

**Florida District Unitarian Universalist Association  
Board of Trustees**

**Minutes - July 26, July 27, 2013**

**Orlando, Florida**

**Minutes approved Sept. 29, 2013**

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

Ila Klion called the meeting to order at 3:40 pm July 26. After introductions and a check-in, Harvey Heckes provided opening words, and Kenn Hurto led the group in a “getting to know you” exercise.

**Board Covenant:** Margie Manning facilitated a discussion to create a BOT covenant. Board members developed a draft covenant, agreeing to take a final vote on Saturday, July 27.

**ACTION ITEM:** Margie will follow-up with Glenn Johnson (UUA Southern Region staff member) regarding posting official minutes and putting highlights of the meetings in the Southern Region newsletter.

**Board business:** Al Tweedy moved, Sarah Ritzmann seconded approval of the minutes of the July 1, 2013 meeting. The motion was approved unanimously.

Ila Klion said the next meeting of the Florida District Board of Trustees would be Sunday, Sept. 29 at The Mountain, following the joint meeting of the four districts in the Southern Region.

Kenn Hurto provided an update on the state of the Florida District and the Southern Region.

After a dinner break, Ila facilitated a discussion of Elders/DreamBuilders and the role of the Leadership Development Committee in preparation for the July 27 joint meeting. Al provided closing words and meeting recessed at 9 pm. Friday, July 26, 2013.

Meeting resumed 10 am, Saturday, July 27, 2013 with all members of Florida District Board present and the following members of the Leadership Development Committee: Helen Leddy, Harry Lee, Judy Lehman, Dani Slader, Diana Ovadia.

Margie provided opening words followed by introductions.

Ila gave an overview of the transition from a Nominating Committee to a Leadership Development Committee followed by a check-in.

Ila and Kenn provided information on lay leadership and staffing in the Florida District and Southern Region.

Al led a discussion of the role of the LDC and leadership identification.

Harvey led a discussion of leadership qualities, with BOT/LDC members identifying five top qualities for leadership.

Lunch break 12 pm – 12:30 pm

Margie and Ila led a discussion on levels of leadership:

- adjunct staff (filling in on roles staff might otherwise do)
- coaching-mentor leaders (working with individuals or groups on specific projects in one-time or ongoing roles)
- relationship leaders (ensure district is working together as a whole, is in covenant with one another, works together to promote the faith and holds congregations accountable)

Sarah led a discussion on role LDC could play in finding and building District leaders.

LDC and BOT went into break-out groups from 2 pm to 2:45 pm.

**Board business:** Sarah Ritzmann moved, Al Tweedy seconded a motion to approve the Board covenant as amended. The motion was approved unanimously. The covenant is:

- Have a check-in and check-out at every meeting.
- Begin and end meetings with worship.
- Bring chocolate.

- Have a queue rule and a queue manager with the power to make exceptions.
- Commit to saying “ouch” when you feel wounded, hurt or not heard.
- Have both official minutes and unofficial notes.
- Have permission to experi-fail. Take faithful risk. Celebrate the attempt, celebrate the experience and we all try to figure out what we have learned.
- Speak with one voice. If there are misgivings, voice them before a decision is reached and then support decisions once they are reached.
- Find the best person to do the job, leave them alone and let them do it.
- Explicitly express gratitude.
- If you need something ask for it.
- If you need a response to email, say so in the subject line.
- Listen.
- Laugh.
- Come prepared.
- Confidentiality – what happens at the table stays at the table.
- Make a commitment of time to this work both within the board meeting and outside the board meeting.
- Our covenant is a living document, subject to change.

Joint BOT/LDC meeting resumed. LDC presented a plan of action on nominations for future leadership, leadership training and creating and identifying a pool of leaders. LDC asked that regional staff create a training program that would be used once every 2 years in each cluster)

**ACTION ITEMS:**

- Margie will ask Glenn Johnson to provide Helen Leddy a list of all congregations in the Florida District (with nominating committee members identified if information is available). Diana Ovadia will draft a letter to the congregations, to be proofed by the LDC, and Helen will email the letter.

- LDC will hold monthly teleconferences second Sunday of each month at 5 p.m. (Aug. 11, Sept. 8, Oct. 13). A board member will sit in on the calls.
- Potential nominees for BOT/LDC roles will be contacted by Jan. 11, 2014.

**Board business:** Ila Klion appointed Diana Ovadio and Dani Slader as co-chairs of the LDC.

Check-out and closing worship led by Sarah.  
Meeting adjourned 3:15 pm.