

District Presidents Association Fall Meeting Notes

Thursday, November 4, 2004 7:15 – 9:00 PM

In Attendance*: Mary Amundsen, PSD, Barbara L. Bates, MBD, Wendy Bell, CBD, Lynda Bluestein, MNYD, Charles Boothby, NED, Carleen Dowell, MSD, Jane Dwinell, NH/VTD, Emily Gage, CMWD, Steve Helle, FD, Myrtle Hepler, TJD, Eric Kluz, BCD, Dave Leonard, MDD, Leslie Pohl-Kosbau, PNWD, Elyse Reznick, JPD, Bonnie Sachs, PCD, Tom Stapleford, PSWD, Joseph Sullivan, SWUUC, Connie Haas Zuber, HD
Also Attending: Harlan Limpert, UUA District Services, Eva Marx, UUA BOT, Bill Sinkford, President UUA

Agenda items	Focus	Comments
Welcome and Opening	DPA President welcomed the members of the DPA and especially the President of the UUA Bill Sinkford to this fall meeting.	We gathered in the living room of Pickett & Eliot Houses following a social ingathering and shared evening meal.
Introductions all Around	Connie Haas Zuber asked that DPs briefly introduce themselves by giving their name, their district's name and location, home congregation and then what they do in the "other" non-UU world.	
Conversation with UUA President Bill Sinkford	<p>Bill Sinkford thanked Connie and the DPA for inviting him to share some time at the opening of our fall meeting. It has, he noted, been a difficult week. He said that he has gotten a lot of positive feedback from around the Association regarding the message he posted on the main page at uua.org "The Destiny of Our Democracy." He also talked about the success of bringing the congregation presidents to GA in Long Beach noting that this will continue for two more years having registration paid, and gradually taper off until congregations pick up this financial support for their own leaders. He also reported that at GA 2006 in St. Louis, for the first time there will be pre-GA days for lay leaders. This, again, is in direct response to the feedback he, Gini and the board received at GA 2004 from the congregation presidents.</p> <p>He also reported on the new songbook that will be coming out later this year with 76 new and "sing-able" songs, notably "Standing on the Side of Love" by Jason Shelton, sung at the seekers service at GA 2004. This is our anthem for support of the right to marry, a UU position that did not fair well in the past election. The key to much of the social justice work we need to do is in interfaith collaboration and working to maintain the coalitions that have been built in recent years.</p> <p>Rev. Sinkford also commented on the need for a clearer mission/vision for the UUA and his vision that we actually accomplish growth – 5% growth per year by the time he leaves office. He announced that he was planning to seek a second term to continue work on that goal.</p> <p>After opening these remarks, those DPs present were invited to ask questions and engage in a conversation about our faith, our association and our shared concerns. Suggestions were offered regarding marketing GA to the Congregation Presidents in our District.</p>	<p>Once again in GA 2005 the registration fees for Congregation Presidents will be paid if they come to GA as delegates.</p> <p>At GA in St. Louis in 2006 there will be pre-GA day and a half for lay leadership training.</p>

*Late arrivals included Lawrence Anderson-Huang (OMD) and Ellen Asprooth (SLD)

District Presidents Association Fall Meeting Notes

Friday, November 5, 2004 8:45 AM – 5:45 PM

In Attendance: Mary Amundsen, PSD, Lawrence Anderson-Huang, OMD, Ellen Asprooth, SLD, Barbara L. Bates, MBD, Wendy Bell, CBD, Lynda Bluestein, MNYD, Charles Boothby, NED, Carleen Dowell, MSD, Jane Dwinell, NH/VTD, Emily Gage, CMWD, Steve Helle, FD, Myrtle Hepler, TJD, Eric Kluz, BCD, Dave Leonard, MDD, Harlan Limpert, UUA Staff, Eva Marx, UUA BOT, Leslie Pohl-Kosbau, PNWD, Elyse Reznick, JPD, Bonnie Sachs, PCD, Tom Stapleford, PSWD, Joseph Sullivan, SWUUC, Connie Haas Zuber, HD

Also Attending: Harlan Limpert, UUA District Services, Eva Marx, UUA BOT, Kay Montgomery, Vice President UUA

Agenda Item	Discussion	Comments/Action
Opening Worship	Lynda Bluestein served as worship leader. Opening and closing hymns, chalice lighting, responsive reading and a reading of "The City of Everywhere" from <i>The Growing Edge</i> by Howard Thurman were included in the service. Joe Sullivan and Tom Stapleford assisted in this opening worship.	
Assessing Ourselves	The meeting was called to order by DPA President Connie Haas Zuber at 9:00 AM. She reviewed the agenda she had planned for the day and dispensed with some housekeeping items. She asked for suggestions for topics (in addition to what she proposed and was on the agenda) for the "Among Ourselves" discussions planned for the late afternoon time slot. Suggestions included: Delivery of Services in Networks/Clusters; Chalice Lighters and other District Funding; Boundaries – Board/Staff; and DE Evaluations. Electronic Keypads were then distributed to each DP and Harlan Limpert conducted the rest of the session. Forced choice questions about ourselves were displayed on the screen and results of a voting process were immediately shown.	Connie to provide the DPA with the questions and the results from this exercise. Thanks noted to Lynda B. for preparing the DPA Handbook binders for each DP – must make sure it is passed on to new DPs when elected.
Break		
Conversation with UUA Executive Vice President Kay Montgomery	<p>Executive VP of the UUA, Kathleen Montgomery, joined the DPs for a conversation about what is happening in the Association. She thanked Connie and the DPA for inviting her to speak noting that in the past HQ staff tried to get on the DPA fall meeting agenda which often ended up being a succession of talking heads. Did the DPA meet in Boston to learn more about the work of the Association or to "get marching orders?" was the feeling of some DPs.</p> <p>She was asked to expand on the comment made by Bill Sinkford the previous evening regarding the lack of a mission statement for the UUA Board. She noted that the staff has a mission statement but that the language of our "Purposes" is insufficient to the task of motivating us as UUs or even to use to test our priorities decisions against.</p> <p>Kay had brought with her several Beacon Press and Skinner House Books for show and tell. She noted that Beacon is thriving these days.</p> <p>Other news of the Association items touched on included:</p> <ul style="list-style-type: none"> • Kansas City marketing materials being worked into various congregations across the country; • New RE curricula for all ages will be available FREE on the web – a radical new approach • Singing the Living Tradition published in 1993 now needs an update. The UUMN leading the development of a songbook of 76 hymns to be available in the summer of 2005 • The staff reorganization of 2 years ago has successfully addressed the staff isolation. Staff now working more collaboratively than ever before; • Marketing consultant Valerie Holton has been working with the SWUUC staff and lay leaders on 	<p>Recommended new Beacon/Skinner Books included: <i>This Day in UU History</i> (Schulman); <i>Everyone A Butterfly</i> (Hammer); <i>Full Circle</i> (Erslev); and Mary Oliver's two new books of poetry, <i>Why I Wake Early</i> and <i>Blue Iris</i>.</p>

	<p>readiness for PR Campaign in Houston cluster of 8 congregations</p> <ul style="list-style-type: none"> • In response to a question about Policy Governance Kay commented that the UUA Board has struggled mightily with PG decision making. Although many district boards have moved in that direction, the governance structure of the UUA does not lend itself easily to PG orthodoxy. The President is elected and does not report to the Board. However, the principles of PG have wormed their way into the way the board works. • Growth and health in congregations is the center of what the UUA staff is about. Spreading the voice of liberal religion clearly not as easy as we might hope it is. 4 presidents Kay has worked with felt that they had the key to unlocking growth. Bill has called for 5% growth per year by the time he leaves office. • Kay announced the hiring of Mark Steinwinter as Director of Information Technology Services. • Responding to a question she commented that the change in the Working Groups of the board around mission instead of staff groups has resulted in more authentic policy making. • When asked about the likely reception of a reintroduction of a Bylaws Amendment to allow DPs a vote at General Assembly, Kay responded that if raised it would likely go through. • She also commented on the marked improvement in the relationship between the DPA and staff at the UUA and also the amazing collaboration and mutual support that is now central to the relationship between the UUSC and the UUA which she credited to the listening and reaching out style of Charlie Clements. • On Affiliate Organization – Kay noted that their status, definition and role within the Association is very much something that the UUA Board is struggling with at this time. • On a question regarding congregational fundraising and district fundraising Kay lifted up questions being addressed by the Board: what should the relationship be between the districts and the UUA on fundraising? What do we expect our districts to be? Should they all have the same resources? She added that districts need to be more assertive in getting help and also re-examine what congregations want and need and figure out how to make that happen. Some ideas included: <ul style="list-style-type: none"> a. More training for staff b. Break down geographic barriers of districts c. Bring in extra outside people <p>She concluded her remarks to the DPA by commenting on the initiative to bring congregation presidents to GA – that their presence was an inspiration and that it was contagious.</p>	<p>msteinwinter@uua.org</p> <p>If DPA reintroduces proposed Bylaws Amendment giving DPs a vote at General Assembly it would likely go through this time.</p>
<p>Annual Program Fund Report</p>	<p>Dave Leonard, DPA Liaison to the APF Continental Committee distributed copies of his report from the Fall 2004 APF Executive Committee Meeting. Included in the packet of materials were copies of the APF District Chair job description and touched on some key points for DPs to consider:</p> <ul style="list-style-type: none"> • UU professional religious leaders have the potential to help build stewardship values within the congregations; • The language of stewardship (right relations, culture of generosity, behaving in covenant) should supplant the use of “dues” when we talk about APF. Need to get away from the consumer mentality of “what do I get for my ‘dues’?” • Over \$186,000 was left on the table because APF Fair Share was not reached by congregations • The mission of the APF Committee is “Mission, Vision, Ministry. 	<p>Each DP received a packet of information from the recent APF Executive Committee Meeting that included our Liaison’s report, a job description for APF District Chairs, District Reports (as available by district), and the APF 2004 Annual Report Summary.</p>
<p>Evaluation of GA</p>	<p>DPA Meeting on Thursday covered some of the review of the Summit. Connie reported that she had</p>	<p>The DPA president was asked</p>

<p>2004</p>	<p>received feedback that it seemed unfocused from the Board and the Our Congregations Working Group and that if we organize another Summit next year should talk about culture change – maybe a panel discussion. She also commented that the Summit 2004 appeared to be overly ambitious. The DPA needs to look at what it is trying to accomplish.</p> <p>RE: Congregation Presidents at GA some comments on the success of the event were balanced by recommendations that the pre-GA opening reception be reassessed. It was very crowded and Bill was not there at the opening. Also, Congregation Presidents need to get their CP Ribbons for nametags at District Ingatherings and be recognized there.</p>	<p>to organize a Summit by Bill S and the DPA voted to take this on at last year’s fall meeting.</p> <p>DPA need to order a minimum of 1,000 Congregation Presidents Ribbons to be used in the next few years.</p>
<p>Lunch The Lunch Break was extended to allow time for DPs to visit the UUA Bookstore.</p>		
<p>Transformational Leadership Resources</p>	<p>Once again Harlan Limpert led the group in an exercise of “voting” using the electronic keypads on a series of questions based on Roy Oswald and Claire Burkat’s book, <i>Transformational Regional Bodies</i>. Following the computer voting the DPA discussed the ways in which districts develop capacity extenders or volunteer consulting teams to take on congregational work in: conflict, ministerial transitions, canvass and capital campaigns, retreats and strategic plans, general congregational consulting and growth. Kick off the training of consultants that will promote intra group sharing. Noted that in some districts the DE trains the volunteer consultants. Question of how to recruit volunteers to serve on consulting teams elicited the following suggestions/comments:</p> <ul style="list-style-type: none"> • Open recruitment throughout the district – at Annual Meeting/Conference • Ask ministers/lay leaders for suggestions • Need to develop a process for screening those who volunteer to serve • Establish a volunteer recruitment committee • PSD has a 1 page survey • MBD and MNY Districts have used Jean Morris Trumbauer, author of <i>Sharing the Ministry and Created and Called</i> to speak. • SWUUC with 72 congregations has staff costs running at 60% and buildings at 25% -- there is a need for strong leaders – especially religious leaders. Do our UU seminaries produce such leaders (ref. to Page 6 of handout #8 “Challenging the denominational seminary.” There is the need for our UU MFC to promote continuing professional development with a lens of growth in congregations in mind. • Suggestion: ask your district’s UUMA chapter if you (DP) can meet with them/speak and begin a shared dialogue on growth and health in congregations and skills needed for that. 	<p>DPs to pool and then share resources, i.e. come up with a list of trainers who have done a great job in districts</p> <p>Note: Jean Trumbauer is a Roman Catholic and a consultant with the Alban Institute who has worked with a number of UUA districts. Her book, "Sharing the Ministry," is used in UUA training and provides inspiring guidance for managing volunteers. Trumbauer's new book is "Created and Called: Discovering Our Gifts for Abundant Living," focuses on her shared ministry approach which stresses the discovery of gifts.</p>
<p>Report from UUA Board of Trustees Liaison to the DPA: Eva Marx</p>	<p>Eva began her report with a description of the UUA Board (e.g. 24 members – 20 from districts and 4 at-large elected by delegates at GA) – and its 4 Working Groups: Our Congregation, Our Association, Living Our Faith and Growth. There are also numerous committees. The Board meets 4 times a year: October, January, April and at GA. It has a complex governance structure unlike our districts in that the CEO does not report to the board. The board’s Working Groups typically meet all day on Friday and then have a Deep Chair or Big Chunk conversation in the evening. The AR/AO Training at the October 5-day meeting brought out Systems Theory and the fact that the board itself does not have a mission or a clear picture of what it is going to do. Eva is also a liaison to the Socially Responsible Investing Committee. The Board is looking at the Social Witness Process which is spelled out very clearly and in great detail in the bylaws. Change will need to be very careful. Meeting with Youth in the Association is planned – a Common Grounds III at GA in St. Louis. Issues now are Youth Empowerment v. Youth Entitlement. Youth want complete consensus (unanimity) which is why Common Grounds III has not yet happened.</p>	<p>To view board organization go to: http://www.uua.org/administration/committees.html#working</p> <p>Notes on In past years’ Big Chunk conversations on the Role of the Moderator, Right Relationship and Whose GA is it? are available for DPs to read. Contact Lynda B for copies.</p>

	Q regarding Mind the Gap: More than a million dollars was raised. Many new campus ministries have begun currently about 150 as opposed to the 70 before Mind the Gap in 2002.	Handout: UUA Board's Process Observation Guidelines.
Break		
Co-Evaluation of Field Staff	<p>Harlan Limpert reported that he is available this weekend for one-on-one meeting with individual DPs. A schedule will be circulated for sign ups at this evening's meeting. Then he introduced the challenge of today: getting Staff and DPs to work closely together to:</p> <ol style="list-style-type: none"> 1. Create a process for crafting goals for field staff 2. Write meaningful assessments 3. Work on the inequity of Salary and Benefits 4. Fill positions in districts as openings occur <p>Use term "assessment" instead of "evaluation. In the "old" days evaluations happened at 6 months, three years and 7 years. Now every year – as field staff are not 'guaranteed employment' nor are they forced to leave a district position after a prescribed period of time.</p> <p>Goals 1) to involve staff, district board and the Director of District Services (DDS) in mutual goal setting; 2) create clear expectations of the board's role and staff person's role in the ministry of the district; 3) link assessments to progress toward goals; 4) create flexibility for unique needs in each district.</p> <p>A nine step process was reviewed with the DPs beginning in April timeframe with both District and UUA reviewing vision, mission and priorities and proceeding through having staff draft objectives, the DP and DDS reviewing and responding to draft to acceptance, monitoring, self assessment, DP and DDS assessment, DP presenting assessment to staff person and then beginning the cycle anew with the next year's goals and objectives being created by staff person.</p> <p>Three principles in this process: 1) no surprises – staff person should be getting ongoing feedback; 2) process is a mutual one; 3) legitimate adjustments are a-okay.</p>	Proposed Process Handout not yet approved for sharing beyond the DPA. District Staff will get this information at the BCM in December.
Among Ourselves Conversations	<p>Four topics were selected for small group work:</p> <ol style="list-style-type: none"> 1. Envisioning District Service Delivery for the Future We Desire 2. Involving Ministers and Professional Staff in Growth and Organizational Development issues on the congregational and district level 3. Role of the District Board in Fundraising 4. DPA Orientation needs/design 	
Closing Worship	A reading by Charlie Boothby closed the meeting.	Small groups returned to P&E to work on their small group topics before dinner.

Friday Evening November 5, 2004
District to District Sharing 7:30 – 9:00 PM

Resource Sharing	Gathered in the Living Room at P&E DPs were asked what issues they needed help. These were written on newsprint. DPs who have resources to offer were asked to go to these newsprint pages and write their name/district if they have the needed resources. Then began the circle of district to district sharing.
Connie Haas-Zuber HD	District has had financial problems and a difficult evaluation process. As a PG board it uses Listserv for communication – actually scared off one new board member who resigned before the retreat. A challenging year.
Steve Helle, FD	Demise of the 8 year rule has really helped the Florida District in that Mary Higgins (DE) has decided to stay on. The Hurricanes have been a huge issue in the district. Steve thanked everyone, individuals, congregations and districts who offered help and support. \$80,000 was sent to help congregations and families in the FD. Mary Higgins organized relief and care efforts.
Charlie Boothby NED	NED has initiated 2 new conferences at Ferry Beach 1) GA Away From GA and 2) Small is Beautiful in August. Both were very well received and well attended. NED received a lot of support from the UUA to simulcast GA events at Ferry Beach.
Dave Leonard, MDD	New things: 9 new congregations in the district since 1993. Consultants for smaller congregations – soon to add for mid-size and larger congregations. MDD was reorganized into 6 service councils, committees consolidated each doing its own thing (RE, Justice, etc) now working in 10 clusters. There has been a budget crunch but fortunately MDD had some reserves. They cut the # of board meetings from 3 to 2 to save \$. Now have a 7 member board.
Lawrence A-Huang OMD	The district wanted to fund outside of the operating budget into endowment/investment portfolio. Raised dues which resulted in more money but not in greater participation in APF. Beginning to lose focus because there is a dearth of leadership from the board. Initiated outreach to congregational boards in the district. Need to be talking more about stewardship. ACT (Assessing Creative Tension) teams being trained. Small church ministry and growth consultants being trained. Looking for ways to follow up on workshops.
Joe Sullivan SWD	Lots of change in the SWUUC. Ministry turnover – a dozen – and small congregations looking for creative ways to get part time professional ministry. Also, 5 new building projects. Delaney Hall at Emerson Unitarian Church in Houston is about to earn the coveted LEED Certification, for Leadership in Energy Efficiency & Environmental Design and has been named the “Best Green Building” in Houston. There is a lot of growth in the largest churches. Tulsa just celebrated a \$1 million canvass. The Pathways fast start in Fort Worth had its first service in May with about 150 attending. They have 9 acres of land and a full staff. The media campaign in Houston is being supported by marketing consultant Valerie Holton and will kick off in January and run through April. Materials will be displayed in the Rice Room at P&E. “Imagine a Religion” is the theme.
Lynda Bluestein MNY	MNY District congregations in Manhattan very busy during the RNC in August, providing a resting place, worship place and hospitality for 10s of thousands of visitors to NYC during the convention. The Fall and Spring Presidents Roundtables continue to grow in # of participants and # of congregations represented. Always have a companion program (e.g. for Canvass, or Finance or Membership Chairs). Had our first Growth Conclave in March well attended and will be repeated. Forrest Church as keynoter. Robert Latham also conducted a very successful and well attended workshop on Committees on Ministry. MNY experienced a board crisis and called in a Healthy Congregations Consultant from the ELCA NY Synod for an intervention.
Jane Dwinell NHVT	The VT/NH board a real challenge. Jane will not be running for a 2 nd term – thinks it’s a bad idea to try to be a DP and field staff at the same time. A Joint Task force with the NE District is exploring the NHVT-NE merger. Will begin in 2006 sharing services with a merger expected in 2008. There is a financial incentive for VT which pays 75% of the cost for its staff. There is an active consultant program – all busy. 6 trained last year in topics like vision and conflict. Plan to repeat “Small is Beautiful” conference in August. Anyone can subscribe to “Small Talk” Jane’s online chat list for small congregations. Jane will have a booth for small congregations at GA in Ft. Worth.
Tom Stapleford PSWD	PSWD has had a Policy Governance board for the past 3-4 years. Now wrestling with linking with owners. Active in So. Cal

	in starting President's Roundtables as a spin-off of the President's Council. There is on in Orange County, CA involving ministers and lay leaders who meet 4 times per year and talk about what they want to do. Northern LA will soon have such a group and then San Diego. It is an opportunity for ministers and lay leaders to get together and build strength in clusters. Groups decide themselves what they want to do. There will be a marketing campaign in San Diego beginning in the spring and to go on for several years. Valerie Holton of the UUA also involved with this effort.
Elyse Reznick JPD	JPD has also had Policy Governance in place for the past 3-4 years and the board is still tweaking its ends policies. Marge Keip will be coming to JPD next month to help. 2 metro growth strategies, one in the Philadelphia/Wilmington area and one in the Washington, DC area are in the planning. Possibly will start a new congregation in Philadelphia area. JPD employs Bob Johnson as Growth Consultant. The board is still working on starting a district endowment and plans to hire a ¼ time development person.
Bonnie Sachs PCD	There has been a change in personnel and the district is now in search for a Program Consultant. In the second year with the DE. Plan to add a "growth component" to the job description of the PCRE. The 1 st congregational presidents' forum will take place in January. There is a move to change from being a San Francisco Bay area centric district to becoming just district centric. Congregations are excited about connections made at GA. PCD is involved in the UU Legislative Ministry with the PSWD. They have an office in Sacramento – not a district sponsored effort but definitely district supported. Hope to link PCD and PSWD in more efforts. It was exciting to introduce the new UU congregation in Petaluma at GA. Bill S joined the District Board for a Big Chunk conversation.
Mary Amundsen PSD	Board and Program Council had a joint retreat in August. Vision of letters/testimonials. Electronic communications a priority, looking at website, etc. Potential for growth in Minneapolis and St. Paul. District starting an endowment. Have a "Friends" effort which gets about \$20,000 each year to fund initiatives not in the budget.
Carleen Dowell MSD	Communications the big priority. Looking to revamp the website and to offer free services to congregations interested in website development. Last year the board did the mission/vision work, this year looking to do structural reorganization. Added an educational component to each board meeting. ¼ time sharing of a Program Consultant with FD and TJD, Laurel Amabile. PT paid bookkeeper added to district staff and the first ever professional minister in Mississippi.
Ellen Asprooth SLD	Had a new start in Saranac Lake, NY. New congregations' task force committee identified 3 areas where new congregations could be planted. There is a task force on growth. Social responsibility removed from the purview of the district, now revisiting that and looking for ways to do social justice. A Task force plans to take the report to every single congregation. The district's planning committee is looking into getting a program consultant. Strategic planning process was successful in the district because it was taken to each congregation. The DE is working on 3 congregations for redevelopment – 2 have been successes, 1 dropped out. Want to increase the # of Chalice Lighters. Ministers doing pulpit exchanged offering up their "best sermon on UUism". Board working on communication. Shared a meeting on growth with the Metro NY District and the New York State Convention of Universalists.
Myrtle Hepler TJD	Lots of transitions. The 3 largest congregations having ministry transitions. The district administrator who was also responsible for the website resigned and the DE is going on sabbatical. Identity task force is looking at "who we want to be" rather than just a name change for the district. Working on a strategic plan and trying to go to a council structure. District board has been flirting with Policy Governance – still flirting. Trying to move away from "them v. us" mentality.
Emily Gage CMWD-	Co-CEO team is working under Policy governance, adding growth to their portfolio. The team, Dory and Angela, are working well together. Board feels DEs are very underpaid. CMWD had its first District Assembly at a hotel this year – like a mini-GA. People brought resolutions to vote on. 1 resolution was sent to the UUA board asking for the board to respond to a charge that it is not addressing growth meaningfully. This resolution can be accessed online at uua.org on the Board and Moderator pages under "the October 2004 Board Agenda and Packet. The district created a Power Point CD on the district available to congregations. Had Gini Courter speak on Stewardship at the District Assembly.
Wendy Bell CBD	While the CBD is not geographically challenged it is a merged district (Central Mass and Connecticut Valley). It has 63 congregations that 1 staff person is trying to serve. The "Pastoral DE" left at the time of the merger but the district retains

	the ghost of pre-merger mentality. Fortunately that is vanishing. CBD will probably not adopt Policy governance but is become less of a micro managing board. Reinstated Chalice Lighters. Will be getting a Program Consultant in July. Want to disband the endowment committee and shift money to the UUA's Socially Responsible Investing funds. CBD had a program for mid-sized congregations with Alice Mann. The challenge in CBD is to start seeing itself as a bigger district and to start acting like a bigger district. Focusing on programs for leaders. Recently had the largest ever Fall Meeting – Holly Near as the keynoter.
Barbara Bates MBD	Dysfunctional board for the past 2 years. DE had been in the district for 18 years has now left and MBD has Anne Heller from the PNWD. Exploring Policy Governance in a day long program with Margaret Keip. The first audit is planned. Will be going to a program budget next year and raising dues. Had the first congregational presidents meeting. Put together a Board Book and Orientation. Very successful conferences on Systems Theory and Healthy Congregations. Ministers/Lay Leader teams from 16 congregations participated. Mike Durall coming for a workshop.
Eric Kluz BCD	BCD has a good board and very energetic DE. Growth and vitality and communications are the focus of the board and DE. Communications are being cluster-driven. 2 Board Members are assigned per cluster. They call a meeting of presidents in the cluster for the purpose of information sharing. There is a paid consultant corps that is working well. Communications leadership academy not paid. The district was deeded 12 acres of land in Cedar Hill – a very under utilized resourced. Need to revision use for this property. The district had an offer to buy Cedar hill from someone who does not want to redevelop it and will allow the district to use it for \$1 a year. BCD promoting Chalice Lighters. The Fall Conference featured Gini Courter on Stewardship. At the Presidents Council, those CPs who attended GA presented to the whole group.
	Trying policy governance. DE set up good institutional programming. DE team leader for program consultants. Will do a cross-border (with Canadian congregations) annual meeting this spring.
Leslie Pohl-Kosbau PNWD	9000 members and 60 congregations - -the two newest in Alaska and Oregon. Big time change in the district. Currently Leslie is the provisional DP to be confirmed soon. Had a cross border conference the Fall Cascadia with Phillip Hewitt from Vancouver. Lots of new ministers in the district. Of course Anne Heller left to go to Mass Bay. The new DE in PSWD went to Atlanta for Carver Training and is looking to learn how to live PG. There will be a contested UUA Trustee election this year. Want to work with California districts on the Legislative Ministries. New idea: Chalices Lighter who give at least \$100 to the call for Fairbanks can visit Fairbanks and stay with members there.

District Presidents Association Summary Minutes

Saturday, November 6, 2004

Agenda item	Discussion Points Raised	Action/Comments
Opening Worship	Barbara Bates and Mary Amundsen were the worship leaders. Barbara led a unison reading of a Metta Meditation, and Mary read a poem by Mary Oliver.	
President's Report	<p>Connie Haas Zuber gave her report to the DPA. In it she highlighted the following:</p> <ol style="list-style-type: none"> 1. Work on the Legacy Financial Arrangements [Agreements] task force that is looking beyond tweaking the funding formula for district services. 2. Summit feedback from the Our Congregations Working Group: great value from last year – needs more focus. Possibly a “culture change” panel discussion. 3. Report on the pre-GA lay leadership training day and a half planned for Congregational Presidents in St. Louis 2006 4. District Leaders Listserv 	The President's Report was received by the DPA and Connie was thanked for all of her work on behalf of our group.
Director of District Services Report	<p>Harlan Limpert posed the question, “how will field staff assessments work in Policy Governance Districts?” At noon today he will meet with PG districts to delve into this topic.</p> <ol style="list-style-type: none"> 1. Update on Growth Team – “the growth team requests your help” e-mail was sent to all field staff and later forwarded to district presidents and UUA trustees. The GT is looking for breakthrough congregations – those that are doing things (a number of things) right. This is not a contest for “the best congregation in the district” but rather the search for congregations that can provide insight, best practices, experience of success in growth/sustained growth among other things. The mentality on the GT is to shift the focus back to the congregations. Do they handle conflict well? Are they Fair Share? Are they the “appropriate” size? Check out the TJD website to see how congregations are celebrated. 2. Compensation of Staff – most people report not being satisfied with their compensation. If you do a general opinion survey, 60% will typically report being unhappy with their pay. (Several DPs responded in the affirmative when asked if they were concerned with the pay for their staff.) Harlan reported that he is asking for an increase in compensation for field staff in the fist draft of the budget for next year. A lively discussion ensued. Issues of justice (one part of the UUA is issuing fair compensation guidelines for congregations that it is not living up to in its own practice); the problem of increasing compensation given the often lopsided cost sharing agreements with districts; the fact that some districts “fix” low compensation by offering salary supplements. 	<p>DPs were provided with a copy of the e-mail subject line: “Growth Team Request For Help”</p> <p>During the discussion of fair compensation for staff, DPs agreed that the DPA should prepare and send a resolution on Fair Compensation for District Field Staff to the UUA Board. Bonnie Sachs agreed to wordsmith the sense of the group and introduce for approval during Business Mtg.</p>
Break		
Business Meeting	<ol style="list-style-type: none"> 1. Attendance: All 20 UUA districts are represented by their president at this meeting. 2. Call for approval of the minutes from June 24, 2004 Meeting 3. Treasurer's Report: Steve Helle A written Treasurer's Report was distributed. He noted that it took until October 2004 to transition the treasurer's records and the checkbook to him from the immediate past 	Minutes from the June Meeting were approved. Copies of written Treasurer's report were distributed.

	<p>treasurer of the DPA; therefore statements were not mailed to districts until the past two weeks. Steve recommends that the DPA seek more stability/consistency in treasurers and that the Nominating Committee look for candidates who plan to be DPs for two or more years to do this job.</p> <p>The report also contained spreadsheets on a couple of scenarios regarding how the DPA's financial situation. Clearly, if spending in future years were maintained at the levels experienced in 2003-2004 the DPA would be deeply in debt in another year or so.</p> <p>Discussion: Last year's Executive Committee recommended and the full DPA voted at the November meeting to intentionally spend down a rather large reserve that had built up over a number of years. In specific, the vote to pay for last year's Leadership Summit was justified because of the large reserve the DPA had going into this fiscal year (\$10,298.20) The DPA Expense Policy Guidelines (first adopted June 1997) and the DPA Policies and Operating Guidelines (Adopted June 19, 1997 and revised November 2001) do not provide for payment of any program expenses – only travel. "Expenditure creep" has occurred largely because of a large reserve fund, but the DPA as a subsidiary association under the UUA's 501.C.3 umbrella, is not authorized to pay for things like the Summit out of Travel Equalization fees.</p> <p>Motion: Helle "To change the language on page 7 #4 last sentence under Tab 3 Policies and Operating Guidelines to read: The DPA may also authorize payment for travel expenses for taskforces, special workshops and other events."</p> <p>Nominating Committee Report: Emily Gage reported that the Nominating Committee has identified candidates for all offices except for the DPA's Liaison to the APF Continental Committee. She noted that it would be desirable but not necessary for candidates for the APF Liaison to be able to commit for more than 1 year.</p>	<p>M: Helle S: Hepler Vote: unanimous</p>
Lunch Break		
Business Meeting Continued	<p>Affirming the DPA Covenant: Connie Haas Zuber led the DPA in a unison reading of the DPA covenant adopted at the June 2004 meeting. A suggestion was made to make two changes – no opposition.</p> <p>Reports from the Among Ourselves Discussion Groups: Copies of the four Breakout Groups' reports were distributed.</p> <p>I. Envisioning District Service Delivery for the Future We Desire: Joe Sullivan reporting</p> <p>This breakout group reviewed the history of efforts to define district service delivery and ended up with basic questions regarding the role of districts in our Association of congregations. They recommended that the seven questions at the end of their report be put into an appropriate form and submitted to the UUA Board of Trustees via our UUA Board Liaison and DPA President asking for clarification from the board. The seven questions generated a great deal of discussion which was stopped in the interest of hearing from the other groups.</p> <p>II. Involving Ministers and Professional Staff in Growth and Organizational Development Issues on the congregational and District Level: Elyse Reznick reporting. This breakout group had explored the many conflicting expectations of congregations and ministers regarding growth and the lack of good and consistent communication channels between ministers/UUMA chapters and lay leaders/district</p>	<p>Handouts: reports from 4 Among Ourselves Breakout groups</p> <p>More work needs to be done on the report of this group so that clarifying questions can be addressed to the UUA BOT.</p> <p>Need to revisit the question of bring MFC process in alignment with UUA growth priorities.</p>

	<p>structures and finally the association with the MFC process. Their recommendation was that the DPA again address the UUA BOT with the request that a growth lens be included in the work of the MFC. There was a discussion referring back to the <i>Transformational Regional Bodies</i> document Page 6 “Challenging the denominational seminary to become relevant to the changing needs of both clergy and congregations.”</p> <p>III. Role of the District Board in Funding and Fundraising: Ellen Asprooth reporting This breakout group engaged in more of a sharing than a policy making conversation and the ideas generated and reported here do not reflect a deep discussion. The ideas that came out of this group will be added to our DPA Handbook Tab 1 page 11 at the bottom.</p> <p>IV. DPA Orientation Needs, Design: Carleen Dowell Reporting This group of two wrote up an orientation plan for new members of the DPA building on policies in the Policies and Operating Guidelines. The DPA voted to adopt the report as written and add it as a separate policy section to the DPA Policies and Operating Guidelines in Tab 3.</p> <p>DPA Listserv: Connie reported that John Czachurski, former DP from MSD, is still the moderator of our listserv and has requested to be relieved of this position. Lawrence Anderson-Huang and Ellen Asprooth volunteered to assume responsibilities as co-moderators of the DPA listerv.</p> <p>Wrap-Up Item on Fair Compensation Motion: Bonnie Sachs reworked the motion to read as follows: “Moved that the DPA state its support for fair, just and appropriate compensation for UUA District Field Staff, and its willingness to assist with the process of developing Fair Compensation Guidelines for District Field Staff.”</p> <p>Recess Business Meeting</p>	<p>Lynda Bluestein to add the ideas from the Funding breakout group to the DPA Handout as requested.</p> <p>Lynda Bluestein to amend the DPA Policies to include the orientation process.</p> <p>Lawrence Anderson-Huang and Ellen Asprooth to contact the UUA webmaster to transfer authorities for the dpaweb. listproc@uua.org</p> <p>M: Sachs S: Boothby Vote: Unanimous</p>
<p>Conversation with UUA Moderator Gini Courter</p>	<p>UUA Moderator Gini Courter reminded everyone that the DPA was the first groups she appeared before after being elected Moderator at the October 2003 UUA Board Meeting. She began her remarks with a reading from George David Miller, then a history lesson quoting Jenkin Lloyd Jones, missionary and secretary of the Western Unitarian Conference (b 1843/d 1918) who remarked, “<i>A speech is a solemn responsibility. The man who makes a bad thirty-minute speech to two hundred people wastes only a half hour of his own time. But he wastes one hundred hours of the audience's time - more than four days - which should be a hanging offense.</i>”</p> <p>The UUA Board is focused on its work: Mission, Vision, Ministry. Having the congregation presidents at GA was a great thing to do because it provided us with the framework for our own polity – there is nothing ‘separate’ called the UUA. It is ‘we’ the congregations in association with one another who are the UUA. When the congregation presidents at GA in Long Beach were asked how many were connected to other congregations, a few hands were raised. When asked how many were connected to district, a bout 20% of hands raised. When asked, “How many of you are alone?” nearly all the hands were raised.</p> <p>From T.S. Eliot Choruses from the Rock “Where is the life we have lost in the living? Where is the wisdom we have lost in the knowledge? Where is the knowledge lost in the information?” We UUs have traded our community and support for one another in our rugged individualism and it is time for us to reconnect.</p> <p>1. Reconnect by radically rebuilding the relationship between association leaders and</p>	<p>As leaders our job is to address that alone-ness.</p>

- congregation leaders
- 2. Synchronize by gathering association leaders for common dialogue
- 3. Build capacity in our work – train and empower local leaders
- 4. Focus – Grow Unitarian Universalism – stand on the side of love and work relentlessly for justice.

Changing our Culture

- 1. Enhance Leadership – competence and expectations; authority and accountability; vision and invention
- 2. Embody Hospitality – all are worthy, all are welcome. We must create the beloved community.
- 3. Relentlessly promote that which moves us forward as a community not as individuals or individual congregations or individual districts

How do we envision the district service delivery for the future we desire?

- Can we envision a future where there will be no districts
- We need to radically rebuild relationships – congregations – districts – the association
- A good partnership would be for the UUA to take responsibility for a BIG training every 2 years (the GA pre-GA lay leadership days requested by the congregation presidents) a mini-immersion into leadership. The districts will assume ongoing training and networking and build leadership training opportunities into annual meetings.
- Best practices call for 2 year terms for leaders – anything less than that encourages bad behavior and we should not build a system for bad behavior (ergo the every other year lay leader days at GA)

A question was raised about the earlier breakout group report on the direction of district services and the report of the Task Force on Structure and Services. Gini responded that the UUA BOT received the Report of the TF on S & S but did not act on it because the diversification called for in it would cost more money than the current distribution of district service units. Maybe will pick up on some of the ideas and recommendations contained in this report in 3-4 years. The governance function of districts (e.g. electing UUA Trustees) is coupled with service delivery and there is no energy around changing that at this time.

The immediate role that districts play is in direct service delivery. Bylaws definitions are irrelevant to our larger mission.

Question: Do we have the resources to achieve 5% growth? Accountability needs to be linked to resources and we need to work more on the “we-ness” in our work to grow and radically re-connect with our congregations. A task force is planned that will continue the discussion begun at GA 2004 on getting synchronized around building capacity and service delivery. It was planned for this fall – will probably early next year.

Need to amend the “7 questions” that came out of the vision of service delivery breakout group: Reframe what is being asked of the Board to move a conversation forward that presents our own (DPA’s own) views of our roles in partnership with the UUA. A subgroup of DPs will work on reworking the approach to this positioning, circulate ideas and recommendations to the entire DPA (snail and e-mail) and complete this work in time

Vote: Create a Task force to capture and then rework the Breakout group ideas around the future we envision to help grow our movement.
Members: Lawrence Anderson-Huang, Tom Stapleford, Eric Kluz – convener, Joe Sullivan and Connie Haas Zuber

DPs need to respond quickly to requests of the Task Force.

	<p>to get our issues on the January Board Agenda of the Our Congregations Working Group. Deadline for the Early Packet is December 17.</p> <p>Involving Ministers and Professional Staff in Growth and Organizational Development work: We need to reframe the questions that emerged from the work of this Breakout group</p> <ol style="list-style-type: none"> 1. What is the relationship between the goals of the Association and the training and credentialing of ministers? 2. How are we helping people who want to be in our UU ministry serve the goals of our Association and the needs for redevelopment in our congregations? 3. What are the plans of the MFC to monitor the training for part time ministries? <p>Jane Dwinell agreed to be a consultant to the committee (who is on this?)</p>	
Summit Planning/DPA Workshop Planning	<p>RE: DPA Workshop at GA – the Executive Committee to work out details.</p> <p>RE: Summit 2005 – Gini reported that there is a shortage of suites in Ft. Worth but that she had a very large one she could offer to the DPA since we have no funds for a space/program similar to last year's. A lively discussion of Summit issues ensued. Points raised included: turf issues regarding having DPA own the event; need a program of some sort to make it more than just a social gathering; need to identify sources of funding outside the DPA accounts; need to have a focus/purpose for the Summit to make it worth people's time; would be a shame to bypass this opportunity for synchronization.</p>	<p>Connie Haas Zuber to call the Executive Committee together to plan the DPA Workshop.</p> <p>A Task Force on the Summit will include: Connie, Eric Kluz, Elyse Reznick, Joe Sullivan and Lynda Bluestein.</p>
Meaningful Metrics	<p>In 6 minutes Harlan Limpert described the importance of having district goals be measurable so that staff can indicate steps toward achieving goals. Not just the # of workshops but # of congregations involved # of people involved # of new congregations involved #s in attendance # of visitors in our congregations in a year # of growing congregations in district # of professionally led congregations # of interventions and more. We need to measure a whole series of things across districts.</p>	<p>Handout: very early draft of Measuring Date for Baseline in the JPD</p>
Closing Worship and Adjournment Led by Eric Kluz - singing a hymn and reading a poem.		

Minutes prepared by Lynda Bluestein

Next Meetings: Not discussed, but probably will be the Thursday, June 23, 2005 time slot
 Not set: Summit event -- likely on Wednesday, June 22, 2005

2005 DPA Fall Meeting: Not discussed/no dates set

Accountabilities: Lynda Bluestein to revise pages in the DPA Handbook as noted throughout the meeting; complete and circulate minutes from the fall meeting within 2 weeks.

Connie Haas-Zuber to provide the DPA with the questions/results from the two sessions on Friday using electronic voting process.

Not assigned: a task force to look into reintroducing a bylaw amendment to give DPs a vote at GA

Not assigned: someone to purchase 1,000 "Congregation Presidents" ribbons for GA 2005

Lawrence Anderson-Huang and Ellen Asprooth to contact UUA webmaster to immediately transfer authority to themselves as co-moderators of the DPA Listserv.

Not assigned: compile list of trainers/speakers DPs have used in their districts and recommend

Eva Marx/Connie Haas Zuber to take the "Fair Compensation Motion" to the UUA Board's Our Congregations Working Group

Task Force on The Future of Service Delivery: Lawrence Anderson-Huang, Eric Kluz, convener, Joe Sullivan, Tom Stapleford and Connie Haas-Zuber charged with amending and working on the recommendations from the "Envisioning District Service Delivery for the Future We Desire", circulate them via e-mail to the DPA, and then submit to the Our Congregations Working Group for the January 2005 Board Meeting. Early packet deadline 12/17/04

Not assigned: Leadership and task force members to work on the ministry questions vis-à-vis aligning professional training and credentialing programs with the goals of the association.

Executive Committee: Charged with planning and submission of paperwork for DPA GA Workshop

Task Force for Summit 2005 Planning Committee: Connie Haas Zuber, Eric Kluz, Lynda Bluestein, Elyse Reznick and Joe Sullivan