

**District President's Association
Annual Meeting
November 1-3, 2007
Boston, MA**

District Presidents Present: Charlie Boothby (Northeast), Kathy Bowman (Prairie Star), Jennifer Carver (Florida), Rosemary Donahoe (Ballou Channing), Ernie Hall (St. Lawrence), Myrtle Hepler (Thomas Jefferson), Dick Jacke (Pacific Northwest), Rev. Dr. Nana' Kratochvil (Heartland), John Malluck (Mid-South), Mary Ellen Morgan (Pacific Central), Jerry Muntz (Metro NY), Elyse Reznick (Joseph Priestley), John Sanders (New Hampshire/Vermont), Charlie Scholz (Mountain Dessert), Rev. James Sherblom (Mass Bay), Tom Stapleford (Pacific Southwest), Joe Sullivan (Southwest), Ken Wagner (Clara Barton), Donald Zeilman (Ohio-Meadville).

Absent: Rev. Daniel O'Connell (Central Midwest)

UUA Board Observer: Joan Lund

UUA Staff: Harlan Limpert

Myrtle Hepler: Opening Words

Meeting called to order at 9:00 am, with Myrtle Hepler providing opening words.

Jerry Muntz as Vice President (taking over for President Ken Wagner, whose wife is ill), presented the Living Agenda. Reviewed the history of the DPA and reviewed our mission statement from 1997, which we felt as very passive, then we served as a conduit between the UUA and our Districts. The revised statement in 2001 was much more active. Jerry asked the members who had served more than two years to speak to how our role has changed over the years. Joe Sullivan said that this is his 6th and last year. Over this time including a few years before there has been a significant shift in the DPA meeting agenda from a UUA staff "dog and pony show" of assorted program initiatives to a focus on issues of particular interest to District Presidents that we are uniquely positioned to address or influence. Our role as the DPA has shifted as our agenda has shifted. We are meeting with specific UUA staff and board members because we can make a difference by meeting together. We have a unique role, we own our agenda and we can and do form partnerships with other leadership and affiliated groups within the UUA, (ie. Board of Trustees, APF Committee, District Services, UUMA), to address select issues. We decided many years ago to skip the "issue du jour" approach and not use this meeting just as a district check in, because we can use this to make a significant difference for our districts and the larger Association. Charlie Scholz: in the late 1990's when he was last on the DPA we were beaten up by the UUA staff and told what to think. He felt intimidated at times, in reaction the DPA would say "we can't do that in our District". There was a groundswell of activism after that, and our role has changed considerably. He is quite surprised by energy of today's group, and feels that we are

uniquely positioned to make a difference. Tom Stapleford: He feels that it is extremely useful to meet with our contemporaries and share information. Over time he learned how this weird and very complex organization works. For someone who's been in organizational management, this has been illuminating. We have come into a much greater relevance within our UU communities, having the contacts with other President's has been very valuable to share information. We are here because our folks back home elected us to be here, how do we represent them and work with others. Awareness of what we can do is still growing. Charlie Boothby: What he finds most interesting and helpful is UUA staff have turned around in how they view us. They are out there carrying out what we ask them to do and we need to listen to them more. Nana Kratochvil: We need to take the conversation back further, people in the past were asking what more we could do, it's not the staff's fault, we are just as responsible, the UUA staff wanted us to take a larger role. We are the UUA. Joan Lund: We should always say, "Our UUA" not The UUA. Mary Ellen Morgan: We are the UUA on a local level. John Sanders: How do we fit into the UUA structure? Elyse Reznick: She has tried to figure out the independent affiliate issue. We need a strong affiliation with UUA, and we are part of the Association (the UUA Board decision). Harlan Limpert: the DPA is part of the movement within whole organization, "what is our purpose", it's a wonderful thing to understand this. Elyse Reznick: we wanted to explain this to you new folks so that you could understand how far we've come. Her first experience was with GA summits: which included UUA staff, representatives of UUMA, Field Staff, UUA Board Trustees: they met to brainstorm about Districts in 2003, out of that came Committees and Task Forces (UU University, AR/AO Training, CCF is still on-going), realization that District Presidents are valuable, and it was important that we all get into a room to start the discussion.

Joe Sullivan and Elyse Reznick: For example, a few years ago, we invited the UUMA President to speak with us. As a result they are reviewing their guidelines, and are asking us as stakeholders to share our voice in that task, since we are in partnership and relationship with them. Harlan asked us to help in District equalization, and health care costs equalization was a significant example of that last year. President of DPA serving as a UUA Board observer enormously helpful to the Board and to us (this started about 1999), and the UUA helps subsidize our costs to do that. We have participated in co-employed district staff evaluations. UUA board is looking to DPA for advice on going towards policy governance. The UUA does cooperative work with DPA in District Executive searches. Harlan realized that District salaries were not keeping pace with ministers in same areas, so he worked with the DPA to raise these salaries across the board, and these were significant raises. Harlan's role as the Director of District Services and the role of the DPA was a cooperative decision.

Dick Jacke: the affiliate decision is not listed in the bylaws, we exist because we decide we do. Is this true? Jim Sherblom: it's the best possible reason to exist, we exist because we matter.

Jerry Muntz: now that we've looked back, let's look forward. (Tom, Joe, Elyse, Jerry and Mary Ellen met to outline this last night)

The central question the group formulated for our work this meeting is: “What opportunities for growing our faith and helping (strengthening) our congregations are represented by 20 District Presidents meeting together?”? At this point those attending formed four groups to address that question.

Group Reports:

Jerry Muntz (Convener): Fostering or enhancing UUA identity within congregations and with members. Stewardship-what are you raising money for? Growing our faith-not disconnected. Youth Programming-Helping to establish a life-long UU identity. Leadership-this is critical to survival and growth of our larger faith. By instilling in congregations the importance of candidates taking on leadership roles-helping the larger faith. We are all part of something bigger.

Joe Sullivan (Convener): Establishment of a “Liberal Religious Board Governance Institute” could bring together growing experience and expertise in good governance in our movement to provide board training resources for congregations, districts and our UUA. We can move beyond strict Carver Policy Governance to crafting policy language and governance processes based on our liberal religious values and methods, which could be a gift to the world. . Excellence in ministry -- Quality and quantity of top class ministerial candidates, and the ministerial search and settlement process. Anti Racism/Anti Oppression Programs -- how can we as DPA play a role in achieving the vision? There is some need in some Districts for part-time co-employed staff and part-time ministers-these professionals have expectations of us and look for support from us.

Tom Stapleford (Convener): Identity-who are we? This is a core issue with UUA Board and our congregations. We need to recognize that its “our” District, “our” congregation and “our” denomination. (Which is one of the problems with the Anti Racism/Anti Oppression movement is that it’s “anti”, too negative). Stewardship-equalize staff evaluations across DPA and UUA, which is seen as equitable and fair. Salary policy-opportunity to define DPA and District to define where we are equitable in our resources. Growth-how to prioritize money rolling in for growth-what makes sense, what’s rational? How can District Presidents influence growth in our congregations, can we share money with congregations who want to grow? The Districts can promote youth ministry and young adult ministry. How can we use our influence as opposed to authority to motivate our congregations to be their best selves?

Elyse Reznick (Convener): What we all bring to the table-intellectual capital (Unitarian Universalist experience, life and work experience) brainstorming we do over this three day period and it does have an impact. (DPA talked about ministers not being trained in growth-now this is a UUA Board issue because of us) Outward focus-church is not all of the experience. Networking- sponsoring webinars between groups, building connections using the technologies we have available. Leadership development-people in our Districts go to Leadership School and are never heard from again. We are not doing a

good job preparing our leaders-we need a better institutional way to develop our leaders intentionally.

Out of these four groups, three main ideas emerged: Growth, leadership and UU identity. These are all connected, but which comes first? The following discussion took place:

Leadership: Governance
Networking

Best leadership means not being reactive, the term “leadership” can scare some people, how can we get our leaders the skills they need? Teach people to lead in organizations where there is an authority line. Need to get back to our identity-where is our authority? We are into influencing without authority-we need to recognize that our “leader has no authority over “us””. Emerson talked about the mysterious all powerful “god” authority that we still draw on, reasonable authority god- our founders liked this. Ours comes from German influence-bounded freedom-we have no “shoulds” or shaming-need positive influence to make things happen. How to agree where those boundaries are-takes us back to a covenant-sets the boundaries and there is freedom within that. How does what we are help us to develop leaders? The authority the UUA has is what we give them. As District Presidents we can act as a conduit from the UUA to our districts. There are issues with Leadership Schools in some districts; some believe that attendees are not being trained for congregational leadership and often those who attend disappear, never to be heard from again.

UU Identity: Lifespan Faith Development?
Deepening of faith to draw on skills to develop leadership

How do we not let this rich discussion evaporate? Who do we partner with to make sure that these ideas go forward? After each presentation, we should discuss how these meetings (with Kay Montgomery and Gini Courter, etc) help these go forward? WE need to add to the living agenda-what has come out of this that adds to, amplifies and informs us? Is this process institutionalized within all groups at the UUA? Discuss on Saturday how to take this discussion forward to June meeting. Help us to make us more a governing body from an action body-policy making. How do we want to govern together? Process is more contemplative. Lead us to more of an end-very powerful but can be frustrating as we are not solving a problem. Regardless of what this body does, this conversation has been very informing and will help with our District work. We are in a unique position to discuss big-picture issues, we are planting the seeds even if we don't solve problems.

After lunch we watched the DVD “Voices of a Liberal Faith”, produced for the national marketing campaign (a shortened version was used in the Bay Area marketing campaign this fall.)

We met with Kay Montgomery, who told us that she is a former District President! We discussed feedback to DVD. People who don't know us need to see this. Can be used as a reminder to ourselves as to why we gather, why we are here. (Joe's church is in

trouble, wants to show it there). Discussed the national print ads-there have been some negative reaction by UU's to "Is God keeping you from going to church?" In the Orange Coast Regional Marketing campaign, 8-9 congregations raised \$100K to fund the campaign and found that they weren't as friendly as they should have been even after working at it. But the real value was the sense of camaraderie and recognition. Discussed radical hospitality and gathering statistics. Kay introduced new books; one is "Worship that Works" Regarding the UUA web site, this has taken longer than anyone wishes, and she's frustrated, too. They are working hard on it. Some of the presidents remarked that the headings don't make sense and thought it was going to be more user friendly but it's just not. Kay told us that the internal Google search works best. District staff has provided lots of feedback and web folks working very hard to incorporate suggestions. She told us that the lay and professional leader resources should be simplified and available soon, and asked that we try the web site again and send in our feedback. Kay also reminded us that content is not the universe of the IT folk, they are involved in the technical end only. Knowing key words help in searching for specific information. Attachments do not go through to the list serve. Kay recommended that we meet with Deb Weiner to discuss list serve issues. But people are finding us on the UU website. It was discussed putting a Google ad on beliefnet.com. Regarding the national marketing campaign, we wondered what statistics the UUA have on Time magazine readership? Kay said that the reason we chose Time for our advertising is that they have a huge college aged and young adult readership. Committee appointed by Bill Sinkford to take report from Consultation on Ministry to and with youth and figure out the next steps. In 1993 UUA Board started talking about policy governance principals, got re-focused in the last three years. She likes the model they are moving towards, although parts are frustrating. There was a discussion about how policy governance will change relationship between the UUA District Staff and DPA.

Living Agenda: Meet with Deb Weiner at our next meeting in Ft. Lauderdale. We need to separate ends, projects and priorities, which may not be compatible with UUA Board. DVD is our identity and welcoming, can our congregations be more like that?

Wendy von Zirpolo met with us to introduce the Allies for Racial Equity Team. This group came out of issues at Ft. Worth GA and started out as White Allies for DRUUMM. They recruited chaplains who are trained as allies in racial equity. Not something you do and are done with, but this work is always in play and the results of which will probably not be seen in our lifetime. They are looking for members to join in this work. They hold a conference once during the year and then touch in at GA. They look for the best ways to do this work and are hopeful that whatever the age, people will identify with the mission. They also ask themselves how they are accountable to the DRUUM community without burdening them. In November of 2005, white allies realized that they should not try to join the DRUUMM conference, but that their work should happen in tandem. Now they've realized that they could meet at a different time and that some of the people who attended needed to have Anti Racism/Anti Oppression/Multiculturalism basic training. This is hard emotional work, it takes on the assumptions about your life and it can be shaking. We need to know how to be in community together and learn from each other; how it changes you in the life you live and how do you take the work home. The next

conference will take place in Memphis on February 1-3, 2008. Abbey Tennis, keynote speaker at ARE Annual Conference and Clark Olson, who was with James Reeb when he died at Selma, will speak Saturday night. The film, "Traces of the Trade" might be available after viewing on PBS. We asked that when film is available we be notified through Districts. The Allies for Racial Equity would like to know the state of this work in our Districts. Intent by ARE to have an offering that is solid every year.

Living Agenda: Gives us connections in our Districts to people who are performing this work. We leave this out of our UU identity and need to incorporate it and institutionalize it. The District is in a unique position to bring this work forward in a way that the congregations cannot. The Districts are sometimes the only place where a UU goes beyond their congregations.

Meeting with Gini Courter: She started her presentation by comparing leadership to hiking in the back country with bears (you had to be there). There are lots of new leaders on the UUA Board this year, the longer termed members are always asked to justify things that happened before. In regards to the Board going to policy governance, how many sets of ends should an organization have (ends: what are you trying to do, for whom and at what cost)? This is the primary work of boards. The charge is so big, the need will always be bigger than our resources. Three statements came out of the Open Space process at General Assembly in Portland: Youth Ministry, Anti Racism/Anti Oppression and the Environment). They will be holding an Appreciative Inquiry Workshop at GA for elected, called and hired leaders. Excellence in Ministry – this is a conversation that we started and is continuing at General Assembly, this did not show up on that list but is a burning conversation within the denomination. We can't fellowship for excellence, we fellowship for competency, excellence happens in partnership with a congregation. Where is the role in continuing education? We don't talk about the role of a congregation in preparing for excellence in ministry, it's what we do together. We need to focus outward to change the world. In December of 2008, there will be a Conversation on Excellence in Ministry. What's happening next with Open Space: what role does the DPA have to help the UUA Board develop their ends policy? UUA Board wants to invite us to meet with them in October 16-19th, to develop ends policy. Having an agreed upon list of what we are trying to do together would be helpful. What is it that we are called to be together? Who is represented at GA? Who runs GA? It was always supposed to be a meeting for lay leadership, and hired and called leaders, but most of the workshops were run by the affiliated groups. When merger happened, GA was attended by leaders of congregations. It was never mentioned in the by-laws because the assumption was that it would always be that way. Now, delegates are not always representing their congregations. The rate of change within District staff and boards is because of Congregations Come First vision. We should take every chance to reach across to other Districts. Some are looking (with Terry Sweetzer) at congregations paying one pledge and the District's money coming back to them from the UUA. Some Districts are experimenting with other forms of governance, (Board would not meet for a year except for district linkage or to meet with other congregations, and the District Executives would be empowered to do exactly what they are doing now without meeting six times a year).

Leadership: Talented People Of Color from congregations are tapped for national leadership but unknown at local level when they are returned to their districts. 50 People Of Color are in training for ministry, and the UUA realizes that there could be pushback when they are looking for pulpits. Beyond Categorical Thinking does not deal with this, mostly about placing gay and lesbian ministers, education is needed from denominational level.

Living agenda: Where are the people of color in our districts? We don't have a system to identify and train (consistently) leaders and we need someone to help us do that, (nationally, district-wide and locally). Class is a real issue and is all bound up with this and plays into how we are perceived.

Closing Worship was led by Myrtle Hepler reading from "Roller Skating is a Spiritual Discipline"

After dinner, we watched the movie, "Making Whiteness Visible"

Saturday – November 3, 2007

Opened the day at 8:45 am with worship from Rev Jim Sherblom, who led us in two hymns and read from "Evening Tide", meditations by Elizabeth Tarbox

Meeting with Harlan: There are elements of leadership in everything we do.

Reviewed the qualities of leadership – through the cartoons of John McPherson. If your vision is not clear there will be confusion. Effective leaders keep focused. Have a master plan. Know how to prioritize. Are proactive. Don't wait until it's too late. Are creative and decisive. Look for ways to avoid fights. Resolve conflicts. Allow people to be human. Open to criticism. Inspire great results. Have realistic expectations of others. Delegate effectively. Are clear about roles. Are sensitive to a point. Recognize achievements. Measure results.

Questions – What are the roles and responsibilities of co-employed staff; District Executive and Director of Faith Development (Program Consultant)- are these the most effective positions for Districts? This is a means issue, it is appropriate for us to have discussion with team to see what is needed to get the job done. Boston gets to weigh in on staff to be hired. Staff (DE and PC) reported to District Board and Harlan. Now PC has reporting relationship to DE, and most PC's don't like this. Boards do because roles and responsibilities are clearer. Through discussion with Harlan, Districts can decide what works best for Districts. Philosophically Harlan is fine with this. Is there a degree of flexibility on titles? Be careful to not become too "mooshey" on clarity of roles. District's can look at the way that their staff needs are being met and can discuss new ideas with Harlan. He can be flexible about this. There has never been a conflict between a District President and Harlan about roles and responsibilities of staff that couldn't be resolved in a 20 minute conversation. There is a deep disconnect between some roles and District Boards, some staff are more connected to Boston than District (APF, Fair Compensation). Some staff have been shared between neighboring Districts (Faith

Development, Growth and Leadership)). If you think there are boundaries, rules and restrictions, there aren't.

Growth team, what's happening with this? Disaster/Crisis preparedness?

Update on Association Sunday. We will have the numbers in about four weeks. This first campaign was very successful; one congregation never collected money for anything outside of their church in their 150 year history.

Metrics – Write down five facts you find startling, curious, inspiring, discouraging, surprising or merely interesting about the District metrics. There could be errors in these metrics and they must be looked at in context. In the larger context – we are relational. (Where GA is held may determine how many Presidents attend) Chalice Lighter's numbers might be off, is there an exit strategy? The number signed up may not be reflective of who gives money. That may be a more real number. Florida had more congregations and President's represented at GA than District Assembly. Feels that this may speak to a disconnect to the District. PSWD attendance at GA and District Assembly may not be reflective if you are counting people or delegates, and even if you count allowable delegates. (Example: 100 allowable, 10 attending). GA attendees may not at all be reflective of congregational leaders, elected leaders or even good congregants. Heartland – Lay-lead congregations reflective of Fellowship movement and where that is still strong. PSWD - Don't ignore trend line, from a governance point of view (comparison from year to year). Harlan has only been collecting these numbers for two years. In ten years we will have wonderful statistics. Metro NY – Their membership growth is discouraging. Is this the result of purging membership records? Ballou-Channing – should add youth membership, how many professional staff (Ministers and DRE's) are participating? Thomas Jefferson – much of the information that's missing is available. Who is to blame? Ohio Meadville – We tell people that the way to increase numerical growth is with professional leadership, but the numbers do not bear that out. Is that still true? Mass Bay - Alban says adult membership, not relevant, average Sunday morning attendance vs adult membership more relevant. Harlan – we are collecting this data and have been. Mass Bay – also need to count those registered for religious education vs those attending. JPD – Community ministers, do we count these? They are doing the work of the Association and should be counted. SW – almost no growth represented here. Ratio of co-employed staff to membership is amazingly low. What one question will you want to discuss with your Board based on what you see? What would be the value of doing so? Based on this spreadsheet, Harlan wanted to know what else would we like him to be measuring and why? PSWD - Management rule: Be careful what you reinforce, because you will get more of it. Harlan - If the number doesn't help us change the world, let's not use it, we have ministry to do.

Assessment – How does your board currently solicit feedback about staff performance? What's working well and is fair and reasonable? Thomas Jefferson - DE runs survey monkey with every congregation she visits. Metro NY – Policy Governance, rely on monitoring reports from DE, we ask questions about that, struggling with metrics on ends policies at this point. Get info from President's Round Tables. Board sees the summaries of program evaluations. PSWD – get monitoring reports and agree on indicators on ends policies. The only thing the executive is evaluated on is compliance.

Try to avoid tattling and triangulation. Mountain-Dessert – How did DE do in this situation (asking someone who has run a program with the DE)? PNWD – rely on monitoring reports, direct inspection and compliance with ends policies. SW – recently transitioned to policy-based governance. Will rely on monitoring reports and direct inspection. St Lawrence – each Board member is liaison to cluster and checks in with those leaders to solicit feedback on DE’s performance. Congregational President’s are extraordinarily fair in regards to DE’s performance. SW – we are in relationship business, DE can do their job well and irritate a minister whose congregation is now disconnected with District. This DE is long gone, but that congregation is still disengaged. Heartland – we are a faith organization based on relationship, and we ignore that at our peril. Policy Governance is great but can ignore that. SW – it does both but is a challenge. PSWD – Board declines to use info from random congregant, but will listen more seriously to congregation President. Prairie Star – before Policy Governance, there must have been some model that worked, is that available? Harlan – too standardized, but we will figure out a way to work this out, customization will work well here. [Handed out guidelines and indicator report for ends policy]. Mass Bay asked that Thomas Jefferson share questions from survey monkey. Mid South – are there Board self assessments? Harlan - Help them (DE’s) to grow personally and professionally for them to feel good about their ministry. How does your board report feedback to the staff members? We have higher standards than corporate America. What more could or should we do?

Harlan handed out his goals for this year and his personal priorities. He asked that co-employed staff factor these in. Also gave us the “Specific Roles of District Staff Members” – not quite a job description, better because these are things they could be doing, but may have delegated out. UU University – workshop and speaker list.

DPA meeting-can we meet earlier at GA?

Living Agenda: Find other uses for metrics. DPA may have a use in establishing UU identity within congregations and all levels in the Assn. Joan-will Harlan send out Metrics spreadsheet? Jim – UU Identity – In the past, only 30% of congregations saw themselves as UU, now it’s up to 70%. Joe – what could the DPA be doing for stewardship? Elyse – congregations might be excited by what they will be getting back from Association Sunday, let them know that this could happen with APF every year.

Meeting with Laurel Amabile – APF Report. Now is the Time Campaign – 71% of goal to date with more in negotiation. Asked DP’s for 100% participation. Annual Program Fund – represents 47% of undesignated funding, congregational giving fund. We should be getting the notice and link of monthly report to current giving statistics and APF Quarterly newsletter. Continuing development of APF section of the UUA web site, most important documents are up there, but links available to other information we might need. PSWD - pilot programs – do you collect their funds? No, uniform ask and each pledge letter comes to Laurel and then they are sent off to the District. No merger on funding stream. St Lawrence and JPD doing single ask for UUA and District. Ballou Channing and Ohio Meadville in conversation with Laurel to find a method that works for them. PCD – are you seeing anything troubling, interesting or encouraging? We are 9% ahead

from last year. We should be at 25% of \$7 million by this time, but are at 26% now. She is stepping up the level of information going out to Districts. Are able to increase and make our goal. Next year will increase from \$54 to \$56 per member. About 70% of congregations are Fair Share. Some Districts are asking what it would take to get to 100%. Some are under funding and may not understand how they are pulling down the numbers. Mountain Dessert - Sometimes there is a church who is over, so the District will make a grant to a church who is not able to make the goal. St Lawrence – they are starting to make the face-to-face ask, and a problem is that some congregations are on a different fiscal year than the UUA. Some congregations have no annual meeting, timing around contributions can be confusing. Florida – we are confused about the relationship between APF and District Board. What is our relationship to stewardship? PNWD - Anything the District can do to foster giving at the congregational level will help the overall giving picture.

Elyse and Joe handed out the Congregations Come First (CCF) Case Statement. This is just a working group draft. Elyse gave the group background of the formation of this task force and listed the present members of the group. The task force felt that a case statement was needed to illustrate the need for the task force, and the result of the feedback received (50 pages). This feedback stimulated many conversations and initiatives that have already started. How do we recast the feedback into a conversation that continues? Are we still asking important questions? Where do we as DP's sit in this important conversation? Mountain-Dessert – felt that this was a way to merge or dissolve Districts altogether, they were angry. Now they feel that people are working together, perhaps under the threat of being dissolved. If the old agreements about resources are not working, let's find a more equitable way. Why didn't you tackle the financial piece of this first? Joe - CCF tried to reconstruct the old efforts and all of it came to naught. Florida – Why? Joe – Because of old District agreements and issues. But last year, in a matter of minutes the DPA passed Health Care equalization, even though Harlan was warned that the DPA would never pass this. So, it's possible that we could find an equitable way of equalizing resources. Mass Bay – there are more pieces to the puzzle than health care. The Districts are getting different amounts of reimbursement, some have endowments, some are nonsensical carry forward. Need to take a systemic look at all of this. PSWD-concern not about content but about no congregational input, as the name suggests. We are not the conduit to the congregations. Professional change management expert needed to work with this. There needs to be no surprises and lots of fingerprints on the process to get this forward. We were shocked and saw that there was no involvement by those who will be most effected. How will you get the voice of the congregations involved? We need them, but it may get messy if they get involved. Joe – APF Committee Chair and CCF team member, Barb Brown is specially trained as a change manager. We need to get a structured answer to become the way of our Association. The CCF Task Force is attempting to look through the lens of effective change management, while reflecting on the role of task force. There will be a new election and President of our Association soon. The allocation of resources is an administrative issue. NH/VT – realized that they were the beneficiary of all these agreements that were made in the past. They would lose in equalization of resources, but if they live their values, they know that it is not fair to others. If the major objective is to

equalize services to congregations, not reviewed at this round, some kind of determination needs to be made about the basic set of services needed for congregations.

Prairie Star – I participated in phone call and read all the material. I thought I would come to this meeting and felt I would get a handle on all the systemic changes coming. But it's really difficult, since there have been so many systemic changes. I would be interested in some kind of consolidation because there are too many UUA trustees.

Florida – I have no understanding on some of these financial agreements that have been made and what the big picture of the Districts having these various resources. Harlan – the kind of dollars we are talking about is tiny, maybe a million dollars. He talked about Rev. Rick Warren, who told his congregation that they'd done a study that says that it's difficult for people to leave service because they had a bridge that was two lanes and people got backed up trying to leave. Once the congregation saw the problem, they raised the money that day to widen the bridge. Maybe we are there; we could fix this problem now.

Elyse – inequities in staff and resources bothers me on a UU values level, on a justice level. Joe – would it be fair, for example, that a UU congregation in Lincoln, NE, would have ready access to certain resources, while another in Wilmington, DE, could readily access greater resources? Some people have tremendously different resources because of geography.

Mountain Desert – endowments can change how much money is in their budget. Some have a geographical need for more staff. Merging our district would make that worse for us.

Florida – looking at the metrics, the split of resources is making no difference on growth.

Heartland – leading my congregation in Muskegon, they needed to look at the welfare of the entire church and not their faction. I need to look beyond the needs of your district to the needs of the entire denomination.

Metro NY – we could talk in generalities forever but we need to see exactly what the inequities are, specifically.

PNWD – there are inequities in stewardship, not only income but also contribution to the District that make that possible. In our District we know that we are subsidizing other districts with our fair share \$\$, there must be a way for others to step up to their stewardship responsibilities.

St Lawrence – many factors need to be taken into consideration and may need a lot of time and thought to reach a fair decision on equity. As we look to make changes, we must look at the consequence to the congregations and it would be difficult to do this all at once and may need to make this a phased plan.

Mass Bay – not sure if we are ready to take money from the growing congregations to subsidize the marginalized ones.

Ohio-Meadville – If some congregations are not APF, how do you handle that, not have congregations there?

PSWD – we are an Association of congregations and trying to mess with that by saying that not all congregations are equal, can pollute the relationships; we need to keep that in mind. Some congregations live their lives in scarcity, it's a choice they've made.

Abundance will produce all kinds of things; re-allocate the money with matching grants.

Joe – is CCF addressing the right questions and should we continue in this direction?

Ernie – we should focus on the money. This formula may not be fair, but do not let us forget it's about the money and congregations working together.

Elyse – how can we work together to make us stronger? The regionalization issue is not cast in stone. The UUA staff has been empowered to think outside the box.

Florida – the document gives me a good idea of the problem, but no idea of the process or the timeline.

PSWD – I commend Joe and Elyse for listening and responding most valiantly to a tough topic and a tough time, and I give you my personal thanks.

Elyse – We apologize for not meeting

time commitments as we promised in the past. Ballou-Channing- get material out even if it's not finished. This will help everyone.

Report from UUA Board Liaison, Joan Lund – She is delighted to be our liaison, and she asked to serve in this role. She brings greetings from Eva Marx, our former Board liaison. How many are new to this group (about a third). This is her fifth year on Board, serves as Second Vice Moderator. She “herds cats” for GA and is in charge of new trustee orientation, she greet guests at Board meetings, and there are always many observers. When trustees are leaving, they toast and roast them. Serves as Board Convener for AR/AO/M team, updated in Dec 2006, comprised of members of the Board. No process observer at the District President’s meeting, she’s surprised. Board is set up to meet in working groups first, then meet with the entire Board. Board struggles with governance like anyone else. They are very concerned about ministry for youth and young adults, and will be encouraging the district’s to work on this. The UUA Board is concerned with transparency. Their packets are very thick, include all staff reports and are available on web site. Commended Ken for his Board observer notes, he captured it all so well. The Board’s hot issues are; affiliates, Panel on Theological Education (POTE), CCF, General Assembly this year (security issues). Planning committee is working hard to make sure that all the information is out there early. Northeast – what are the security issues? Joan – issue is in the locality of the port authority, you will need to have personal id to get into the convention center. St Lawrence – I was there for another convention, there is a gate and guard, they handled it very well, and the security did not really delay anything. Joan – security issues are more with the youth, people of color diversity issues. PCD – recommend you work with DRE’s and youth advisors to make sure that YRUU kids are taken care of. JPD – Can we talk about it now? Joan – yes, but use your discretion. Joan – Board speaks as one voice, when I am out in my District, I always say this is the Board’s position on “this”. Mass Bay – POTE and funding; since this a big issue, should the DPA have a legitimate role in helping with this? Joan – give us the facts. All your info will be funneled to the Association working group. Joe – very interested in excellence in ministry. Mass Bay – come down to a couple of proposals, who will be at the table to shape this discussion? All seminaries involved in training our ministers are involved in this discussion, not just Meadville and Starr King. Congregational perspective needs to be involved; they are fundamentally interested in excellence in ministry. Elyse – many of the ministers going before the MFC are not going for parish ministry. Money to be spent will be decided every year.

Harlan – What are the goals and responsibilities of co-employed staff? There was a working group over lunch and had a wonderful conversation. He will type up and send out my goals for co-employed staff. What are his expectations of DPA? It’s a two way street; what are our expectations of each other? He will write down some of his thoughts. Update on growth efforts – there are a million things happening, he will send us a 10 page list. This year’s breakthrough congregations; there are 12 in the first round.

Health plan – cost increase will be 4%, but some benefits are being increased significantly. Plan ended up with a surplus, which gave the UUA the ability to be offered

to more employees with fewer hours required. This plan has helped many folks who could not be insured before.

Disaster plan – met with Association stakeholders, they learned a lot from Katrina. There is a process in place to get a team together quickly, to determine the need and take immediate action. Joe – decided to respond to a Katrina-like disaster is a simpler task. One of the challenging questions for our Association is what kind and scale of disasters do we respond to and how? Looking as a faith organization, what is our role? Who do we partner with? Found through our Katrina response that there can be congregations nearby a disaster which can serve as flagships for volunteer coordination. UUA and UUSC could not have responded as quickly or as well, if not for the Baton Rouge congregation being so strong and ready to respond. NH/VT – districts can have a role to play in smaller disasters when there is no clear idea how much help is needed and who can coordinate it. The district can help determine how aid can best be distributed.

St Lawrence – put together a trauma team, goes beyond major or terrorist disaster. Joe – that was one of the biggest issues to deal with in Katrina. The help available was insufficient to deal with the level and duration of trauma and PTSD. There is still no coordinated effort for the long term need. PSWD – that was something they did not consider with the fires in So Cal, will take this back to District.

DPA meeting and UU University – some talk about moving UU University within GA so it may not impact the DPA meeting. Northeast – if the matter will be resolved with UU University, we might ride it out a year. Vote was to wait it out to see if the schedule changes. Should the DPA lend its voice to the conversation regarding the decision to move UU University?

Business meeting:

Old Business: Minutes from July meeting moved by Charlie Scholz and seconded by Nana Kratochvil, passed unanimously.

Ken reported on attending UUA Board as observer, he enjoyed the process and learned not to comment.

How would Districts deal with the allocation of the 25% from Assn Sunday? We decided that Districts would be better at determining the distribution within the Districts themselves.

President's Report: Ken remarked that this weekend has been interesting, he has been impressed with vibrancy and energy of group, and was grateful to Jerry Muntz, who had to take over running the meeting, while he had to be away.

Treasurer's Report: We have a balance of \$15,801.42; all districts have paid the DPA. Mileage rate for reimbursement is .145 cents per mile (the not-for-profit rate). He asked that we get him our receipts very soon, the reimbursement forms are in our packets. We are in good shape, \$6000-7000 to be carried forward to the new fiscal year. What was

cost of GA meeting? \$1,126.00 (includes meeting costs of food, hotel meeting room and President's ribbons for the congregational Presidents). We no longer have to pay costs of the CCF Task Force and UUA observer costs are paid by UUA Board. If we want to do something with cash balance, we could invest this. Jim Sherblom recommended against making any investment income, since the tax filings would eat up any earnings. Past Treasurer (Steve Helle), did report in detail how the excess would be running out over the next few years.

Nominating Committee Report: (Donald Zeilman, Joe Sullivan and Charlie Boothby), They met over the last two days and talked with many remaining members to set the slate. Next year's officers will be: President: Jerry Muntz, Vice President: Mary Ellen Morgan, Secretary: Nana Kratochvil, Treasurer: Ernie Hall APF-Dick Jacke, Nominating Committee: Kathy Bowman, Charlie Scholz and Jennifer Carver.

President's Ribbons will be ordered again this year. Designated Board seating at Plenary much appreciated.

APF Liaison Report (Dick Jacke)- His report sent in advance of the meeting. This was a transition year for committee; please see that District Executive provides help to District APF as needed. The reporting structure of APF is now UUA Board appointed. Used to met with UUMA and that was valuable. Now sure what will happen now? Will Terry Sweetzer's office that will appoint APF chair? Not sure, Laurel will have key role. Not expecting that the Board will be picking names out of a hat, this still comes up out of the District, but done in Executive session. With them moving to policy based governance. Jim Sherblom suggested that APF offer to be a UUA Board committee. Visibility is important to congregations by at least the District staff if not the APF chair. What is the argument for the DPA not having a representative to the APF? Moved by Jim and seconded by Tom continue our liaison APF representation with APF committee. Intentional relationships are what make this really work well.

New Business: In order for us to add our input to UUA Board development of ends, we need to move our meeting to October and extend it a day. Charlie: likes the extra day and would vote to start on Wednesday and leave on Sunday afternoon. Nana-great and wonderful opportunity for us to be involved in formulating the ends of the organization. Boothby: this room will not be available so we will need to move the meeting. No one here felt that this was something we should be not involved in.

Association Sunday proceeds: Background-encouraging leadership of UUA to be as specific as possible as to how money we raised will be spent. Must decide on \$ or % amount. Stefan Papa, based on his conversations with ministers across the country, he recommended that 25% raised go back to Districts for growth initiatives. There were legitimate reasons for not doing it this way, but it was decided. The split is for this year, but will be re-decided to \$\$ earned in the future. Next year will emphasize lay and spiritual growth and excellence in ministry. Money will probably come in around March 1st. Important part for ethical standpoint, make sure that it does not go into an operating fund, but is spent as we promised it would be. Keep track of who got the money and how

it was spent, please document this and report back. Is there a formula for the allocation? The District money will be allocated by ratio of contributions by District. District Boards accountable to UUA on how funds have been spent. This sounds fair, but exacerbates the inequities we just discussed with CCF. Elyse wishes this were a bigger discussion on how to allocate this within the District fairly. PSWD will ask for requests from congregation and all moneys given will be matching grants, nothing for free. Harlan suggested that Districts could appoint task force to formulate a standardized tracking document. It would have made more a difference if we had decided up front to work on a tracking document, but it's too difficult to tack the process on at the end. We should plan for the future, now it's just a gift. We have many gifts around this table, and should be able to come up with innovative ways to track the progress for this round. Harlan: you all have great responsibility for your annual budgets, why would you handle this money any differently? With all due respect to Bill, Tracy, Kay and Stefan; you made the decision and you threw it into our laps. We are in the hot seat to make sure that we are responsive to our ministers and our donors to spend the money wisely.

Motion by Nana Kratochvil: it is the sense of the DPA that UU University be incorporated into General Assembly. Second Charlie Boothby. Passed.

We took a collection for PSWD California Fire Relief.

Web site for DPA. Rosemary Donahoe and Ellen Asprooth are moderators.

Move to adjourn: Charlie Scholz; seconded: Charlie Boothby

Post Meeting Discussion:

Living Agenda: What are the opportunities for growing our faith?

UUA Board asking DPA to meet with them to **create ends policies**. Joan tells us that the UUA Board has tremendous respect for the DPA. John-how will we get the UUA Board our input on ends policies? Ken-think we will spend a great deal of our time in June coming up with that process. Tom-UUA Board and Districts have many different ends, but our experience will be valuable. Joe- Southwest District is holding forums with congregations to get input on ends policy, those notes could be enormously helpful to UUA Board. They are also adding in what choices were made and why. Missions, visions and strategic plans will be helpful, please send all to John Blevins. DPA is to serve as model to UUA Board.

Excellence in Ministry-should the DPA have a role and what would that look like?

Anticipate that there will be a conversation re: Association Sunday, do we want to get involved in this discussion?

“Liberal Religious Board Governance Institute” – UUA Board could be a partner; policy governance listserv could be a partner, and can we develop materials, expertise, to offer to congregations regularly for board development purposes. This may not be appropriate for all UU groups or congregations. Such an institute could help them understand the best governance to be used. Would it be appropriate to establish a task

force to communicate with the UUA Board and explore with them the establishment of a Board Governance Institute? This is a means issue, not a policy board's job to spread the gospel, so to speak. We can take a position that we help to train others in governing effectively. Jim Sherblom, Tom Stapleford, Nan Kratochvil, Mary Ellen Morgan and Joe Sullivan have volunteered to serve as a task force to explore purposes and possibilities for establishing such an Institute.

Harlan added that this meeting's evaluations will be welcome. Mary Ellen stated that the minutes of this meeting will come out next week, please add, edit and correct.

Process observer needed and Myrtle recommended we add one in the future. Charlie Scholz informally commented on our process and felt we did pretty well.

Will there be another Association Sunday next year? Yes, and the split of the monies collected will be the same. No criterion has been set, and now would be a good time to decide how we handle this. Shouldn't we decide if we want to be a part of the decision?

Gini Courter—asked if we would meet with UA Board on ends? Yes! She came back to the meeting at this point to discuss GA Planning committee; there have been 100 requests for workshops. They have winnowed it down to 45, we will get the list, and we are asked to review and comment on those which may be offered at our District Assemblies. We will get a list of what's left and if they are folks from our District, we should proactively get in touch with them for DA. 1/3 of the applications are from congregations. DPA could hold an open conversation to collect ideas on governance at GA.

Additional thoughts and notes: we need to keep saying "our UUA" - take ownership.

Closing Worship was led by Jim Sherblom: Was this meeting a spiritual practice and life giving? How did we bring our best self to the work? Comments: I slowed down and listened. It reminded me of relationship and covenant. I had to re-think my experience from a year ago that there were better ways to run a railroad. We reached understandings that weren't there a year ago. I connected with you, you connected with me. I focused many times on gratitude. This gives me an opportunity to restart my tenure as president. I have grown in the last four year and appreciate the relationships; this has been a life altering experience with an amazing group of people. As an introvert, I felt strangely empowered to speak. I have gratitude for this faith; this is my sixth meeting, as a lame duck, I wondered, should I take the time to talk? I let others take care of me. Discussing the elephant in the room was not as scary as I thought. I am enormously proud to be among this group and I gave up my need to spell correctly. I found that it is important to give things away. I am grateful to Harlan and Gini for the work they do. I am proud of the care we take with the process. I had a lot of fun. I could create an incredibly safe space and not worry about my insecurities. It's always a challenge for an introvert to be part of a large group, spend a lot of time thinking and processing, this is an easy group to participate in, I appreciate this. I have to self edit in my parish, but didn't have to do that here.

Jim Sherblom offered the closing reading; “Go Forth and Minister”, by Dan O’ Neal.

The meeting ended at 5:10 pm

Respectfully submitted,
Mary Ellen Morgan
Secretary