

DISTRICT PRESIDENTS' ASSOCIATION

Date: Thursday, June 24, 2004

Location: Westin Hotel, Centennial Salon D

Attending: District Presidents/Past Presidents: Mary Amundsen, Lawrence Anderson-Huang, Ellen Asprooth, Barbara Bates, Wendy Bell, Lynda Bluestein, Charles Boothby, Pete Chadwick, John Czachurski, Carleen Dowell, Jane Dwinell, Emily Gage, Connie Haas-Zuber, Steve Helle, Myrtle Hepler, Eric Kluz, David Leonard, Jim Mason, Elyse Reznick, Bonnie Sachs, Millie Seaborn, JoAnne Smith, Joe Sullivan
 UUA Board of Trustees Liaison: Eva Marx UUA Staff Present: Harlan Limpert, Peter Morales

Agenda Item	Discussion	Action
Call to order	Lynda Bluestein, DPA President called the meeting to order.	
Opening Reading	JoAnne Smith, PSWD opened the meeting with a reading.	
Introductions: Each person in attendance was invited to briefly introduce him/herself and describe, briefly, what is uppermost on the District's agenda.	D. Leonard, MDD: District re-organization. J.Czachurski MSD: The news is that MSW is getting a part time program consultant and working on a long range plan. C. Haas-Zuber HD: Carver board linkage to the owners and, fundraising on district level. E. Kluz BCD: Visioning, growth initiative, cluster projects. S. Helle FD: Search to replace a good DE who will be leaving, governance, congregation ownership of district. J. Sullivan SUUC: Vitality of vision shared with congregations, staff to focus on goals. E. Reznick JPD: Metro growth strategies, endowment project. M. Seaborn MBD: Introduced new DP Barbara Bates. B. Bates MBD: Looking at transition to a new DE, issues around governance and growth. C. Boothby NED: Cut time of DE, added small church specialist, spending time with individual congregations. M. Amundsen PSD: Growth, endowment. E. Marx UUA BOT: Thanks, on behalf of UUA Board, for wonderful job at last night's Summit. P. Chadwick PCD: PCD has decided not to go to policy governance after study, but to focus on strategic planning. Introduced new DP Bonnie Sachs. B. Sachs PCD: Strategic planning, new DE, recruiting new program consultant. J Smith PSWD: 900 from PSWD attending this GA, intentional about talking to owners, reduced board size, meetings L. Anderson-H OMD: Assessment, policies. M. Hepler TJD: Identity task force, ownership, 5 largest churches changing ministers, growth and development council. C. Dowell MSD: Really excited about being here to learn, themes each year, this year growth. E. Asprooth SLD: Dealing with loss of Canadian congregations, long range plan, leadership conferences, social action.	

	<p>J. Dwinell VNHD: Fabulous growth program, 6 +2mentoring congregation, New England congregational consultants, “dating” NE district for potential merger.</p> <p>E. Gage CMD: First year under policy governance, new portfolios for program consultants, annual meeting at hotel first time.</p> <p>W. Bell CBD: Thinking big district, part time administrator for RE, good district events.</p> <p>L. Bluestein MNY: Concerned about membership decline, energy at annual meetings growing.</p> <p>J. Mason PNWD: Finalizing move to policy governance, new DE.</p> <p>P. Morales, UUA Staff: Introduced incoming Director of District Services, Harlan Limpert.</p> <p>H. Limpert UUA Staff: Describes himself as luckiest person alive, lots of opportunity to work together.</p>	
Summit Wrap-Up	<p>Lynda Bluestein led a discussion about the previous night’s Leadership Summit asking the questions: Was it worth it? What lessons were learned? What we could do differently or better next year, as well as specifics regarding costs/benefits. Discussion points raised included:</p> <ul style="list-style-type: none"> • It was well facilitated but we needed one person per table to guide the program conversation. • Bill Sinkford was a good addition to the program , even though his presence disrupted agenda items. • The mix of people at each table was good. • The hotel did good job and the food was good. • The event was a good introduction for new people. Probably we should have had a table script. It was easy to lose focus with lots of ideas. The result might be ambiguous. There was a lack of reference to ministry. Do we really know what our role is? <p>We received a verbal commitment from Bill Sinkford to always attend if the DPA hosts another Summit, Other questions: Should we revisit invitations, i.e. should there be UUMA representation? How about the President’s Council and/or LREDA?</p>	<ol style="list-style-type: none"> 1. Vote affirmative to host another Leadership Summit if asked. 2. Vote to approve a full DPA subsidy of the event (cost was \$4900) 3. Executive Committee directed to study and recommend a dues increase.
Congregation Presidents at GA	<p>We reviewed the plans for recognizing and connecting with congregation presidents who are especially welcomed to this GA. More CPs seem to be in attendance than early registration indicated so there were fewer CP Ribbons. Lynda, Barbara and Elyse volunteered to make photocopies of cloth ribbons to be distributed at the CP reception just before opening ceremonies. Lynda distributed a copy of programs at this year’s GA to lift up for CPs at district Ingatherings.</p>	
District Services Report	<p>Peter Morales and Harlan Limpert together presented the report to the DPA from District Services. They expressed satisfaction with the development of another level of partnership with the DPA and used as positive examples for our working relationship the team effort to design the evaluation process for district staff and the current Task Force on</p>	

	<p>Funding. These collaborative efforts have become a model for ownership. There is continuing discussion of the nature of the staff co-employment contract as well as compensation for field staff.</p> <p>Recommendation: eliminate the 8-year rule. Institute annual review evaluating progress on goals, not activities. The UUA and the district must agree on goals as co-employers, and the nature of reports on what district staff are doing toward those goals. We must establish a mentality and culture that one needs to contribute continuously. The district, staff, and UUA district services office need to hold hands on process. We need conversations on the aspirations of the staff. There should be no surprises at evaluation time as conversations should take place throughout the year.</p> <p>Note: Both Kay Montgomery and Bill Sinkford have agreed with this change for field staff. The district staff positions are no different from other staff.</p> <p>UUA-District Funding Relationship Taskforce Report: Peter brought us up to date on the process used to work on funding of district services. The criteria for any revision that the taskforce will ultimately recommend must include fairness, accountability, and minimize disruption. The intention is to approve a concept/formula at the November DPA meeting. Any changes would be over a defined transitional period. Fair compensation issues will be dealt with first. The earliest possible impact on district budgets will be July 1, 2005.</p> <p>Both Harlan and Peter reported a smooth transition. Peter's last day is June 30.</p>	<p>Vote: unanimous in support of the recommendation to do away with the 8 year rule.</p>
<p>Lunch with the Moderator</p>	<p>UUA Moderator Gini Courter joined the DPs for lunch and an informal discussion on how things are shaping up to welcome Congregation Presidents at GA.</p>	
<p>DPA Business Meeting</p>	<ol style="list-style-type: none"> 1. We received a President's report, Treasurer's report, and APF Liaison report. 2. Election: JoAnn Smith, Nominating Committee Chair reported that the slate of officers is complete with the exception of the DPA's liaison to the APF Continental Committee. David Leonard's name was put forth and added to the slate. Nominating Convener for the November meeting will be Emily Gage. After these additions, the Nominating Committee presented the proposed slate of DPA Officers as follows: President – Connie Haas Zuber (Heartland), Eric Kluz VP (Ballou Channing), Secretary – Lynda Bluestein (Metro NY), and Treasurer – Steve Helle (Florida). 3. Lynda referred DPs to a list of "Loose Ends" from previous DPA meetings. Various projects were adopted: 4. Discussion about DPA Meetings: the GA meeting is mostly for welcoming new members and catching up on taskforces, etc. The November meeting is more intense. Then we do the work of the association and we are visited by UUA candidates and staff. District vice-presidents may attend in November only if serving as substitutes for the DP. At the GA meeting, we expect two people per district, the president-elect plus the president. Presidents were reminded to provide district nominating committees with 	<p>Minutes of November 2003 meeting were approved.</p> <p>Vote: unanimous To approve the provisional covenant.</p> <p>Vote: unanimous To elect slate of officers as presented.</p> <p>DPA pages on uua.org to be reviewed/updated by Barbara Bates.</p>

	<p>information about DPA meetings. Lynda Bluestein reported on the past and future of the DPA. There followed a discussion of the role of DPs and the DPA as advocates for districts, and a place for learning and sharing. Lynda handed over the DP ribbons to incoming president Connie Haas Zuber and was presented with a card and gift from the DPs. A gift was also given to outgoing Director of District Services, Peter Morales.</p> <p>New Business: We made the suggestion that District Services develop awareness of policy governance models. Harlan Limpert will look into a calendar of trainings, etc. Two websites were mentioned :boundarymanagement.com and www.fbc.gov faith-based community. Closing and Leave taking reading by Eric Kluz.</p>	<p>A hardcopy of the District President Handbook (currently online but very out of date) will be prepared by Lynda Bluestein for November meeting.</p> <p>Barbara Bates agreed to compile district president job descriptions and bring them to the November meeting.</p>
Executive Committee Meeting	<p>The 2004-2005 Executive Committee Met briefly on Saturday Afternoon and conducted the following business:</p> <ol style="list-style-type: none"> 1. Agreed that districts would be asked to pay for extra attendees at the Summit. (This would be Mass Bay, Mid South, Pacific Central and Pacific Northwest Districts). 2. The incoming Treasurer to bill any delinquent dues at this time. 3. District Travel Equalization bills go out in August and are payable October 15. 4. The contact person for the November meeting is Claudia Hull. Claudia will need help getting rsvps, accommodating special needs. Note to ask Claudia to use the same caterer that provides for the UUA Board. 5. A rough agenda for the November meeting was worked out. President asked to make sure the DPA gets reports from Sinkford and Courter. 6. President to Query the private DPA-list if any question about individual speakers comes up. Do we want an educational session, e.g. about the evaluation of district staff? Care for one another. 	

Minutes taken by Lawrence Anderson-Huang
Edited by L. Bluestein