



**Southwestern  
Unitarian Universalist  
Conference**  
**of the Unitarian Universalist Association of Congregations**

**2013-2014 Annual Report**

Prepared for the Annual Meeting, April 26, 2014  
First Unitarian Church of Dallas  
Dallas, TX

**SOUTHWESTERN UNITARIAN UNIVERSALIST CONFERENCE  
ANNUAL REPORT 2013-14**

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**Southwestern Unitarian Universalist Conference**

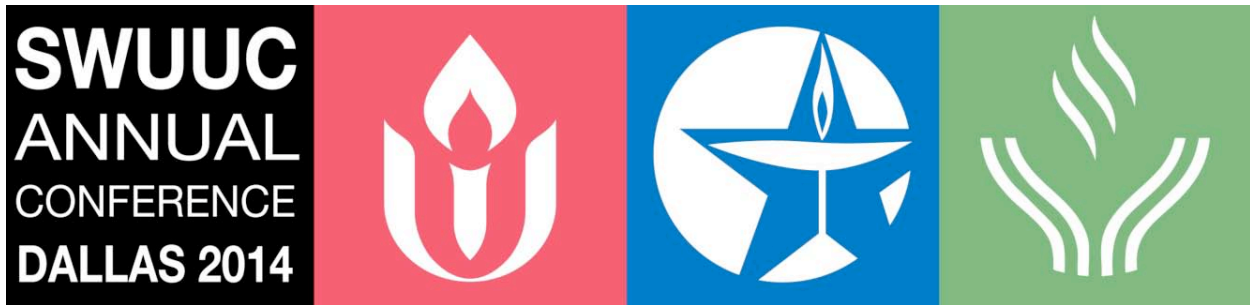
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**Southern Region Unitarian Universalist Association**

[www.uuasouthernregion.org](http://www.uuasouthernregion.org)

Lead Executive: Reverend Kenn Hurto, [khurto@uua.org](mailto:khurto@uua.org)



Welcome to our Southwestern Universalist Unitarian Conference Spring Conference and Annual Meeting! We are very happy to say that, this year, for the first time ever, our Spring Conference is a joint collaboration between SWUUC, one of almost nineteen districts in our Unitarian Universalist Association; North Texas Unitarian Universalist Congregations, one of the most active clusters in our UUA; and the First Unitarian Church of Dallas, founded in 1899 and a leader in the vitality of our North Texas Unitarian Universalist presence.

The theme of this conference is "Love Reaches Out", which is to be our theme this year at General Assembly in Providence.

Our hope is that what we do here Friday and Saturday, whether it is through our sessions on building clusters of helpful relationships among UUs from different congregations, or our site visits on Saturday afternoon to local facilities aiming to make our society more caring, or whether it is through our Closing Worship and Saturday entertainment with a prominent singer of our times, Holly Near, our hope is that we share our knowledge, we learn from each other, and we grow our UU Faith.

Thank you for choosing to spend your valuable time with us. A special thanks to all of our helpers, guides, chaperones, food preparers, organizers, too many to be mentioned.

Your SWUUC 2014 Spring Conference & Annual Meeting Steering Committee, on behalf of our representative organizations:

- |  |   |  |  |
|--|---|--|--|
| Kevin Bolton<br>President, SWUUC<br>Board Member, NTUUC<br>Member, First Church<br>of Dallas | Chris Denney<br>Executive Director &<br>Member, First Church<br>of Dallas | Celeste Kennedy<br>President, NTUUC<br>Member, Community<br>UU Church of Plano | Daniel Polk<br>Executive Director,<br>NTUUC<br>Member, First Church<br>of Dallas |
|--|---|--|--|

## **SWUUC Leadership, April 2014**

### **BOARD OF TRUSTEES**

Kevin M. Bolton, President, First Unitarian Church of Dallas, TX  
Patti Withers, Vice President/Secretary, Bay Area UU Church, Houston TX  
Gaye Webb, Treasurer, UU Church of the Brazos Valley, College Station, TX  
The Rev. James VanderWeele, Community UU Church, New Orleans, LA  
Carrie Stewart, First Unitarian Church of Dallas, TX  
The Rev. Mark Walz, UU Church of Oak Cliff, Dallas, TX  
Lewis Morris, First Jefferson UU Church, Ft. Worth, TX  
Erin Sullivan, Live Oak UU Church, Cedar Park, TX  
Erick Ditmars, First Unitarian Church of Dallas, TX

### **COMMITTEE CHAIRS**

#### **Nominating Committee**

Dick Hildenbrand, Community UU Church of Plano, TX, Chair  
Carol Currie, First Unitarian Church of Dallas, TX  
The Rev. Jonalu Johnstone, First Unitarian Church of Oklahoma City, OK  
Dane Nielsen, UU Village Church, Hot Springs, AR  
Daniel Polk, First Unitarian Church of Dallas, TX  
Pat Smith, First UU Church of Lubbock, TX

#### **Dwight Brown Leadership Experience**

Margaret Borden, First UU Church of Austin, TX

#### **Chalice Lighters**

Pam Maine Johnson, Thoreau Woods UU Church, Huntsville, TX

### **SOUTHERN REGION STAFF**

Natalie Briscoe, Congregational Life Staff  
Connie Goodbread, Congregational Life Staff  
The Rev. Kenn Hurto, Lead Executive and Congregational Life Staff  
Maggie Lovins, Congregational Life Staff  
Kathy McGowan, Congregational Life Staff  
The Rev. Carlton Smith, Congregational Life Staff  
The Rev. Susan M. Smith, Congregational Life Staff  
Kathy Charles, Events Planning Administrator  
Jessica Curren, Congregational Connections Administrator  
The Rev. Glenn Johnson, Communications Administrator  
Christine Purcell, Webmaster  
Susan Greenberg, Bookkeeper

**Annual Meeting  
of the Member Societies of the  
Southwestern Unitarian Universalist Conference (SWUUC),  
a District of our UUA**

at the First Unitarian Universalist Church of Dallas, Texas  
from 1-2:30 PM on April 26, 2014

From our SWUUC Constitution: The purpose of The Southwestern Unitarian Universalist Conference is to foster liberal religion and to make it effective in the life of the Southwest; to transact business pertaining to the general interest of the churches, societies, or organizations connected with it; to conduct training initiatives and conferences for adults and for youth, to promote the establishment of additional Unitarian Universalist societies in the Southwest and to carry on Unitarian Universalist extension in cooperation with the Unitarian Universalist Association.

- |      |  |                                       |
|------|--|---------------------------------------|
| I.   | Call to Order  | President                             |
| II.  | Chalice Lighting and Opening Words                       | Honoring our Local Host Congregation  |
| III. | Roll Call, Delegates, and Certification of Quorum        | Secretary                             |
| IV.  | Introduction of Staff and Board                          | President                             |
| V.   | Consent Agenda – Minutes of 2013 Annual Meeting of SWUUC |                                       |
| VI.  | District Reports   |                                       |
|      | A. Report of the Conference:                             | Kevin Bolton, President               |
|      | B. Report of the Southern Region Staff:                  | The Rev. Susan Smith, Southern Region |
|      | C. UUA Board Linkage:                                    | James Snell, UUA Trustee              |
|      | D. Report of SWUUW:                                      | Nikole Witt, SWUUW                    |

VII. New Business

A. Approval of Budget for 2014-2015

Treasurer/Region Staff

B. Election of District Positions

Nominating Committee

i. Officers

ii. Trustees

iii. Nominating Committee

C. Other New Business

VIII. Expressions of Appreciation

President and Staff

IX. Friends of the District Collection

X. Adjourn

**Annual Meeting of the Member Societies of  
The Southwestern Unitarian Universalist Conference**

First Unitarian Universalist Church; San Antonio, TX

April 20<sup>th</sup>, 2013

- I. The meeting was called to order by President Kevin Bolton at 11:06 am.
- II. Opening Prayer was led by Beth Dana, Intern Minister at First UU Church – San Antonio
- III. The roll call was called by Mark Anderson, Secretary.
- IV. Announcements
  - A. U-Bar-U [Mike Schwab]
    1. Welcomes Mike Schwab back as Executive Director
    2. Taking over the Children and Youth Summer Camps started by SWUUC
    3. Raising money for the Dwight and Marie Brown building
  - B. UU Center for Ethical Living [Rev. Jim VanderWeele]
    1. Continues to welcome volunteers to assist with the rebirth of New Orleans
  - C. NTAUUS [Daniel Polk]
    1. Renaming itself NTUUC
    2. Hosting OWL Training – May 10-11, 2013
    3. Hosting Standing on the Side of Leadership – June 1, 2013
- V. A quorum was certified by Mark Anderson with delegates from 19 voting congregations present.
- VI. SWUUC Board and Southern Region staff were introduced.
- VII. Consent agenda – the minutes of the 2011 Annual meeting were approved unanimously.
- VIII. Reports
  - A. Kevin Bolton, President: answered questions about regionalization
  - B. Kenn Hurto, Regional Lead: encouraged cluster development based on the gospel of love and justice
  - C. Patti Withers for Donna Harrison, UUA Trustee: spoke of linkage, new Ends, Beacon Hill decision, and General Assembly
- IX. Business
  - A. The 2013-2014 proposed budget, recommended by the SWUUC Board, was moved by Gaye Webb (Unitarian Universalist Church of Brazos Valley – College Station, TX), seconded by Dick Hildenbrand (Community Unitarian Universalist Church – Plano, TX), and approved unanimously.
  - B. The nominating committee report and slate of candidates was presented by Lee Veal (Unitarian Universalist Fellowship of San Miguel de Allende, Mexico) moved by Carrie Stewart (First Unitarian Church of Dallas, TX), seconded by Rev. Mark Walz (Unitarian Universalist Church of Oak Cliff – Dallas, TX), and approved unanimously.
- X. Awards and Recognitions:
  - A. Kevin Bolton presented the President’s Award to Donna Harrison.
  - B. Carrie Stewart recognized outgoing board members Donna Harrison and Mark Anderson.
- XI. SWUUC Chalice Lighter call was announced – Bartlesville, Arkansas
- XII. Collection was taken for Friends of the District and the West, TX Volunteer Fire Department

Respectfully submitted,

Mark Anderson, Secretary

**Southwestern Unitarian Universalist Conference  
Spring Assembly 2014  
Natalie Briscoe, UUA Congregational Life Staff**

The Southwestern Conference is an exciting place to be as we continue to deepen our connections to each other and evangelize the South for Unitarian Universalism. Celebrations and milestones abound around the district this year as we bear witness to our shared Faith.

**The Unitarian Universalist Church of Corpus Christi, San Marcos UU Fellowship, UU Fellowship of Galveston County, Amarillo UU Fellowship, and Timberland UU Fellowship (Lufkin)** all became Welcoming Congregations this past year! The Southwestern UU Conference was congratulated by the UUA Office of Multicultural Ministries for their work in this area!

At one end of the congregational life spectrum, the emerging congregation in **Bentonville, Arkansas** has just applied to become part of the Unitarian Universalist Association! On the other end, **The First UU Church of Lubbock** celebrated its 60<sup>th</sup> anniversary this year! Congratulations to these congregations for their commitment to Unitarian Universalism!

**Rev. Dr. Daniel Kanter**, Senior Minister of the First Unitarian Church of Dallas, was elected to the National Clergy Advisory Board for Planned Parenthood, where he works for reproductive justice throughout the United States.

**San Gabriel UU Fellowship** in Georgetown, Texas purchased their first new building this year. The congregation came together to re-envision itself as a church that served its community and intentionally bought a 3-building campus across the street from Southwestern University. They have grown in leaps and bounds since then, starting a religious education program for children and youth as well as partnering with the university to serve the campus in diverse ways. San Gabriel recently voted to become a Welcoming Congregation and is working its way toward becoming a Breakthrough Congregation. Congratulations, San Gabriel UU Fellowship! Your vision is inspiring!

Two Chalice Lighter callas have gone out this year, first to the **First Unitarian Universalist Church of Houston**, Texas for the purpose of creating a multi-site church by joining the congregations of First UU Houston, Northwest Community UU Church, and Thoreau UU Congregation into one church with three campuses, and second to the Unitarian Universalist Church of Lawton, Oklahoma. All of this very exciting work continues with the financial support of the district's Chalice Lighters. If you would like to become a Chalice Lighter, please speak with a board member.

The clusters in our conference are also developing at a rapid pace! In particular, the New Orleans cluster has made significant progress toward working together to serve their community. On November 1-2, Rev. Carlton Smith, Maggie Lovins, and Smart Church Consultant Penny Ramsdell co-facilitated a joint start up weekend for First UU Church of New Orleans and the Center for Ethical Living and Social Justice Renewal. The goal of the weekend was to distinguish accountability between the two organizations and their respective ministers and to promote greater and more effective cooperation. On February 22, Rev. Carlton Smith facilitated a day-long gathering of the New Orleans area Five Boards. They are building a foundation for further collaboration, including partnership with the UUA when General Assembly comes to The Big Easy in 2017!



In addition to these exciting developments, many other opportunities are coming up for community building, faith development, and participation in the wider UU community.

- **June 25 – 29, 2014: General Assembly.** The annual gathering of Unitarian Universalists will be held in Providence, Rhode Island. For more information or to register, please visit [UUA.org](http://UUA.org).
- **July 11 – 13, 2013: President's Convocation.** Board Presidents from around the Southern Region are invited to gather in Dallas for a weekend of development and fellowship. Presidents will learn about the many resources available to them outside of their congregation or cluster, including the experience and work of other area Presidents. This weekend of community will give space for questions, stories, laughter, friendships, and deepening our service to Unitarian Universalism. For more information or to register, please visit [.uuasouthernregion.org/presidentsconvocation](http://.uuasouthernregion.org/presidentsconvocation).
- **July 20 – 25: SWUUSI.** The Southwest Unitarian Universalist Summer Institute, our annual family camp, will be held once again at the beautiful Western Hills guest ranch in Northeastern Oklahoma. Come for a week of living in intentional, multigenerational Unitarian Universalist community. Our theme this year is “Seeds of a Spirited Life.” For more information and registration, please visit [uuasouthernregion.org](http://uuasouthernregion.org).
- **August 3 – 8: DBLE.** The Dwight Brown Leadership Experience is a week-long event that focuses on growing Elders of our Faith. Congregations may nominate 2 to 4 leaders in their who are already serving in some capacity, such as a board member, a committee chair, or a staff member. DBLE takes participants on a journey through the heart and soul of Unitarian Universalism. For more information, please visit [uuasouthernregion.org/resources/suuledble](http://uuasouthernregion.org/resources/suuledble).
- **November 7 – 9: Fall Training.** The annual SWUUC fall training will be held once again at Glen Lakes Camp and Conference Center in Glen Rose Texas. With five tracks for youth and adults and a full program for elementary and middle school-aged children, this is a true multigenerational learning experience. Our weekend will focus on growth and change in individuals, congregations, clusters, and across the association. For more information, please watch your emails and the Southern Region Website.

The Southwestern Conference continues to boast strong clusters and vibrant congregations that attract national attention. The HallelUUhah staff team is acutely aware of the wide range of needs in the Southwestern Conference, and we are committed to creating sustainable networks of support throughout the district and the region. The team, now consisting of seven members instead of five, seeks to connect individuals, groups, and congregations to other individuals, groups, and congregations with similar needs, experiences, and issues so they may be in service to one another. Having a larger pool of Unitarian Universalist communities to draw from throughout the region helps the staff be more precise and helpful. The HallelUUhah team is excited about all of the exciting opportunities we will have in the upcoming year to evangelize the South for Unitarian Universalism.

FLORIDA DISTRICT  
MID-SOUTH DISTRICT



SOUTHEAST DISTRICT  
SOUTHWEST CONFERENCE

**Report of the Lead Executive  
for the Southern Region – Unitarian Universalist Association  
The Reverend Kenneth Gordon Hurto  
Spring 2014**

*“New Occasions Teach New Duties”* James Russell Lowell, 1845

Dear Companions in Faith,

It is my honor to give you the overview report for the *Southern Region*.<sup>1</sup> This cross-District collaboration effort is still new and not yet fully formed. The good news in 2014 is that we are closer to having in place the structures, processes, staffing, and programs to fulfill the vision of the 2010 *Orlando Platform*.

I first must praise our four Districts’ Boards. These good people guide the work which enables the Districts to serve our congregations and our faith. I thank especially the Presidents, with whom I have worked closely through many meetings this last year: *Kirk Bogue* from Mid-South, *Kevin Bolton* of Southwest, *Ila Klion* from Florida, and *Denise Rimes* of Southeast.

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### The Orlando Platform, 2010<sup>2</sup> – A New Vision for Our Work

Your District leaders are devoted to shared ministry. We wish the organizational work had gone more quickly, but some ideas have to be lived into, with understandings and arrangements emerging from what we learn along the way.

The effort toward streamlining governance is occurring at several Districts and our UUA Board. Here in the *Southern Region*, we are creating something new that unites four on-going Districts with unique cultures and mission-fields. Here are a few highlights of our work to date:

- The inspiration of the 2010 Orlando meeting was to free up more committed Unitarian Universalists for service to congregations and our faith. Accordingly, each Board is reducing its governance role to five members, more in keeping with the Region’s needs.
- Two years ago, your Boards approved income and cost sharing to enable staff to function across District boundaries. This last year, we combined the budget for the first time (still keeping four sets of books). For FY2014-15, we will work with a single, unified budget, administered by a newly configured “fiduciary” council, made up of four existing Board members.
- This spring, the four Districts meet simultaneously during their Annual meetings, with UUA Moderator **Jim Key** speaking to all of them via a live-streaming feed.

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<sup>1</sup> Each District’s Annual Report will include a summary of program efforts for that District, prepared by a member of our field staff team.

<sup>2</sup> A copy of this document can be found at: <http://www.uasouthernregion.org/resources/orlandoplatform.html>.

- The four Districts' Congregational Life field staff already had been working together. They have since become a unified team serving the Region. I am among them with a supervisory role for all staff and serve on the five member UUA Congregational Life *Leads Leadership* team.
- We have consolidated four District offices into two Regional ones. The Charlotte, NC office coordinates communications across the Region and provides administrative support for our four *Chalice Lighter* programs. The other, in Orlando, FL, provides all "front-office" operations, including financial administration. Additionally we have two part-time staff members for event coordination and website management.

The four District Presidents conference with each other regularly (often weekly) to lead these governance and structural changes. They work to ensure a common vision and parallel decision making, aligned with the UUA Ends, UUA Strategic Plan, and the Congregational Life priorities.

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## From Orlando 2010 to the Mountain 2013

After three years of cooperation, our leaders felt a need for a second all-Boards meeting to assess progress and discern next steps. Last fall, they met at *The Mountain* (Highlands, NC). The Reverend **Scott Tayler**, Director of UUA Congregational Life, the newly elected UUA Moderator, **Jim Key**, and the field staff were also present. This meeting was as transforming as the Orlando one.

The details are complex. Four task force groups are sorting them out (communications, democratic process, elder, and fiduciary). Here's what is clear:

- The Boards plan to present in 2015 a structure for a small, regional Governance body and supporting "Councils" who will work with staff to provide on-going linkage and program development. I should emphasize there is no plan to do away with the Districts.
- *Geographic* clusters will become a primary program delivery vehicle.
- *Affinity* clusters are another way for strengthening congregation-to-congregation work. These are congregations or groups with similar situations or interests. Examples include congregations with campus ministries, or state legislative/justice ministries to unite congregations around public witness (currently there are three: Florida, North Carolina and Texas). Another affinity grouping might be a half-dozen or so congregations where the "snow-bird" phenomenon creates boom-and-bust program challenges.
- The *Orlando Platform* envisioned bringing together skilled volunteers to supplement professional staff. We use the term *Elder* (from the 1648 *Cambridge Platform*) as a name for these devoted Unitarian Universalists. The field staff will provide support and training for these leaders. We are still working on the protocols for an effective Elders service. Again, an illustration might help: Consider a well-skilled leader with stewardship expertise. She might agree to be a volunteer mentor to a congregation in need of sustained assistance over a year or so.
- As noted, staff and financial management have been integrated. The four Boards will be crafting the necessary by-law frameworks to ensure the integrity of each District's assets (essentially *Chalice Lighter* and Endowment funds), to coordinate the work of programmatic councils and Elder volunteers, and to ensure our work is aligned with UUA priorities.

Change of such magnitude is often perplexing, even anxiety producing. The Boards and staff recognize that. With you, we are eager to have the transitional work complete. We pledge to keep you informed of these infrastructure issues. We welcome your insights and elicit your support. In addition to our twice monthly e-news, for further details please join the Region's *Facebook* page (<https://www.facebook.com/groups/128511403930295/>) or visit the Southern Region website (<http://www.uuasouthernregion.org>).

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## Generously Investing in Tomorrow (G.I.F.T.)

Three years ago, the UUA Stewardship and Development Office asked the Region to consider a new approach for funding the Districts and our UUA. This year we implemented **G.I.F.T.** for the Region. Instead of separate requests for District “dues” and the UUA Annual Program Fund, **G.I.F.T.** invites congregations to make a combined contribution to the larger ministry of Unitarian Universalism.

A careful analysis demonstrated that, when District dues and UUA APF were added together, the Region’s congregations gave between 2% and 20% of their overall expenses. Seeking greater equity while sustaining current (then 2012) funding, a unified **Ask** was calculated to be 7% of a congregation’s annual operating expenditure budget as reported on [MyUUA.org](http://MyUUA.org) each February. Nearly all agree this is a fairer and more relational approach (compared to a “head-tax” that made membership a cost calculation more than a faith commitment). For some, this represents a decrease; for others, however, it is an increase in the requested gift to support the Association’s and Districts’ work. Of course, we will work with all our congregations to help them find their way to a fair-share level of giving. For this first year, all who participate at 5%, 6%, or the requested 7% will be honored at the UUA General Assembly.

We anticipated this new approach would be challenging to understand and implement. Seven webinars, an FAQ page on the website, and a brochure added to many personal conversations with congregational leaders to help all understand. After the first nine months (thru March 2014), we are pleased by our congregations’ response, almost the same as last year’s pace. With your help, we do not anticipate a significant shortfall. Thus, we’ll continue the experiment into next year. That immediately translates into stable funding for the Region’s work. A big **thank you** for your support and cooperation!

Further questions? Give staff members **Connie Goodbread** or **Susan Smith** a call or visit our website.

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## Southern Region Finances

The Region’s financial reports are reported elsewhere by the Treasurers. The bottom line for FY2012-13: we had predicted a modest deficit but ended the year ahead of where we began.

	FY2012-2013 Budget	FY2012-2013 Actual	Variance in \$	Variance in expectation
Income	\$1,291,402	\$1,133,695	-\$157,707	87%
Expense	\$1,316,241	\$1,102,956	-\$213,285	84%
Net	-24,839	30,739	\$55,578	

The District’s finances were professionally reviewed by auditing firms in the fall of 2013; these reviews indicated our books reflected good practice and accounted for all monies appropriately.

For FY2013-14, we anticipate income of \$1,267,210 and expenses of \$1,292,363. As of 31 December, 2013, our Balance sheet indicates total assets and liabilities of \$637,152. The draft budget for FY14-15 anticipates \$1,219,154 for income and expense, with some allocations changed to reflect experience.

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## Southern Region Field Staff

Our professional field staff provide most of the direct service to our congregations. I am ever so grateful for this remarkably talented team.

The team’s work is guided by the UUA Congregational Life group’s overall goals and our work plan. All members serve the Region as needed. Additionally, each member is assigned a “1st contact” relationship with 30 to 35 congregations more or less geographically nearby. This last year, we had staff turn-over, so four are comparatively new. Our capacity is enhanced by a growing cadre of trained *Smart Church* consultants who also work directly with the congregations under our direction. A staff roster is below.

Here are some of the services your staff bring to our ministries:

- ➔ The *Dwight Brown & Southern Unitarian Universalist Leadership Experiences*
- ➔ Fall, Spring and other *Toolbox* Conferences
- ➔ Direct consultation for religious professional transitions
- ➔ Direct consultation for congregations in conflict
- ➔ Direct support to religious professionals
- ➔ Stewardship training and consultation
- ➔ Training *Smart Church* consultants
- ➔ Hosting Congregational Presidents Meetings
- ➔ Representing our congregations in public witness
- ➔ Teaching “multi-cultural” ministry
- ➔ Coordinating webinars and multi-congregation workshops on aspects of congregational life
- ➔ Linking congregations together on shared issues
- ➔ Recognizing, recruiting and training new leaders
- ➔ Occasionally, admonishing congregational leaders in the name of ethical practice
- ➔ Working with District Boards and implementing Regional administration
- ➔ Supporting District annual assemblies
- ➔ Supporting the District Boards with their work
- ➔ Working with the District Boards to craft new cluster models
- ➔ Fulfilling UUA assignments as requested

The UUA Congregational Life field staff are “deep generalists,” with very broad capacities. If we cannot do something, we most certainly know where to find someone who can. So, congregational leaders, we urge your participation in the many program offerings in your District or around the Region. Please, call often and long before you think you need help (particularly around conflict).

All this detail serves one goal: Strengthening our work together. It is exciting and much needed. Thank you all, good leaders! With deep appreciation for our congregations, their leaders, and our shared ministries, I thank you for this opportunity to serve.

*Kenn Hurto*

## The Congregational Life Southern Region Field Staff 2014

Natalie Briscoe, Austin, TX ♦ [nbriscoe@uua.org](mailto:nbriscoe@uua.org)  
(south and west Texas)  
The Reverend Susan Smith, Shreveport, LA ♦  
[ssmith@uua.org](mailto:ssmith@uua.org) (north Texas, Oklahoma,  
Arkansas)  
The Reverend Carlton Smith, Holly Springs,  
MS ♦ [csmith@uua.org](mailto:csmith@uua.org) (Tennessee, Louisiana,  
Mississippi, Alabama)  
Maggie Lovins, Pensacola, FL ♦  
[mlovins@uua.org](mailto:mlovins@uua.org) (Georgia, north Florida)

Connie Goodbread, Palm Harbor, FL ·  
[cgoodbread@uua.org](mailto:cgoodbread@uua.org) ♦ (south Florida, South  
Carolina)  
Kathy McGowan, Durham, NC ♦  
[kmcgowan@uua.org](mailto:kmcgowan@uua.org) (North Carolina, southern  
Virginia)  
Reverend Kenneth Gordon Hurto, Ft Myers,  
FL ♦ [khurto@uua.org](mailto:khurto@uua.org) (team lead, Florida and  
large congregations of Region)

## The Southern Region Administrative Team

Jessica Curren, Orlando, FL ♦ [jcurren@uua.org](mailto:jcurren@uua.org)  
(member services, financial administration)  
The Reverend Glenn Johnson, Charlotte, NC  
♦ [gjohnson@uua.org](mailto:gjohnson@uua.org) (communications,  
*Chalice Lighters*)

Kathy Charles, Houston, TX ♦  
[kcharles@uua.org](mailto:kcharles@uua.org) (event planning, logistics)  
Christine Purcell, Knoxville, TN ♦  
[cpurcell@uua.org](mailto:cpurcell@uua.org) (website)

## Southern Region UUA 2014-2015 Proposed Budget

Income and Expenses are divided proportionally between the four districts of the Southern Region accordingly:  
1/3 to Southeast District, 1/3 to Southwestern Conference, 1/6 to Florida District and 1/6 to Mid-South District

	Total		
	Actual as of 12/31/13	FY 2013-2014 Annual Budget	FY 2014-2015 PROPOSED Budget
<b>Income</b>			
<b>40000 Income</b>			
<b>41000 Fair Share Dues</b>			
41100 GIFT Income	177,842.55	574,483.00	574,483.00
<b>Total 41000 Fair Share Dues</b>	<b>\$ 177,842.55 \$</b>	<b>574,483.00 \$</b>	<b>574,483.00</b>
<b>42000 UUA Grant - APF</b>			
42500 UUA contrib Shared Staffing	166,626.50	342,203.00	349,046.58
<b>Total 42000 UUA Grant - APF</b>	<b>\$ 235,438.50 \$</b>	<b>479,827.00 \$</b>	<b>486,670.58</b>
<b>43000 Program Income</b>			
43100 Program Registration Fees	85,858.27	200,000.00	150,000.00
43110 Marketplace Sales	4,062.25		
43120 Other Program Income	2,130.00		
<b>Total 43000 Program Income</b>	<b>\$ 92,050.52 \$</b>	<b>200,000.00 \$</b>	<b>150,000.00</b>
<b>44000 Congregational Consulting Income</b>			
	4,494.79	6,000.00	6,000.00
<b>45000 Investment Income</b>			
45100 Interest income	367.82	1,900.00	1,000.00
<b>Total 45000 Investment Income</b>	<b>\$ 367.82 \$</b>	<b>1,900.00 \$</b>	<b>1,000.00</b>
<b>46000 Other Income</b>			
46100 Donations	237.11	5,000.00	1,000.00
<b>Total 46000 Other Income</b>	<b>\$ 3,584.87 \$</b>	<b>5,000.00 \$</b>	<b>1,000.00</b>
<b>Total 40000 Income</b>	<b>\$ 513,779.05 \$</b>	<b>1,267,210.00 \$</b>	<b>1,219,153.58</b>
<b>Total Income</b>	<b>\$ 513,779.05 \$</b>	<b>1,267,210.00 \$</b>	<b>1,219,153.58</b>
<b>Gross Profit</b>	<b>\$ 513,779.05 \$</b>	<b>1,267,210.00 \$</b>	<b>1,219,153.58</b>
<b>Expenses</b>			
<b>51000 Administrative Expenses</b>			
<b>51100 General and Office Expenses</b>			
51110 Postage and Shipping	106.12	2,500.00	1,500.00
51120 Printing and Copying	356.57	3,000.00	2,000.00
51130 Office Supplies	679.24	3,000.00	2,000.00
51140 Office Expense - Other	768.21	900.00	900.00

	<b>Total</b>		
	<b>Actual as of 12/31/13</b>	<b>FY 2013-2014 Annual Budget</b>	<b>FY 2014-2015 PROPOSED Budget</b>
51150 Storage Unit Rental	1,104.70	2,400.00	2,400.00
51154 Office Premises - Rent or Lease		3,000.00	3,000.00
51160 PO Box Rental	249.96	600.00	600.00
<b>Total 51100 General and Office Expenses</b>	<b>\$ 3,264.80 \$</b>	<b>\$ 15,400.00 \$</b>	<b>12,400.00</b>
51200 Equipment and Leases			
51210 Equipment Purchase	1,057.93	3,000.00	3,000.00
51220 Equipment Maintenance		600.00	600.00
51240 Postage Meter Lease	585.70	1,028.00	1,028.00
<b>Total 51200 Equipment and Leases</b>	<b>\$ 1,643.63 \$</b>	<b>\$ 4,628.00 \$</b>	<b>4,628.00</b>
51300 Insurance	5,236.67	6,000.00	6,000.00
51400 Telecommunications			
51410 Telephone and Internet	5,426.01	15,000.00	10,000.00
51420 Conference Calling		600.00	-
<b>Total 51400 Telecommunications</b>	<b>\$ 5,426.01 \$</b>	<b>\$ 15,600.00 \$</b>	<b>10,000.00</b>
51500 Contracted and Other Services			
51510 Technical Services	4,909.80	24,000.00	15,000.00
51520 Bookkeeping	12,248.50	22,500.00	28,000.00
51530 PR/Marketing Expense		900.00	900.00
51535 Bank Charges	469.16	1,500.00	1,000.00
51540 Merchant Services Fees	1,207.60	900.00	900.00
51550 Software/Web Services Expenses	3,132.46	6,000.00	6,000.00
51560 Payroll Processing Expense	668.17	900.00	900.00
51570 Audit and Professional Services		12,000.00	7,000.00
<b>Total 51500 Contracted and Other Services</b>	<b>\$ 22,635.69 \$</b>	<b>\$ 68,700.00 \$</b>	<b>59,700.00</b>
<b>Total 51000 Administrative Expenses</b>	<b>\$ 38,206.80 \$</b>	<b>\$ 110,328.00 \$</b>	<b>92,728.00</b>
61000 Board and Governance Expenses			
61200 President Expense	1,600.00	8,000.00	8,000.00
61300 Board Meeting Expense	23,431.62	35,000.00	20,000.00
61390 Board Expense - Other	1,141.55	4,500.00	2,000.00
61400 Nominating Committee Expense		600.00	600.00
<b>Total 61000 Board and Governance Expenses</b>	<b>\$ 26,173.17 \$</b>	<b>\$ 48,100.00 \$</b>	<b>30,600.00</b>
62000 Stewardship Expenses			
62100 GIFT Pilot Program Costs		1,500.00	1,500.00
62200 Chalice Lighters Committee Expenses		1,500.00	500.00
<b>Total 62000 Stewardship Expenses</b>	<b>\$ 0.00 \$</b>	<b>\$ 3,000.00 \$</b>	<b>2,000.00</b>
70000 Staffing			
70001 SR Administrative Staff Salaries	70,209.65	123,578.00	136,985.34

**Total**

	<b>Actual as of 12/31/13</b>	<b>FY 2013-2014 Annual Budget</b>	<b>FY 2014-2015 PROPOSED Budget</b>
70002 SR Administrative Staff Professional Expenses	3,538.51	10,000.00	10,000.00
70003 UUA Congregational Life Staff Salaries	303,783.50	650,307.00	663,313.14
70004 UUA Congregational Life Staff Professional Expenses	62,142.07	105,000.00	105,000.00
79000 Employer Costs & Payroll Expenses	2,884.14	8,959.00	9,227.77
<b>Total 70000 Staffing</b>	<b>\$ 442,557.87 \$</b>	<b>897,844.00 \$</b>	<b>924,526.25</b>
80000 Program Expenses			
82000 District Workshops and Programs	84,380.28	175,000.00	125,000.00
82100 Honoraria	7,450.00		
82120 Travel and Meals	1,529.94		
<b>Total 82000 District Workshops and Programs</b>	<b>\$ 93,360.22 \$</b>	<b>175,000.00 \$</b>	<b>125,000.00</b>
83000 Committee Expenses			
83100 District Library Resources		600.00	-
83200 Councils		3,000.00	3,000.00
83300 Circle of Elders		6,000.00	5,000.00
83400 Faith and Witness		0.00	1,000.00
<b>Total 83000 Committee Expenses</b>	<b>\$ 0.00 \$</b>	<b>9,600.00 \$</b>	<b>9,000.00</b>
84000 Gifts and Caring	217.95	1,800.00	1,500.00
84100 Cluster Support	450.00	3,000.00	3,000.00
84200 Grants to Prof Org		600.00	600.00
<b>Total 84000 Gifts and Caring</b>	<b>\$ 667.95 \$</b>	<b>5,400.00 \$</b>	<b>5,100.00</b>
<b>Total 80000 Program Expenses</b>	<b>\$ 94,028.17 \$</b>	<b>190,000.00 \$</b>	<b>139,100.00</b>
85000 Congregational Consulting Expenses			
85100 Consultant Honoraria	5,173.60	18,000.00	15,000.00
85120 Consultant Travel	2,823.76	15,000.00	10,000.00
85130 Consultant Training	350.00	10,091.00	5,199.33
85140 Consultant Expenses - Other	87.48		
<b>Total 85000 Congregational Consulting Expenses</b>	<b>\$ 8,434.84 \$</b>	<b>43,091.00 \$</b>	<b>30,199.33</b>
99999 Uncategorized Expense	20.00		
<b>Total Expenses</b>	<b>\$ 609,420.85 \$</b>	<b>1,292,363.00 \$</b>	<b>1,219,153.58</b>
<b>Net Operating Income</b>	<b>-\$ 95,641.80 -\$</b>	<b>25,153.00 \$</b>	<b>0.00</b>
Other Income			
Income from Common Endowment Fund	2,924.97		
<b>Total Other Income</b>	<b>\$ 2,924.97 \$</b>	<b>0.00</b>	
<b>Net Other Income</b>	<b>\$ 2,924.97 \$</b>	<b>0.00</b>	
<b>Net Income</b>	<b>-\$ 92,716.83 -\$</b>	<b>25,153.00</b>	



**Southern Region UUA  
Balance Sheet  
As of December 31, 2013**

	FLD	MSD	SED	SWD	Region	Total
<b>ASSETS</b>						
<b>Current Assets</b>						
<b>Bank Accounts</b>						
<b>11000 Bank</b>						
11100 SW - Checking - Bank of America 2				30,694.33		30,694.33
11105 SWUUSI Checking - Bank of America				0.00		0.00
11120 SW - Savings - Bank of America				11,433.90		11,433.90
11200 MSD - Checking - Sun Trust		22,188.66				22,188.66
11250 MSD - SunTrust Chalice Lighter Acct		1,172.91				1,172.91
11300 FLD - Checking - Regions Bank	18,483.22					18,483.22
11320 FLD - MMkt - Merrill Lynch	112,674.91					112,674.91
11400 SED - Wells Fargo Checking			95,689.75			95,689.75
11450 SR - Southern Region Checking Regions Bank					85,274.95	85,274.95
<b>Total 11000 Bank</b>	<b>\$ 131,158.13</b>	<b>\$ 23,361.57</b>	<b>\$ 95,689.75</b>	<b>\$ 42,128.23</b>	<b>\$ 85,274.95</b>	<b>\$ 377,612.63</b>
<b>Total Bank Accounts</b>	<b>\$ 131,158.13</b>	<b>\$ 23,361.57</b>	<b>\$ 95,689.75</b>	<b>\$ 42,128.23</b>	<b>\$ 85,274.95</b>	<b>\$ 377,612.63</b>
<b>Other current assets</b>						
<b>11500 Investment Accounts</b>						
11510 UUA General Investment Fund - SWD				143,398.23		143,398.23
11520 UUA - GIF- MSD		30,791.43				30,791.43
11540 UUA Common Endowment Fund - SED			74,450.04			74,450.04
<b>Total 11500 Investment Accounts</b>	<b>\$ 0.00</b>	<b>\$ 30,791.43</b>	<b>\$ 74,450.04</b>	<b>\$ 143,398.23</b>	<b>\$ 0.00</b>	<b>\$ 248,639.70</b>
<b>12000 Other Current Assets</b>						
12100 Prepaid Event Expenses					10,400.00	10,400.00
12200 Prepaid Admin Expenses					500.00	500.00
<b>Total 12000 Other Current Assets</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 10,900.00</b>	<b>\$ 10,900.00</b>
<b>14999 Undeposited Funds</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Total Other current assets</b>	<b>\$ 0.00</b>	<b>\$ 30,791.43</b>	<b>\$ 74,450.04</b>	<b>\$ 143,398.23</b>	<b>\$ 10,900.00</b>	<b>\$ 259,539.70</b>
<b>Total Current Assets</b>	<b>\$ 131,158.13</b>	<b>\$ 54,153.00</b>	<b>\$ 170,139.79</b>	<b>\$ 185,526.46</b>	<b>\$ 96,174.95</b>	<b>\$ 637,152.33</b>
<b>TOTAL ASSETS</b>	<b>\$ 131,158.13</b>	<b>\$ 54,153.00</b>	<b>\$ 170,139.79</b>	<b>\$ 185,526.46</b>	<b>\$ 96,174.95</b>	<b>\$ 637,152.33</b>
<b>LIABILITIES AND EQUITY</b>						
<b>Liabilities</b>						
<b>Current Liabilities</b>						

	FLD	MSD	SED	SWD	Region	Total
<b>Other Current Liabilities</b>						
<b>21100 Payroll Liabilities</b>						
21130 Federal Taxes (941/944)						473.16
21150 FL Unemployment Tax						-11.65
21170 NC Withholding Tax						578.89
21180 Glenn's Benefits						1,685.11
<b>Total 21100 Payroll Liabilities</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 2,725.51</b>
<b>22500 Chalice Lighter Funds</b>						
<b>22510 FLD</b>						
22511 Pt. Charlotte - 08/2013	30.00					30.00
22512 Chalice Lighter Fund FLD	124.25					124.25
<b>Total 22510 FLD</b>	<b>\$ 154.25</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 154.25</b>
<b>22520 MSD</b>						
22521 General Chalice Lighter Fund		401.63				401.63
22522 2012-2013 Call 1 Tuscaloosa		0.00				0.00
22523 Emerson		6,396.88				6,396.88
<b>Total 22520 MSD</b>	<b>\$ 0.00</b>	<b>\$ 6,798.51</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 6,798.51</b>
<b>22530 SED</b>						
22531 Chalice Lighter Fund - SED				54,031.80		54,031.80
22532 Call 159				0.00		0.00
22533 Call 160				39,426.61		39,426.61
<b>Total 22530 SED</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 93,458.41</b>	<b>\$ 0.00</b>	<b>\$ 93,458.41</b>
<b>22540 SWD</b>						
22541 CL Fund SWC				570.00		570.00
22544 2013 Call 1 - Bartlesville				0.00		0.00
22545 2013 Call 2 - Lawton				996.31		996.31
22546 2013 Call 3 - Houston				2,622.55		2,622.55
<b>Total 22540 SWD</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 4,188.86</b>	<b>\$ 0.00</b>	<b>\$ 4,188.86</b>
<b>Total 22500 Chalice Lighter Funds</b>	<b>\$ 154.25</b>	<b>\$ 6,798.51</b>	<b>\$ 0.00</b>	<b>\$ 97,647.27</b>	<b>\$ 0.00</b>	<b>\$ 104,600.03</b>
<b>23000 Reserve Funds</b>						
23006 Audit Accrual Fund - SWD				7,500.00		7,500.00
23012 Growth Reserve Fund - FLD	14,402.24					14,402.24
23014 Leadership Reserve Fund - FLD	262.09					262.09
23016 Program Consultant Reserve - FLD	16,028.59					16,028.59
23018 Florida Fund Endowment	23,931.87					23,931.87
23020 Association Sunday Return - SED			12,469.04			12,469.04

	FLD	MSD	SED	SWD	Region	Total
<b>23100 Unrestricted Reserve Funds</b>						
23105 DE Discretionary - FLD	1,060.07					1,060.07
23110 FLD Annual Assembly Reserve	4,079.68					4,079.68
23115 Racial Justice Reserves - FLD	117.67					117.67
<b>Total 23100 Unrestricted Reserve Funds</b>	<b>\$ 5,257.42</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 5,257.42</b>
<b>Total 23000 Reserve Funds</b>	<b>\$ 59,882.21</b>	<b>\$ 0.00</b>	<b>\$ 12,469.04</b>	<b>\$ 7,500.00</b>	<b>\$ 0.00</b>	<b>\$ 79,851.25</b>
<b>23900 Year End Bridge Account</b>					10,625.39	10,625.39
<b>25000 Dedicated Funds</b>						
<b>25100 FLD</b>						
25101 Disaster Relief - Wider Community - FLD	10,965.84					10,965.84
25102 Disaster Relief Fund - FLD	3,932.75					3,932.75
25103 Witness for Justice Fund - FLD	1,865.25					1,865.25
<b>Total 25100 FLD</b>	<b>\$ 16,763.84</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 16,763.84</b>
<b>25200 MSD</b>						
25202 Mississippi Fund - MSD		4,013.63				4,013.63
25203 NRC Anti-Torture Grant - MSD		1,500.00				1,500.00
25204 Severe Storm Fund - MSD		770.00				770.00
25205 UPI Program Fund - MSD		6,746.86				6,746.86
25206 Rome GA Dissolution - MSD		1,911.83				1,911.83
<b>Total 25200 MSD</b>	<b>\$ 0.00</b>	<b>\$ 14,942.32</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 14,942.32</b>
<b>25300 SED</b>						
25301 Bending the Arc - SED			1,642.57			1,642.57
25302 Civil Rights Vets Gathering - SED			3,326.66			3,326.66
25303 Laurel Amabile Fund - SED			500.00			500.00
25305 Youth Gathering Grant - SED			118.75			118.75
25306 Youth Trustee Fund - SED			1,000.00			1,000.00
<b>Total 25300 SED</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 6,587.98</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 6,587.98</b>
<b>25400 SWD</b>						
25402 CYA Scholarship Fund - SWD				544.00		544.00
25403 Cynthia Ross Memorial Fund - SWD				0.00		0.00
25404 Friends of the District Fund - SWD				4,521.89		4,521.89
25405 Streng Memorial Dialogues Grant - SWD				4,000.00		4,000.00
25406 UU OK Relief Fund				1,073.68		1,073.68
<b>Total 25400 SWD</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 10,139.57</b>	<b>\$ 0.00</b>	<b>\$ 10,139.57</b>
<b>Total 25000 Dedicated Funds</b>	<b>\$ 16,763.84</b>	<b>\$ 14,942.32</b>	<b>\$ 6,587.98</b>	<b>\$ 10,139.57</b>	<b>\$ 0.00</b>	<b>\$ 48,433.71</b>
<b>28000 Affiliated Orgs-Fiscal Sponsorships</b>						

	FLD	MSD	SED	SWD	Region	Total
28100 Northeast Cluster - FLD	0.00					0.00
28200 Southwest Cluster UUA Florida District	2,552.02					2,552.02
28400 Living Legacy Pilgrimage - SED			17,976.36			17,976.36
<b>Total 28000 Affiliated Orgs-Fiscal Sponsorships</b>	<b>\$ 2,552.02</b>	<b>\$ 0.00</b>	<b>\$ 17,976.36</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 20,528.38</b>
29100 Transfer from FLD					25,000.00	25,000.00
29300 Transfer from SED					100,000.00	100,000.00
<b>Total Other Current Liabilities</b>	<b>\$ 79,352.32</b>	<b>\$ 21,740.83</b>	<b>\$ 37,033.38</b>	<b>\$ 115,286.84</b>	<b>\$ 135,625.39</b>	<b>\$ 391,764.27</b>
<b>Total Current Liabilities</b>	<b>\$ 79,352.32</b>	<b>\$ 21,740.83</b>	<b>\$ 37,033.38</b>	<b>\$ 115,286.84</b>	<b>\$ 135,625.39</b>	<b>\$ 391,764.27</b>
<b>Total Liabilities</b>	<b>\$ 79,352.32</b>	<b>\$ 21,740.83</b>	<b>\$ 37,033.38</b>	<b>\$ 115,286.84</b>	<b>\$ 135,625.39</b>	<b>\$ 391,764.27</b>
<b>Equity</b>						
39000 Organization Equity					196,591.87	196,591.87
39100 Gain/Loss on Investments					12,009.42	12,009.42
Opening Balance Equity					109,942.98	109,942.98
Net Income					-73,156.21	-73,156.21
<b>Total Equity</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 245,388.06</b>	<b>\$ 245,388.06</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$ 79,352.32</b>	<b>\$ 21,740.83</b>	<b>\$ 37,033.38</b>	<b>\$ 115,286.84</b>	<b>\$ 381,013.45</b>	<b>\$ 637,152.33</b>

Thursday, Mar 06, 2014 05:25:05 PM PST GMT-5 - Cash Basis

**Southern Region UUA  
Balance Sheet  
Southern Region UUA  
4 Districts: FLD, MSD, SED, SWD**

**As of June 30, 2013**

**ASSETS**

Current Assets

Bank Accounts

11000 Bank

11100 SW - Checking - Bank of America 2	41,694.42
11105 SWUUSI Checking - Bank of America	3,940.09
11120 SW - Savings - Bank of America	11,432.76
11200 MSD - Checking - Sun Trust	20,415.87
11250 MSD - SunTrust Chalice Lighter Acct	8,078.06
11300 FLD - Checking - Regions Bank	39,022.55
11320 FLD - MMkt - Merrill Lynch	137,169.19
11400 SED - Wells Fargo Checking	92,550.40
11450 SR - Southern Region Checking Regions Bank	500.00

Total 11000 Bank

**\$ 354,803.34**

Total Bank Accounts

**\$ 354,803.34**

Other current assets

11500 Investment Accounts

11510 UUA General Investment Fund - SWD	130,719.36
11520 UUA - GIF- MSD	28,743.11
11540 UUA Common Endowment Fund - SED	67,867.37

Total 11500 Investment Accounts

**\$ 227,329.84**

12000 Other Current Assets

12100 Prepaid Event Expenses	10,400.00
12200 Prepaid Admin Expenses	506.00

Total 12000 Other Current Assets

**\$ 10,906.00**

Total Other current assets

**\$ 238,235.84**

Total Current Assets

**\$ 593,039.18**

**TOTAL ASSETS**

**\$ 593,039.18**

**LIABILITIES AND EQUITY**

Liabilities

Current Liabilities

Other Current Liabilities

21100 Payroll Liabilities

21130 Federal Taxes (941/944)	1,582.50
21150 FL Unemployment Tax	220.41
21170 NC Withholding Tax	240.89
21180 Glenn's Benefits	1,685.11

Total 21100 Payroll Liabilities

**\$ 3,728.91**

22500 Chalice Lighter Funds

22520 MSD

22521 General Chalice Lighter Fund	793.19
22522 2012-2013 Call 1 Tuscaloosa	6,334.96

Total 22520 MSD

**\$ 7,128.15**

22530 SED

22531 Chalice Lighter Fund - SED	87,427.34
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Total 22530 SED

**\$ 87,427.34**

22540 SWD

**Southern Region UUA  
Balance Sheet  
Southern Region UUA  
4 Districts: FLD, MSD, SED, SWD**

**As of June 30, 2013**

22545 2013 Call 2 - Lawton	123.33
22546 2013 Call 3 - Houston	123.33
Total 22540 SWD	<u>\$ 246.66</u>
Total 22500 Chalice Lighter Funds	<u>\$ 94,802.15</u>
23000 Reserve Funds	
23006 Audit Accrual Fund - SWD	7,500.00
23012 Growth Reserve Fund - FLD	14,402.24
23014 Leadership Reserve Fund - FLD	252.09
23016 Program Consultant Reserve - FLD	16,028.59
23018 Florida Fund Endowment	23,931.87
23020 Association Sunday Return - SED	12,469.04
23100 Unrestricted Reserve Funds	
23105 DE Discretionary - FLD	1,250.07
23110 FLD Annual Assembly Reserve	4,079.68
23115 Racial Justice Reserves - FLD	117.67
Total 23100 Unrestricted Reserve Funds	<u>\$ 5,447.42</u>
Total 23000 Reserve Funds	<u>\$ 80,031.25</u>
23900 Year End Bridge Account	-2,850.72
25000 Dedicated Funds	
25100 FLD	
25101 Disaster Relief - Wider Community - FLD	10,965.84
25102 Disaster Relief Fund - FLD	3,932.75
25103 Witness for Justice Fund - FLD	1,865.25
Total 25100 FLD	<u>\$ 16,763.84</u>
25200 MSD	
25202 Mississippi Fund - MSD	4,013.63
25203 NRC Anti-Torture Grant - MSD	1,500.00
25204 Severe Storm Fund - MSD	770.00
25205 UPI Program Fund - MSD	6,746.86
Total 25200 MSD	<u>\$ 13,030.49</u>
25300 SED	
25301 Bending the Arc - SED	1,367.91
25302 Civil Rights Vets Gathering - SED	3,326.66
25303 Laurel Amabile Fund - SED	500.00
25305 Youth Gathering Grant - SED	118.75
25306 Youth Trustee Fund - SED	1,000.00
Total 25300 SED	<u>\$ 6,313.32</u>
25400 SWD	
25402 CYA Scholarship Fund - SWD	544.00
25403 Cynthia Ross Memorial Fund - SWD	1,150.64
25404 Friends of the District Fund - SWD	4,246.89
25405 Streng Memorial Dialogues Grant - SWD	4,000.00
Total 25400 SWD	<u>\$ 9,941.53</u>
Total 25000 Dedicated Funds	<u>\$ 46,049.18</u>

**Southern Region UUA  
Balance Sheet  
Southern Region UUA  
4 Districts: FLD, MSD, SED, SWD**

**As of June 30, 2013**

28000 Affiliated Orgs-Fiscal Sponsorships		3,049.00
28100 Northeast Cluster - FLD		2,552.02
28200 Southwest Cluster UUA Florida District		34,142.54
28400 Living Legacy Pilgrimage - SED		<u>39,743.56</u>
Total 28000 Affiliated Orgs-Fiscal Sponsorships	<b>\$</b>	<b>39,743.56</b>
29100 Transfer from FLD		500.00
Total Other Current Liabilities	<b>\$</b>	<b>262,004.33</b>
Total Current Liabilities	<b>\$</b>	<b>262,004.33</b>
Total Liabilities	<b>\$</b>	<b>262,004.33</b>
Equity		
39000 Organization Equity		221,091.87
Opening Balance Equity		109,942.98
Net Income		
Total Equity	<b>\$</b>	<b>331,034.85</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$</b>	<b>593,039.18</b>

**Southwest UU Conference  
Budget vs. Actuals: FY2013  
July 2012 - June 2013**

	Actual	Budget	% of Budget
<b>Income</b>			
40000 Income			
41000 Full Share Dues			
41100 Full Share Dues Current Year	163,356.75	171,056.00	95.50%
41200 Full Share Dues prior years	3,180.00		
Total 41000 Full Share Dues	<b>\$ 166,536.75</b>	<b>\$ 171,056.00</b>	<b>97.36%</b>
42000 UUA Grant - APF	40,826.66	51,795.00	78.82%
42500 UUA contribution - shared staffing	70,298.65	92,347.00	76.12%
Total 42000 UUA Grant - APF	<b>\$ 111,125.31</b>	<b>\$ 144,142.00</b>	<b>77.09%</b>
43000 Program Registration Fees	190,066.77	170,000.00	111.80%
44000 Congregational Consulting Fees	5,075.00	1,000.00	507.50%
45000 Interest Income - Operating Funds	2.65	150.00	1.77%
45500 Income from Investments	7,482.28		
46000 Other Income		220.00	
Bob Hill Book Sales Royalties	278.68		
Friends of the District - funds transfer	268.45		
Special Friends of the District	9.48		
Total 46000 Other Income	<b>\$ 556.61</b>	<b>\$ 220.00</b>	<b>253.00%</b>
49900 Transfer from Reserves			
49910 Transfer from Southern Region Districts			
Total 40000 Income	<b>\$ 480,845.37</b>	<b>\$ 486,568.00</b>	<b>98.82%</b>
Total Income	<b>\$ 480,845.37</b>	<b>\$ 486,568.00</b>	<b>98.82%</b>
<b>Expenses</b>			
50000 Expenses			
51000 Administrative Expenses			
51100 General and Office Expenses			
51107 Utilities	491.83		
51109 Office Lease			
51110 Postage & Shipping	1,303.48	1,000.00	130.35%
51120 Printing & Copying	1,073.82	500.00	214.76%
51130 Office Supplies	381.02	3,000.00	12.70%
51140 Office Expense - Other	311.91		
51154 Office premises - Rent	105.95		
51160 Storage Unit Rental	1,200.45	950.00	126.36%
51170 PO Box Rental	243.81		
Total 51100 General and Office Expenses	<b>\$ 5,112.27</b>	<b>\$ 5,450.00</b>	<b>93.80%</b>
51200 Equipment and Leases			
51210 Eqpt Purchase			
51220 Eqpt Maintenance			
51240 Postage Meter Lease			
Total 51200 Equipment and Leases	<b>\$ -</b>	<b>\$ -</b>	
51300 Insurance	683.25	1,000.00	68.33%
51400 Telecommunications			
51410 Telephone Expenses	4,227.12	1,250.00	338.17%
51415 Internet Access Expenses	1,419.47	1,250.00	113.56%
51420 Conference Calling			
Total 51400 Telecommunications	<b>\$ 5,646.59</b>	<b>\$ 2,500.00</b>	<b>225.86%</b>
51500 Contracted & Other Services			
51510 Technical & Web Services	6,718.24		
51520 Bookkeeping	18,473.42	10,000.00	184.73%
51530 PR/Marketing Expense	158.33		
51535 Bank Fees	499.90	551.00	90.73%
51540 Merchant Services Fees	31.29		
51550 Software/Web/Cloud Services	1,972.38	2,000.00	98.62%



**Southwest UU Conference  
Budget vs. Actuals: FY2013  
July 2012 - June 2013**

	Actual	Budget	% of Budget
51560 Payroll Service fees	848.89	800.00	106.11%
51570 Audit Services	2,500.00	2,500.00	100.00%
Total 51500 Contracted & Other Services	<b>\$ 31,202.45</b>	<b>\$ 15,851.00</b>	<b>196.85%</b>
51999 Miscellaneous Transition Expenses	(5,354.30)		
Total 51000 Administrative Expenses	<b>\$ 37,290.26</b>	<b>\$ 24,801.00</b>	<b>150.36%</b>
61000 Board and Governance expenses			
61100 District Trustee Expense	253.12	500.00	50.62%
61200 President Expense	2,283.20	1,200.00	190.27%
61300 Board Meeting Expenses	12,998.69	17,000.00	76.46%
District Executive Search (deleted)			
Total 61300 Board Meeting Expenses	<b>\$ 12,998.69</b>	<b>\$ 17,000.00</b>	<b>76.46%</b>
61390 Board Expense - Other	1,390.79		
Total 61000 Board and Governance expenses	<b>\$ 16,925.80</b>	<b>\$ 18,700.00</b>	<b>90.51%</b>
62000 Stewardship Expenses			
62100 APF Chair expenses			
Total 62000 Stewardship Expenses	<b>\$ -</b>	<b>\$ -</b>	
70000 Staffing			
70100 District Administrator			
70110 DA Salary & Benefits		43,000.00	
70150 DA Prof Exp			
70170 DA Travel/Expenses	545.91		
70180 DA expenses Other			
Total 70100 District Administrator	<b>\$ 545.91</b>	<b>\$ 43,000.00</b>	<b>1.27%</b>
70200 Event Admin			
70210 Event Admin Salary & Benefits	9,150.24		
70270 Event Admin Travel and Expenses	207.82		
Total 70200 Event Admin	<b>\$ 9,358.06</b>	<b>\$ -</b>	
71000 District Executive			
71110 DE Salary/Benefits	77,736.81	100,963.00	77.00%
71150 DE Prof Exp			
71170 DE Travel/Expenses	10,111.88	15,000.00	67.41%
71180 DE expenses Other	3.49		
Total 71000 District Executive	<b>\$ 87,852.18</b>	<b>\$ 115,963.00</b>	<b>75.76%</b>
72000 Dist Dir Lifespan Faith Dev			
72110 DFD Salary & Benefits	57,063.75	84,046.00	67.90%
72170 DDLFD Travel/Expenses	16,118.98	15,000.00	107.46%
Total 72000 Dist Dir Lifespan Faith Dev	<b>\$ 73,182.73</b>	<b>\$ 99,046.00</b>	<b>73.89%</b>
74000 Regional Staff Expenses			
74100 SRS Salary & Benefits	8,450.75	19,935.00	42.39%
74150 SRS Prof Exp			
74170 SRS Travel	8,053.52		
74180 SRS expenses Other			
Total 74000 Regional Staff Expenses	<b>\$ 16,504.27</b>	<b>\$ 19,935.00</b>	<b>82.79%</b>
79000 Payroll Expenses		2,400.00	
79200 Taxes	252.98		
Total 79000 Payroll Expenses	<b>\$ 252.98</b>	<b>\$ 2,400.00</b>	<b>10.54%</b>
Total 70000 Staffing	<b>\$ 187,696.13</b>	<b>\$ 280,344.00</b>	<b>66.95%</b>
80000 Program Expenses			
80100 Independent Contractor Payments (1099 tracking)			
80110 Honoraria - event facilitators	19,525.00	5,000.00	390.50%
80120 Stipends - consultants	100.00		
80130 Travel and Meals	3,940.03		
80140 Training	8,435.84	5,500.00	153.38%
80150 Supplies	30.28		
Total 80100 Independent Contractor Payments (1099 tracking)	<b>\$ 32,031.15</b>	<b>\$ 10,500.00</b>	<b>305.06%</b>

**Southwest UU Conference  
Budget vs. Actuals: FY2013  
July 2012 - June 2013**

	<b>Actual</b>	<b>Budget</b>	<b>% of Budget</b>
80200 Programs Facilities and Operations		150,000.00	
80210 Housing & Meals	138,891.98		
80220 Travel	21,156.87		
80230 Program Supplies	12,531.09		
80240 Audio Visual	4,205.00		
80250 Contracted and Other Services			
Total 80200 Programs Facilities and Operations	<b>\$ 176,784.94</b>	<b>\$ 150,000.00</b>	<b>117.86%</b>
80400 Program Administration		20,250.00	
80420 Office Supplies	189.33		
80460 Nursery			
80470 Other Admin Expenses	115.50		
Total 80400 Program Administration	<b>\$ 304.83</b>	<b>\$ 20,250.00</b>	<b>1.51%</b>
80500 Scholarship registrations			
83000 Committee expenses			
83100 District Library Committee			
83120 Chalice Lighter Committee			
83125 RE Committee			
83160 Councils		1,000.00	
83170 Circle of Elders		1,500.00	
Total 83000 Committee expenses	<b>\$ -</b>	<b>\$ 2,500.00</b>	
84000 Gifts & Caring	907.49	750.00	121.00%
84100 Grants to Prof Org			
Total 84000 Gifts & Caring	<b>\$ 907.49</b>	<b>\$ 750.00</b>	<b>121.00%</b>
Total 80000 Program Expenses	<b>\$ 210,028.41</b>	<b>\$ 184,000.00</b>	<b>114.15%</b>
Total 50000 Expenses	<b>\$ 451,940.60</b>	<b>\$ 507,845.00</b>	<b>88.99%</b>
Total Expenses	<b>\$ 451,940.60</b>	<b>\$ 507,845.00</b>	<b>88.99%</b>
Net Operating Income	<b>\$ 28,904.77</b>	<b>\$ (21,277.00)</b>	<b>135.85%</b>
Other Income			
Gain (Loss) on Investments	(4,377.36)		
Total Other Income	<b>\$ (4,377.36)</b>	\$ -	
Net Other Income	<b>\$ (4,377.36)</b>	\$ -	
Net Income	<b>\$ 24,527.41</b>	<b>\$ (21,277.00)</b>	<b>115.28%</b>

## **Southwestern Unitarian Universalist Conference 2013-2014 NOMINATING COMMITTEE REPORT**

### **SLATE OF CANDIDATES**

#### **Board of Trustees**

President (2 year term ending 2016)	Mark Anderson
Treasurer (2 year term ending 2016)	Gaye Webb
Trustee (2 year term ending 2016)	Lewis Morris
Youth Trustee (1 year term ending 2015)	Audrey Peres
Youth Observer (1 year term ending 2015)	Ben Ditmars

#### **Nominating Committee**

Dick Hildenbrand (2 year term ending 2016)  
Ian Grey (2 year term ending 2016)  
TBA (2 year term ending 2016)

#### **These leaders will be continuing in their current positions:**

Patti Withers (Vice-President/Secretary)  
The Rev. Mark Walz, Ministerial Trustee  
The Rev. Jonalu Johnstone, Nominating Committee  
Daniel Polk, Nominating Committee  
Dane Nielsen, Nominating Committee

### **BIOGRAPHICAL SKETCHES OF NOMINEES**

#### **Mark Anderson** (Live Oak UU Church, Cedar Park TX)

Mark Anderson grew up attending Dallas North Unitarian Church (now Community Unitarian Universalist Church - Plano). He attended SWUUSI from 1987-2001 and 2006-2008, serving on staff for 8 of those years, including Director in 2000. He attended a number of SWUUC conferences during that time, and DBLE in 1999.

After moving back to Texas in 2004, he served on the U-Bar-U board for 6 years, including 2 years as President and one year as Secretary. He served on the SWUUC Nominating Committee from 2008-2010, Chairing the second year, and served as SWUUC Board Secretary from 2011-2013. He has attended the last six SWUUC Fall Conferences and six of the last seven Spring Conferences.

He joined Live Oak Unitarian Universalist Church in August of 2007. He was a youth advisor at Live Oak for four years, and co-directed the SWUUC youth camp at U-Bar-U for 3 years. He has served in multiple leadership positions at Live Oak, including Co-chairing the stewardship team and is currently finishing up a year on the Ministerial Search Committee.

#### **Gaye Webb** (UU Church of the Brazos Valley, College Station, TX)

Gaye Webb "converted" to Unitarian Universalism in 1994 and has served the faith in multiple volunteer positions every year since. Currently, at her home church – The Unitarian Universalist Church of the Brazos Valley in College Station, Texas – she serves as congregational president, after serving as four years as treasurer there. During her 14 years at the First UU Church of Houston, she served on almost every committee at one time or another, as well as serving on the Board as Vice President and President. Her volunteerism has also expanded to the Southwest UU Conference, serving as Treasurer for the last four years. She is semi-retired, working part-time at Texas A&M University.

**Lewis Morris** (First Jefferson UU Church, Ft. Worth TX)

Lewis Morris has been a quite active member of the First Jefferson Unitarian Universalist Church (FJUUC) since May 15, 2005. In 2008 he was nominated for the position of Ministry Coordinator on their Board of Trustees. He served 2 years in that post. In 2011 he was elected as President of FJUUC, where he served for 2 terms. Today, he serves as Past President. Lewis attended the Dwight Brown Leadership Experience (DBLE) in August of 2008, and in 2012 he served on the staff of the DBLE. With all the humility he can muster, he declares proudly that the 2012 DBLE was the BEST CLASS EVER! He has attended many different types of training from UUA-sponsored Multicultural training and conferences, General Assemblies to district training such as governance, spring and winter conferences, NTAUUS-sponsored training as well as Stewardship training. Throughout all this he has created some very nurturing relationships and very worthwhile connections. Lewis also served on the SWUUC Board for 2013-2014.

**Audrey Peres** (Bay Area UU Church, Houston, TX)

First generation life-long UU, and have been actively involved in the church since being in the junior high program. Has been a touch group leader four times and has staffed the UBarU camp in 2013. Will be attending the Dwight brown leadership experience and has acquired a lot on leadership skills. Involved in the school dance team since 10th grade and band since 9th grade in school and has learned a lot on ways to properly function in a large organization. All classes are advanced and requires a lot if challenge in school in order to grow intellectually and also being challenged in different academic ways.

**Ben Ditmars** (First Unitarian Church of Dallas, TX)

Ben Ditmars is a third-generation Unitarian Universalist, and has been a child, youth, or member at Live Oak UU, First UU Church of Austin, Pathways Church, and is currently YRUU member and Church Member at First Unitarian Church of Dallas. Additionally, he is a charter camper at UBarU Summer Camp, and since middle school has been a Jr. Counselor as well as a camper there, holding staff jobs at Sr. High Camp. He also attends all District Youth Rallies, Camp Murray in Oklahoma, and the UUA General Assemblies in Fort Worth, Charlotte, Phoenix, Louisville, and upcoming in Providence. Ben is a sophomore at Colleyville Heritage High School enrolled in AP classes and advanced Art courses. He contributes service hours to the Community Ambassador Scholar program while also being employed at Market Street food store. He enjoys music, movies, and video games.

**Dick Hildenbrand** (Community UU Church, Plano TX)

Dick is a retiree of Texas Instruments and the Army/Texas Army National Guard, having attained the rank of Major. Dick and his wife Janice began searching for a church home in 1994 shortly after their daughter Melissa was born. They found Community UU Church (then named Dallas North Unitarian Church) and their search stopped there. Their son Stephen (an active YRUU member in the congregation and SWUUC) was born in 1995. Dick has been involved in congregational leadership since 1996, having served on the Board of Trustees a total of 11 years in roles as President, Past President, Facilities Trustee, and Treasurer. He has also served as Membership Chair, Stewardship Chair, Search Committee Chair, Committee on Ministry Member. Dick also leads or works actively with the Service Auction, Outdoor Adventure Camping, Community Café Coffeehouse, New Orleans Outreach and Maintenance Management. Dick's involvement extends beyond the congregation – he has served on the SWUUC Board of Trustees, is a regular attendee at SWUUSI, has represented the congregation several times as a delegate to the UUA General Assembly. He is involved with the North Texas Unitarian Universalist Congregations (NTUUC), most recently organizing multi-congregational camp-outs and is hopeful about organizing multi-congregational mission trips to serve the post-Katrina Lower Ninth Ward in New Orleans.

**Ian Grey** (UU Church of Oak Cliff, Dallas, TX)

Ian started attending UUCOC when he was ten years old. Now 21, he has literally grown up in the church. In these many years, Ian been part of a vibrant and growing church community, learning what it means to be UU and taking on the role of a leader.

He has represented Oak Cliff twice at the General Assembly of the UUA as a delegate. He is an active member of the Worship Ministry Team, helping plan and lead services, and is currently the primary administrator for the church's Kiva.org microloans program. He has been active with North Texas Unitarian Universalist Congregations (the North Texas "Cluster") for the last four years, constructing award-winning floats for Dallas/Ft. Worth Pride Parades, participating in NTUUC's Social Action and Congregational Growth Tulsa field trip, and attending Standing on the Side of Leadership conferences and Social Action Coordination Meetings.

Ian is a student at Mountain View Community College, and works part-time as a science educator at the Perot Museum of Nature and Science in Dallas. Ian is looking forward to working on the Nominating Committee, bringing his experiences and a new perspective to the Southwestern UU Conference.

Respectfully submitted by

NOMINATING COMMITTEE

Dick Hildenbrand, Community UU Church of Plano, TX, Chair

Carol Currie, First Unitarian Church of Dallas, TX

The Rev. Jonalu Johnstone, First Unitarian Church of Oklahoma City, OK

Dane Nielsen, UU Village Church, Hot Springs, AR

Daniel Polk, First Unitarian Church of Dallas, TX

Pat Smith, First UU Church of Lubbock, TX

## **Proposed Amendments to the SWUUC Constitution for Consideration at the 2014 Conference Annual Meeting**

The Board approved for consideration at the April 26, 2014, Annual Meeting related amendments to our SWUUC Constitution to add a Dissolution Clause as Article IX. The enclosed copy of the Constitution reflects this work and the recommended changes that will be implemented as written. There are two types of mark-ups on the enclosed document: 1) strikethrough (e.g. ~~District~~) that indicates recommended letters, words or phrases for deletion and 2) **underlined, bold-type** that indicates recommended new wording.

The following is a summary explanation of the proposed changes that the Board recommends for approval at the 2014 Annual Meeting. All amendments can be found in Articles IX or X.

- Adding a Dissolution Clause as Article IX.
- Changing the former Article IX (Amendments) to Article X.

### Background for Constitution Amendments:

In order to qualify as a 501(c)3 under IRS rules, an organization's Foundational Documents must include a Dissolution Clause that permanently dedicates its assets to an exempt purpose. The Board does not know why the SWUUC Constitution did not previously include a Dissolution Clause.

The additional change is cosmetic. The former Article IX becomes Article X and '2014' is added to the list of years in which the Constitution has been amended.

Proposed Amendments to the SWUUC Constitution  
April 26, 2014

**ARTICLE IX - DISSOLUTION**

**Section 9.1 Dissolution: Any action to dissolve the Conference must be approved by a two-thirds (2/3) vote of eligible Member Societies of the Conference present at the Spring Annual Meeting or a meeting called to specifically consider such action, for which meeting written notice has been issued to all Member Societies. If the Conference shall cease to exist, all property, real or personal, shall be transferred to the Unitarian Universalist Association or its legal successor. The Conference Board of Trustees shall perform all actions necessary to effect such a transfer.**

ARTICLE ~~IX~~ X - AMENDMENTS

Section ~~9~~10.1 Amendments: This Constitution may be amended by a majority vote of the accredited delegates at any meeting of the Conference, provided written notice shall have been mailed by the President or Secretary of the Board to the Members at least one (1) month prior to such Annual Meeting, or notice shall have been given at the Annual Meeting next preceding.

As Amended April 1978, April 1989, April 1990, April 1992, April 1994, April 1996, April 1997, April 1998, April 1999, April 2000, April 2007, April 2008, April 2011, April 2012, **April 2014**

## SWUW Report for Southwestern UU Conference 2014

Southwest UU Women (SWUW) is an active and vibrant organization within the Southwestern Conference. The SWUW Board of Directors represents the women of over 70 churches and fellowships covering most of Texas, all of Oklahoma, Arkansas, and Louisiana; Memphis, TN; and San Miguel de Allende, Mexico.

SWUW is a non-profit organization that supports women through worship, learning, leadership, community and social justice. SWUW discusses women's issues, explores feminist theology, promotes friendships and celebrates the diversities that make us unique women on our individual spiritual paths. SWUW is a district-wide organization open to all UU Women's Groups and women in the Southwest Conference area.

Southwest Unitarian Universalist Women is a member organization that exists to serve the following purposes:

- To deepen the religious life of the women of the Southwest District;
- To bring the women of the District into closer acquaintance, cooperation, and fellowship;
- To promote the formation of new women's groups in churches and fellowships;
- To develop women leaders to be a strong and effective voice;
- To sponsor an annual Women's Conference;
- To educate our members and the wider community on the status of women; and .... to promote greater social justice through long term, systemic change at the local, national and international levels.

Since 1987 SWUW has successfully convened annual conferences which include SWUW's annual business meeting. The conferences are usually held in late February or early March and are highlighted by well-known national and international keynote speakers and musicians as well as a wide variety of workshops and high quality products from vendors.

SWUW strives to keep its week-end conferences affordable and offer scholarships for those women who qualify. Responsibility for conference planning has alternated between various women's groups in locations throughout the district. This has increased the creative energy of the conferences. SWUW also sponsored the 1<sup>st</sup> International Convocation of UU Women. The conference was held in Houston in 2009.

Recent conferences:

2010 - Dallas: "In the Name of Love", Keynoter: Gini Courtier

2011 - Dallas: "Generation Nexxt" Keynoter: Rev. Tamara Lebak

2012 - Clear Lake City, Texas: "Exploring the UUniverse of Women's Spirituality", Keynoter: Rev. Meg Barnhouse



2013 - Corpus Christi, Texas: “Making Waves on a Sea of Change”, Keynoter: Kimberly Dark

2014 - Tulsa, Oklahoma: “The Power of Story”, Keynoter: Kelli McLoud-Schingen, a specialist in Global Diversity, Healing Racism and Narrative Presentation.

SWUW’s next conference will be March 6-8, 2015; the theme is "Our Sacred Springs" at San Marcos, Texas. Rev. Dr. Rebecca Parker of Starr King School for Ministry has agreed to keynote. She will also be speaking at the 2014 General Assembly in Providence, Rhode Island, June 25-29, on “Sacred Activism: Heart-Opening Multi-religious Exercises for Liberation.”

In addition to the 28 conferences SWUW has convened, it has a history of making charitable donations to organizations. SWUW has donated to Heifer International, Village Banking Group (which sponsors micro-credit loans “Empowering Women to Transform Communities in Poverty”), and to Chalice Lighters. For the past several years the SWUW Board has donated a post-conference profit to the charity of choice of the host city’s convener.

For more information on Southwest Unitarian Universalist Women check out our website at [www.swuuw.org](http://www.swuuw.org) and plan now to join us in San Marcos, Texas in March 2015!

Submitted by 2014 SWUW Board:

President- Nikole Witt

President Elect – Karen McGinnis

Treasurer – Susan Hamilton

Secretary – Celeste Kennedy

Directors at Large – Debbie Cannatella, Mary Kirwin, Jeannie Lewis, Katie Womack

## SWUUC-LREDA Report to Southwest UU Conference

The Liberal Religious Educators' Association (LREDA) is “an anti-racist, anti-oppression, welcoming, professional organization open to liberal religious educators and those supportive of religious education. LREDA promotes the religious growth and learning of people of all ages and advocates for and supports religious educators and the field of liberal religious education.”

As the Southwest chapter of that organization, we work on the district level to further the goals of our parent organization.

The Southwest Chapter of the Liberal Religious Educators' Association has taken great steps forward in the past year. We hosted our first midwinter conference with help from a generous grant from the Live Oak Endowment Fund. We also instituted dues to help keep our chapter solvent moving forward.

Faithfully submitted,  
Sheri Phillabaum  
Chapter Chair

# **Standing on the Side of Love Fund**

## **Tornado Relief for Undocumented Families and Individuals**

### **Final Report – First Unitarian Church of Oklahoma City**

*March 27, 2014*

#### **How It Started**

Within days of the May 20, 2013, Moore tornado, one of First Unitarian Church of Oklahoma City's congregants, then congregational president Sundra Flansburg, was invited into a private Facebook conversation started by immigration activists from the Midwest and western parts of the United States. The invitation came through contacts she had previously made while working on immigration issues with Oklahoma City's CBCO group VOICE, an organization First Unitarian has been a part of from the sponsoring committee phase.

That online conversation was initiated by activists who had witnessed or been a part of witnessing, the plight of undocumented families and individuals following Hurricane Katrina in New Orleans (2005), and the more recent EF5 Joplin tornado (2011). These activists knew that undocumented families faced special issues and had special needs in the days, weeks, and months following the disaster – and they wanted to help.

After discussions with this group, and with several of the other member institutions of VOICE, we determined that the best way we could help these families was in raising money and distributing assistance directly to those in need starting with the networks and relationships that were already established with undocumented families. First Unitarian's ministers had already been receiving calls and messages from UUers around the country wanting to know how to help. They readily approved the idea of assisting families that might be left out of official relief efforts. We determined that First Unitarian had the ability and know-how to set up an online giving option, take in the donations, and do the follow-up with donors. St. Charles Borromeo Catholic Church – a fellow VOICE member – had relationships already established with undocumented people in the area. An order of Spanish-speaking sisters at St. Charles was eager to get out to visit families in the area that they knew, and to talk with them and neighbors to get the word out about available assistance. First Unitarian set up an online giving mechanism and Rev. Mark Christian provided information on the effort to the Unitarian Universalist Association of Congregations (UUA).

#### **Partnerships**

The primary partner with First Unitarian was St. Charles Borromeo Catholic Church. First Unitarian collected donations and regularly transferred the funds to St. Charles's Social Ministry.

Additional VOICE-institution churches helped with initial visits we made to Moore to reach out in an area the nuns from St. Charles had identified, as well as to help get the word out among target families. Some of those churches included Holy Angels Catholic Church and Capitol Hill Church of the Nazarene. We also collaborated with Catholic Charities and Salvation Army receiving referrals and giving them. A Spanish-speaking Americorps volunteer who came in to work in the area for about a month during disaster relief was also very helpful in identifying families and helping us get help to them.

### **Income**

We raised a total of \$119,516 for this fund. The original activists made some donations in the beginning, as well as members of First Unitarian and some of our VOICE colleagues. We received donations online mainly from individual donors, and as the fund got more visibility via the UUA, in later months we received significant donations from UU churches across the country, either directly from them or via the UUA Southwest District. On the First Unitarian website, on social media, and in materials we distributed locally, we indicated that the priority distributing funds would be first to give direct aid to any undocumented individuals and families that were impacted by the Moore and Shawnee area tornados. Secondly, once all identified need for that group was met, the remainder of the funds would, after six months, be rolled over into funding educational scholarships for undocumented students.

### **Where the Funds Went**

A total of \$25,291 was given to families in the six months following the Moore tornado. As is the case with almost all kinds of disaster relief, the desire to help is great and we were fortunate to raise a great deal more money than was needed to help the families we were able to identify and work with.

After providing emergency aid to a number of families, we were able to help them find additional help through the Red Cross and Catholic Charities, both of which had structures in place to provide follow up social work, counseling, and assistance with food and other necessities for the medium term. In addition, both were sensitive to the needs of our particular population. Our fund, however, allowed emergency outreach and initial help to be provided to families who did not know or trust the large-scale efforts that were made in the area in the weeks immediately after the disaster. We also were able to provide intermediary services, asking the official agencies when and if they required documents. In several situations, well-meaning volunteers for those agencies thought they needed IDs when in fact the agencies did not. So the nuns from St. Charles and several of the other people who helped identify and provide gift cards and other immediate assistance helped families navigate the systems with help in Spanish from someone they trusted.

That total dollar amount that was distributed was done so for the following main areas of assistance:

Assistance with home repair	\$10,784
Help with funeral expenses	\$6,000
Assistance with housing rental	\$4,725
Healthcare/hospital bills	\$2,328
Car repair	\$855

Food and household goods

\$600

In all cases, the nuns, the Americorps volunteer, or a First Unitarian representative went to meet with the family, verify needs and ways to meet them, and then quickly obtain the funds to deliver to the families. Assistance was given in the form of gift cards; checks made out to the service provider, store, or landlord; and in a few cases, cash.

To give an idea of the kind of help that was provided, we delivered a Lowe's gift card to a family of four near Shawnee whose roof had blown off and whose house had received structural damage. They had lost their flock of chickens, and many personal items were blown away or damaged. During that first visit, the four-year-old was very happy to lead us over to see their little puppy, who was unharmed. The family was living in their house, and the husband was borrowing money from friends trying to get the house covered and windows back in. In the first few days after the tornado, we provided assistance of \$1,000 to buy wood and building materials for he and some of his friends to make basic repairs. As the resources in our fund grew, we went back to that family and were able to provide a Lowe's card in the amount that it would take to finish purchasing repair materials.

Also in the first weeks following the tornado, families were struggling to buy food and other necessities. Many of the families were already living in precarious situations, where they had no savings and no spare money to fall back on when their place of work was destroyed. Other individuals did yard work or housecleaning but with damaged cars could not travel to their place of work. In one case, the employer's home was damaged so there was no more work. Many of the families, after a few days with no pay coming in, were struggling to cover basic needs. There were some nonprofits and charities that were giving food assistance with no questions asked about legal status, but many of the undocumented families were at first afraid to try and access it, or didn't know where to go or how to ask for help. We provided gift cards to local supermarkets to help them with groceries, baby supplies, and other household items – and helped guide them to the safe points of access where volunteers spoke Spanish.

Housing was harder for undocumented families to deal with, since all of the official shelters that were established required Social Security numbers or some form of ID or verification that would establish that the individuals were legal residents of the area or at least U.S. citizens. In addition, we heard several reports of landlords unable or unwilling to make repairs on apartments or houses where undocumented families were living. In one case, a family was living in housing provided by a gated community where they were providing caretaker services in exchange for their housing. Structural repairs needed to be carried out and the family was told they had to move out for 2 weeks. In those situations, we provided rent assistance, including first month's rent and a housing deposit when families needed to find a new place to live. In one case, we negotiated with the new landlord to put the utilities in their name and we paid the deposits so the family could get water and electricity turned on. We also provided a first month's rent deposit for a trailer facility so a family could move to Arkansas where they had friends who had found jobs for them.

We paid emergency room bills for two families that went for medical care for parents and children from flying debris during the tornadoes. At least one of the families believed that care would be free (as it

would have been in her home country) but were flabbergasted and distressed to see the amount being billed to her family when they were without income.

The fund also paid for car repair for a family's sole means of transport to work and to take her children to and from school. The tornado had broken or blown out all the car windows on one side of the car, and caused damage to the wheels and doors. Finally, we helped several Guatemalan families who, tragically, were struggling to pay the costs of burying family members, including children, who had been swept away by flooding and were killed.

In summary, a good portion of the work was helping families with urgent needs – some of which may have been available via the official disaster response agencies but would certainly been longer in coming. The relationships and cultural competency our group was able to utilize allowed us to reach and help families that weren't able to or were afraid to try and access those official resources in the first few days and weeks. Our goal for this fund was to get people back on their feet in a safe place to live, and in many cases, then connect them with permanent agencies and services that were safe for them to use and with services provided in Spanish.

### **What Will Happen with the Remaining Funds?**

As planned, the remaining funds, in the amount of \$94,225 will be rolled over into a fund or funds to provide educational scholarships for undocumented students. We have been discussing putting \$50,000 of that into the foundation that Dreamer Sergio C. Garcia is setting up to provide scholarships to undocumented students. Garcia has been in the headlines lately for finally winning the right to practice law in the state of California as an undocumented person who graduated college and law school, and passed the state bar exam years ago. Garcia was also one of the people who contacted us about helping in Oklahoma in the tornado aftermath. Garcia's foundation is, as of the date of this report, in the final stages of receiving their legal 501(c)3 approval. Once the structure and leadership is in place, that transfer will be made and details of the scholarship priorities and administration will be worked out.

For now, the remaining \$44,225 will reside at St. Charles, and a committee including Father Tim Luschen (St. Charles), Sundra Flansburg (First Unitarian), and three other people to be named from higher education, the Latino population, and elsewhere will develop guidelines and procedures for making award decisions and monitoring results. We will evaluate at the end of year 1, if we have funds remaining, to determine if we want to continue administering that fund ourselves or pursue an agreement with Garcia's foundation or another entity.

**In conclusion**, we are grateful to the many, many individuals and UU churches who contributed to this important work that aided children and adults who were truly marginalized and desperate during a time of crisis. It was very common to see tears in the eyes of the people we helped when we told them that people from churches across the country had made donations to help them. For those involved, this work, and the giving and generosity that it inspired, were prime examples of the UU values exemplified in Standing on the Side of Love.

## **Regionalization: Join the Journey!**

Unitarian Universalists in the Southern Region are on an exciting journey – a journey with a goal of ensuring the UU principles and the values we uphold in our liberal religious tradition can make a difference in the world.

We invite you to join us!

The path we are following on our journey has often been referred to as “regionalization” or “regional collaboration,” and what that really means is we are bringing the way we organize ourselves, our relationships and our structures, including our boards and staff, into line with a key part of our theology – our interdependence and the realization that we are stronger together than we are alone.

### **Starting point: Orlando, Florida**

While the impetus for the journey has been years in the making, we stepped onto the road more than three years ago when representatives from the four districts that make up the Southern Region (Florida, Mid-South, Southeast, Southwestern Unitarian Universalist Conference of the UUA) gathered in Orlando in December 2010 to talk about how we serve our congregations and how to make the best use of resources. This gathering was the first step to heal a disconnection that was keeping us from doing our best work. What emerged was the Orlando Platform, an agreement to build working relationships among our district boards and create a sense of religious purpose for our work, while also identifying changes in our governance and shared ministry that could best support congregations and grow the impact of our faith.

Since then, each of our district boards have reduced the number of trustees who serve, with the idea that more volunteer talent might be put to use doing “hands-on” work and evangelizing (that is, spreading the good news) about Unitarian Universalism and its ability to change lives. Districts have ended co-employment of our field staff, who are now employed by the UUA and work in an integrated team, with each Congregational Life staff member able to share their own unique knowledge and strengths across the region. We put aside our own district “ends” or goals, in favor of the UUA ends, which are developed by trustees we all elect at our General Assemblies. We are piloting a new way of sharing our financial resources – the GIFT program, designed to bring fiscal equity across the region.

### **Mile marker: The Mountain, North Carolina**

More recently, in September 2013, our four district boards and Southern Region staff met at The Mountain, a retreat in North Carolina, to evaluate and build on the work done in Orlando.

Also present was Jim Key, our UUA Moderator, who works with our UUA board to develop ends and strategic direction (the governance piece of our structure, which ensures the voices of our congregations are heard through the democratic process, or linkage), and Rev. Scott Tayler, the UUA Director of Congregational Life (DCL), who is responsible for staff management and program development (the operations/management element of our structure in which we “live the faith.”)

Just as our congregations gain strength from collaborations, the Southern Region is strengthened by drawing on and adding to the resources of our UUA. Jim and Scott’s understanding of and

contributions to the evolution occurring in our region are vital to our ongoing success. Our work with them has helped us more clearly discern confusion and conflict that was occurring from duplicative roles district boards had with UUA Trustees setting policy, and it helped us clarify the distinction between our board's governance and management related roles.

One outcome of the meeting at The Mountain was the formation of task forces whose members are made up of representatives of each of the four districts, working to develop ideas about the new ways we could be in relationship with one another.

As we worked through this process, each of our boards has re-affirmed our commitment to the Orlando Platform, including living in covenant with fellow districts in the Southern Region, and our fiscal strategy of a unified budget with regional equity.

We have affirmed our willingness as board members to becoming the initial facilitators, or Elders, who mentor, advise and connect congregations, often in clusters, so that those congregations can be more effective. In those roles, board members will focus on generative thinking – the process of creating new ideas – and away from governance work as much as possible, as that is the role held by our UUA Board of Trustees.

We have affirmed that as we live further into a common regional structure, we will work in collaborative groups made up of both district board members and regional staff, partnering in shared ministry to ensure that congregations develop strong relationships with other congregations, understand the resources that are available to them and have the opportunities to go to a deeper level. We also empower staff to further enhance their role in fiduciary and management activities.

We will continue to communicate what our boards and councils are doing, including planned upcoming reviews of district bylaws in the 2014-2015 fiscal year to assess how they fit with the new structures we have created. That could include dissolution of the district boards. The intention is to eventually get to one legal organization representing the region with appropriate fiduciary responsibilities.

## **The road ahead**

Although district boards have entrusted staff management and program development to the Director of Congregational Life and have acknowledged that there is little for them to govern, we will keep them intact for now. The Chalice Lighter Program will continue at the district level, with districts sharing best practices, while we evolve into new structures.

The task forces on which our board members serve will transition into six multi-district councils:

- UUA Board Linkage Council - designed to strengthen the connection between our congregations and our UUA Board. This is key to our system of governance, to ensure that the voices of our congregations are heard, so each district board would appoint one member to serve on a regional linkage team.
- DCL Advisory Council - made up of district board presidents initially (and eventually a wider group of regional stakeholders) who will work with the UUA Director of Congregational Life as thought partners and advisors in the DCL's role of staff management and program development. Their common goal is to make programming impactful to local needs.



- Clusters Council - with the intentional effort to foster development of groups of congregations around a common purpose, allowing them to grow stronger as they develop interdependent relationships. Clusters are a form of small group ministry for congregations and a recognition that we are stronger together than alone.
- Elders Council - will work to identify Elders - wise leaders in our faith, no matter what their chronological age. Using the output from our initial Elderhood Task Force, the Elders Council will create systems for matching Elders with areas in which they can serve, such as cluster development or mentoring.
- Regional Fiduciary Council - provides unified regional budget oversight and asset management with cross-district representation.
- Regional Communication Council - assesses strategies and tactics appropriate to our new structures, including producing media and content that supports our relationships, while also serving an input function, facilitating inclusion and involvement of congregations in linkage to our district leaders and UUA trustees.

The Linkage and Communications council will collaborate to advance recommendations from the Democratic Process task force.

These councils will collaborate with each other as they do their work. While councils initially are being formed with leaders from district boards, other Elders will be tapped to participate as well.

### **Forward progress**

Our journey has taken us a long way from the isolated silos in which we previously lived, to new relationships, crossing arbitrarily-drawn boundaries and into fields that are wide open with possibilities and promise.

Our district boards are excited about the foundations we have put in place and the road we continue to build, a road wide enough to accommodate all the congregations in the Southern Region as we collectively and joyfully journey towards a Unitarian Universalism that can most effectively change individual lives and the broader society in which we live.

Are you ready for what we can do together?

Respectfully submitted,

Ila Klion, President, Florida District

Kirk Bogue, President, Mid-South District

Denise Rimes, President, Southeast District

Kevin Bolton, President, Southwestern Unitarian Universalist Conference of the UUA

-On behalf of our District Boards of Trustees