

**Florida District Unitarian Universalist Association
Board of Trustees business meeting
Nov. 16-17, 2012 in Orlando FL
Minutes
Approved Dec. 17, 2012**

Friday Nov. 16

Present: Ila Klion, president; Harvey Heckes, vice president; Al Tweedy, treasurer; Margie Manning, secretary; Rachel Christensen, trustee; Rev. Kenn Hurto, lead executive, UUA Southern Region.

7:15 p.m. – Chalice lighting. Opening worship by Rachel Christensen and check-in by all present.

7:50 pm – BOT reviewed covenant language proposed at the July 2012 meeting.

8 pm - Ila Klion reviewed several meetings/phone calls involving district presidents, Southern Region staff, the district lead, and the director of congregational life. The four district presidents agreed to meet monthly by conference call, with one additional member from each board also participating. Margie Manning agreed to participate.

9 p.m. Recess

Saturday Nov. 17

9 a.m. **Rachel Christensen moved, Al Tweedy seconded to accept the covenant as discussed Friday night and with spelling/clarification corrections. Motion was approved.** Ila requested the full covenant be included in the minutes.

Florida District Board Covenant

- Find best person to do job and leave them alone and let them do it.
- Allow individual to speak mind fully without interruption before engaging in respectful dialogue.
- Have a queue rule. It's incumbent on each person to get into the queue.
- Offer safety in a non-judgmental way. This is a safe space to reveal my heart.
- Listen.
- Laugh.
- Have chocolate.

- Come prepared.
- Confidentiality – what happens at the table stays at the table.
- Have minutes and notes. Minutes include who was here, agenda items and actions taken and are public. Notes are what will help us do our work three months from now, remind us of what we need to know and are not public.
- If you need something, ask for it.
- Articulate when you feel wounded, hurt, not heard. Commit to saying ouch (even if there is time delay, it's still important to say it).
- Express gratitude.
- Instill practice of communicating to our constituency in a formal way soon after we meet (not just posting minutes, but saying the board met, here's what we're thinking about, call us with questions).
- Keep focused on task. Complete one task before moving on to the next one.
- Always have time for worship.
- Make a commitment of time to this work, both within the board meeting and outside the board meeting.
- Speak with one voice. If there are misgivings, voice them before a decision is reached and then support decisions once they are reached.
- Have both a check- in and check-out.
- We have permission to fail and then come back in covenant with one another.
- Agree to work through whatever happens; remember we are here for a common purpose.
- Remind people this is not a static document.
- The board creates policies that govern the CEO's behavior. No one individual speaks to the CEO to give direction.

9:15 a.m. Chalice lighting/opening words provided by Ila.

9:20 a.m. Rachel reviewed the “Circle of Elders” concept in the Florida District (people who are visionary and form connections), versus “elders” as adjunct staff in the Southern Region versus paid consultants. **Al Tweedy moved, Harvey Heckes seconded moving forward with the concept of “Circle of Elders” in the Florida District. The motion was approved unanimously.**

10:30 a.m. Break

10:45 a.m. Southern Region GIFT program. Kenn Hurto explained GIFT, which stands for Generous Investment for Transformation and involves a single “ask” for

both the UUA Annual Program Fund and District dues, based on a percentage of a congregation's budget. The final percentage is still being determined. The Southern Region was asked to pilot the program, as there is a large discrepancy in dues within districts in the region. The Southern Region is hosting several webinars to explain the program, including a webinar on Nov. 26 in which BOT member are invited to participate.

11:45 a.m. Monitoring reports. Kenn provided verbal reports on Southern Region staffing, ongoing work on executive limitations, the status of several Florida congregations, and planning for the Florida District Assembly, April 12-14, 2013 in Fort Myers. Ila will not be able to attend the district assembly, so Harvey – as vice president – will run the business meeting.

Rachel Christensen moved, Al Tweedy seconded approval of the minutes of the Florida District Board of Trustees Oct. 30, 2012 meeting. Motion was approved unanimously.

12:30 p.m. Lunch

1:30 p.m. Next steps-Circle of Elders. BOT members discussed what we would like these persons to do and from that discussed names for them. **Margie Manning moved to adopt the language “Dream Builders” and apply it to the language previously used for the Circle of Elders. Harvey Heckes seconded. The motion was approved.**

BOT members agreed to hold a meeting to develop the concept further, with a keynote speaker and a facilitator. The meeting was tentatively scheduled Feb. 9, 2013 in Orlando, specific location to be finalized. The BOT will invite the following to attend: the district's Leadership Development Committee, former board members for the past seven years, all district religious professionals (ministers, religious education professionals and district members of the UUMA), healthy congregation consultants, Southern Region staff, and the UUA Trustee. Each congregation in the district will be asked to send two persons, and a third person from the congregation can attend if that person is a youth/young adult.

Rachel Christensen moved, Al Tweedy seconded to investigate making financial assistance available for overnight lodging for one night if more than three-hour drive is required to attend. The motion was approved unanimously.

Rachel will investigate whether Orlando churches are willing to offer home hospitality. Al will research the cost of hotels. Margie will write a letter to congregations (president and ministers) inviting them to attend. Harvey will write a letter to past Florida District board members inviting them to attend. Al will write a

letter to district religious education professionals inviting them to attend. Ila will contact the healthy congregation consultants. Rachel will contact the UUA Trustee and contact a potential facilitator.

The BOT set the following upcoming meeting dates by conference call to set the agenda for the February meeting:

Monday, Dec. 17, 2012 – 8 p.m.

Wednesday, Jan. 23, 2013 – 8 p.m.

Wednesday, Jan. 30, 2013 – 8 p.m.

Wednesday, Feb. 6, 2013 – 8 p.m.

The facilitator and keynote speaker will be invited to participate as well.

Next steps –Linkage. Margie will draft a letter to congregational presidents regarding the Florida District Board covenant, and asked Jessica Curren to distribute by email.

3:15 p.m. Parking/Bike rack

Leadership Development Committee. Ila will contact committee members in advance of the February meeting regarding nominations for open positions in the district.

Board members reached consensus on the following mini-elevator speech regarding Dream Builders:

Dream Builders affirm we are stronger together than apart and bring us together to see over the horizon we currently know to build the legacy of our faith in the world.

They do this by:

- building connections between our congregations
- developing cross-congregational connections
- and being visionary with regard to our Unitarian Universalist faith.

As no process observer was appointed, each board member offered one process observation. There was a brief check-out and Ila offered closing words.

3:30 p.m. Meeting adjourned.