DPA Role of Districts Task Force

Request of UUA Trustees

January 2012
Agenda

• Introduce Task Force Members
• Brief Summary of the Project
• UUA BOT Assistance Requested
• Questions & Answers
• Next Steps
Task Force Members

• Kathy Burek, Prairie Star District
• Jim Key, Southeast District
• Ramon Urbano, Pacific Central District
• Phil Reed, Ohio-Meadville District
• Janet Richardi, Ballou-Channing District
• Gail Sphar, Mid-South District
Role of Districts Project

• Given changes in UUA Governance
  – Policy Governance
  – Trustees elected at large
  – Concerns about efficiency and effectiveness of current system

• What role, if any, should district governing boards (or regions or any “middle judicatory”) play?
Project Approach

• Key values for conducting the project include
  – Grounded in UU Principles
  – Be accountable to our Sources of Accountability
  – Honor input from historically marginalized groups

• Organizational design methodology based on the work

• Goal is to produce a report to the DPA in June or July 2012
  – Options for consideration

• Districts are changing as we work
Key Action Steps

• Gather data and analyze the work of district boards

• Interview representatives of historically marginalized communities
  – To understand how the current structure impacts them
  – How different options for the future might impact them

• Identify options for districts/regions to consider
Our Request of You

• We would like input from the UUA Board, perhaps through an existing Board Subcommittee or an ad hoc group

• Key Issues
  – How the work of the UUA Board might look in 3-5 years, and whether/how independently elected district boards might be useful
    • E.g., Linkage, Ends, Monitoring
  – What the Right Relationship Team has learned, so we can assess options through an ARAOMC lens
Next Steps

• We will schedule conversations with UUA BOT representatives

• We will report back to you
  – When and how you prefer as the conversation proceeds
  – When our final report is done
Questions & Comments
Closing

• Thank you for your time, your assistance, and all you do for our UU faith
**Project Plan—Role of Districts in UUA**

*Updated 10/17/11*

**UUA ENDS**

**DISTRICT MISSIONS**

- Assess District Board Services
- Continue District Board Service
- Assess Key Work Drivers
- Cluster Work
- Map Work Cluster to Preferred Org Design
- Determine Congruence of Missions
- Create Candidate Org Design

**UUA CULTURE, HISTORY, POLITY**

**ORGANIZATIONAL TYPES**

**CURRENT/FUTURE EXTERNAL ENVIRONMENT**

- Determine Preferred Org Type

**DISTRICT MISSION**

**SOURCE OF AUTHORITY & ACCOUNTABILITY**

**TRADITIONALLY MARGINALIZED COMMUNITIES**

**NEW ORGANIZATIONAL DESIGN**

- Adjust Candidate Org Design
- Solicit Feedback

**UUA BOARD & FIELD STAFF**

**UUA BOARD**

- UUA Work Load Info
- Dist. Work Load Info

**DISTRICT BOARDS & STAFF**

- District Work Load Info

**UUA ENDS**

**DISTRICT REORG**

- Assess District Board Services
- Discontinue District Board Service
- Develop New Board Service

**CONTINUOUS DISTRICT BOARD SERVICES**

- Service is Necessary
- New Service Needed
- Service is Duplicative Or Unnecessary
- New Service Needed

**EXISTING SERVICES**

- Existing Service Fits ENDS or Mission
- Existing Service Does Not Support ENDS or Mission

**NEW DISTRICT BOARD SERVICES**

- New District Board Services

**SOURCES OF AUTHORITY & ACCOUNTABILITY**

**TRADITIONALLY MARGINALIZED COMMUNITIES**

**PREPARED BY KATHY BUREK BASED ON METHODOLOGY COPYRIGHTED BY ADVANCED STRATEGIES, INC.**