



**Southeast District of the  
Unitarian Universalist Association**

**Annual Report 2013-2014**

Prepared for the Annual Business Meeting, April 26, 2014  
Unitarian Universalist Fellowship of Raleigh, Raleigh, NC

**Southeast District of the  
Unitarian Universalist Association**

**Annual Reports • 2013-2014**

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**Southeast District of the Unitarian Universalist Association**

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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)

**Southeast District of the UUA**  
**Annual Meeting Agenda**  
**Unitarian Universalist Fellowship of Raleigh, NC**  
**April 26, 2013**

*Grounded in our covenantal tradition, the member congregations of the Unitarian Universalist Association will inspire people to lead lives of humility and purpose, connection and service, thereby transforming themselves and the world.*

**Business Meeting**

Welcome/Opening Words

Denise Rimes Moderating

**8:30 AM Introductions**

Denise Rimes

Board:

Peter Kandis, Vice President  
Dr. Shaida Johnston, Secretary  
Martin Bauer, Treasurer  
Rev. Nato Hollister, Director  
Gracia Basham, Director  
Rev. Ann Marie Alderman, Director  
Larry Meisner, Director

Staff:

Kathy McGowan  
Connie Goodbread

For this meeting:

**Process Observer:** Rev. Ann Marie Alderman

**Time Keeper:** Larry Meisner

**Parliamentarian:**

**Credentials/Teller:**

- Joy Christi Przeworski, UU Congregation of Asheville
- Elizabeth Mount, UU Congregation of Asheville
- Robyn Stout, Eno River UU Fellowship

Raleigh Hosts

Rev. John Saxon  
Rev. Karla Brockie

**Call to order**

Denise Rimes

**Call for quorum**

Dr. Shaida Johnston

Find your voting cards

**Southeast District of the UUA**  
**Annual Meeting Agenda**  
**Unitarian Universalist Fellowship of Raleigh, NC**  
**April 26, 2013**

Approval of agenda

Approval of minutes

**9:00 AM OLD BUSINESS**

<b>President's Report</b>	Denise Rimes
<b>Vice President's Report</b>	Peter Kandis
<b>Treasurer's Report</b>	Martin Bauer
<b>Regional Staff Report</b>	Kathy McGowan
<b>G.I.F.T. Report</b>	Connie Goodbread
<b>UUA Bylaw Amendment Update</b>	Rev. Nato Hollister

**9:40 AM NEW BUSINESS**

**Bylaws Amendment**

**ARTICLE VI – Board of Directors**

The general direction of the affairs of this organization and the general powers necessary for exercising such direction, together with powers to adopt all needful measures for promoting the interests of this organization, shall be vested in the Board of Directors, subject to annual review by the member congregation delegates.

Section 1. The Board of Directors shall consist of the President, Vice-President, Secretary, Treasurer, The District Executive, the District Trustee, and **one (1) Director**. ~~The District Executive and District Trustee serve without vote.~~

Section 2. The President, Vice-President, Secretary, and Treasurer are elected biannually. The President and Vice-President shall be elected and begin their terms in even-numbered years, and the Secretary and Treasurer shall be elected and begin their terms in odd-numbered years. **One (1) Director is elected to a 3-year term. with two expiring terms to be filled each year.** The President, Vice-President and Secretary may serve no more than two successive full terms in addition to any partial terms which may have been served in the same office. The Treasurer may serve no more than four successive full terms. **None of the four (4) The Director may serve no more than two successive full terms.**

**Southeast District of the UUA**  
**Annual Meeting Agenda**  
**Unitarian Universalist Fellowship of Raleigh, NC**  
**April 26, 2013**

**Chalice Lighters** Holly McKinney

**Leadership Development and Nominating  
Committee Report** Ervin Williams

**Election of Officers, Directors and Nominating  
Committee** Denise Rimes

**SLATE I** (if Bylaws amendment is approved)

PRESIDENT Denise Rimes (standing for re-election)

VICE PRESIDENT Peter Kandis (standing for re-election)

SECRETARY Larry Meisner (standing for election)

TREASURER Martin Bauer (continuing in position)

DIRECTOR Kathy Shiba (standing for election)

NOMINATING COMMITTEE Ervin Williams

Doug Rhodes (standing for election)

Gracia Basham (standing for election)

**SLATE II** (if Bylaws amendment is not approved)

PRESIDENT Denise Rimes

VICE PRESIDENT Peter Kandis

SECRETARY Larry Meisner (standing for election)

TREASURER Martin Bauer

DIRECTOR Kathy Shiba (standing for election)

DIRECTOR Gracia Basham

DIRECTOR Rev. Nato Hollister

DIRECTOR Rev. Ann Marie Alderman

NOMINATING COMMITTEE Ervin Williams

Doug Rhodes (standing for election)

Pat Mohr (standing for election)

**Southeast District of the UUA**  
**Annual Meeting Agenda**  
**Unitarian Universalist Fellowship of Raleigh, NC**  
**April 26, 2013**

**Installation**

My charge to the new officers, directors and nominating committee members: Are you prepared to work transparently, collaboratively and in covenant to focus your work on behalf of our member congregations, those affiliated with us, and our association?

*Officers, directors and nominating committee members may answer "I am."*

My charge to you, the representatives of our congregations-one of the sources of authority and accountability of this association of congregations-will you support these volunteers in their work on your behalf, as you and they seek to bend the arc of the moral universe towards justice?

*Delegates and attendees may answer "We will."*

**10:00 AM Process Observation**

Rev. Ann Marie Alderman

**Closing Words**

Peter Kandis

**Adjourn**

Denise Rimes

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## **Southeast District Annual Meeting Minutes**

April 27<sup>th</sup>, 2013

Unitarian Universalist Church of Charlotte

President Rimes called the Meeting to order at 1:19

Denise Rimes opened the meeting by introducing the SED Board, SED Staff and Regional Staff. Denise thanked the UUC of Charlotte for hosting the meeting so graciously. Denise named the following roles:

Process Observer: Larry Meisner

Timekeeper: Ann Marie Alderman

Parliamentarian: Andy Reese

Teller Committee: Gracia Basham, Nathan Hollister, Martin Bauer, Pam Whistler

Opening Reading and Chalice Lighting

The Secretary certified a quorum was present.

**Motion to Approve Agenda as written made and approved**

**Motion to approve Minutes from 2012 Annual Meeting made and approved**

### **President's Report-Denise Rimes**

We are at the forefront of a sea change, but change can bring out our best. After much discussion among the four Districts in our Region, we have agreed that our unique culture and identity are important to who we are. The District Boards are working on a continued role and what that should be, as Districts are not going away any time soon. The Districts take care of structural issues, which enable congregations to be free to do the work of the faith. A fiduciary role is important as well as strategic and generative work.

We are not sure that we need a District Board except as a link to our congregations and to the UUA. We do need a Group of Elders of any age, who are lay people experienced in helping specific problems. We can use this experience to help envision our future. Clusters can help bring our congregations together in manageable groups or in common interests called Affinity Groups.

The Orlando Platform is trying to create a more inclusive representation of our people. The agreement of the other Districts is needed for the fiduciary aspect.

### **Vice President's Report-Peter Kandis**

The Dream Team Report is well organized and they are very active in doing a good work. As Dean of our Leadership School, I came back from our meeting inspired. We helped people who attended Leadership School to step up in leadership positions in their congregations. Doing

District work and participation in Leadership School broadens people's vision and enthusiasm. Training leaders strengthens our movement.

**Treasurer's Report-Martin Bauer**

The G.I.F.T. program is part of a pilot program in the Southern Region for a single ask for dues to the UUA and the District. As this program was implemented, fine tuning and corrections were done. If this is successful, the program may be extended across the UUA.

A formal audit was done and the only suggestion was to consider having more than one staff person handle incoming funds.

The Kinston Fund is being issued to the emerging Grove Park Unitarian Universalist Congregation.

**Motion to Adopt the Budget as Presented, moved and seconded by the Board and was passed.**

**Leadership Development and Nominating Committee Report-Andy Reese**

The Slate of Candidates for this year's Annual Meeting was delayed and were not received by the Board in the time limit, so there will be a Motion needed.

**Motion to Accept the Slate on the late submission of the Nominating Committee Slate of Candidates and Nominees was made and passed.**

The Nominees for Southeast District positions are:

For SED Board Secretary-Dr. Shaida Johnston, UUC of Asheville

For SED Treasurer-Martin Bauer, Oak Ridge UUC

For Director:

The Rev. Ann Marie Alderman, Piedmont UUC

Nathan Hollister, Eno River UUF

Gracia Basham, UUC of the Highlands, Meadowview, VA

For Nominating Committee:

Fred Anderson, All Souls Waccamaw, Myrtle Beach

There were no nominations from the floor or discussion.

**Motion to approve officers was made, seconded and approved unanimously.**

Denise charged the new Officers, Directors and Nominating Committee member.

**Regional Report-Kenn Hurto**

Kenn gave his Report and it is attached to these minutes.



### **Southeast District Staff Report- Sue Sinnamon**

Sue gave her final report as she leaves the SED to take a new position. The SED has seven clusters which includes most of our congregations. Sue urged leaders to get involved and strengthen the clusters. The young adult population has increased significantly. Involving youth and young adults in our congregations empowers them and enriches our movement. The Chalice Lighters Committee is the most organized in our Region and they are doing incredible work. The Dream Team is working to mentor congregations who are working on Multi-Cultural issues.

Denise Rimes thanked Sue Sinnamon for her service to our District and wished her well in her new work.

### **Director's Report-Nathan Hollister**

Nathan looked for inspiration to Black and Immigrants Churches to form a missional group of young adults and low income workers called Mutual Aid Carrboro which has thirty members. They have been meeting with Nathan at times convenient to their working schedules and in places easy to gather. Mutual Aid is an emerging congregation committed to taking risks and creating new solutions to 'doing church'. Bending the Arc campaign launched three years ago to develop funding to have a Social Justice Coordinator and to do Social Justice work within the District. The Dream Team and Mutual Aid Carrboro are two examples of what we can achieve with the work of the Bending the Arc campaign.

The UUA bylaws Amendment which the SED approved last year has been found to contain words which were changed by the vote at General Assembly and so the decision has been made to set this amendment aside.

Denise expressed the appreciation of the SED Board to our Trustees Rev. Jake Morrill and Rev. Jeanne Pupke. The Board also thanked Rev. Jennifer Ryu for her service.

Larry Meisner provided a comprehensive Observation Report.

Closing Words by Peter Kandis

Meeting Adjourned at 2:53

Respectfully submitted by Gracia Basham

## Southeast District President's Annual Report, April 2014

A year ago we reported that transformation was in full force across our Unitarian Universalist Association of Congregations (UUA), the Southeast District (SED) and the Southern Region, and that remains true this past year as we bring an important phase of this shared ministry to closure and begin to live into the covenant and structures that have evolved. We continue to reach beyond our district boundaries to connect and collaborate with others who are stakeholders in our mission to bring more peace, love and justice to the world. As Southeast District President, I am proud to share, on behalf of the District Board, the progress we've made this past year, plans for what's next and steps congregations can take to reap the benefits of this work.

### **A Lot Has Been Accomplished**

The District President's Report, *Regionalization: Join the Journey!* enclosed as part of this packet, provides a recap about Regionalization including recent progress, decisions, as well as next steps. Over the past few years, the Southeast District board members have played a vital role in discerning issues, identifying solutions and building the plans we've committed to implement. Throughout this journey we've had the honor of collaborating with our congregations and their leaders, UUA Moderator and Trustees, UUA Staff (to include the recently hired Director of Congregational Life and Regional Congregational Life Staff), other Southern Region districts and their boards, and the presidents of other districts across the United States. The District President's report represents the common positions and commitments of all districts in the Southern Region as well as the UUA Director of Congregational Life and Congregational Life Staff.

Like any initiative designed to transform an organization, ours has been characterized by epiphanies or "aha moments" that arise from a key learning or realization. Their occurrence makes it possible for us to claim a truth about the past or the present and form ideas and plans about a more desired way of being. In a shared ministry effort, achieving common understanding of truths has often been challenging and time consuming, though the result of the new plans and commitments is powerful and exciting.

Like each highway milepost you pass on a long road trip, each step of our journey is a required passage to the next one - though some are more significant for the specific awareness that was achieved there, or the decision that was made, or for the choice regarding a future course. Key realizations your district leaders and others we've been working with had during the course of our transformational work include:

- It wasn't uncommon for many in our congregations to refer to The UUA as "The UUA" or "them", when in reality it is really us or "Our UUA". In other words, our district boards and congregations are not separate from, victims of or in competition with the Unitarian Universalist Association of Congregations, which represents us when we join the UUA. Rather, we are in this together to further our faith. Thus it is "Our UUA", a beloved community which we should be in shared ministry to enhance and serve. Until we own, honor and serve that covenant will we truly be able to move the big rocks in the way of our greatest potential.
- Some structures in our faith were significantly impeding effective work vs. contributing to it, including:
  - Many districts in our region had policies and goals that weren't necessarily aligned with the goals and mission of the UUA.
  - Staff co-employed by the UUA and District and organized at a district level created accountability confusion, performed some functions that were redundant to others and limited many from serving in a way that leveraged their individual and collaborative strengths.

## Southeast District President's Annual Report, April 2014

- The Cambridge Platform (1648) is the basis for the congregational polity of Unitarian Universalism. Many in our faith know and honor the part that says there is no higher authority in our faith than a congregation. Not so many know of or honor another part that explains we are a covenantal faith in which congregations pledge, promise and covenant congregation to congregation: *mutual support, consultation, admonishment, membership, participation and relief*.
- Funding of the UUA and Districts through Annual Program Funds and District Dues, and the financial support returned back to congregations through staff service and programming, was not equitable across our UUA and is thus out of covenant with principles to which we subscribe.
- In doing district board and regional leadership work, to include figuring out the role of boards and lay leaders who serve the faith beyond their congregational walls, it helped us greatly when we viewed the work we were doing in one of two categories – governance or operations. Governance pertains to setting policy, goals and ensuring democratic process – which is a responsibility of our UUA Trustees. Operations pertains to doing the work of our faith – staff management, program development, leadership development, shared ministries for any number of causes, and the work of congregations and making them stronger. Delineating and understanding the difference between these two forms of work helped us acknowledge that:
  - District boards hadn't previously clarified their role and purpose in each when accounting for their place in the UUA overall.
  - There really isn't a lot for district boards to govern, except for providing oversight of district assets.
  - Lots of lay leadership, staff and board member time was being spent on district board / governance and tasks associated with management when such time could be better invested doing the work of our faith (i.e. the operations of our faith) in a shared ministry with staff, our congregations and each other.
- There is a need for, but not a strong model for, identifying, raising up and enabling lay leaders to act as elders of our faith in service to our faith beyond congregational walls.
- Connectedness among congregations and their leaders is important to congregational effectiveness and growth; whatever structures and roles are designed should nurture that.
- Organizations can be looked at through tools known as frameworks to discern how effective and healthy they are. A framework we started using had three parts – one for service delivery and doing, a second for translating strategy into tactics and management of delivery and doing, and a third for creating the broader strategies for the organization's culture, guiding values, structure and ability to meet strategic goals. In our discernment with staff and other district boards, we came to know that the third or strategic layer of the model could be staffed differently to better transition to the new model that we envisioned. We welcomed Rev. Scott Taylor as the new Director of Congregational Life last August, and he is helping us immeasurably in moving to that vision.

As you read and digest the salient points of the enclosed District President's Report, know that the solutions and next steps described there were derived from understanding the aforementioned realizations. We're extremely optimistic that the proposed new structures and roles we'll be implementing will create capabilities and outcomes not previously possible.

### **Critical Acknowledgements**

Keeping the context of all that occurred over the past few years is important when acknowledging what has been accomplished and what is still to do. Items most relevant to our current and future success include:

## Southeast District President's Annual Report, April 2014

- Chalice Lighter programs will continue to be managed at a district level, with the intention of bringing Chalice Lighter program coordinators together to share and develop best practices. The program in our district exceeded the \$1 million milestone in gifts during the past year. The lay leader support provided in the Chalice Lighter process is phenomenal.
- Regional budgeting and our transition to G.I.F.T. (equitable pledging/payments from congregations to UUA and funding back from the UUA for regional programming) as a pilot region is a benefit to Southeast District. This shows up in program and training opportunities, increased access to resources best suited to solving particular problems and funding that enables the SED Board to participate at parity with other district boards. Our first year is going well. The UUA committed to fund any shortfalls experienced due to the transition to G.I.F.T up to \$75,000. Due to cash flow experience this far this year, our region has received that amount. However, we expect to return \$25,000 to the UUA as congregations make their payments to the UUA, a high percentage of which are made in the last three months of the fiscal year.
- Shared ministry with UUA Administration and Staff continued to increase over the recent two years. Your board and other regional leadership routinely and regularly interacted with different functions in the UUA and can measurably see the influence of that of new models for stewardship, district board governance and staff management programming across the UUA regionally and nationally. Our shared ministry was empowered and nurtured through joint visioning and decision making at key gatherings. Southern Region stakeholders (including UUA Trustees, UUA and district/regional staff and regional district boards) attended and maintained regular conference calls used to further our plans and actions. Investments to bring the above mentioned stakeholders together regularly should continue to further the momentum achieved.
- Great communication is a hallmark of well-functioning organizations. Some practices have gotten better and more consistent, yet there is still more to do. Communication through our newsletter is more operational or “living the work of our faith” in nature, and less about linking congregations to governance related issues, which could benefit from being stronger. Congregations own part of the communication challenge and opportunity. Congregations need to ensure their leaders’ contact information is listed at the UUA website and posted as current information on congregational websites. Some of the connecting that will occur through clusters, such as the Congregational President’s Cluster, or the Communication Council, will help communication facilitate a powerful impact.
- Holding up our regional Congregational Life Staff for their great work and perseverance shows our appreciation for their efforts and results. This includes recognizing their collaboration with district boards and lay leaders, as well as their leadership and service in the challenging dynamics of change. Their reformation to meet new challenges is an essential part of achieving transformative results we dreamed of so long ago. While there is always more to do, we extend sincere gratitude and appreciation to regional and headquarters staff for all they continue to contribute.
- District leaders you elected deserve honor for their contributions, too. I’ve served this district in a board capacity for several years and am touched by the diversity and effort all brought to thinking about the purpose of our faith and whether our structures, policies and methods were serving a faith the world needs to grow.

I have served this year as a trustee of the Southeast District Board with seven others – Peter Kandis, Martin Bauer, Dr. Shaida Johnston, Gracia Basham, Rev. Anne Marie Alderman, Rev. Nato Hollister and Larry Meisner—some of whom will continue in board positions next year. I appreciate that their willingness to serve represents continuity as we shift our transformative work from design into practical living. Transition work is never easy –

## Southeast District President's Annual Report, April 2014

all committed more time and personal resource than ever anticipated – and our district and faith are better for it. They are passionate about our UUA, they genuinely care about how well your congregations are doing, and they are well suited to continue the regional collaborative and council work necessary to enact our plans. Thank you for your service to our district, which includes your contributions to keeping the health of our board intact such that we could truly focus on the wellbeing of congregations and our UUA faith.

- Congregational life is the principal way our Unitarian Universalist faith lives out its mission. Congregations harbor the physical elements, the spiritual leadership, the religious education and the connectedness of community that are the basis for how we help bring more love, peace and justice to the world. I now know from my service on the Southeast District Board how true that is and just how much the UUA world beyond a congregation's walls understands that and has dedicated their work and time to fortifying congregations and their leaders.

To Congregations: It is your responsibility to strengthen our faith through fortifying your leadership and connecting to other congregations. Some of the ways to do that include:

- Support the attendance of your key leaders at General and Annual Assemblies.
- Send your incoming president and / or vice president to Leadership Experience training
- Ask your incoming president to attend Presidents Convocation, and annual weekend meeting to introduce presidents to each other, learn about their new role and get connected to our larger UUA faith. This even is also a good first step to their involvement in the new Presidents Cluster starting in our district.

### Looking Ahead

Annual Assembly for the Southeast District, April 25-26, 2014, will be hosted by UUFR (Unitarian Universalist Fellowship of Raleigh), in Raleigh, NC. I'm extremely grateful for their support to the district for all that they continue to contribute to the District.

Approval of Regional Budget: Delegates will be asked for the second time to approve a regional budget which supports the operations of UUA regional staff and boards in the Southern Region. The proposed budget, approved by the Southeast District Board for delegate voting, is provided as part of this packet.

### Closing

Our staff, our board and regional partners, as well as our new structures and roles, are in place and ready to support the continued growth of our faith. The congregations of our district and our region have bright futures working together!

It is my privilege and honor to serve as President of the Southeast District. Thank you for such a transformational opportunity.

To our faith,



Denise Rimes  
President, Southeast District Board

## Southeast District

### Vice President's Annual Report, April 2014

It has been a great year to be on the Southeast District Board given that a great deal of our time has been spent in generative thinking about assessing and redesigning the structure of our Unitarian Universalists Association (UUA) and especially the role of districts, the middle structure between the Congregations and our UU Association of Congregations.

In the past year the four Boards of the Southern Region have had joint meetings, one at last year's GA and again at The Mountain. My sense is that consensus has been achieved that district boards will give up policy making but, because geography and tradition do matter, the four districts will maintain their individual identity.

As Boards cease policy making there no longer seems to be a need for the formal authority that comes from elections. Some fiduciary responsibilities remain so there will be some form of election necessary to confer that formal authority but that will be less of a focus. Rather informal authority will come to the fore and folks will be recognized for their deep knowledge of and deeds that serve to further our faith. It is in this area that I have focused my greatest effort over the past year.

At the meeting of the four District Boards at The Mountain we formed four task forces and I along with Denise have served on the Elderhood task force. The task force is comprised of members from each of the four district boards and two members of the Southern Region Staff. The Elderhood task force has made a great deal of progress and while we felt that we were nearly done with our work Regional Staff asked for the opportunity to review the task force's work at the Staff's retreat. We are now waiting for staff's appraisal of the work.

Regional Staff has done great work on designing a series of seminars that revolve around a path to Elderhood. The first is being offered in May in Texas but will be coming east in the not too distant future.

An essential aspect of moving to a regional structure is placing greater emphasis and attention on clusters. For many understandable reasons we have not seen much movement on that front. Nor did the first regional budget have additional support for clusters. We anticipate that we will see much more movement in that area in the coming year.

Both Dwight Brown and the Southern UU Leadership Experiences (DBLE & SUULE) will be held on the same dates, August 3 - 8. The good that has come from that is that both of the Leadership Experiences (LEs) are now more closely aligned. Margaret Borden and I are the Deans of the two LEs have been working with Region Staff and have completed the planning and have secured the staff for the events. Please invest in your congregation's and our faith movement's future by sending a team of leaders to one of the LEs.

Respectfully submitted,

Peter Kandis

## 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

	Actual as of 12/31/13	FY 2013-2014 Annual Budget	FY 2014-2015 PROPOSED Budget
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>						
	0.00	0.00	0.00	0.00	0.00	0.00
<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>\$</b>	<b>0.00 \$</b>	<b>0.00 \$</b>	<b>0.00 \$</b>	<b>0.00 \$</b>	<b>0.00 \$</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>\$</b>	<b>154.25 \$</b>	<b>0.00 \$</b>	<b>0.00 \$</b>	<b>0.00 \$</b>	<b>0.00 \$</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>\$</b>	<b>0.00 \$</b>	<b>6,798.51 \$</b>	<b>0.00 \$</b>	<b>0.00 \$</b>	<b>0.00 \$</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>\$</b>	<b>0.00 \$</b>	<b>0.00 \$</b>	<b>0.00 \$</b>	<b>93,458.41 \$</b>	<b>0.00 \$</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>\$</b>	<b>0.00 \$</b>	<b>0.00 \$</b>	<b>0.00 \$</b>	<b>4,188.86 \$</b>	<b>0.00 \$</b>
<b>Total 22500 Chalice Lighter Funds</b>	<b>\$</b>	<b>154.25 \$</b>	<b>6,798.51 \$</b>	<b>0.00 \$</b>	<b>97,647.27 \$</b>	<b>0.00 \$</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>



**Southeast District UUA**  
**Budget vs. Actuals: FY2013**  
**July 2012 - June 2013**

	Actual	Budget	% of Budget
<b>Income</b>			
30000 Revenue			
30001 Dues & APF Return			
30100 Dues - Current Year	219,795	195,186	112.61%
30300 APF Return	24,084	48,166	50.00%
Total 30001 Dues & APF Return	<b>\$ 243,878.61</b>	<b>\$ 243,352.00</b>	<b>100.22%</b>
30010 UUA Allocations			
30510 DE Allocation		71,500	
30520 DFD Allocation		24,710	
Total 30010 UUA Allocations	<b>\$ -</b>	<b>\$ 96,210.00</b>	
31000 District Program Services Revenue			
31100 Cong. Consulting Services	1,626	2,500	65.02%
31300 District Meetings and Training	11,872	15,000	79.15%
31350 Cluster Income	4,862		
Total 31300 District Meetings and Training	<b>\$ 16,734.24</b>	<b>\$ 15,000.00</b>	<b>111.56%</b>
31500 Faith Development Services			
31510 RE Committee	3,779	12,000	31.49%
31520 Youth and Young Adult	68	2,500	2.73%
Total 31500 Faith Development Services	<b>\$ 3,847.47</b>	<b>\$ 14,500.00</b>	<b>26.53%</b>
Total 31000 District Program Services Revenue	<b>\$ 22,207.21</b>	<b>\$ 32,000.00</b>	<b>69.40%</b>
32000 Interest Revenue			
33000 Other Revenue			
33010 Service/Fee Income			
33020 Fundraising Revenue		10,000	
33030 Postage	425	400	106.17%
33040 Income - Other	2,860		
Total 33000 Other Revenue	<b>\$ 3,284.68</b>	<b>\$ 10,400.00</b>	<b>31.58%</b>
Total 30000 Revenue	<b>\$ 269,370.50</b>	<b>\$ 381,962.00</b>	<b>70.52%</b>
Endowment Investment Income	5,624		
<b>Total Income</b>	<b>\$ 274,994.52</b>	<b>\$ 381,962.00</b>	<b>72.00%</b>
<b>Expenses</b>			
40000 Expenses			
40010 GA 2011 Expenses (deleted)			
40011 GA Coordinator Travel Expense (deleted)			
Total 40010 GA 2011 Expenses (deleted)			
40060 Bank Fees and Charges	910		
40100 District Programs			
41000 Congregational Consulting Services			
41110 Consultant Honoraria	4,038	3,750	107.67%
41120 Consultant Travel	2,461	3,000	82.02%
41130 Consultant Training	2,025	5,000	40.49%
Total 41000 Congregational Consulting Services	<b>\$ 8,522.63</b>	<b>\$ 11,750.00</b>	<b>72.53%</b>
41200 Congregational Leadership Training			
41290 Leadership Training Expense - Other	414		
Total 41200 Congregational Leadership Training	<b>\$ 413.92</b>	<b>\$ -</b>	
41300 District Meetings			
41310 Leadership Conferences	600	5,000	12.00%
41320 Annual Meeting	438	5,000	8.76%
41320a Honorarium	500		
41320b Travel Expenses	84		
41320c Supplies/Signs	856		
41320d Misc	1,574		
41320E Meals/Food	1,522		
Total 41320 Annual Meeting	<b>\$ 4,974.09</b>	<b>\$ 5,000.00</b>	<b>99.48%</b>

**Southeast District UUA**  
**Budget vs. Actuals: FY2013**  
**July 2012 - June 2013**

	Actual	Budget	% of Budget
41340 AR/AO/MC Conferences	990	5,000	19.80%
41350 Cluster Support	5,321	3,500	152.02%
41360 Meeting Planner			
41380 Honorarium	400		
41390 Meeting Expense - Other	1,798		
<b>Total 41300 District Meetings</b>	<b>\$ 14,083.07</b>	<b>\$ 18,500.00</b>	<b>76.12%</b>
41400 Dream Team AR/AO/MC Expenses	3,000	5,000	60.00%
41450 AR/AO/MC and Dream Team Training	1,352		
41490 AR/AO/MC and Dream Team Expense - Other	150		
<b>Total 41400 Dream Team AR/AO/MC Expenses</b>	<b>\$ 4,501.40</b>	<b>\$ 5,000.00</b>	<b>90.03%</b>
Faith Development Services			
41501 RE Committee	1,500	12,000	12.50%
41502 RE Com Mtg & Travel	210		
41503 RE Com Retreat	4,858		
41511 RE Training	1,158		
41512 Renaissance Modules	180		
41515 RE Training Scholarships	350		
41516 Honoraria	300		
<b>Total 41501 RE Committee</b>	<b>\$ 8,555.51</b>	<b>\$ 12,000.00</b>	<b>71.30%</b>
41520 Youth and Young Adult Services	60	2,500	2.39%
41521 Leadership Training	938		
41522 Youth Advisor Training			
41523 YAYA Meetings and Travel	84		
41524 YAYA Training Scholarships			
<b>Total 41520 Youth and Young Adult Services</b>	<b>\$ 1,081.64</b>	<b>\$ 2,500.00</b>	<b>43.27%</b>
41530 Adult Faith Development		500	
41560 SED Library			
41561 Librarian			
41562 Acquisitions	18	500	3.59%
41563 Postage & Shipping			
41569 Library Expense - Other			
<b>Total 41560 SED Library</b>	<b>\$ 17.97</b>	<b>\$ 500.00</b>	<b>3.59%</b>
<b>Total Faith Development Services</b>	<b>\$ 9,655.12</b>	<b>\$ 15,500.00</b>	<b>62.29%</b>
Growth & Development Council			
41610 Growth & Devel Meetings & Travel			
<b>Total Growth &amp; Development Council</b>			
<b>Total 40100 District Programs</b>	<b>\$ 37,176.14</b>	<b>\$ 50,750.00</b>	<b>73.25%</b>
50000 Personnel			
50100 Regional Administrative Staff		14,000	
50110 Glenn's pay	26,020	20,370	127.74%
50112 Housing Allowance	30,525	30,000	101.75%
50115 DA Benefits	180	5,580	3.22%
50120 DA Travel	2,581	2,750	93.85%
50170 DA Professional Expense		1,000	
xxx			
<b>Total 50100 Regional Administrative Staff</b>	<b>\$ 59,305.71</b>	<b>\$ 73,700.00</b>	<b>80.47%</b>
51000 District Executive			
51110 DE Salary and Benefits	23,716	98,370	24.11%
51120 DE Travel	8,176	15,000	54.51%
51170 DE Professional Expense	384	5,305	7.23%
51190 DE Expense - Other	7,917		
<b>Total 51000 District Executive</b>	<b>\$ 40,193.00</b>	<b>\$ 118,675.00</b>	<b>33.87%</b>
52000 Director of Faith Development			
52110 DFD Salary & Benefits	55,477	77,634	71.46%
52120 DFD Travel	12,556	15,000	83.70%

**Southeast District UUA**  
**Budget vs. Actuals: FY2013**  
**July 2012 - June 2013**

	Actual	Budget	% of Budget
52170 DFD Professional Expense	4,629	5,305	87.26%
52190 DFD Expense - Other	106		
Total 52000 Director of Faith Development	<b>\$ 72,767.30</b>	<b>\$ 97,939.00</b>	<b>74.30%</b>
Total 50000 Personnel	<b>\$ 172,266.01</b>	<b>\$ 290,314.00</b>	<b>59.34%</b>
60000 Administrative Expenses			
60005 Office Lease	3,000	3,000	100.00%
60010 Postage & Shipping	1,260	500	252.03%
60020 Printing & Copying	687	500	137.33%
60100 Equipment	64		
60110 Eqpt Purchase	547	1,000	54.68%
60120 Eqpt Maintenance	40	500	7.99%
60130 Copier Lease			
60140 Postage Meter Lease	1,153	1,032	111.68%
Total 60100 Equipment	<b>\$ 1,803.64</b>	<b>\$ 2,532.00</b>	<b>71.23%</b>
60200 Insurance	1,663	1,950	85.28%
60250 Supplies	1,107	1,000	110.75%
60300 Telecommunications			
60310 Telephone & Internet	6,248	6,000	104.14%
60320 Conference Calling	264	500	52.81%
Total 60300 Telecommunications	<b>\$ 6,512.39</b>	<b>\$ 6,500.00</b>	<b>100.19%</b>
60390 Office Expense - Other	45		
60500 Contracted & other services			
60510 Technical Consulting	607		
60520 Bookkeeping	1,780		
60530 PR/Marketing Expense	170	500	34.00%
60540 Merchant Services Fees	674	600	112.31%
60560 Software/Web Services Expense	2,958	3,500	84.51%
60570 Audit & Professional Services	5,000	5,000	100.00%
Total 60500 Contracted & other services	<b>\$ 11,188.63</b>	<b>\$ 9,600.00</b>	<b>116.55%</b>
Total 60000 Administrative Expenses	<b>\$ 27,266.60</b>	<b>\$ 25,582.00</b>	<b>106.59%</b>
62000 Board Expense			
62100 District Trustee Expense	1,271	1,000	127.14%
62200 President Expense	3,524	1,500	234.91%
62300 Board Meeting Expense	13,532	10,000	135.32%
62390 Board Expense - Other	6,596	5,000	131.92%
Total 62000 Board Expense	<b>\$ 24,923.51</b>	<b>\$ 17,500.00</b>	<b>142.42%</b>
63000 Stewardship Expenses			
63100 District Dues Chair Expense			
63200 APF Chair Expense		1,000	
Total 63000 Stewardship Expenses	<b>\$ -</b>	<b>\$ 1,000.00</b>	
Total 40000 Expenses	<b>\$ 262,542.17</b>	<b>\$ 385,146.00</b>	<b>68.17%</b>
Chalice Lighter Expenses			
Payroll Expenses			
Wages			
Clergy Housing Cash			
Salary			
Total Wages			
Total Payroll Expenses			
Reimbursements			
Reimbursement	900		
Total Reimbursements	<b>\$ 900.00</b>	<b>\$ -</b>	
Total Expenses	<b>\$ 263,442.17</b>	<b>\$ 385,146.00</b>	<b>68.40%</b>
Net Operating Income	<b>\$ 11,552.35</b>	<b>\$ (3,184.00)</b>	<b>-362.83%</b>

**Southeast District UUA**  
**Budget vs. Actuals: FY2013**  
**July 2012 - June 2013**

	<b>Actual</b>	<b>Budget</b>	<b>% of Budget</b>
Other Income			
90000 Relief Fund Revenue			
90050 Southern Region income	3,343		
<b>Total Other Income</b>	<b>\$ 3,342.78</b>	<b>\$ -</b>	
Other Expenses			
90055 Southern Region Expenses	11,366		
Chalice Lighters Expense			
80500 Chalice Lighter Expense - all calls	501		
<b>Total Chalice Lighters Expense</b>	<b>\$ 501.00</b>	<b>\$ -</b>	
Reconciliation Discrepancies	259		
<b>Total Other Expenses</b>	<b>\$ 12,125.91</b>	<b>\$ -</b>	
<b>Net Other Income</b>	<b>\$ (8,783.13)</b>	<b>\$ -</b>	
<b>Net Income</b>	<b>\$ 2,769.22</b>	<b>\$ (3,184.00)</b>	<b>-86.97%</b>



Unitarian Universalist Association  
**Southeast District**  
of the Southern Region  
**Annual Report**  
Kathy McGowan,  
Congregational Life Staff



This year the Southeast District has been abuzz with activity. Some of the district/regional events were:

**Presidents' Convocation** held at The Mountain Retreat and Learning Center, <http://mountaincenters.org/pages/home.php>

**Southern Region Unitarian Universalist Leadership Experience (SUULE)** held at the Penn Center, <http://penncenter.com>

**The Southeast District Choir Festival** held at the Unitarian Universalist Church of Charlotte, <http://www.uuccharlotte.org>

Each of these clusters in the Southeast District have hosted events. Some of those are:

**Tidewater Cluster of Virginia:** "Shine, Strengthen, Unite" hosted by Unitarian Universalist Fellowship of the Peninsula, <http://www.uufp.org/index.html> in Newport News

**Blue Ridge Cluster of Virginia:** "Growth and Size Transitions in Congregations" hosted by Unitarian Universalist Fellowship of Waynesboro, <http://uufw.org>

**East Tennessee Cluster:** "Building the World We Dream About" hosted by Tennessee Valley Unitarian Universalist Church, <http://tvuuc.org> in Knoxville. "Building a Local Voice" hosted by Oak Ridge Unitarian Universalist Church, <http://www.oruuc.org>

**Central Carolina Cluster:** "Mass Moral March on Raleigh" hosted by Unitarian Universalist Fellowship of Raleigh, <http://www.uufr.org>. Three levels of the Our Whole Lives training were hosted by the cluster.

**Western Carolinas Cluster:** "Membership as a Ministry" hosted by Unitarian Universalist Congregation of Asheville, <http://uuasheville.org>. "Building Foundations for the Future" hosted by Piedmont Unitarian Universalist Church, <http://www.puuc.org>

**Southern Cluster:** "Celebrate and Inspire Leadership" hosted by the congregations in Aiken, <http://aikenuu.org> and Augusta, <http://uuaugusta.org/>

**Eastern Carolina Cluster:** Universalist Convention of North Carolina Inc. continues to hold its annual meeting in October of every year.

**Virginia Unitarian Universalist Young Adults:** “Sexual Orientation and Gender Identity” Conference, hosted by the Thomas Jefferson Unitarian Universalist Church.

In addition to all of these events we must recognize the ongoing activity:

**Transitions:** Support that is given to congregations during times of transitions. Our transitions teams are made up of Compensation Consultants, Ministerial Settlement Representatives and Southern Region Staff.

**Conflict:** Congregations in major conflict receive support from the region by a team of individuals who are specifically trained in this area. The team is involved on site as well as with extensive phone/video conversations.

**Healthy Congregations:** Trained consultants are available for the ongoing work of maintaining or creating vibrant, healthy congregations.

**Coaching:** All congregations have access to the staff of the Southern Region for ongoing coaching for further development. This is done over the phone or by video to congregational presidents and professional staff.

Please keep in mind events that are still to come in the near future:

**June 19 – 23, 2013: 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: Presidents' Convocation.** Board Presidents from around the Southeast District are invited to gather in Richmond 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. We will be practicing shared ministry with the Southeast District Board President leading this work alongside *Smart Church* consultants with support from the Congregational Life Staff. Be on the lookout for more info as it becomes available. It will be posted on the Southern Region website at: [uuasouthernregion.org](http://uuasouthernregion.org).

**August 3 – 8: SUULE.** The *Southern Unitarian Universalist Leadership Experience* is a weeklong event that focuses on growing Elders of our Faith. Congregations may nominate 2 to 4 leaders who are already serving in some leadership capacity, such as a board member, a committee chair, or a staff member. SUULE takes participants on a journey through the heart and soul of Unitarian Universalism. For more information, please visit [www.uuasouthernregion.org/resources/suuledble](http://www.uuasouthernregion.org/resources/suuledble).

**October 2015: Racial Justice Pilot Program.** Ten congregations have been invited to participate in a pilot program sponsored by the Southeast Dream Team, the Southern Region and the UUA's office of Multicultural Growth and Witness. The Eno River Unitarian Universalist Fellowship is hosting. We hope that this will become of model for clusters of congregations around the country.

**November 2015: Multi-Track Training.** This will be held in the Richmond, VA area. Our weekend will focus on depth, growth and change in individuals, congregations, clusters, and across the association. As more information comes available it will be sent out via email and posted on the Southern Region website.

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)

## Chalice Lighter Committee 2012 - 2013 Report on goals and actions

### Goal 1: Award at least three CL calls.

**Results:** Awarded two grants to deserving District congregations: Spring 2012 call was not conducted until July-August: \$26,000 to UU Fellowship of Lake Norman for expansion of programming. Fall call: \$25,600 to the Piedmont UU Church for adding an assistant minister position. Winter Call: one application received and was refused but with recommendations for re-submittal. Spring Call: in process and will be awarded to the UU Congregation of Glen Allen, VA for addition of a music director position.

We awarded a small grant of \$5,000 from our reserve fund to the UU Fellowship of Fredricksburg, VA, in October 2012, towards the purchase of a sound system for their new sanctuary.

### Goal 2: Clarify our mission and practices

**Actions:** Revise and update Policies and Procedures as needed. Revise and update Chalice Lighter Application form. Develop a scoring matrix to evaluate applications. Appointment of Committee members by cluster nomination.

**Results:** Achieved—All seven clusters represented on the Committee. Ongoing—actively updating Policies and Procedures and Application Form, with goal of completion by our face-to-face meeting at the SED Annual Meeting in Charlotte.

### Goal 3: Continue to improve updating/currency of database and list of congregational coordinators.

**Actions:** Attempt to contact congregations by telephone, email and letter to identify Chalice Lighter Coordinators.

**Result:** Ongoing, work not completed.

### Goal 4: Grow chalice lighter membership

**Actions:** Published tri-annual newsletter (Flame) to Chalice Lighters and send to each District congregation for sharing with membership to increase interest and donations. Send thank you letters and Chalice Lighter stickers to all new Chalice Lighters. Update web site. Provide annual report of CL members by congregation

**Results:** 20,38% of the District membership are Chalice Lighters (2162 Chalice Lighters), slightly up from last year. Total pledges promised \$33,958, also up from last year; average call result is \$25,200 (last three calls).

### Percent of Chalice Lighters by Congregation

Unitarians and Universalists of Coastal Georgia (St. Simon's Island, GA)	28.6%
Unitarian Universalist Church of Augusta (Augusta, GA)	10.3%
Unitarian Universalist Church (Savannah, GA)	4.6%
Unitarian Universalist Fellowship of Statesboro (Statesboro, GA)	37.3%
Unitarian Universalist Church of Asheville (Asheville, NC)	29.6%
Unitarian Universalist Church of Charlotte (Charlotte, NC)	10.7%
The Community Church of Chapel Hill Unit. Univ. (Chapel Hill, NC)	11.7%
UU Congregation of the Swannanoa Valley (Black Mountain, NC)	45.0%
Unitarian Universalists of Transylvania County (Brevard, NC)	24.9%

Boone Unitarian Universalist Fellowship (Boone, NC)	24.7%
Piedmont Unitarian Universalist Church (Charlotte, NC)	29.1%
All Souls Church, Unitarian Universalist, Inc. (Durham, NC)	25.0%
Eno River Unitarian Universalist Fellowship (Durham, NC)	20.3%
Unitarian Universalist Church of Greensboro (Jamestown, NC)	7.3%
Unitarian Universalist Congregation of Greenville (Greenville, NC)	8.5%
Unitarian Universalist Fellowship of Franklin, N.C. (Franklin, NC)	18.2%
Unit. Univ. Fellowship Hendersonville, NC., Inc. (Hendersonville, NC)	36.7%
Unitarian Universalist Church of Catawba Valley (Hickory, NC)	35.4%
Thermal Belt Unitarian Universalist Fellowship (Columbus, NC)	0.0%
Unitarian Universalist Fellowship of Rocky Mount (Battleboro, NC)	36.6%
Unitarian Universalist Fellowship of Lake Norman (Davidson, NC)	20.0%
Unitarian Universalist Congregation of Hillsborough (Hillsborough, NC)	34.4%
UU Peace Fellowship (Raleigh, NC)	60.0%
Unitarian Universalist Fellowship of Raleigh (Raleigh, NC)	23.8%
First Universalist Church of Sampson County at Red Hill (Clinton, NC)	6.3%
Unitarian Coastal Fellowship (Morehead City, NC)	32.8%
Unitarian Universalist Congregation of the Outer Banks (Kitty Hawk, NC)	23.3%
Unitarian Universalist Fellowship of New Bern, Inc. (New Bern, NC)	48.1%
Outlaw's Bridge Universalist Church (Seven Springs, NC)	10.0%
Unitarian Universalist Fellowship (Wilmington, NC)	10.0%
Unitarian Universalist Fellowship of Winston-Salem (Winston Salem, NC)	29.5%
Aiken Unitarian Universalist Church (Aiken, SC)	38.2%
Unitarian Universalist Fellowship of Beaufort, Inc (Beaufort, SC)	31.1%
Unitarian Church in Charleston (Charleston, SC)	19.0%
The Unitarian Universalist Fellowship of Clemson (Clemson, SC)	29.4%
Unitarian Universalist Congregation of Columbia (Columbia, SC)	25.1%
The Greenville Unitarian-Universalist Fellowship (Greenville, SC)	5.0%
Unitarian Universalist Congregation of the Lowcountry (Bluffton, SC)	10.9%
Clayton Memorial UU Church (Newberry, SC)	0.0%
Unitarian Universalist Church of Spartanburg (Spartanburg, SC)	13.4%
All Souls Waccamaw (Murrells Inlet, SC)	24.3%
Unitarian Universalist Church of Chattanooga (Chattanooga, TN)	3.9%
Foothills Unitarian Universalist Fellowship (Maryville, TN)	49.1%
Westside Unitarian Universalist Church (Knoxville, TN)	36.8%
Holston Valley Unitarian Universalist Church (Gray, TN)	18.7%
Tennessee Valley Unitarian Universalist Church (Knoxville, TN)	13.6%
Greater Nashville Unit. Univ. Congregation (Nashville, TN)	0.0%
Oak Ridge Unitarian Universalist Church (Oak Ridge, TN)	42.0%
Unit. Univ. Church of the Highlands (Meadowview, VA)	13.3%
Unitarian Universalist Congregation (Blacksburg, VA)	23.2%
Thomas Jefferson Memorial Church, U. U. (Charlottesville, VA)	7.9%
Unitarian Universalist Fellowship of Fredericksburg (Fredericksburg, VA)	26.0%
Unitarian Universalist Community Church of Glen Allen (Glen Allen, VA)	43.6%
Harrisonburg Unitarian Universalists (Harrisonburg, VA)	11.6%
First Unitarian Church of Lynchburg, UU (Lynchburg, VA)	15.7%
Unit. Univ. Fellowship of the Peninsula (Newport News, VA)	17.5%
Unit. Univ. Fellowship of the Rappahannock (Kilmarnock, VA)	60.8%
Unitarian Church of Norfolk (Unitarian Universalist) (Norfolk, VA)	8.3%

First Unitarian Universalist Church of Richmond, Va (Richmond, VA)	23.5%
Unitarian Universalist Church of Roanoke (Roanoke, VA)	17.2%
Unitarian Universalist Fellowship of Waynesboro, VA (Waynesboro, VA)	21.4%
Williamsburg Unitarian Universalists (Williamsburg, VA)	17.4%

SED Chalice Lighter Committee: Linda Bair, Claire Doyle, Anita Lee, Holly McKinney (chair), Rev. Jane Page, Christina Rivera, Larry Romans

## **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