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## **Reorganization Committee**

To: Thomas Jefferson District Board  
From: Linda Lane-Hamilton and Qiyamah A. Rahman  
RE: Procedure for District Reorganization AdHoc Committee  
Date: August 17, 2001

The Thomas Jefferson (TJ) District has been on the edge of being a Program District for several years but has yet to make the transition. In a Program District, the District Executive (DE) serves as coordinator and trainer, with individuals and teams trained by the district providing many services to congregations. The district board serves as a policy board with some other organizational structure akin to a Program Council facilitating connections between board members and the working committees of the district. Services are delivered to congregations in clusters of varying kinds rather than individually by the DE. Our goal is to move TJ away from direct-service delivery of leadership and training by the DE and toward use of a combination of Healthy Congregations Consulting Teams, district committees, and district lay leadership.

### **Current services being offered in TJ District**

Ministerial transitions such as exit and transition interviews and start-up weekends (done primarily but not exclusively by DE)

Consultations with lay leadership and ministers

RE Consultation and training

District-wide trainings, co-sponsored trainings with congregations, cluster trainings, customized trainings

Newsletter, website and other electronically supported services such as e-mail list serves

Development of resource materials such as Covenant Groups, sabbaticals, COM Readers, Building Effective Boards in UU Congregations, lending library, Conflict Management (done primarily by DE)

Extension work including Chalice Lighters

In particular, Religious Education may serve as a model for how the district could work as a Program District. The Program Consultant and RE Committee are involved in extensive planning and training using RE clusters. RE has created a committee structure that facilitates complex communications and planning. The outcome has resulted in extensive training and events utilizing already-existing and newly created clusters to provide consultations and train RE staff. Clusters include Piedmont, Eastern Virginia, TJ West, Blue Ridge and Coastal. Should the Program District move to cluster training, this structure can be used or adapted.

### **Current services missing in the TJ District**

Church Management Seminars and other standard training for individuals, committees, congregations and clusters. The district is not offering training to congregational leaders unless they attend Leadership School at the Mountain.

Ministers. Besides the Southeastern UU Ministers Association (SEUUMA), the district does not offer training for ministers. The district pays dues to SEUUMA and the DE meets with ministers to report district activities. Jennifer Slade and the DE have scheduled a meeting to discuss such issues as training, particularly conflict management training, and how to better serve ministers in the district.