



ANNUAL REPORTS
2012-2013

ANNUAL BUSINESS MEETING
April 27, 2013

Unitarian Universalist Congregation
of Atlanta
Atlanta, Georgia

**Mid-South District
Unitarian Universalist Association**

Annual Reports • 2012-2013

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Annual Meeting – 2013

Atlanta, GA

April 27, 2013

Agenda

1. Call to Order – Kirk Bogue, President
2. Chalice Lighting and Opening Words
3. Certification of Delegates and Quorum – Maggie Lovins, Secretary
4. Approval of Minutes of 2012 Annual Meeting – Maggie Lovins, Secretary
5. Treasurer's Report – Robert (Bob) Day, Treasurer
6. Proposal and Adoption of Budget for FY2013-FY2014 – Robert (Bob) Day Treasurer
7. Discussion / Vote on New Bylaws
8. Report of the Leadership Development Committee and Election of Officers – Karen Croneis, Chair LDC
9. District Executive Report – Connie Goodbread
10. President's Report – Kirk Bogue
11. Recognition and Thanks
12. Adjournment

Mid-South District Unitarian Universalist Association

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**Mid-South District
Unitarian Universalist Association of Congregations
Annual Meeting – 2012
Huntsville, Alabama
April 21, 2012**

MINUTES

Call to Order – President Gail Sphar called the meeting to order.

Chalice Lighting and Opening Words were presented by Norm Horofker.

Certification of Delegates and Quorum – Jill Austin announced that the quorum required in the bylaws is at least fifteen delegates from seven congregations. Delegates were certified for forty-six delegates from sixteen congregations.

Approval of Minutes of 2011 Annual Meeting – Kirk Bogue made a motion that the minutes be approved. The minutes were approved as written.

Treasurer's Report – Frank Youngblood reported that the 2011 Severe Storm Fund received \$88,535.57 and spent \$85,450. Remaining dollars will be used for future storm needs. At this point in the year, 62 percent of the income has been received and 62 percent of costs have been expensed. This is typical for this time of year.

Proposal and Adoption of Budget for FY 2012 – 2013 – Frank Youngblood noted the following recommended changes in the proposed budget for 2012 – 2013 from the previous year's budget:

1. Professional Staffing – the proposed budget allows for increasing staffing to 1 ¼ full-time equivalent (from the current equivalent of one full-time staff).
2. Fair Share Contribution – Increase the contribution from \$20 per congregation member to \$21 per congregation member.
3. Office and Administrative Expense – Reduce from \$9,385 to \$7,900.
4. Revenues – Increase expected revenues for congregation support, conference income, FANS, interest income, and other income to total revenue of \$131,838 (increase from \$120,060 from the previous budget).

Frank made a motion that the budget be approved. The budget was approved unanimously as presented.

Discussion/Vote on New Bylaws and Structure – Jill Austin made a motion that the proposed bylaws be approved (with some changes made to correct grammar/spelling that were noted during the formal discussion held before the annual meeting). Kirk Bogue presented the board's perspective on the proposed changes. He noted that it is essential for our faith, the district, congregations, and individual congregation members that this change be made. To continue to be relevant, change is needed. These types of changes are being discussed across the country and by the UUA. The proposed structure allows more effort to be put toward services and it increases our connectedness and helps to create a structure for the future.

Gail Sphar asked for discussion. She indicated that a two-thirds majority is needed for approval. The motion was approved unanimously.

Report of the Leadership Development Committee and Election of Officers – Karen Croneis presented the slate of officers for 2012 – 2013:

Kirk Bogue – Board President (two year term ending June 2014)

DeAnn Peterson – Board Vice President (two year term ending June 2014)

Maggie Lovins – Board Secretary (one year term ending June 2013; second year of unexpired two year term)

Board Treasurer – Bob Day (one year term ending June 2013; second year of unexpired two year term)

Board Relationship Trustee – Jill Austin (one year term ending June 2013; initial two year term will be 2013 – 2015)

Karen made a motion that the slate of board officers be approved by acclamation. Board officers were approved.

Karen also recommended three nominees for the Leadership Development Committee:

- Hetty Jardine (two year term ending June 2014)
- Susan Nodorft (one year term ending June 2013)
- Karen Croneis (one year term ending June 2013; second year of unexpired two year term)

The Leadership Development Committee members were approved.

District Executive Report – Connie Goodbread discussed changes taking place at the district level and UUA level and encouraged attendees to be patient while the middle layer of structure of congregation members who will assist the District Executive is developed. Movement of Trustees from the Board does not mean these positions will not be needed, but they will be structured in a different way. Plans are underway to determine how to best structure these positions to provide effective services to the congregations.

President's Report – Gail Sphar discussed changes that took place during the year: development of a covenant, selection of a full-time District Executive (Connie Goodbread), successful conferences, a successful Faith Development Conference, and sound financial planning. She encouraged attendees to participate in discussions of ways the District can remain close to the congregations and be accountable to congregations.

Vice-President's Remarks – Kirk Bogue expressed his thanks to the board and staff for their work during the year. He hopes that the next board will help congregations feel well served and said the board will be open to ideas from everyone.

Recommendation and Thanks – An additional \$800 (Chalice Lighger Grant) was presented to Frank Youngblood from Georgia Mountains Unitarian Universalist Church in Dahlonega so the congregation can continue its work toward Green Sanctuary Certification.

Appreciation and thanks were given to board members completing their terms of office: Jill Austin, Kirk Bogue, Laura DeCastro, Carleen Dowell, Rev. Allison Eskildsen, Rev. Fred Hammond, Norm Horofker, Dana Poss, Gail Sphar, and Frank Youngblood.

The meeting adjourned at 2:00 p.m.

Respectfully submitted,

Jill Austin

Secretary, Mid-South District Board

Treasurer's Report, Mid-South District
Annual Assembly 2013, April 26-27, 2013

Much has changed with regard to the finances of the Mid-South District in the 2012-2013 fiscal year because of our transition toward regionalization, and there will be more to come for 2013-14.

The first major change is that we have a new bookkeeper, Susan Greenberg and her firm Minding Your Business. Many of you know that Mitzi Stafford served as our bookkeeper for several years. As part of the regionalization process, a decision was made to move toward having the same bookkeeper for all four districts in the Southern Region. Mitzi submitted a proposal to work with the additional districts, and after much consideration, Susan and her firm were chosen for the job.

The other major change is that the budget approved at the 2012 Annual Assembly has been merged with those of other districts in the Southern Region, and modified considerably because of additional contributions from the UUA for staff expenses. The budget we passed last year called for income and expenses of \$131,838. The modified budget shows income of \$197,099 and expenses of \$198,089.

There are two expense items that were not in the budget and which will need to be paid. One is the expense of having a CPA firm review our books for 2011-12. This will protect both our former bookkeeper, Mitzi Stafford, and our new bookkeeper, Susan Greenberg, by having an independent third party make sure there are no outstanding issues with the bookkeeping. The cost will be about \$3000.

The second item is a loss suffered because a Youth Meeting was cancelled and there was a contract for the location that had been guaranteed. The cost to us is again about \$3000, which is one-sixth of the total. Because we did not have the Healthy Congregations Conference in the Fall, the income and expenses budgeted for the conference were not a factor.

Through January, we are running a surplus of about \$7,500. Income is \$79,545 and expenses are \$71,571. A full report through March 31 will be presented at the Annual Assembly. Our Balance Sheet is healthy, with a balance in our investment account of \$37,981 and cash of \$9,946.

The budget proposed for 2013-14 is attached in both line item and pie chart formats. It shows income and expenses of \$253,498, an increase of about \$50,000. Again, most of this change is due to the regionalization and additional funding from the UUA for staff expenses. The line item version shows all four districts in the Southern Region. The Mid South and Florida Districts will each have 1/6 of the budget and the Southeast and Southwestern Districts will each have 1/3 of the budget.

Finally, as many know by now, we are participating in a pilot program to change the way we request dues. The new program is called GIFT—Generously Investing For Tomorrow. Instead of requesting fixed amounts for the District of \$21 for each member of a congregation and \$58 per member for the UUA, we are merging the request for dues into one and requesting that congregations pay 7% of their certified expenditures. We are all excited about this new approach and look forward to a great success.

Respectfully Submitted,
Bob Day,
Treasurer, Mid-South District Board

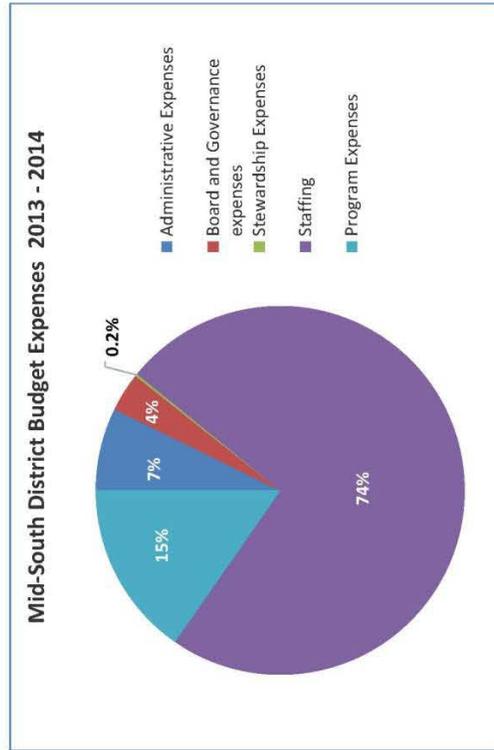
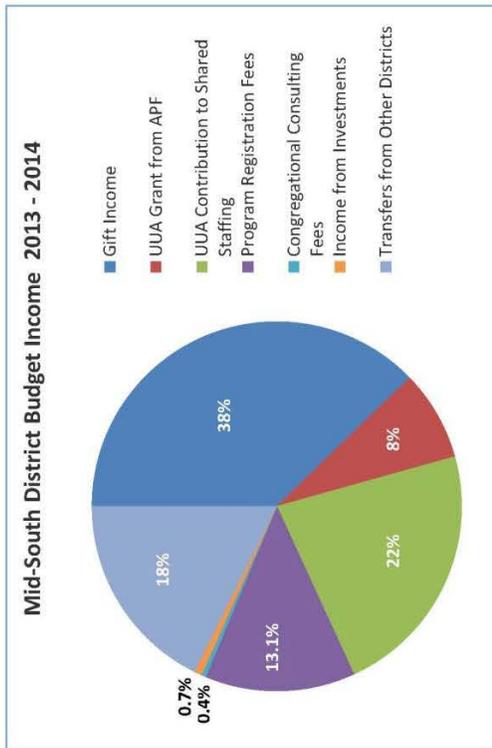
Southern Region Proposed Budgets 2013-2014						Florida	Southeast	Southwestern	Total
40000 Income									
41000 Fair Share Dues									
41100 GIFT Income						\$95,747.16	\$191,494.31	\$191,494.31	\$574,483.00
41200 Full Share Dues prior years				\$95,747.16					
42000 UUA Grant - APF				\$20,000.00		\$25,000.00	\$45,000.00	\$45,000.00	\$135,000.00
42500 UUA contribution - shared staffing				\$57,009.16		\$114,018.32	\$114,018.32	\$114,018.32	\$342,055.00
43000 Program Registration Fees				\$33,333.33		\$66,666.66	\$66,666.66	\$66,666.66	\$200,000.00
44000 Congregational Consulting Fees				\$1,000.00		\$2,000.00	\$2,000.00	\$2,000.00	\$5,000.00
45000 Interest income - operating funds									
45500 Income from Investments				\$1,650.00		\$100.00	\$150.00	\$150.00	\$250.00
46000 Other Income									
Other Donations							\$5,000.00		\$5,000.00
49900 Transfer from Reserves									
Transfer from Southern Region Districts				\$44,758.77		\$47,753.01	-\$32,840.17	-\$59,671.69	-\$44,758.85
Total Income				\$253,498.43		\$259,942.67	\$391,339.13	\$359,657.61	\$1,217,029.15
50000 Expenses									
51000 Administrative Expenses									
51100 General and Office Expenses									
51107 Utilities									
51108 Office Improvements									
51110 Postage & Shipping				\$416.67		\$833.33	\$833.33	\$833.33	\$2,500.00
51120 Printing & Copying				\$500.00		\$1,000.00	\$1,000.00	\$1,000.00	\$3,000.00
51130 Office Supplies				\$500.00		\$1,000.00	\$1,000.00	\$1,000.00	\$3,000.00
51140 Office Expense - Other				\$150.00		\$300.00	\$300.00	\$300.00	\$900.00
51154 Office Premises -- Rent				\$500.00		\$1,000.00	\$1,000.00	\$1,000.00	\$2,500.00
51150 Storage Unit Rental				\$400.00		\$800.00	\$800.00	\$800.00	\$2,000.00
51160 PO Box Rental				\$100.00		\$200.00	\$200.00	\$200.00	\$500.00
51200 Equipment and Leases									
51210 Eqpt Purchase				\$500.00		\$500.00	\$1,000.00	\$1,000.00	\$3,000.00
51220 Eqpt Maintenance				\$100.00		\$200.00	\$200.00	\$200.00	\$500.00
51230 Copier Lease									
51240 Postage Meter Lease				\$171.33		\$342.67	\$342.67	\$342.67	\$1,028.00
51300 Insurance				\$1,000.00		\$1,000.00	\$2,000.00	\$2,000.00	\$5,000.00
51400 Telecommunications									
51410 Telephone & Internet				\$2,500.00		\$5,000.00	\$5,000.00	\$5,000.00	\$12,500.00
51420 Conference Calling				\$100.00		\$200.00	\$200.00	\$200.00	\$500.00
51500 Contracted & Other Services									
51510 Technical Services				\$4,000.00		\$8,000.00	\$8,000.00	\$8,000.00	\$24,000.00
51520 Bookkeeping				\$3,750.00		\$7,500.00	\$7,500.00	\$7,500.00	\$18,750.00
51530 PR/Marketing Expense				\$150.00		\$300.00	\$300.00	\$300.00	\$900.00
51535 Bank Fees				\$250.00		\$500.00	\$500.00	\$500.00	\$1,250.00
51540 Merchant Services Fees				\$150.00		\$300.00	\$300.00	\$300.00	\$900.00

Southern Region Proposed Budgets 2013-2014		Mid-South	Florida	Southeast	Southwestern	Total
	51550 Software/Web Services Expenses	\$1,000.00	\$1,000.00	\$2,000.00	\$2,000.00	\$6,000.00
	51560 Payroll Processing Expenses	\$150.00	\$150.00	\$300.00	\$300.00	\$750.00
	51565 Security Services					
	51570 Audit & Professional Services	\$2,000.00	\$2,000.00	\$4,000.00	\$4,000.00	\$10,000.00
61000	Board and Governance expenses					
	61200 President Expense	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00	\$8,000.00
	61300 Board Meeting Expense	\$5,833.33	\$5,833.33	\$11,666.66	\$11,666.66	\$35,000.00
	61390 Board Expense - Other	\$750.00	\$750.00	\$1,500.00	\$1,500.00	\$4,500.00
	61400 Nominating Committee Expenses	\$100.00	\$100.00	\$200.00	\$200.00	\$600.00
62000	Stewardship Expenses					
	GIFT Pilot Program Costs	\$250.00	\$250.00	\$500.00	\$500.00	\$1,250.00
62200	Chalice Lighters Committee Expenses	\$250.00	\$250.00	\$500.00	\$500.00	\$1,250.00
68000	Transfers to Funds and Pass Through Accts					
70000	Staffing					
	70100 District Administrator	Jessica Curren	Jessica Curren	Glenn Johnson	Kathy Charles	
	70110 DA Salary & Benefits	\$28,394.63	\$28,394.63	\$56,789.25	\$10,000.00	\$95,183.88
	70150 DA Prof Exp	\$2,000.00	\$2,000.00	\$4,000.00	\$2,000.00	\$8,000.00
71000	District Executive	Connie Goodbread	Kenn Hurto	Kathy McGowan	Susan Smith	
	71110 DE Salary & Benefits	\$96,071.78	\$102,516.02	\$81,504.50	\$101,553.80	\$285,574.31
	71150 DE Prof Exp	\$15,000.00	\$15,000.00	\$15,000.00	\$15,000.00	\$45,000.00
72000	Director of Faith Development	Natalie Briscoe	Natalie Briscoe	Sue Sinnamon	Jennifer Nichols	
	72110 DFD Salary & Benefits	\$36,053.67	\$36,053.67	\$84,088.69	\$84,539.35	\$204,681.71
	72150 DFD Prof Exp	\$7,500.00	\$7,500.00	\$15,000.00	\$15,000.00	\$37,500.00
79000	Employer's costs & Payroll Expenses	\$2,058.61	\$2,058.61	\$4,117.22	\$725.00	\$6,900.83
80000	Program Expenses					
	81000 Independent Contractors (use for 1099 tracking)					
	81500 honoraria - see Class	\$3,000.00	\$3,000.00	\$6,000.00	\$6,000.00	\$15,000.00
	81600 stipend - see Class					
	81700 Travel and meals - see Class	\$1,681.77	\$1,681.77	\$3,363.53	\$3,363.53	\$10,090.60
	Training	\$2,500.00	\$2,500.00	\$5,000.00	\$5,000.00	\$15,000.00
82000	District workshops and programs					
	82100 meetings - see class	\$29,166.66	\$29,166.66	\$58,333.28	\$58,333.28	\$175,000.00
83000	Committee expenses					
	83100 District Library/Resources	\$100.00	\$100.00	\$200.00	\$200.00	\$500.00
	Councils	\$500.00	\$500.00	\$1,000.00	\$1,000.00	\$3,000.00
	Circle of Elders	\$1,000.00	\$1,000.00	\$2,000.00	\$2,000.00	\$6,000.00
84000	Gifts & Caring	\$300.00	\$300.00	\$600.00	\$600.00	\$1,800.00
	Cluster Support	\$500.00	\$500.00	\$1,000.00	\$1,000.00	\$3,000.00
	Grants to Prof Org	\$100.00	\$100.00	\$200.00	\$200.00	\$500.00
		\$253,498.43	\$259,942.67	\$391,339.12	\$359,657.61	\$1,062,809.32
	Total Expenses					
	Net Income/Loss	\$0.00	\$0.00	\$0.00	\$0.00	\$154,220

Mid-South District Proposed Budgets 2013-2014

Income		
Gift Income	\$95,747	37.8%
UUA Grant from APF	\$20,000	7.9%
UUA Contribution to Shared Staffing	\$57,009	22.5%
Program Registration Fees	\$33,333	13.1%
Congregational Consulting Fees	\$1,000	0.4%
Income from Investments	\$1,650	0.7%
Transfers from Other Districts	\$44,759	17.7%
Total Income	\$253,498	

Expenses		
Administrative Expenses	\$18,388	7.3%
Board and Governance expenses	\$8,683	3.4%
Stewardship Expenses	\$500	0.2%
Staffing	\$187,079	73.8%
Program Expenses	\$38,848	15.3%
Total Expenses	\$253,498	



Proposed Mid-South District Business Meeting Protocol For Bylaws Discussion

1. All Annual Assembly participants are welcome to attend the business meeting, but only credentialed delegates may participate in discussions and vote on bylaws changes.
2. The president will offer prepared motions on behalf of the board.
 - a. Each motion must be seconded, and then followed by discussion.
 - b. A board representative will make the first affirmative statement for each proposal.
 - c. The discussion will alternate “for” and “against”
3. During discussion for each motion,
 - a. Delegates must use one of the two microphones to ask a question or make a motion.
 - b. Each speaker should state his/her name and congregation for the record.
 - c. Each speaker has up to two minutes to speak “for” or “against” the proposal or make a motion.
 - d. No participant will be recognized to speak on an issue a second time until others wishing to speak have spoken for the first time.
 - e. Discussion stops when there is no one waiting to speak at one of the microphones (“for” or “against” microphone).
4. Once recognized, a delegate may move to amend a motion on the floor. The motion to amend must be seconded, discussed, and acted on by the delegates before returning to the main motion.
5. Consistent with Unitarian Universalist principles, delegates should be given every opportunity to present their views, as long as comments are relevant to the motion on the floor. As long as speakers are at both microphones, stopping debate can only be accomplished by the President’s recognition of a motion to “call the questions,” which requires a second and a two-thirds vote.
6. By-laws changes require a two-thirds vote of the delegates. All other actions at this meeting require a simple majority vote.
7. Abstentions will be recorded, but do not count as votes.
8. A Parliamentarian will be appointed by the President to answer questions about procedures and a timekeeper will be appointed to assist with the discussion.
9. Thirty minutes will be available for this discussion during the business meeting.

BY-LAWS
MID-SOUTH DISTRICT
UNITARIAN UNIVERSALIST ASSOCIATION OF CONGREGATIONS
As amended April 21, 2012

PREAMBLE

The Mid-South District of the Unitarian Universalist Association of Congregations accepts and affirms its role and purpose as part of the continental Unitarian Universalist Association of Congregations. The Mid-South District shall seek to be cognizant of, and responsive to, the needs of its member congregations.

ARTICLE I – NAME

The name of this organization shall be the Mid-South District of the Unitarian Universalist Association of Congregations.

ARTICLE II – MISSION

The Mission of the Mid-South District of the Unitarian Universalist Association of Congregations is to foster a transforming, liberal religious faith that welcomes all people. Our lives are rooted in the beauty and cultural richness of the American South, where we are nourished by relationships and grace. Mindful of these roots, we offer a welcoming community of support that remembers the past, envisions a world transformed, and lives with passion in the present.

ARTICLE III – MEMBERSHIP and REPRESENTATION

SECTION 1. Membership in this organization shall include congregations within Alabama, Georgia, Mississippi, Florida, and Tennessee which indicate their wish to assume the privileges and responsibilities of membership in the District, and which are affiliated with the Unitarian Universalist Association of Congregations.

SECTION 2. Each member congregation shall be entitled to delegates to the District Meeting according to the following schedule:

1 – 50 members	4 delegates
51 – 100 members	8 delegates
101 – 200 members	10 delegates
201 – 300 members	12 delegates
301 – 500 members	14 delegates
501 – and above	16 delegates

Member delegates shall be certified by the Secretary or designate at each business meeting. Each delegate shall be entitled to one vote on all matters coming before the membership of the District. No person may vote by proxy.

SECTION 3. Financial support of this organization shall be provided by the member congregations and by such other funds as are available; the Board shall determine the suggested amount per member.

ARTICLE IV – MEETINGS

SECTION 1. The annual meeting of this organization shall be held at a time and place to be determined by the Board. The delegates there assembled shall be the policy making body for this organization and shall approve the annual budget by at least a simple majority vote.

SECTION 2. Special meetings of the delegate assembly may be called at the written request of not less than five (5) member congregations. **The Board of Trustees may also call special meetings of the delegate assembly.** At any special meeting only that business for which the meeting is specifically called and which has been stated in the notice calling the meeting shall be acted on.

SECTION 3. The secretary shall cause to be sent notice of any meeting to the Mid-South Board members, and the minister, president and secretary of each member congregation not less than twenty-one (21) days prior to the time of the meeting.

SECTION 4. At all meetings those entitled to vote shall be Mid-South District Board members and delegates from member congregations as provided in Article III, Section 2, further provided that the congregations have made a contribution to the Annual Program Fund of the denomination and to the District during the preceding twelve (12) months.

SECTION 5. A notice of the Annual Meeting shall include (a) the proposed budget for the succeeding fiscal year, (b) the report of the Leadership Development Committee, and (c) any other recommendations prepared by the Board. The notice and call of any Annual or special meeting shall include any proposed amendment or amendments to these By-Laws which shall have been properly submitted.

SECTION 6. Twenty (20) delegates representing seven (7) member congregations shall constitute a quorum.

SECTION 7. **Meetings may be held in either of these ways: (1) a specific meeting that is located within the district of member congregations or (2) a virtual meeting (a meeting that uses technology such as a conference call, webinar, or video conference to connect participants).**

ARTICLE V – BOARD OF TRUSTEES

SECTION 1. The Mid-South District Board of Trustees shall be composed of five (5) voting members plus the District Professional staff ex officio without vote. The voting members consist of the President, the Vice-President, the Secretary, the Treasurer, and the Relationship Trustee.

SECTION 2. Each Board Trustee shall be a member of one of the Mid-South District Congregations. No person shall hold simultaneously more than one of the offices provided for in Article V, Section 1. The broadest possible geographic and cultural representation shall be sought in the nomination and election of the Board of Trustees. No more than one member of the Board shall be from the same congregation.

SECTION 3. Terms of office for Trustees shall begin with the start of the new fiscal year following their election. The term of office for Officers (President, Vice-President, Secretary, Treasurer, and Relationship Trustee) shall be for two (2) years with President and Vice-President terms staggered with those of Secretary, Treasurer, and Relationship Trustee. The initial election for Relationship Trustee will be for a one year term. No person shall hold the same office for more than two consecutive terms. No person shall serve on the Board of Trustees for more than six (6) consecutive years.

SECTION 4. The Board of Trustees shall fill a vacancy in any office except the presidency until the next Annual Meeting, at which meeting an election will be held to fill the position in question. The Vice-President shall automatically succeed to the Presidency for the balance of the term of office should the presidency become

vacant. Should this occur, the vice-presidency shall become vacant and shall be filled according to the procedure stated above.

SECTION 5. The District and its Board of Trustees relationship to the District professional staff shall be in accordance with the policies of the Unitarian Universalist Association of Congregations.

SECTION 6. The District shall indemnify any officer or Board of Trustees member, or former officer or Executive Board member, of the District against all expenses (including court costs, attorney's fees and the amount of any judgment or reasonable settlement) actually and necessarily incurred by any such person, subsequent to the adoption hereof, in connection with any claim asserted against any such person, or any action, suit or proceeding in which any such person may be involved as a part, by reason of having been such an officer or member of the Board of Trustees or by reason of any action alleged to have been taken or omitted by any such person as such officer or member of the Board of Trustees; excepting, however, expenses incurred in relation to any matter with respect to which a claim is made of willful misconduct or willful default, or of gross negligence in the conduct of the office of such officer or member of the Board of Trustees, unless there be an adjudication of freedom there-from by a majority of the Board of Trustees then in office, exclusive of those involved in such claim, action suit or proceeding, provided that such majority constitutes a quorum of the Board of Trustees. The right of indemnification herein provided for shall inure to the benefit of the executors or administrators of each such officer or member of the Board of Trustees and shall not be deemed exclusive of any other rights to which such person might have been entitled were it not for this provision. The Board of Trustees may in its discretion prepay all expenses incurred in defending any such action or proceeding in advance of final disposition of said action or proceeding upon receipt of an undertaking by the person indemnified to reimburse the District in the event he or she be adjudicated to be not entitled to such indemnification.

ARTICLE VI – DUTIES OF BOARD OF TRUSTEE MEMBERS

SECTION 1. The President shall be concerned with the overall well-being of the District. The President shall preside at all meetings of this organization and of the Board of Trustees. In consultation with the Board, the President shall appoint committees as deemed necessary and as elsewhere provided. The President is the Chief Executive Officer of the District and is invested with all of the powers and privileges customarily associated with that position. With the consent of the Board of Trustees, the President is empowered to speak for and on behalf of the Mid-South District in all legal proceedings, to serve as Contracting Officer of the Mid-South District, his/her signature being legally binding for the Mid-South District on contracts, etc., when affixed thereto by direction of the Board of Trustees.

SECTION 2. In the absence of the President to serve, the Vice-President shall be vested with the powers of the President and shall succeed to the Presidency if the President leaves office in mid-term, serving as President until the next regularly scheduled general election. The Vice-President shall perform such other duties as may be assigned by the Board.

SECTION 3. The Secretary shall keep a complete record of the proceedings of all meetings of this organization and of the Board of Trustees and assist the President with record keeping and meeting organizational issues as needed. The Secretary shall advise individuals of their election or appointment to office or committee.

SECTION 4. The Treasurer shall receive all monies collected under the authority of this organization and shall give proper receipts thereof. The Treasurer shall pay all orders that may be drawn on the District in accordance with procedures authorized by the Board. The Treasurer shall keep accounts of all transactions, which accounts shall be annually examined and certified by the Board.

SECTION 5. The Relationship Trustee is responsible for the development and monitoring of systems that facilitate deep conversations between the Board and member congregations, fellowships and other Unitarian Universalist communities in the district. In addition, this trustee facilitates the maintenance of covenantal relationships between and among the Board, UUA staff, and member congregations, fellowships, and UU communities.

SECTION 6. The Board is charged with carrying out the policies set by the District meetings and is hereby empowered to adopt such measures as shall be necessary including the adjustment of the annual budget.

SECTION 7. Meetings of the board shall be held at least three times a year. Special meetings may be called by the President and must be called upon request of two (2) members of the Board. Notice shall be sent to members at least fourteen (14) days prior to the time of the meeting. Three (3) voting members of the Board shall constitute a quorum and the expenses of the members in connection with business meetings shall be paid by the organization. A report of the actions of the Board shall be submitted to all member congregations and to the annual meeting of this organization.

SECTION 8. In addition to the general duties specified in Section 7 above, the Board shall have the following specific responsibilities:

1. The Board shall prepare for presentation to the Annual Meeting of the District a proposed budget of sufficient proportions to permit the effective operation of the program and services of the organization to its member congregations in the succeeding fiscal year. Copies of this budget shall be included in the call and notice of the Annual Meeting.
2. It shall authorize disbursement procedures for the organization by orders to the Treasurer.
3. It shall authorize procedures for employing whatever personnel other than the District professional staff that may be provided for in the annual budget that are needed for the District to be effective. It shall submit recommendations concerning policies and programs for the next fiscal year to the Annual Meeting. These recommendations shall be included in the call and notice of the Annual Meeting.

ARTICLE VII – GENERAL PROVISIONS

SECTION 1. (a) A Leadership Development Committee consisting of a Chair and two (2) members shall be elected by ballot at each Annual Meeting. Of the three persons on this committee, one (1) shall be elected for a two-year term and one (1) shall be elected for a one-year term; the third is a carry-over. Any vacancy on the Leadership Development Committee shall be filled by appointment of the President. The Leadership Development Committee shall present at least one nomination for each office to be filled by election at the next Annual Meeting after its election. There may be nominations from the floor, but no person shall be nominated by the committee or from the floor without that person's consent. The report of the Leadership Development Committee shall be given to the Secretary at least 35 days before the Annual Meeting, to be included in the call and notice of the meeting. The Chair of the committee (often the committee member serving the second year of a term) is designated at the time of the election. (b) The elections for the Mid-South District shall occur at the Annual Business Meeting. The Secretary of the Board shall conduct the elections and oversee all vote and ballot counts and declare such to the Annual Meeting.

SECTION 2. The fiscal year of this organization shall be from July 1 to June 30.

SECTION 3. The business of each District meeting shall be conducted in accordance with these By-Laws and Robert's Rules of Order, Revised.

SECTION 4. No resolution shall be presented for adoption at any meeting of the membership unless it shall have been furnished in writing to each of the member congregations at least twenty one (21) days prior to such meeting, except that this rule may be waived by the vote of three-fourths (3/4) of the delegates present at any meeting of the membership.

ARTICLE VIII – ELECTION OF UUA TRUSTEES

The Mid-South District congregations will participate in elections of UUA Trustees following the processes developed and approved by the UUA.

ARTICLE IX – AMENDMENTS

These By-Laws may be amended by a two-thirds (b) vote of the delegates present and voting at any annual or special meeting, provided that the substance of the proposed change shall have been included in the call and notice of the meeting and copies shall have been sent to the minister, president and secretary of each member congregation at least twenty-one (21) days before the date of the meeting.

ARTICLE X – DISSOLUTION

In the event that the Mid-South District of the Unitarian Universalist Association of Congregations shall be dissolved without concurrent incorporation into another replacement organizational entity of the Unitarian Universalist Association or hold no annual meetings of the delegates for a period of three (3) years, the Treasurer shall pay over and deliver such assets as may be property of the district to the Unitarian Universalist Association of Congregations, a corporation of the Commonwealth of Massachusetts, or its successors or assigns.

**MidSouth District
Leadership Development Committee
2012-2013 Annual Report
March 17, 2013, revised April 23, 2013**

Nominations for the MidSouth District Board of Trustees

If elected, the following three people will join 2012-2014 President Kirk Bogue (UUMAN, GA) and 2012-2014 Vice President DeAnn Peterson (UUCA, GA) to form the 2013-2014 MidSouth District (MSD) Board.

MSD Secretary (Two-year term, 2013-2015): Christine Freeman, Montgomery, AL (added April 22, 2013 - former nominee Maggie Lovins, Pensacola, FL, withdrew her nomination)

MSD Treasurer (Two-year term, 2013-2015): Bob Day, First UU, Nashville, TN

MSD Relationship Trustee (Two-year term, 2013-2015): Jill Austin, Murfreesboro, TN

Nominations for the MSD Leadership Development Committee

If elected, the following two people will join 2012-2014 member Harriet Jardine (High Street, Macon, GA) to form the 2013-2014 Leadership Development Committee (LDC).

Leadership Development Committee (One-year term, 2013-2014): Susan Nodurft, Hattiesburg, MS

Leadership Development Committee (Two-year term, 2013-2015): Karen Croneis, Tuscaloosa, AL

Respectfully submitted,
2012-2013 Leadership Development Committee
Susan Nodurft, Harriet Jardine, and Karen Croneis (Chair)

Biographies of Nominees

Nominee for MSD Secretary:

Christine Freeman is an enthusiastic UU and an avid member of the Unitarian Universalist Fellowship of Montgomery in Montgomery, Alabama. Professionally, she is Executive Director, Middle District of Alabama Federal Defender Program, Inc. Her professional experience in the legal community is extensive and spans numerous roles and states. Christine's board work includes service to the Alabama Criminal Defense Lawyers Association, the Montgomery chapter of the Federal Bar Association, the Hugh Maddox Chapter of the American Inns of Court, the Tennessee Criminal Defense Lawyers Association, the Alabama Foster Parents Association, the Unitarian Universalist Fellowship of Montgomery, and the Alabama Civil Liberties Union. She has a son in college, a foster daughter completing law school, and foster daughters entering high school.

Nominee for MSD Treasurer:

Bob Day just celebrated his 30th anniversary as a member of First UU Nashville (TN), where he is currently relaxing as Operations Council Chair after serving the prior two years as President. When Frank Youngblood bumped up against term limits as Treasurer of the Mid South Board last year, Bob was elected to complete the second year of Frank's two year term and has been nominated to serve a full two-year term. Since 2005, Bob has also served as the District Compensation Consultant, meeting with congregations to encourage them to meet Fair Compensation Guidelines for their ministers and staff. Bob met and married his wife Candy at First UU. They each have a daughter who got married there, too. Bob's favorite of the seven principles is the inherent worth and dignity of every person, and he really likes living in covenant with a spiritual community.

Nominee for MSD Relationship Trustee:

Jill Austin currently serves as Chair of the Worship Committee at the Unitarian Universalist Fellowship of Murfreesboro (TN). She is a past president of the Murfreesboro Fellowship and former congregation board member. Jill was Secretary of the Mid-South District Board in 2011-2012 and is currently serving on the MSD board as Relationship Trustee. When asked, Jill replied that it was difficult to put into just a few words what being a Unitarian Universalist means to her. She said, "Our UU community is complex -- challenging, comforting, and uplifting. Our role in social justice is essential and I'm proud to be among this group. Simply, this community seems like home." Jill is a professor of management at Middle Tennessee State University.

Nominee for MSD Leadership Development Committee, one-year term:

Susan Nodurft is a member of the Hattiesburg (MS) Unitarian Universalist Fellowship. She has served as President and on various committees. She currently is a service facilitator and a member of the Worship Planning Team. Unitarian Universalism's core value of inclusiveness and communal support of an open-minded search for Truth attracted her to the faith. Susan, a retired community college biology teacher, facilitates *Circle of Trust*® retreats based on the work of Parker Palmer for groups in Mississippi and the Southeast. Spending time with grandchildren, reading, hiking, and kayaking are a few of her favorite pastimes.

Nominee for MSD Leadership Development Committee, two-year term:

Karen Croneis is a member of the Unitarian Universalist Congregation of Tuscaloosa (AL) where she is chair of the Stewardship Committee. After serving in the Peace Corps as a math teacher in Cameroon (West Africa), Karen moved to Lexington, Kentucky. At the Unitarian Universalist Church there, she discovered a faith that she could wholeheartedly embrace. A feminist, Karen values our affirmation of the inherent worth and dignity of every person. Growing up on a farm, she feels as though she's always known and been a part of the interdependent web. Karen is a librarian at the University of Alabama and enjoys Alabama gymnastics and softball.

Connie Goodbread

It has been my honor to serve Mid-South District as District Executive. My job continues to evolve along with our regionalization. It is an ever changing landscape that is grounded in the foundation of the warm generous southern Unitarian Universalism alive in MSD. Our goal is to continue to become as we serve better, more efficiently and grow the faith. The Hallelujah Staff's mission statement is *To Evangelize the South for Unitarian Universalism*.

Things that are the same

- **Start-Ups:** The past year in MSD we did four Minister start-ups and one Religious Education start-up. Transitions are an important moment in the life of a congregation. With regionalization we can offer more attention for congregations in transition because we have more staff. For a long time we have known that congregations needed deeper discussions during this time of discernment and evolution.
- **Ministers:** We had three ordinations and one retirement. Many thanks to Kirk Bogue who attended one of the ordinations on behalf of MSD.
- **Board Retreats:** I did four Board Retreats this year. However, in the future we will hand these to our trained *Smart Church* consultants. I will continue to act as coach to the consultants. We are finding that this team approach is a much better way of working with our congregations. It happens in a more timely fashion and involves less travel.
- **Long Distance Coaching:** A lot of the work that I do is in coaching congregational leaders to be the very best that they can be. This will not change as we move forward. Emails and phone conversations will continue to be at the heart of what I do and will keep me connected. I have ideas and experience but local leaders understand their congregation and their individual members. It is important that we do the work in pure partnership. We will also continue webinars, Skype and conference calls.
- **Smart Church:** I continue to write *Smart Church* articles. They appear in our regional newsletter. I am due for sabbatical this year and will take it in the summer of 2014. During that time I plan on forming the articles into a Small Group Ministry Workbook that will hopefully be published.
- **Consultant Training:** We have 120 trained Smart Church consultants. In January we held a basic *Smart Church* Consultant training at which we trained 6 more consultants. We also trained 12 consultants in *Advanced Smart Church Training* in Stewardship, Conflict, Board Retreats, Covenant Development, Mission and Vision. I have had requests from two other regions to share our process, with a request from one to help train them to train their consultants.
- **Leadership Experiences:** We held two Leadership Experiences this past year. We will continue to offer them. We had around 130 participants and teams from about 30 congregations that attended. The next one is in Dallas August 4 - 9, 2013. Because *revelation is open and continuous* we will be reworking and developing this event. It is a leadership 201 event based in Unitarian Universalist theology and Systems Thinking.
- **Fall and Spring Training:** We have held two 101 type leadership trainings *Fall Harvest* and *Spring Training*. These were minimally successful. *Fall Harvest* had 65 people who attended but we had to pare back *Spring Training* due to lack of registration. We understand that we need this kind of training. We will continue to analyze how best to offer it so that congregational leaders can take advantage of it. We are thinking closer - like in clusters - and less expensive.
- **President's Convocations:** We held two President's Convocations, one at Camp McDowell in Alabama and one in Dallas. We had 48 presidents who participated. Many thanks to DeAnn Peterson and Nancy Bartlett. They were wonderful and helped me to rethink how we might organize this event in the future. The next one is May 31 - June 2 at The Mountain and then June 7 - 9 in Dallas. We are very aware of the

fact that we need at least three of these offered at different locations. This event is a wonderful time to make connections, hear from people who have done the job, share both the joys and the worries of the job and learn a few things. Presidents tell us that they feel more connected and better equipped because of the President's Convocation.

- **Chalice Lighter Grants:** This important program has been capably managed by June Bryant and Chet Strunk, with help from our Administrative staff. It will continue to be a vital part of the support that congregations get and give to one another.
- **Annual Assembly:** This year's Annual Assembly is quite different from Annual Assemblies in the past. Our Annual Assemblies will continue to evolve. I personally hope that we are able to have a combined Annual Assembly within the next couple of years with at least one of the other District in our region. I will be attending the Florida District's Annual Assembly this year and Kathy McGowan is attending the MSD.

Changes

- **Generously Investing for Tomorrow - G.I.F.T.:** <http://www.uusouthland.org/gift.html>

GIFT is a bold new approach to funding our Unitarian Universalist Association. The Southern Region was asked to pilot this program because our progress toward regionalization and our levels of giving - by all measures are among the best in the UUA. We are best suited to initiate this program.

GIFT has been developed over several years in collaboration with leaders and staff from the Districts and our UUA. It provides a simpler, more covenantal way for congregations to support our Association with two important changes in how we contribute.

First, instead of District and National requests, there will be a single request, to be shared by the District, Region and the UUA. Amounts pledged by each congregation may vary somewhat from the earlier formula (some more, some less, some the same), but the overall amount of money is about the same - this is not an increase overall.

Second, the amount requested will be a percentage of the congregation's certified expenditures in the previous fiscal year, not a fixed per-member basis. In challenging times, when congregational budgets shrink, the proportion of resources given to support our larger presence will remain the same. We share the good years and the tough years.

The goal is for all congregations to pledge 7% of their certified expenditures. Those unable to do so initially are encouraged to contribute the percent they can manage and will be recognized through a tiered system:

- ★ **GIFT Leadership** - contributing 7% or more of their expenditures
- ★ **GIFT Visionary** - contributing 6% or more of their expenditures
- ★ **GIFT Supporter** - contributing 5% or more of their expenditures

GIFT will begin on July 1, 2013. Together over the next two years we will collaborate, learn, evaluate, and fine-tune our GIFT program.

- **Administrative Evolution:** The region has hired *Minding Your Business*, a bookkeeping company that is owned by a Unitarian Universalist. We spent a lot of time combining all of the books. We have three regional administrators - Jessica Curren is the first contact administrator and our finance expert. Rev. Glenn Johnson is our communications administrator. Kathy Charles is our events organizer.

- **Website:** Christine Purcell is our Webmaster. The District websites will become portals that feed people into the regional website. As I am writing this report we are Beta Testing the new website. We hope to have it ready in the next week or so. Facebook pages and other social networking will do the same thing.
- **Hiring of new staff:** We have hire two wonderful new leaders to join us on staff.

Natalie Briscoe received her Bachelor's degree in Psychology from the University of Texas at Austin in 2000 where her focus was on learning and perception across the lifespan. She received her Master's degree in counseling and human development from the University of North Texas in 2002. She has served as Director of Religious Education for two churches, one in North Texas and one in Seattle, Washington. She also served the Southern Region as a Healthy Congregations Consultant and as a Youth Ministry Consultant. This year Natalie received the Ruth Clark Award for service to Unitarian Universalism from the North Texas Association of UU Societies and the Norma Veridan Award for outstanding contributions to Religious Education in the Southwest District. She is married to her best friend, Sean, and the couple welcomed their first son Ian to the family last June. Natalie has a passion for playing roller derby, rescuing pugs, and serving Unitarian Universalism.

Kathy McGowan describes herself this way: "I grew up in Springfield, Ohio and attended college in St. Louis and Boston. After graduating from Brandeis University, I moved to New York to pursue a career in the theatre and make a life with my husband, Vaughn. Vaughn and I have two children, Grace, now age 22 and Tucker, age 19. In addition to my work in the theatre and Unitarian Universalism, I have worked with "at risk" youth and in the child welfare system. I have been a UU for over twenty-five years. I am very proud of the work I have done with the cluster of congregations known as CRUUNY, Capital Region UUs of NY, living out the Cambridge Platform. I am thrilled to be starting this next chapter of my life, doing the work I love, and living in a new part of the country." Kathy brings a great deal of experience in working with congregations and district structures from her time in the St. Lawrence District.

- **E-news:** We are producing bi-monthly e-newsletters. Each of them contains a staff article that is also a blog <http://uuasouth.blogspot.com> We are keeping a regional calendar and we send out blurbs for both District and Regional events.
- **Cluster Development:** We are aware of the fact that as we become more of a region we also need to focus on getting more tools into the hands of congregational leaders. We know that we should be helping congregations to develop stronger relationships. Regional Staff will be helping to develop both geographic clusters and affinity clusters. Some of the affinity clusters might include Stewardship, Large Congregations, Medium Size Congregations, Small Congregations, Prison Ministry, Campus Ministry, Young Adult Networking, Military Ministry, Covenant Development and/or Multigenerational Community.
- **Policy Development:** We are taking a look at several of the District's policies and combining them into regional policies.
- **Staffing Changes:** As I said in the beginning of this report, our jobs keep evolving. As we regionalize we restructure ourselves. Rev. Kenn Hurto is our Regional Lead. Natalie Briscoe, Kathy McGowan, Rev. Susan Smith, Rev. Sue Sinnamon and I are all Congregational Life Consultants. This fits quite appropriately with the fact that we work in the Congregational Life Department of our Association.

I owe so much to the leadership of Mid-South District. My work is only possible because of the generosity, support and wisdom of so many of you. Thank you for allowing me to serve.

Mid-South District Board Annual Report, March 2013

Transformation is in full force across our UUA, the Mid-South District and the Southern Region. Transformative work done well is challenging, frustrating, rewarding and inspiring; sometimes simultaneously. Those feelings have been experienced over the past year by all involved in transforming the way our faith is effective, including our UUA Trustees, our UUA staff (to include regional field staff and leadership at our UUA headquarters in Boston), middle judicatory bodies (such as district or regional boards), and congregations (members and staff) that the aforementioned entities are purposed to serve. As Mid-South District President, I am eager to share, on behalf of the Mid-South District Board, a view of the progress we've made this past year, some context about where we are and aren't, what we envision to happen over the next 12-24 months and what congregational leaders can do at this year's Annual Assembly to help us move forward.

Background

Significant transformational work can take five or more years to implement. While much discussion and planning for change had occurred within our district and across the UUA prior to The Orlando Platform developed in December 2010, I view that meeting as the watershed event that compelled us to truly act in strategic collaboration with UUA staff, UUA Trustees and the three other districts in our Region in a transformational way. As a reminder, The Orlando Platform reflected our region's alignment to adopt the UUA Vision and Ends Statements as our common goal; eliminate redundancies in operations, services and roles; have the UUA lead and manage professional staff; and take other necessary steps to ensure that congregational vitality and success, as well as the growth of our faith, are the results of our work together.

If our journey of transformation is on a five year plan, then we're almost two and half years, or halfway, to the exciting and impactful faith we imagined as The Orlando Platform meeting concluded. Being on course would mean that we have made it through challenging decisions; endured tough conversations; created ideas for new roles and structures; implemented new ways of being; and learned that some of the actions we've taken won't work. We have stakeholders who believe our journey is worthy of investment while others believe we're on the wrong path. We still need to listen to learn what we might have missed. Due to the progress made, we can finally see a light associated with our destination, a light that is small enough to remind us we have much further to go, clear enough to remind us why we are doing this work and bright enough to inspire us to complete it.

Progress Prior to July 2012

Subsequent to December, 2010, and prior to July 2012, when Fiscal Year 2013 began, many steps of our transformative work were taken. Professional staff began reporting to and taking direction from UUA leadership, allowing more collaboration and efficiencies regionally and nationally as well as increased work activities that align to the Ends Statements set forth by UUA Trustees. The UUA Trustees began planning to create a smaller board, as did district boards in our region, including our own Mid-South District, which voted to reduce its board to five members in April 2012. Districts in our region began to assess what transformation

could mean and all four presidents continued the practice started by prior boards to communicate regularly to share progress and challenges. All four presidents participate in the national District President's Association, where collaboration among 19 district presidents and work on UUA Trustee special project requests have helped both UUA Trustees and District Presidents make ours a stronger faith.

As part of the process to implement a five person board for the Mid-South District, delegates voted to approve a new trustee position, "Relationship Trustee". This role was and remains envisioned to oversee better connections of congregations and leaders with each other. At the same time we began envisioning a service model that included "elders" and "clusters", elders were envisioned as a way for people to serve as stewards of our faith beyond their congregational walls and clusters were envisioned as groupings of congregations or their leaders around something of common interest or need to them all.

Progress During This Past Year

Since MSD's 2012 Annual Assembly, the work mentioned above has continued.

Professional staff members across our region collaborated more than ever. Read Connie Goodbread's report, also included in this Annual Assembly packet, to understand the volume and scope of service staff provided this past year. We're blessed to have such a team work as passionately and tirelessly as they do. During the past year staff adopted the title "Congregational Life Consultant" to replace "District Executive", to reflect the purpose of their work in a regional (multi-district) setting. Connie's report contains one of the last references to her being a District Executive of the Mid-South District that you'll see. Rev. Kenn Hurto became the Executive Lead for professional staff we work with and the primary liaison to all four district boards of our region for planning and monitoring progress. Connie and Kenn are the primary contact points for MSD congregations when calling for professional staff support, though other Congregational Life Consultants may transition to have that responsibility for some number of MSD congregations in the future. The MSD Board applauds professional staff's actions to collaborate with and connect to as many congregations as possible.

The MSD Board continued its work determining the role of elders, and to some degree clusters, in collaboration with staff and our MSD UUA Trustee Nancy Bartlett, who kept us educated about UUA Trustees and the polity of our UUA Association. We drafted descriptions for the elder role (which we still need to name) as well as intended benefits of the role's contributions; more details coming at Annual Assembly and in other communication forums. We're excited about our proposal and we've begun work with staff to form an implementation approach. Jill Austin, our Relationship Trustee, is coordinating any of the new work we do relative to "connecting" with congregations; we're fortunate to have Jill in this role. The elder and cluster models contain the concepts that will connect us the way we need to be in relationship whether that be by role, common justice causes, common challenges, district heritage or others not yet named. It helps to think of regionalization concepts as those that help us be more efficient utilizing sacred resources, while elder and cluster concepts help us be the people we need to be to do the work we need to do with the people we need to do it with.

Districts in the Southern Region, who up to now have done this transformative work independently, but in close communication with each other and staff, are now beginning to speak as one voice. Getting to this point has taken time; thankfully Vice President DeAnn Peterson has been instrumental in helping us build strong relationships with our fellow districts. This spring, for the first time, all four district boards spoke as a unified voice when establishing criteria for staff to consider in development of a strategic service delivery plan for the region. As of the writing of this report, that plan is in progress and will feature a focus on facilitating cluster development, cultivating leaders and implementing the elder model concept.

Our board is proud that the Southern Region was selected as a pilot group to implement GIFT (Generously Investing for Tomorrow), a new way for congregations to pledge and fund their financial commitment to the UUA. GIFT eliminates the concept of dues that a congregation pays to both the UUA and the District, adopting a pledge approach within a fair share model, much like the model congregations use in their stewardship approach with their members. GIFT is more covenantal in its approach than the prior dues model, facilitates regionalization of operations and is much more efficient to administer. Our board has been actively engaged with UUA staff, including UUA President, Peter Morales, in the rollout and communication of GIFT. I share that to convey that the MSD District Board feels well connected, heard and influential as we represent the congregations we serve.

Present Day – Spring 2013 & Looking Ahead

We're in the season of a district's year to take stock of what is and isn't and lay out plans for coming years.

Components of those plans and next steps include:

Stewardship and Finance: GIFT is happening now. It makes how congregations support the UUA and districts / regions more equitable and practical. It enables simplification of how funding flows to support staff and field operations. This year's district / region budgeting process reflects that simplicity as well as inter-district collaboration. Treasurer Bob Day has been our leader and guide working with other districts and staff to transform how our financial systems work. Consolidation of financial operations for the region is almost complete. So very soon, controls and management of finances will be more efficient and consistent than ever.

Staff Regionalization: Much of the work to create a regional staff structure and operations is nearly complete. The next significant phase of our transformative journey will occur as staff act and speak as a unified voice in the development and delivery of plans that meet the goals expressed by the unified voice of the districts in the Southern Region.

Implementing Cluster and Elder Concepts: Due to the investment on infrastructure related activities associated with Stewardship, Finance and Staff Regionalization, limited progress has been made moving Cluster and Elder concepts forward. The concepts have been widely discussed and plans being developed by staff and district boards should result in relevant and tangible action and results over the next year. While we need to crawl before we walk, we're hopeful that by this time next year every congregation across our district and region will experience benefit from these particular initiatives. I believe this work in particular will help

people who feel they lost something in the transformative work we been doing realize the presence of connections and ways of contributing to our faith they may have missed or feared would go away. Among other things, The Orlando Platform articulated a vision for leaders who want to serve beyond their congregational walls to have more opportunity for that; our initiatives associated with elders and clusters exist to realize that goal; this is the light that with nearly completed infrastructure work we can now see.

Governance Structure: We've needed to at least glimpse the form our transformed way of being will take before we decide what form our middle judicatory structure will take. A middle judicatory is an administrative structure or organization found in religious denominations between a grouping of local congregations and its widest or highest national or international level. A "district" is a form of a middle judicatory, as is a "region". What the best middle judicatory structure is for the UUA overall is a current intentional discussion. Components of the discussion include geography, role and responsibility. It is likely that we will recommend a next step for a middle judicatory over the next 6-12 months. As we anticipate the structure that will work best we have the goals of eliminating district model dysfunctions; carrying forward district model best practices and traditions; and incorporating elements that support our UUA polity, staff roles and connectivity of congregations to each other.

Our Board has met more frequently this past year than anyone anticipated we might, either in person or virtually. Gratitude goes to Maggie Lovins, Secretary, for keeping our meeting minutes and recaps current and timely.

How Can Congregations and Annual Assembly Delegates Help

Your congregation can help the Mid-South District by having delegates attend this year's Annual Assembly to participate in presentations and discussions about district events and to vote on two topics that will be placed on the ballot:

Special Meetings of the District/Bylaws: As a board, we anticipate that Special Meetings of the District may be required outside of the Annual Assembly for congregations to discuss and/or vote on matters relevant to our transformative work. For the health of the work and the District, when time is of the essence, the Board recommends that provisions in the Mid-South District Bylaws be added to support special meetings that a) can be virtual meetings (e.g. a meeting called by teleconference, webinar or some not-in-person format) and, b) can be called by the District Board. Please discuss this proposed change within your congregation so that your delegates at Annual Assembly can vote according to your congregation's wishes.

Election of Officers: Three people have been nominated to fill open board positions beginning July 1, 2013. The Leadership Development Committee is nominating incumbents of those positions to each serve an additional term. Nominated for new terms beginning July 1 are Jill Austin, Relationship Trustee, Maggie Lovins, Secretary, and Bob Day, Treasurer. Given the transformational work underway, it should serve our district well to have the continuous support of these three leaders. See their formal nominations from The Leadership Development Committee elsewhere in this packet.

Election of Leadership Development Committee Members: Nominated for new terms beginning July 1 are Karen Croneis and Susan Nodurft. Both are returning members; we thank them for their willingness to continue their service, as their continuity is important at this time, too.

Closing

We are excited to be sharing and discussing our transformative work at this year's Annual Assembly at UUCA in Atlanta. At this year's General Assembly, delegates will vote on new End Statements for the UUA, which you can read in UUA Trustee Nancy Bartlett's report included in this packet. We think the End Statements are rightly focused on the vitality of our congregations and the call for us all to work in covenant for their growth and impact on the larger world. The transformative work we are doing has that at the forefront. Change can be scary and uncertain. But it can also be exciting, inspiring and empowering. We seek that kind of impact for all we serve.

On behalf of the Mid-South District Board, we hope to be with you at Annual Assembly.

In faith,

Kirk Bogue
President, Mid-South District Board

UUA Trustee Report

Nancy Bartlett, Trustee from the Mid- South District

This has been an exciting and gratifying year for the Association as many of our efforts to improve governance and achieve clarity of vision come to fruition. General Assembly 2013 will elect a new moderator from candidates nominated through a more transparent and fair process. The assembly will also elect members to the newly created Presidential Search Committee and a board of trustees that is smaller, more efficient, and better able to represent all the voices and values within our Association.

The UUA Board has increased its capacity for electronic communication through a Facebook page, board blog, and dissemination of information through the website and various email lists. We no longer live in a world that waits for annual or even quarterly reports. Our intent is to make information and decision-making processes transparent and easy to find. This easy access has been especially critical this year as we consider the move of headquarters away from 25 Beacon Street, rewrite our Ends statements for why the Association exists, and deepen conversations on the democratic governing and gathering aspects of our general assemblies.

The board also invests considerable effort in listening, or "Linkage," in order to ensure that our policies and budget accurately reflect our congregations' values. Our policies acknowledge that no other task has higher priority. We have continued to schedule in depth conversations with congregational leaders, delegates, and historically marginalized voices. The feedback we receive is carefully recorded and used to assess and guide the board's unique role of setting the vision of the Association. Thus we were able to devote the majority of this year to the question of why congregations want an Association. What is the reason or purpose? What do we expect as a result of membership in this Association? With the feedback we received, the board drafted the following Ends. We intend to adopt the final version at our meeting prior to General Assembly.

1.0 Global Ends

A healthy network of covenanted Unitarian Universalist congregations and communities, in accountable relationships and alive with transforming power, moving our local communities and the world towards more love, justice, and peace at a justifiable cost that does not undermine long term sustainability.

1.1 Congregations have and use UUA resources necessary to enhance the spiritual and religious exploration by people in their communities and to enhance the ministry of their members.

1.2 Congregations are better able to achieve their missions and to spread awareness of UU ideals and principles through their participation in covenanted networks of UU communities

1.3 Congregations are intentionally inclusive, multi-generational and multi-cultural in powerful mission to, and with, under-served and un-served communities.

1.4 Net increase in the number of people served by our congregations and covenanted communities.

1.5 Net increase in the number of mutually covenanted congregations.

1.6 Net increase in inspired religious leaders equipped to effectively start and sustain new covenanted communities.

1.7 UU institutions are healthy, vital, collaborative partners invested in the future of UUism, its principles and theologies.

We are working with the District Presidents Association to capture specific feedback on these draft Ends, and

we welcome all comments and suggestions. Have we missed something? Included something we shouldn't have? Please let me know at nbartlett@uua.org

These accomplishments would not have happened without the support of our district leaderships, and Mid-South has been in the forefront since the beginning. The Mid-South board and officers have shown the courage necessary for real change, and have provided critical leadership at the regional and national levels as we all seek to become more effective in serving and connecting our congregations and leadership. We have become real partners, with the same goals and the same vision, intent on working together for love, justice and peace.

UUA Trustee Report

Nancy Bartlett, Trustee from the Mid- South District

Southern Region — Unitarian Universalist Association

Serving the
Florida District ■ Mid-South District ■ Southeast District ■ Southwestern Conference



**Faith Development is all we do; Unitarian Universalism is all we teach;
The Congregation is the curriculum; Society is the crucible of our witness.**

ANNUAL REPORT TO MID-SOUTH CONFERENCE

The Reverend Kenneth Gordon Hurto

Congregational Life Consultant — Lead Executive for the UUA Southern Region

Spring 2013

Dear Companions in Faith,

New Occasions Teach New Duties — The Orlando Platform Changes Our Ministry:

Just over two years ago, nearly 70 Unitarian Universalist leaders from the *Florida, Southeast, Midsouth Districts* and the *Southwestern Conference* met in Orlando to address the changing environment of our faith, to ask fundamental questions about how we serve our congregations and how we might make better use of our resources. We asked if there might not be a better way to govern our districts, empower our field consultants, consolidate our operations and free up congregational leaders for ministry rather than administrative concerns.

This remarkable gathering generated the *Orlando Platform*,¹ boldly modeling itself on the 1648 *Cambridge Platform* which is the source of our understanding of how to “do church.” It called us to re-think all the ways we do our ministries, particularly how congregations ought to work together.

Since then, District Boards and the field staff have worked to prepare us to become a transforming faith, ready to “evangelize the South for Unitarian Universalism!” The Boards approved consolidating fiduciary governance and directing the staff to re-organize the business side of our work for greater efficiency and flexibility. Each Board will soon have five members. We have set up a unified financial structure, and rely on our UUA “Ends” to guide our work.²

Most importantly, the Boards are redirecting their work to create a network of volunteer leaders to reclaim the “second half” of our polity. Often called “Elders,” we see these dedicated leaders creating cross-congregational, even cross-district clusters of cooperation. At present, the Southwestern Conference and Southeast District have well-functioning geographical clusters; we hope to create similar structures for Mid-South and Florida. Also, we will call on our Elders to develop new “affinity” clusters based on shared interest or need rather than geography; this is now possible thanks to advances in audio-video conference technology and remote learning via the internet.

¹ A copy of the Orlando Platform may be found on the Region’s website: <http://www.uuasouthernregion.org>

² “Ends” are strategic goals for the Association. You will soon learn of a revision of the current Ends, but for now they are found here: <http://www.uua.org/uuagovernance/manual/ends/index.shtml>.

In parallel, our Association has shifted its focus to three major priorities. According to UUA President, the Reverend Peter Morales, they are:

Deepening our spirituality—“Get Religion.”

Developing exceptional religious leadership—“Grow Leaders.”

Spreading our values across cultural, class, national, and political lines—“Cross Borders.”

Reverend Morales asks all our leadership to think of “congregations and beyond” so we may better serve both our existing congregations and reach out to the estimated 500,000+ people who identify as Unitarian Universalists but are not in our congregations. At the same time, we are asking how we might form partnerships with other like-valuing groups to have a broader impact on our culture, notably among those who are marginalized or oppressed by the dominant economic and political system.

A sense of urgency lies behind many of these efforts. The American way of religious life is facing dramatic shifts and continuing membership decline. Church is just no longer central in the lives of many — most notably the “nones,” the fastest growing group of mostly younger adults who say they are “spiritual but not religious.” Their values often line up quite well with Unitarian Universalism, but church-going is not their thing. How can we engage them?

All this challenges our traditional ways of “doing church” and understanding whom we serve. The “mission-field” is more than the bricks & mortar congregation on the town green; it includes websites, podcasts, Facebook postings, Twitter chatter, and “meet-ups” at the local coffee shop. Worship is more than a few hymns and a sermon; it is the foundation for creating the “beloved community” and equipping our people to bear witness at home, at work, in the community to the life transforming values of the Free Church. Social justice is not something a committee does; it is central to our ministries. If we are to survive, even thrive, the congregation can no longer be an isolated, club-like end to itself; it must look beyond its walls to a greater service. To do this well, we need each other as never before.

This is all exciting, but, frankly, we are as yet uncertain how to develop this new paradigm. Somehow, we must balance serving traditional ministry while creating something entirely new. I liken it to a “ropes course” event where you have to cross a high-wire suspended above the ground. The only way to move forward is to let go of a hanging strap as you reach for the next one. For a moment, you are suspended between safe points. On a ropes course, there’s a net should you fall. For us, well, we have to trust we can let go and reach out without falling, or at least have one another for support. While energizing, at times this new collaborative ministry is just plain scary.

The meeting in Orlando let loose something powerful. This is an exciting, yet often anxious time within our congregations, across our District and the whole Association.³ I am confident we are moving to build the world we dream about; I know we will transform ourselves and our culture.

New Occasions Teach New Duties — From District Executives & Program Consultants to Congregational Life Consultants & Lead Executive:

A direct outgrowth of the *Orlando Platform* has been opening up the Districts to encourage the field staff to serve a broader vision. Accordingly, all field professionals are now identified as *Congregational Life Consultants*, serving the entire region rather than a particular district.

The team is geographically dispersed across the region to allow for hands-on and face-to-face connections. An immediate benefit of this restructuring is that each of our seven team members is the primary “go-to” person for 35 or so congregations. Connie Goodbread serves this role for the Mid-South congregations.⁴

³ President Morales has issued the new UUA Strategic Plan just last month. It makes for interesting reading and addresses many of the concerns noted here. See it at: http://www.uua.org/documents/moralespeter/2013_strategic_vision.pdf.

⁴ News of how the Southern Region functions is presented on our new website: <http://www.uuasouthernregion.org>.

The Congregational Life consulting staff are accountable to the Dr. Terasa Cooley, Director of Congregational Life and work as a team.⁵ I have additional responsibilities as the team's Lead and serve as the Executive staff member for the Region. This is why I am writing this report to you.⁶ I meet via conference call with the four Presidents nearly every month to help with the coordination of the work across District lines.

Operationally, we have consolidated four separate offices into two (Orlando, FL and Charlotte, NC). The administrative staff consists of two full-time people plus an events specialist and website manager.⁷

A benefit of cross-district staff collaboration is an increase of program offerings serving a wider community of leaders. The most notable of these are the Dwight Brown & Southern *Leadership Experiences*; each is cultivating a growing cadre of leaders steeped in our core theology and a systematic view of congregational life. In addition to direct service to individual congregations and their leaders, the field staff offer podcasts and webinars, and workshops on practical issues facing congregations. The team is training a growing number of "*Smart Church Consultants*" to supplement our reach. With our oversight, these ad-hoc staff provide basic services to congregations such as facilitating Board and Search Committee retreats.

New Occasions Teach New Duties – GIFT: From Fee for Service to a Covenantal Relationship:

This June, the Annual General Assembly will meet in Louisville, KY. The focus will be on *Covenant*. This time-honored word is used to describe relationships premised on a deep and abiding commitment. It is a summary for the kinds of promises we make to each other if we are to be in a sacred community.

Many of our congregations have created behavioral covenants or so-called "right relations" statements that attempt to describe how we ideally most want to be together. This helps, but it works only if we go to a deeper, core value of self-respect and mutual respect with a willingness to hold onto one another in good or not so good times, to nurture and sustain a lasting relationship of spiritual growth and development. To be in covenant means to "stand by me" and "lean on me," to walk together for a common good.

The second half of our polity takes note that freedom is meaningful only when we are in relationship. The *Cambridge Platform* called on congregations to be there for each other, to provide succor and nurture, and, at times, admonishment. As we are fond of saying, we are all in this, together in a network of mutuality, an interdependent web of relationships.

I dwell on these ideas to introduce **GIFT**, an acronym for *Generously Investing for Tomorrow*. For the last 50+ years, the common work of our larger ministries has been funded on a per capita "fair share" member basis. For FY2013-14, the Annual Program Fund (APF) fair share "ask" is \$60/member; in a similar fashion, each District also requests an additional share – \$19 to \$23/member depending on the District (unchanged now for 5 years).

An unintended consequence of this "head-tax" method has been to discourage membership! It reduces membership in the faith to an ability to pay money. Quite understandably, congregational leaders see "member dues"

⁵ The Southern Region is one of five comprising our Association, each with 3 or 4 Districts. The others are: New England, Central East, Mid-America and the Pacific regions.

Our team of Congregational Life Consultants, affectionally nick-named *The HallelUUjah Team*, consists of: Natalie Briscoe (Austin, TX), Kathy McGowan (Durham, NC), the Reverend Susan Smith (Shreveport, LA), Connie Goodbread (Palm Bay, FL), the Reverend Sue Sinnamon (Williamsburg, VA - leaving the team at the end of June) and Kenn Hurto (Ft Myers, FL). Maggie Lovins (Pensacola, FL) and the Reverend Carlton Smith (Memphis) will join the team next August.

⁶ Normally, Connie Goodbread would have prepared this summary report. Integral to this report is one she has written citing the particulars of events in the Mid-South District.

⁷ Jessica Curren in Orlando is our "voice of the Region," providing congregational connections; Glenn Johnson works in Charlotte and is our communications coordinator. Kathy Charles in Houston is our events specialist. Christine Purcell lives in Knoxville and serves as our web master.

as a fee they would like to reduce. Happily, few congregations game the system. The Southern Region can proudly say it meets its obligations far more successfully than many other areas of the country.

Because of that, we have been asked to pioneer a pilot project for this coming fiscal year (beginning 7/1/13).

GIFT will:

- Create a single “Ask,” combining the APF & District shares into one request;
- More equitably distribute the fair share; currently congregations pay a range of 3% to 20% of the budgets to the combined District and Association gift.
- Link the “Ask” to actual expenditures by congregations; thus, as congregations prosper, the Association’s resources will grow; if a congregation has financial challenges, the Association’s request will adjust accordingly.

The Ask for FY2013-14 is 7% of congregational expenditures. This amount has been determined by actually comparing the net results of the most recent year to ensure more or less the same income (said another way, this is not a “dues” increase).

Our UUA Stewardship & Development Office has offered several webinars on **GIFT**. A recorded version and a personal video message from President Morales may be found on our website, <http://www.uuasouthernregion.org/generosity.html>. As usual, in May our congregations will receive the annual pledge request using this new formula.

While there are the usual, “*How does it work?*” questions, most everyone we’ve spoken to likes this new approach, feeling it is both more equitable and covenantal.⁸ As noted, we are in this together; we should stand with one another in all times.

New Occasions Teach New Duties — And Affirm Our Basic Teachings:

Our Universalist ancestors taught that the holy appears as an ultimate respect for human beings. All souls are loved and lovable. The pastoral and prophetic ministries meet at this juncture. The challenge is for us to more energetically embrace universal (as opposed to partial or privileged) salvation. Remember, we are “the love church” and the “no-hell” church. Let us work to nurture souls and to save some small portion of our world. We have a promise to fulfill. The world awaits our ministry still.

This is my first report to the Region, having served the Florida District since 2006. While my title has changed, I remain committed to success of all our ministries in each District, all 216 congregations, 30,000+ members. I thank you for your steadfast commitment to Unitarian Universalism. I celebrate your joys and triumphs; I cry with you in your sorrows and difficulties. I thank you for your trust and confidence in all our staff members who minister to you.

May we all be blessed in our ministries, today and tomorrow. May we always, and in all ways, love one another in freedom, speak truth to power, and live justly. Keep and spread the faith!

Rev Kenn

And now a word of thanks — to our District leaders. They work steadfastly and diligently to ensure our faith and our congregations are well served. Please give them your applause!

President Kirk Bogue
Vice-President DeAnn Peterson
Secretary Maggie Lovins

Treasurer Bob Day
Director Jill Austin
UUA Trustee Nancy Bartlett

⁸ Again, see our website for a FAQ sheet: <http://www.uuasouthernregion.org/generosity.html>.