EC. Now there are no longer written reports or records, nor motions or votes sustaining the new decisions being made by the new Ad Hoc committee.

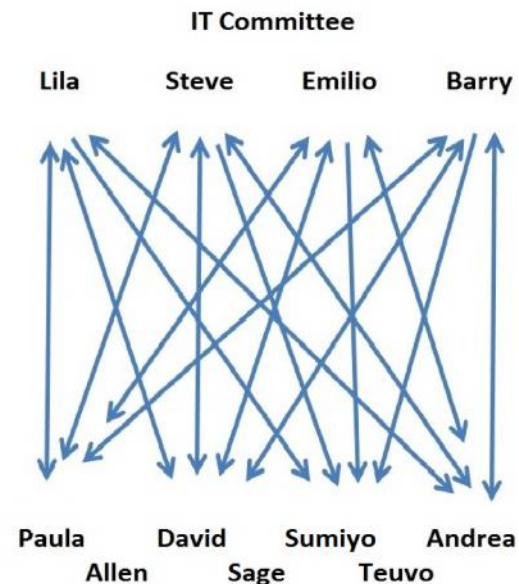
The president appoints Larry Bowman to chair a website content committee. Lila notifies David that nothing is to be published on the website unless it first goes through Larry's committee. This new website content committee will end without any reports.

'13 JUL 11 EC Minutes, from Techny Towers

IT update:

Lila Dogim, Steve Dreier, Emilio Coppola, and Barry Clark had a conference call with Sumiyo Amano, the Business Catalyst designer. There was another conference call with David Kantor and Paula Thompson.

According to Sumiyo's contract and her working preferences, she wanted (and had received) a consistent working relationship with 2 UBF Members, Paula and David – NOT a Committee. Fully aware of this existing relationship, the new Officers still choose to initiate conversations with Sumiyo and without Paula and David present. This initiated confusion that would eventual resultant in interference of the work flow and conflicts in direction, and 7 months later Sumiyo resigned. This is a huge setback for the new web-site.

IT changed from this:**Into this:**

'13 OCT

From: David Kantor Sent: Tuesday, October 22, 2013 10:45 AM
 To: Lenny Cc: Hay, Paula, Andrea
 Subject: Fellowship Legal Issue

Hi, Lenny;

At the July 2006 EC meeting, two paragraphs were amended to my contract with the Fellowship which designates the Fellowship IT Service Manager. These were:

"For purposes of avoiding conflicts of service, confusion, and disruption of long-term planning, the Executive Committee agrees not to exclude the IT Service Manager regarding all matters related to activities described in this document."

and

"The Executive Committee will designate an officer, committee chair or Executive Committee employee, in the opinion of the IT Services manager, knowledgeable regarding IT services, to act as liaison between the Executive Committee, any subcommittee created by the Executive Committee or the General Council which is authorized to oversee IT services or any segment thereof, and the IT Services Manager."

These provisions were passed unanimously by the Executive Committee.

In my opinion the current president's approach to ongoing IT development places the Fellowship in serious breach of contract. I am excluded from all discussions about IT matters. As far as I know the Executive Committee has never passed a motion rescinding these provisions. [Note, the discussions David is referring to here are EC discussions, not the IT committee discussions, just recently a new contract was finalized and is being honored]

I see two legal issues here. The first is the breach of contract issue. The second is an officer of the Executive Committee taking unilateral action that is in violation of a previously-passed motion of the Executive Committee.

I would like to lodge a formal complaint about these violations and would appreciate your response on the matter.

Another matter: I've heard rumors about the EC making plans to discontinue or significantly modify the SocAdmin discussion list. Although I have not tracked down the actual motion, I believe the SocAdmin list was created as a result of a motion passed by the General Council. As such I believe it would take a motion of the Council to make any changes to it.

You be da legal man now, Lenny!

David

From: Lenny Sent: Tuesday, October 22, 2013 11:58 AM
To: David Kantor Cc: John Hay, Paula, Andrea
Subject: RE: Fellowship Legal Issue

Just when my calendar is full Well no matter,
OK, let see here,

What specifically have you been excluded from, that you did not have input on?

In others words, what's up? What are you concern about?

Do you want some "table" time during this coming budget meeting?

Inviting your participation on IT related deliberations can be accommodated.

(Unfortunately I'll be in Seattle, but ...)

You can show up & the EC can allow you to sit in (even through you're not on the GC).

The EC can permit it with a simple majority vote.

2 – “The Executive Committee will designate ... to act as liaison between ...” Isn’t that Paula?

What’s been discussed / decided without your input ??? Paula, what’s up?

3 - The SocAdmin situation hasn’t changed, it’s been agreed to open it to all UBFMembers, & create a new list for current serving Society Officers (new names TBD). Methods to continue financing these services is still being explored. We are talking about a possible subscription fee. Beyond that the glacier is moving (I think).

Lenny

’13 OCT

From: David Kantor Sent: Tuesday, October 22, 2013 12:23 PM
To: lighting Subject: Re: Fellowship Legal Issue

If you're not going to be at the meeting it may be a moot point.

Lila has set up an IT committee to manage any further IT development. This has brought our current effort to a halt -- and this after spending tens of thousands of dollars and countless hours of planning and research time. Both Paula and I have been excluded from this committee as well as a couple of other committees she's created to take on IT tasks. A year has passed and virtually nothing has come from these committees except for the main IT committee she created consisting of Emilio, Barry, and Steve. Michael Challis was originally a part of this but resigned when he saw how it was developing.

Both John and Steve requested that I get some table time at the upcoming EC meeting. Lila has refused to let me attend, let alone speak. Hence my plea for intervention on the legal issues I raised in my note to you. In my opinion Lila is creating a train-wreck out of IT -- a very expensive train-wreck given the resources that have gone into it up until this point.

I hope this clarifies. David

'13 OCT.22

From: Paula
To: Lenny & David Kantor
Sent: Tuesday, October 22, 2013 1:35 PM
Cc: John Hay & Andrea
Subject: RE: Fellowship Legal Issue

Hi Lenny,

[edited opening out & highlights added] ...

Beyond that, I feel this resistance to using BC. Why would there be resistance to utilizing the BC system to its maximum potential? I don't get it. Both my and David's input has been strictly forbidden to the EC without express permission. We have been told by the President not to communicate with the EC, that it only confuses them. Consequently, we can't voice these concerns or alternatives adequately. ... (edit) ... When I told Lila the day after the call that in the two years I've worked with Sumiyo she has never intimated to me that she doesn't want to continue to be our developer, she essentially said that I don't have enough experience working with contractors to know when they are trying to make an exit. ... (edit) ...

Lila has expressed through Steve that she doesn't want David at the EC meeting. I'm at a loss to know why we would ever wish to silence key people like our Director or Webmaster.

Please don't share this email with anyone. This is for the eyes of the people copied hereon. I'm not sure what the best course to take here is. Paula October 22, 2013

[NOTE – this request of confidentiality has been lifted by Paula]

Regrettably, I have not found any adequate responses from myself to David or Paula regarding this complaint. I fear I must have run for cover and blew them off. At best I remember making a phone call asking the President to do the right thing, in effect saying that the Officers needed to listen to them and act accordingly. Had I done something more back then, certainly - all of this could have been averted. For that I most humbly apologize and will offer no further excuses. Lc

'13 OCT Denver Meeting

IT meeting with Officers, David presents grievances. This included (but not limited to) notifying the Officers that they were in breach of contract and in violation of previously passed EC motions. Steve asked for an overview of the IT situation and David response in a report entitled: "An Overview of IT Direction" (11/03/13)

'13 NOV Example of disruption of priorities and work flow of the IT staff:

From: Barry Clark Sent: Saturday, November 2, 2013 10:27 AM
To: Lila, Paula, Barry, Emilio, Hales, Steve, Kantor Subject: video

I like this idea. Regarding its implementation, a relatively quick/easy way to implement this idea would be to simply add an additional 'slide' (with a link directly to the video, or perhaps to a video list/page) into the existing slide show that runs on the homepage. Setting up a separate window on the homepage is of course do-able, but will require some homepage redesign, and likely a good deal more work... -B

From: Lila Dogim Sent: Saturday, November 02, 2013 11:52 AM
To: Paula, Barry, Emilio, Hales, Steve, Kantor Subject: video

Hi,

What do you think about posting Jernigan's video "What I love about the UB" in some kind of window on our home page?

Lila

From: David Kantor Sent: Saturday, November 2, 2013 12:11 PM
To: Steve D Subject: Fw: video

Hi, Steve;

This is an example of the kind of micromanagement that we simply don't need. If Barry and Emilio want to work on the IT project it would be nice if they would take on some of the tasks needing to be done rather than trying to micromanage what we're already working on. In my report for this next week I'm going to be pressing for some very clear

boundaries to be established and agreed upon.

It was really good to see folks this past weekend. This weekend the Urantia University people are in town -- a nice period to reflect on my appreciation for all the people working on this revelation. I had a good lunch with Emilio on Thursday. I came to understand the differences in our viewpoints about Fellowship IT. Paula, the committee we worked with for site design, and I began with a needs assessment for the Fellowship's operations and went from there, beginning the process of putting in place a foundation for services to meet those needs. Emilio is starting out with an understanding of how a good corporate IT department is constructed and how it works. His ideal is to design such a system for the Fellowship and then try to get the Fellowship to conform to it. It was good to get his views.

I hope you're having a pleasant weekend. David

See Kantor & Clark emails of '13 NOV 07 – thru '14 JAN

See IT Committee Report of '14 JAN 09

'14 FEB 06-10 EC Minutes, Carefree, AZ

Update on IT activities:

Emilio Coppola gave a PowerPoint presentation on priorities of the ad hoc IT Task Group. Report is on file.

Andrea Barnes has agreed (if approved by EC) to "shadow" our employees and contractors to see if they are fulfilling their duties.

The Spanish website will look like the Fellowship site translated into Spanish.

There was a discussion about continuity and institutional memory in The Urantia Book Fellowship. It was suggested that institutional memory works better than strategic planning. The frequent changeover in EC does not always lend to continuity. The structure of Urantia Foundation allows for better continuity than the Fellowship's.

Buck Weimer suggested a Council of Elders to offer advice to the Fellowship.

Emilio moved and Cristina seconded that EC accept the report of the ad hoc IT Task group, allocate \$1500 for the shadowing project (Andrea Barnes), and authorize the IT Task Group to proceed with the IT documentation project.

Motion passed unanimously.

The IT budget needs to be adjusted to cover the above.

Following the lead made by the IT Officers, a member was paid to shadow the staff and document what they were doing. Apparently, the lack of trust required the report of a "third party." This demonstrates a lack of good faith on behalf of the IT officers, that

what our people were reporting, was in fact what they were doing.

'14 FEB

In the End of Feb. the UBF Web-Site suffered a major security breach. How it happened, including responses and consequences, are all very important to the larger issues.

The officers gave full admin access to the back end of the web-site, to a volunteer worker, to implement changes without the direct oversight of the Developers. The breach was serious and messy, UBF members wrote in complaining, and the breach was closed, the problem purged following a Google re-indexing.

A mistake (a big one) was made and it was fixed. Unfortunately it had greater consequences.

'14 MAR

From: Sumiyo Amano, designer
To: Paula & David

Sent: Thursday, March 06, 2014 11:16 AM
Subject: The Urantia Site

Dear Paula and David,

After some consideration, I've decided not to continue further work on the Urantia Book Fellowship project. As you're also experiencing, the project has become more of a committee project with involvement from many people outside the original key members. This is not the type of arrangement that I'd like to have on a project. I've really enjoyed working with both of you over the last couple of years. Thank you so much for the opportunity to assist you in creating this website.

(followed by tech recommendations that have been edited out)

Thank you again for choosing me as your partner for the past couple of years.

Sincerely, Sumiyo

Loss of Sumiyo's services and enormous talent was a major set-back for the IT team.

(See resume: <http://www.sumiyo.com/sumiyo-amano-griesy>)

Ten months later, a replacement was hired.

'14 MAR

From: David Kantor Sent: Thursday, March 6, 2014 1:23 PM
To: Michelle Klimesh Subject: Fw: Sumiyo's Resignation & Site Re-index? Continuing problems?...

Michelle, you might be interested to know that Barry trashed the website in a big way, leaking our confidential data onto the Internet where it is now available via Google and Sumiyo resigned. Lila is creating a major train wreck of our IT services--major.

I hope all is going well for you with your move! Love, David

From: Lila Sent: Thursday, March 6, 2014 4:05 PM
To: Paula, Cc: Steve, Andrea, Kantor, Emilio, Barry
Subject: Re: Sumiyo's Resignation & Site Re-index? Continuing problems?...

Hello,

In view of Sumiyo resignation we need a conference call to decide how to proceed from here. Two choices for the call: Sunday 10am eastern or Monday 10am eastern
Please respond with what works best for you.

From: Steve Dreier Sent: Friday, March 07, 2014 7:42 AM
To: Paul, Lila, Kantor Cc: Robert, Michelle, Lenny, Hay, Buck, Barry, Emilio, Coppola, Andrea
Subject: RE: More Re: Sumiyo's Resignation & Site Re-index? Continuing problems?...

Dear Recipients,

For various reasons I strongly encourage all who received this communication from David to not to respond to it, personally or collectively, or to share it with others. Creating an email record of this ill conceived statement would not serve the interests of the Fellowship. Have we learned anything from past experiences?

"Impatience is a spirit poison; anger is like a stone hurled into a hornet's nest."

Steve Dreier

The UBF web-master is trying to tell us that a big problem exists.

The IT Chair is telling people to disregard this "ill conceived statement".

"... Any member of the reporting committee who does not concur has the same right as any other member of the assembly to speak individually in opposition." RRON

'14 MAR

From: David Kantor Sent: Friday, March 07, 2014 8:44 AM
To: Lila Dogim; Paula, Cc: Steve, Andrea, Emilio, Barry, Buck, Hay, Lenny, Michelle, Robert
Subject: More Re: Sumiyo's Resignation & Site Re-index? Continuing problems?...

Lila, I really don't see any reason for me to be on this call unless you're ready to make some significant changes in your approach to micromanaging IT. It would seem more appropriate to me for you first to have a conference call with the Executive Committee, make sure they are fully informed, and get direction from the group. I believe the last motion passed by the EC related to IT gave Paula full authority to implement BC. This recent event was a serious breach resulting from your approach to IT management that exposes the Fellowship to the possibility of a significant lawsuit--not a matter (in my opinion) to be covered up by an ad hoc committee. According to my reading of Robert's Rules, an ad hoc committee does not have the authority to change a motion passed by the larger committee of which it is a part. I think there are legal and ethical issues here that are first the responsibility of an informed Executive Committee to address.

David

Starting in '14, as contracts for the (part time) UBF technical staff have come up during their normal review process, a new clause is being inserted:

#2: "The Contractor shall report to [Chair of IT Committee] or such other individual(s) as may be designated by the Corporation."

This calls for a significant shift in authority. Heretofore, all tech support went thru the Administrative Director and not thru the revolving doors of a committee. In past administrations, such significant change in policy would have been reviewed by the EC.

'12 AUG

From: Emilio Coppola **Sent:** August 12, 2014
To: Kantor; Goodman; Waitts; Barnes; Green; Hinshaw; Orjala **Cc:** Paula Thompson; Lila Dogim; EC
Subject: [ec] Please Note FEF Reporting Requirement Change for Vendors and Contractors for Invoices to The Urantia Book Fellowship **Importance:** High

Dear Urantia Book Fellowship Vendor/Contractor;

In an effort to increase transparency and to gain a better more complete understanding on where The Urantia Book Fellowship is focusing its resources we are respectfully requesting our vendors to comply with our new payment policy. It should be made very clear that The Urantia Book Fellowship fully values its Vendors/Contractors; and it fully trust its Vendors/Contractors in providing extraordinary value to The Urantia Book Fellowship. We simply need more information from each of you in your invoices for payment that will allow us to track and approve expenses more accurately and efficiently.

So what does the above all mean? Well starting with your next invoice to The Urantia Book Fellowship you will need to fill out the attached spreadsheet with your request for payment in order to receive payment promptly. **No Vendor/Contractor will be paid until they have submitted the attached spreadsheet with their invoice.**

Each task that you perform is to be logged for each day with the appropriate IT Task List ID (see spreadsheet; there is a tab with the IT Task List Priorities and a Tab for Your Billable Hours). **If what you are doing is not on the IT Priority Task List then you will not be paid for that activity as it is not authorized.** Your task you are performing must be tied back to the IT Priority Task List in order to be Automatically Authorized by The Urantia Book Fellowship to be paid for. If you have something that you feel is part of your typical work that does not correspond to an item on the IT Task List then give me a call and let's discuss your particular case.

Thanking you all in advance for your time and help in this matter of more detailed invoice reporting. Again, please feel free to call me directly or email me at Treasurer@UrantiaBook.org with any questions or issues you may have.

The attached spreadsheet referred listed 72 line items for review:

you will need to fill out the attached spreadsheet with your request for payment in order to receive payment promptly. **No Vendor/Contractor will be paid until they have submitted the attached spreadsheet with their invoice.**

This email to the UBF staff precipitates the Petition.

(Side note: Regarding Item 1, see "Aug 22 EC Response to Petitioners")

The requirements of the UBF Treasurer's email of Aug 12, 2014 are hereby suspended.

'14 AUG 15 EC Receives Petition

Dear Executive Committee Members:

We the undersigned contractors, employees, and persons who care deeply about the Fellowship present the following petition for your immediate consideration and action.

1. We respectfully request that you immediately suspend Emilio Coppola's recent mandate regarding requirements for contractors and employees related to record keeping and qualification for payment of invoices until there can be a review of the matter by the Executive Committee with input from each of us and anyone else affected who might want to contribute.

2. We respectfully request that you immediately suspend the work of the Ad Hoc IT committee until there can be a complete review of the matter by the Executive Committee with input from those of us who do the work to keep the Fellowship's web presence moving forward.

Thank you for your consideration.

Alan Goodman	David Kantor	Buck Weiner	Michelle Klimesh
Sage Waitts		John Hay	Robert Burns
Donald Green	Paula Thompson	Andrea Barnes	
Nelida Oliver	Teuvo Orjala	Dolores Nicc	

Note: Emilio in his Email of 8/18/14 (re: Petitioners) "The Ad-Hoc IT Committee was not formed until April-May of 2013 (so the IT Committee structure and involvement is not the cause of FEF's inability to get the website converted to Business Catalyst (BC))."

According to the EC minutes, the new IT Committee was established in FEB of '13.

Converting the website to BC is a separate issue. The IT Committee interference with the work relationship between the Administrative Director, the Web-master and the principle BC designer, causing further work and development on the web-site to come to a virtual halt because the BC designer resigned out of frustration with the new Officers and their handling the project.

'14 AUG.28 EC passes a motion to call a special meeting as requested, and then added:

In the interim, and while this issue is being discussed with and resolved by the EC, all the members of the ad hoc IT Committee agree to continue its work with all members of the committee cooperatively and fully participating in that work.

The petitioning members never agreed to this. The IT Officers are the very source of their grievances. To stop working with them is the point, to continue working with them is contrary to their purpose. The working relationship was exactly what they needed to speak to the EC about.

2. We respectfully request that you immediately suspend the work of the Ad Hoc IT committee until there can be a complete review of the matter by the Executive Committee

When committee members did not show up, the IT Officers noted that this was clear evidence that they were being essentially insubordinate for no discernable reason. They would say that lack of cooperation was jeopardizing the UBF Web-site.

By not allowing the Web-Master to even know about such accusations, let alone allowing them to be addressed, these decisions effectively began poisoning the well of good will within the EC.

Other discussions yield awareness that participation on the Ad Hoc IT Committee was voluntary for some, and a "new" job requirement for others. This reveals a huge change in committee dynamics and understanding how that affected the decision process.

Once reviewed, all the initial concerns about the Web-site, BC in general, later concerns about back-up, including periodic doomsday scenarios, would be shown to be unfounded. There was a plan, with procedures and documentations in place.

'14 NOV 06 Judicial delivers two Opinions to the EC, one on the IT Motions, the other on Strategic Visioning

'14 NOV 13 Judicial Time Line delivered to EC.

'14 NOV 15

The Special Meeting requests by Petition, was convened by the EC under the supervision of a professional mediator

'15 JAN

**EXECUTIVE COMMITTEE REPORT TO GENERAL COUNCIL
REGARDING A PETITION AND A MEDIATION MEETING
January 29, 2015**

On August 15, 2014, the Executive Committee received a petition, a copy of which is available below. Neither the Executive Committee nor the IT Committee had been aware of the issues or concerns raised in the petition prior to the EC's receiving it. Much of the EC's time since then has been spent in attempting to resolve the issues raised by the petitioners. These matters have been discussed at every bi-weekly EC conference call and in numerous emails that have been exchanged over the past five months.

This report begins with a significant factual error: while the EC may have been intentionally been keep in the dark, unaware of the concerns of the petitioners, the President, Secretary & Treasurer were clearly aware of the issues as revealed in this Timeline. The written email record clearly shows they were repeatedly informed from the beginning and given multiple opportunities to alter the course, yet they refused to listen. They knew the issues existed, they apparently chose not to act.

See above emails as early as '12 DEC pg. 7, '13 OCT pg. 14, '14 Mar pg.16-18

END TIMELINE



CONCLUSIONS FOLLOW

CONCLUSIONS

“... Any member of the reporting committee who does not concur has the same right as any other member of the assembly to speak individually in opposition.” RRON

In this instance, not allowing Paula & David their own voice in the EC is crucial, because it unwittingly permitted the assembly to act “without the benefit” of the mature judgment of its Admin Director and Web-Master on matters of import regarding IT and therefore, missed the opportunities to avoid this entire crises.

In 1776 John Hatsell, a famous chief clerk of the House of Commons, wrote, “Motives ought to outweigh objects of form.” The interpretations of the courts make it clear that the intent and overall good faith of the group are more important than the particular detail of procedural used in a given instance. (AIP pg. 10 - American Institute of Parliamentarians)

We can allow “Motives” to outweigh these “particular detail of procedural,” but first we must understand the motives. But what are these motives? To help Admin & Web-Master with their mandated tasks? Or to re-arrange, re-assign, re-author new tasks?

The particular details of procedure in this case begin with rules to protect the minority from the majority. If the devil is in the details, the details are fairly clear; it’s the motives that are not so clear.

Regarding the performance & progress of IT development from ‘11 APR – ‘12 OCT, there appears to be no indication of problems or concerns, no discussions by EC or Council, that would warrant further investigation into how IT was being managed and developed under the direction of Admin & the Web-Master. The Web-site was on schedule and on track in its development. There appears to be no reason to justify interfering with the good work being done.

So what was happening to justify this much disruption?

What was happening to justify shadowing the staff?

What was happening to justify the change in IT operations?

To justify assuming an authority that overrode two unanimous EC motions?

Actions taken by the Officers “are out of order if they conflict with a motion that has been adopted by the society and has been neither rescinded, nor reconsidered and rejected after adoption. Such conflicting motions, if adopted, are null and void, unless adopted by the vote required to rescind or amend the motion previously adopted.” RRON

This is an extremely important rule to understand and more importantly, to reckon the consequences of disregarding it. This rule helps to maintain stability, to counter “revolving door politics”. And even after this error was pointed out, the Officers continued to further disregard the rule, making no effort to comply.

Rules are designed for the protection of the minority and generally need not be strictly enforced when there is no minority to protect. RRON

“Motives ought to outweigh objects of form.” John Hatsell

There was a minority voice, in need of protection, that was ignored. In order to justify the consequences of ignoring the above rule, we still need a full vetting of the motives.

In absence of a compelling motive, the rulings remain straight forward.

- 1 The Actions of the IT Officers and the Ad Hoc IT Committee are invalidated. RRON §39 p.343.18 Improper Motions: “motions are out of order if they conflict with a motion that has been adopted ...
- 2 The Ad Hoc IT Committee, as appointed by the President is valid, but “without authority” to act in any manner regarding IT operations other than those of research, investigation and the writing of reports. RRON §50 p.490.11 “Thus, if the committee is to do more ... it may be empowered ... only on specific instructions.” And §50 p.495.11-18 “d) Appointment by the chair ... ”
- 3 As granted & last exercised - prior to the election of the current officers, the Executive Director retains authority over IT’s day to day operations and its development until revisited in accordance with RRON § 39. Rescind; Amend.

Additional Recommendations:

- 1 The General Council needs to pass a Resolution establishing clear authority regarding the day to day IT operations and its development.
- 2 The General Council needs to “Task” either the Policy & Procedures Committee or another sub-committee of the EC, with developing “Rules of Procedure of the Executive Committee,” and present them to EC for further revision and approval.

- 3 The General Council needs to answer the question, what is meant by “The President shall be the principle executive officer” as it is used in the UBFCConstitution.

RRON §47 pg..456.22 Administrative duties of the President of a Society. “All of the duties of the presiding officer described above relate to the functioning of presiding over the assembly at its meetings. In addition, in many organized societies, the president has duties as an administrative or executive officer; but these are outside the the scope of parliamentary law, and the president has such authority *only insofar as the bylaws provide for it.*”

The UBFCConstitution and By-laws do not in any manner “provide for” (as RRON recommends) any provisions to define what is meant by the term “Executive Officer.” It’s important to note that in the corporate world, “Executive Officer” carries a very wide range of characteristics, many of which are not in harmony with the purposes of The Fellowship.

Therefore, given that “the assumption of authority not granted” has played a large role in this current crisis, it is my recommendation that the General Council “task” either Judicial or another sub-committee to clarify the meaning of “Executive Officer”, and confirm which members of the Executive Committee are designated to serve as such. Additionally, I recommend that they further clarify in which areas an elected official may serve as “Executive Officer” and in which areas they need to follow group process.

In cases of emergency the President can and may act on The Fellowship’s behalf, seeking guidance and approval after the fact. But until Council enacts proper guidelines and procedures, when acting without the benefit of a vote of the EC, officers should consider self-limiting the use of authority.

My peace I leave with you,

Lenny Cowles



Given insufficient time to properly review & discuss this work by all committee members, additional endorsement is limited to Michelle Klimesh and Merritt Horn.