

# **Southeast District of the Unitarian Universalist Association**

## **2014-2015 Annual Report**



**Annual Business Meeting**  
April 18, 2015  
Unitarian Universalist Church of Greensboro  
Jamestown, North Carolina

# **Southeast District of the Unitarian Universalist Association**

## **Annual Reports • 2014-2015**

### **Table of Contents**

	<b>Page</b>
Agenda – 2015 Annual Business Meeting includes: Proposed Slate of Candidates Installation Order of Service	3
Covenant and Meeting Protocols	6
Minutes – 2014 Annual Business Meeting	7
District Presidents' Report	10
District Vice President Report	14
District Treasurer Report 2013-2014 Southern Region Financial Reports	16
Southern Region Lead Executive Report	18
Southern Region Program Highlights 2014-2015	23
Chalice Lighter Report	26
Proposed 2015-2016 Southern Region Budget	27
Resolution for Dissolution and Plan of Dissolution	28



#### **Southeast District of the Unitarian Universalist Association**

PO Box 560246 • Orlando, FL 32856

E: [sed@uua.org](mailto:sed@uua.org) • P: 407-894-2119

#### **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 Church of Greensboro, NC**  
**April 18, 2015**

*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

**Introductions**

Denise Rimes

Board:

Peter Kandis, Vice President  
Larry Meisner, Secretary  
Martin Bauer, Treasurer  
Kathie Shiba, Director

Staff:

Rev. Kenn Hurto  
Christine Purcell

For this meeting:

**Process Observer:** Peter Kandis  
**Time Keeper:** Larry Meisner  
**Parliamentarian:** George Knight  
**Credentials/Teller:**

- TBA

Greensboro Hosts

Rev. Ann Marie Alderman  
Karen Madrone, President

**Call to order**

Denise Rimes

**Call for quorum**

Larry Meisner

Find your voting cards

**Approval of agenda**

**Approval of minutes**

**Southeast District of the UUA**  
**Annual Meeting Agenda**  
**Unitarian Universalist Church of Greensboro, NC**  
**April 18, 2015**

**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>	Rev. Kenn Hurto
<b>G.I.F.T. Report</b>	TBD

**NEW BUSINESS**

<b>Chalice Lighters</b>	Holly McKinney
<b>2015-2016 Budget</b>	TBD
<b>Re-Envisioning Our Future</b>	
Overview of Regionalization	Denise Rimes
Vote for Dissolution of the Southeast District	

**Recess**

<b>Leadership Development and Nominating Committee Report</b>	Ervin Williams
---	----------------

<b>Election of Officers, Directors and Nominating Committee (if necessary)</b>	Denise Rimes
--	--------------

**SLATE**

PRESIDENT	Denise Rimes (continuing in position)
VICE PRESIDENT	Peter Kandis (continuing in position)
SECRETARY	Larry Meisner (continuing in position)
TREASURER	Martin Bauer (continuing in position)
DIRECTOR	Kathy Shiba (continuing in position)
NOMINATING COMMITTEE	Ervin Williams (continuing in position)

**Southeast District of the UUA**  
**Annual Meeting Agenda**  
**Unitarian Universalist Church of Greensboro, NC**  
**April 18, 2015**

Doug Rhodes (continuing in position)

Gracia Basham (continuing in position)

**Installation** (if needed)

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."*

**Process Observation**

Peter Kandis

**Closing Words**

Larry Meisner

**Adjourn**

Denise Rimes

#####



Southern  
Region



## The Annual Assemblies — Districts of the Southern Region

Florida      Mid-South      Southeast      Southwestern Conference

### A Covenant for Doing Business Together

- We will participate attentively.
- We will respect the rules for the meeting.
- We will show respect for our leaders.
- We will show respect for all participants.
- We will ask questions to clarify, not to make points.
- We will speak for ourselves, not for others, using 'I' statements.
- We will assume good intent and the sincerity of all.
- We will balance strongly felt conviction with compassionate care for others.
- We will comport ourselves in keeping with the highest values of Unitarian Universalism.

### Rules of Procedure

- All motions submitted by the District Board are admitted to the agenda and automatically "seconded."
- No item not previously admitted in accordance with the District's bylaws will be in order.
- Each motion may be debated for 10 minutes. At 10 minutes, the chair may ask for an extension of time, for an additional 10 minutes; a simple majority may affirm the request.
- Only credentialed delegates may speak before the body.
- Each speaker may speak for no more than 2 minutes.
- Each speaker must speak from the designated microphone, identifying themselves by name and the congregation they represent.
- The chair will alternate between pro and con speakers; ushers shall ask each potential speaker to stand to one side or another (if a single microphone) or line with the pro or con microphone.
- If there are no additional speakers at a con microphone, the chair may close debate and call for a vote.
- No one shall speak a second time until all those desiring to do so have spoken once.
- A motion to postpone consideration of an item is in order after 10 minutes; this is not debatable. The chair shall ask the question. A simple majority may affirm the motion.
- Motions of gratitude, thanks, or appreciation may be admitted to the agenda under new business.

### General Agenda

- Call to Order
- Opening Words/Chalice Lighting
- Appointment of a Parliamentarian & Time-Keeper
- Appointment of a Process Observer
- Appointment of Tellers
- Adoption of Rules of Procedure
- Determination of Quorum
- Business Motions
- New Business as may properly come before the body
- Acknowledgements and Announcements
- Report of Process Observer
- Closing Words
- Dismissal

**Minutes of the Annual Meeting of the Southeast District of the UUA**  
**April 26, 2014 at UU Fellowship of Raleigh**

Meeting opened and agenda presented by Denise Rimes

Motion was made to approve the agenda, then seconded. A visual vote with voting cards was taken to approve the agenda. **Passed.**

There was a motion to approve the minutes of last year's annual assembly. It was seconded. A visual vote with voting cards was taken to approve the minutes. **Passed.**

A quorum report was given by Shaida Johnston to the assembly.

24 Congregations were represented (16 are needed for a quorum)

52 Delegates were reported (52 needed for quorum). Later, there were 53 delegates present.

Presidents report (Highlights):

Highlights from the written President's report were presented by Denise Rimes, including status for; Chalice Lighters, Dream Team, and Regionalization, an effort to get rid of the middle judicatory. (In other words, there is no need for the district boards.)

Elders – You all here are elders

Vice President's Report (Highlights):

Vice President Peter Kandis highlighted upcoming Leadership training opportunities.

This year Dwight-Brown and SUULE will be on the same weekends and are coordinated with lessons learned from each other.

Treasurer Report:

Treasurer, Martin Bauer, presented the proposed new budget from the Southern Region (representing the 4 districts) for FY 2014-2015. SED has 1/3 of the budget, SW has 1/3 of the budget, FI and Mid-South each have 1/6 of the budget.

**Question:** (D. Cayer): In the district we have a strong commitment to anti-racism, anti-oppression work, where is that commitment reflected in the budget?

Budgets are a moral document. Where in the budget is the racial justice work?

A: Legacy tour is funded separately. The rest is staff work and in cluster development. Anti-racism and multiculturalism is a goal (in the Denominational Ends statements) that staff is committed to.

The goals you/we are working toward should be open and transparent and accountable. Think about the budget from an Ends point of view. For example, in the Regions the focus on anti-oppression will be different. In Detroit there is more emphasis on poverty where in the south the focus is racism.

(SSJ note: Perhaps these efforts should be in the staff report?)

**Q:** What has happened to the Dream Team? Is that part of the mission based budget as well? How is the dissolving of the boards to happen? How will congregations become more aware of what is happening?

A: We have a communication task force working on how to best communicate changes and plans with congregations.

**Q:** How will the staff be accountable to the goals and the budget?

**A:** We are working on it. Because it will be a legal entity, there will be a Southern Regional Board that will have programmatic oversight. There will be a fiduciary body as well.

**A:** The Dream Team took a break and are now reformed and planning a conference in the Fall. The money to fund these activities is in the budget. They also received a grant from the UUA for their efforts.

**Q:** Where is the region housed or located? **A:** PO Box is Orlando, FL

**Move to approve the budget as presented, seconded. Vote by cards. Passed with one abstention and none opposed.**

Regional Staff Report (Summary of the written report):

Kathy McGowan: Kenn Hurto is our Regional Lead. Then there are 6 field staff, who both support, and partner with congregations and clusters.

Clusters have been very active in the District. Much of staff work is to support the clusters. Affinity clusters as well. I consider the Dream Team an Affinity Cluster. Staff will never go away, but we help the clusters help themselves and change the world. Staff will then step back and share your stories.

As a UU, there is something very exciting happening in the Southern Region. You are less stuck than many. You are willing to try something that you have never done before.

GIFT Report:

Our association is the largest presence we have in the world. We jointly generated the ends statements and we each have a commitment to those ends.

The GIFT program has been a successful new congregational giving program here in the Southern Region. We are just shy of the amount pledged by congregations by this same time last year (without the GIFT program).

UUA By-law amendment: Nato's statement was read by Peter Kandis

We are attempting to redefine congregations and creating covenants that would not have to change the legal language in the UUA by-laws about 'free' and 'autonomous' congregations.

Denise: SED Board started a process to reduce the size of the Board in a two-step process. Two years ago, we reduced the Board size from 12 to 8. We did not address this change last year since there were other changes going on a well. So this year we are voting on the second reduction step.

The **SED By-laws amendment has been moved and seconded by the Board** and brought to body for a vote.

Discussion:

**Q:** We don't have a District Executive anymore, why are those words not being amended as well?

**Motion for an amendment from Judy \_\_ (Raleigh) to change "one (1)" to "the" director in section 2 . Moved and seconded. Discussion. Visual vote by cards.**

One vote in favor, many opposed. **Motion failed.**



**Q:** I have never seen a board where 4/5 of the Board are officers. Why again are we reducing the size of Board?

**A:** We wanted to free up the resources from doing Governance to do the work of the faith and it was very costly as well to have 12 people on the Board.

**Vote called on the By-law amendment to reduce the size of the Board.** Many “For”, One opposed, and one abstaining. **Passed** with visual vote using cards.

Erven presented the slate of officers for SED Board and Nominating Committee.

**Motion to approved Slate I for the Board and Nominating Committee.** Moved and seconded by the board. Visual vote by cards. **Motion Passed.** None opposed, No abstentions.

**\*\*Business Meeting suspended at 10:14am for scheduled worship by Rev. Kenn Hurto and presentation by Moderator Jim Key via video conference.**

The video conference ended at 11:45 am and the business meeting was resumed to complete the business of the SED. **\*\***

Chalice Lighter Program Report and Update - Holly McKinney

Chalice Lighters has been an SED program since 1989/1990, and has been a great success. It has generated many success stories of growth and expansion. Let's raise the next \$ million in half the time!

The Business meeting was adjourned at 11:54am.

## District Presidents' Report – Feb. 18, 2015

The past 12 months have been transformational for the Southern Region of the Unitarian Universalist Association.

Drawing inspiration and wisdom from the words of those who came before us to shape the revolutionary ideas that emerged from the 2010 Orlando Platform – with roots in the 1648 Cambridge Platform – we are in the process of implementing structures that match our theology.

Those structures include:

- **Enhanced linkage**, including more frequent and purposeful communication, between congregations and our Unitarian Universalist Association Board of Trustees, to ensure a stronger voice in governance;
- Establishment of a **Regional Advisory Council**, to provide formal and regular discussion between lay leaders, religious professionals, Southern Region staff and our UUA Director of Congregational Life, to ensure our operations and programs are serving our needs;
- Forming and strengthening **Clusters** and **Networks**, made up of congregations working in covenant with other congregations with a shared geography or shared interests;
- Designating **Elders** – wise leaders of any age – who are deeply grounded in Unitarian Universalism and who, in shared ministry with our staff and other religious professionals, help make congregational connections.

In implementing these structures, the four District boards and our UUA Congregational Life staff look to develop deep relationships that lay a foundation and can serve as a model for a strengthened Unitarian Universalism among our more than 30,000 members in 218 congregations in 12 states, Mexico and the Virgin Islands. The relationships that we have cultivated already and expect to grow transcend geography, and provide a blueprint for how our faith can make a difference in the world.

Discovering the value of new connections led to re-evaluating historic relationships and the roles of governing boards in each of our Districts. We previously ended co-employment of our staff and moved to a consolidated budget for the region, leaving few governing responsibilities. We put aside our own district ends so as not to duplicate our UUA ends, which are developed by trustees we all elect at General Assemblies.

Since a September 2013 meeting at The Mountain of the four boards, staff, our UUA Moderator Jim Key and our UUA Director of Congregational Life Rev. Scott Tayler, we have spent much time in discussions that affirm the importance of Districts as collaborative ministries pulling congregations together. Now, we are proposing our congregations move forward with the next step.

**At each of our four District Annual Assemblies this April, we will be asking for our congregations' approval to dissolve our District governance.**

Should our congregations approve dissolving District governance, here's what we envision the Southern Region of the UUA will look like going forward:

- Congregations will recognize their own elders, who can serve at a congregational, cluster, regional or even national level. Elders can serve Unitarian Universalism on boards or councils, as consultant, teachers or small group leaders. They can represent the larger Association at ceremonial events, joining as one strong body to evangelize the South for Unitarian Universalism. A regional Council of Elders working in shared ministry with staff will help congregations recognize and celebrate elders and identify opportunities for service. Elderhood provides greater opportunities for our members to deepen their understanding of covenant and faith and enter into shared ministry.
- Congregations will think beyond their own walls and join with others of similar size, or in close geographic proximity, or facing similar challenges and opportunities, to work for justice, to worship, and to create new paths for spiritual exploration and growth. The basis for this behavior can be found in the idea, expressed many ways by many faiths, that we love our neighbors as ourselves, and the understanding that we are stronger together than we are alone.
- Our Unitarian Universalist Association will manage the financial administration of our funds through a restricted funds process and a Covenant of Understanding, defining the rights and responsibilities of both our UUA and the Southern Region. An interim Fiduciary Oversight Committee will work with UUA staff to provide oversight in finances and staffing levels for two years.
- Our Southern Region Staff will work in shared ministry with congregations, elders, clusters and other constructs that serve to further the faith.

- Our UUA Board will be accountable to the member congregations of the Southern Region through congregational participation and voting at the UUA General Assembly, with our UUA Trustees conducting deliberate and regular Linkage outreach to congregations in the Region. This Linkage work already has begun. UUA Trustees and designated volunteers conducted lengthy one-on-one interviews with lay leaders and ministers of 100 congregations about how we gather at General Assembly and how we govern as an Association, with additional input sought through an online survey distributed nationwide. Trustees will use feedback received in the process they have undertaken to ensure governance is more democratic and effective.
- Our UUA Director of Congregational Life will call on an advisory council of eight regional leaders to provide input to the Southern Region staff about program priorities and goal setting and to assist in assessment of programming impact.

The work we do is grounded in covenant, deep promises to each other made in faith, which has enhanced the efforts of our District boards, our District Presidents and our Congregational Life staff as we agreed on how we wanted to be together.

Our four District presidents, who met by telephone bi-weekly, began our gatherings with check-ins so that we could better understand each other, including how deeply the desire to grow Unitarian Universalism ran through our core; that imbued us with the trust to call – and be called –back into covenant when we got off course.

Our District Presidents also met face-to-face two times during the past year – joining the Congregational Life staff for part of their retreat in Austin, Texas in September 2014, and at the District President’s Association in Boston, Mass. in November 2014.

Many of our District Board Members also built relationships across geographic lines as they worked on Regional task forces, focused on Elders, the Democratic Process and Communications.

In the Southeast District, we have worked throughout the year in shared ministry with our staff to build relationships:

- Presidents’ Convocation (July, 2014), where one third of our District’s presidents came together to share ideas and build upon their leadership skills

- Southern UU Leadership Experience (August, 2014)
- In consultation with key stakeholders, we consolidated our restricted funds, directing them appropriate regional funds
- On behalf of our UUA Board of Trustees, the SED Board interviewed seven congregations about their experiences and connections with the broader denomination
- Board members have participated in all aspects of the regionalization planning by serving on work and ministry teams
- Provided support and input to the second year of the G.I.F.T. program

I served this year as a trustee of the Southeast District Board with four others – Peter Kandis, Martin Bauer, Larry Meisner, and Kathie Shiba. The smaller board, which you voted to support, last year, has been busy and highly committed. I appreciate that their willingness to serve represents strong dedication as we shift our transformative work from design into practical living. Transition work is never easy – all committed more time and personal resources than ever anticipated – and our district and faith are better for it. We are passionate about our UUA, we genuinely care about how well our congregations are doing, and we 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 has been steadfast and unwavering in the past year.

District trustees participated in a joint meeting of the District boards in late January, to get a first look at and provide input into the information we presented during a series of webinars in February and March. In these webinars, we outlined a vision for how the Region will function going forward and we listened deeply to the questions and wisdom of our lay leaders, religious professionals and congregational members.

With the proposed regionalization of our four Districts, we will be able to better use our time, talent and treasure to grow recognition and reach of Unitarian Universalism throughout the South, making a faithful difference in our world.

Respectfully submitted,

Denise Rimes, President, Southeast District

**Southeast District of the UUA**  
**Vice President's Report**  
**April, 2015**

This past year reminds me of Marge Piercy's poem "Connections".

Connections are made slowly, sometimes they grow underground.  
You cannot always tell by looking at what is happening  
More than half a tree is spread out in the soil under your feet. ...

In past years we could point to a variety of initiatives that we and our Congregational Life Staff (CLS) had taken. Your Board and CLS have been working as hard and probably harder this year than many. Still many of those connections have grown slowly and many are underground. It is the rare individual that will have noticed how we have worked to clean up reserve accounts or finding ways to preserve those things when have made each of our districts great.

As we work toward becoming 'one strong body' as a region it has been a great pleasure and opportunity to work with the leaders in our other Southern Region (SR) districts. Through much discussion and discernment the four boards formed four groups to address the monumental task of becoming one region to better serve our congregations.

The communications work group has done marvelous work in helping us all be informed about our progress. The Fiduciary Oversight Committee, in concert with CLS, have come up with a consolidated regional budget. The Elder Ministry has given us a solid framework and starting point so that in concert with the formal training offered by our CLS we can all better nurture ourselves and our Unitarian Universalists communities. Clusters are beginning to take shape and grow as well.

Some things are very visible. The Chalice Lighter Committee and our CLS came up with a great idea to offer the Selma Memorial Grant and the CLS have two more leadership offerings one specifically tailored for small congregations and the second a three-hundred level course for Leadership Experience (SUULE / DBLE) graduates.

Through this our District President, Denise, has been a rock star as have all of our Southern Region District Presidents. They have met, telephonically, nearly every single week for the past year and have done marvelous work including the many teleconferences they offered regarding our merger into a region. This past year there was a turnover in the presidency in the other three districts and Denise stood up to take the lead among our SR District Presidents. She has also served us admirably at the UUA District President's Association (DPA) with the objective evidence being that she has been nominated to be the president of the DPA. It is a great acknowledgement of the work we are doing in the region that Denise was nominated to be the DPA President when it is well known that we are working to dissolve our district. Our UU Association is watching and learning from the work we are doing as has been the case since 2010 when our four SR District Boards devised the Orlando Platform.

I have particularly enjoyed being on the Elder Ministry which has been a natural outgrowth of my teaching profession and having been Dean our SR Leadership Experience. There is such tremendous potential in being in closer partnership with our CLS. We all have some regret about leaving the familiar. For me the tremendous potential in working with clusters of congregations is propelling me forward into our new adventure. To use Marge's words, "For every gardener knows that after the digging, after the planting, after the long season of tending and growth, the harvest comes."

Respectfully submitted,

**Peter**

Peter Kandis

Vice President, Southeast District of the UUA

**Southern Region UUA  
Balance Sheet  
As of June 30, 2014**

**CURRENT ASSETS**

Bank Accounts

SWC Checking	38,644.07
MSD Checking	22,918.64
MSD Chalice Lighter Checking	1,006.54
FLD Checking	18,446.93
FLD Money Market	112,598.59
SR Checking	300,908.08
<b>Total Bank Accounts</b>	<b>\$494,522.85</b>

Investment Accounts

SWC UUA CEF	149,976.61
MSD UUA CEF	31,458.83
SED UUA CEF	77,865.42
<b>Total Investment Accounts</b>	<b>\$259,300.86</b>

**TOTAL ASSETS**

**\$753,823.71**

**CURRENT LIABILITIES**

Payroll Liabilities	4895.56
Chalice Lighters	74226.22
SWC Audit Accrual Fund	7,500.00
FLD Growth Reserve Fund	14,402.24
FLD Leadership Reserve Fund	262.09
FLD Program Consultant Reserve	16,028.59
Florida Fund Endowment	23,931.87
SED Association Sunday Return	12,469.04
FLD DE Discretionary	410.07
FLD Annual Assembly Reserve	4,079.68
FLD Racial Justice Reserves	117.67
FLD Disaster Relief - Wider Community	10,965.84
FLD Disaster Relief Fund	3,932.75
FLD Witness for Justice Fund	1,865.25
MSD Mississippi Fund	4,013.63
MSD Anti-Torture Grant	1,500.00
MSD Severe Storm Fund	770.00
MSD UPI Program Fund	6,746.86
MSD Rome GA Dissolution	1,911.83
SED Bending the Arc	1,676.84
SED Laurel Amabile Fund	500.00
SED Youth Gathering Grant	118.75
SED Youth Trustee Fund	1,000.00
SED 2014 Racial Justice Conference	7,000.00
SWC CYA Scholarship Fund	544.00
SWC Friends of the District Fund	4,521.89
SWC CEF Endowment	149,976.61
SR Event Scholarship Fund	10.68
Affiliate FLD Southwest Cluster	2,552.02
Affiliate SED Living Legacy Pilgrimage	28,585.84
Affiliate SED Civil Rights Vets Gathering	2,826.66

**TOTAL CURRENT LIABILITIES**

**\$389,342.48**

**EQUITY**

Organizational Equity	315,076.12
Net Income	49,405.11

**TOTAL LIABILITIES AND EQUITY**

**\$753,823.71**



**Southern Region UUA**  
**Budget vs. Actuals: Southern Region - FY14 P&L**  
**July 2013 - June 2014**

	<b>Actual</b>	<b>Budget</b>
<b>INCOME</b>		
GIFT Income	543,107.89	574,483.00
APF Grant	137,624.00	137,624.00
UUA Shared Staffing	333,783.65	342,203.00
Program Registration Fees	160,339.30	200,000.00
Marketplace Sales	4,062.25	
Other Program Income	2,130.00	
Congregational Consulting Income	9,382.29	6,000.00
Interest Income	2,866.25	1,900.00
Investment Income	6,747.33	
Donations	262.30	5,000.00
Other Income	3,347.76	
<b>TOTAL INCOME</b>	<b>\$1,203,653.02</b>	<b>\$1,267,210.00</b>
<b>EXPENSES</b>		
General and Office Expense	10,059.77	15,400.00
Equipment and Leases	4,745.68	4,628.00
Insurance	6,399.42	6,000.00
Telecommunications	9,700.60	15,600.00
Contracted and Other Services	47,619.03	68,700.00
Taxes	100.00	
Board and Governance Expenses	49,482.02	48,100.00
Stewardship Expenses		3,000.00
Administrative Staff Salaries	134,138.28	123,578.00
Congregational Life Staff Salaries	622,268.65	650,307.00
Administrative Staff Professional Expense	5,281.71	10,000.00
Congregational Life Staff Professional Expense	103,458.92	105,000.00
Payroll Expense	5,675.20	8,959.00
District Workshops and Programs	136,608.14	175,000.00
Committee Expenses		9,600.00
Gifts and Caring	2,196.49	5,400.00
Congregational Consulting Expenses	16,514.00	43,091.00
<b>TOTAL EXPENSES</b>	<b>\$1,154,247.91</b>	<b>\$1,292,363.00</b>
<b>NET INCOME</b>	<b>\$49,405.11</b>	<b>(\$25,153.00)</b>



Southern  
Region



## Report of the Lead Executive for the Southern Region – Unitarian Universalist Association

The Reverend Kenneth Gordon Hurto  
Spring 2015

*We Are Building a New Way*

---

### Envisioning the New Way:

In his 1852 novel, *The Blithedale Romance*, Unitarian Nathaniel Hawthorne recollected his experience some years earlier as part of Brook Farm, an experiment in utopian, communal living west of Boston. He trenchantly noted:

We were of all creeds and opinions, and generally tolerant of all.... We were... agreed as to the inexpediency of lumbering along with the old system any farther. As to what should be substituted, there was much less unanimity.

Over five years ago, District Leaders, inspired by then UUA Moderator Gini Courter and our current Moderator, Jim Key, were challenged to look back nearly fifty years and to ask whether Districts were the best way for our UUA to serve congregations. In December 2010, nearly 60 Board leaders from the Florida, Mid-South, Southeast and Southwestern Districts, plus field and UUA staff, met to consider the question. They agreed that the old system was no longer serving us well. They crafted the *Orlando Platform*,<sup>1</sup> a blueprint calling for cross-District collaboration as a substitute. Soon thereafter, the field staff began serving the entire Region and the District Presidents met to coordinate the implementation of a collaborative ministry.

In September 2013, the four Boards<sup>2</sup> and staff met again to review what had been learned. All agreed that reducing the size of the Boards and the sharing of staff and programs proved economically more efficient and opened ways to a more broadly-shared ministry. No longer constrained by District boundaries, the focus shifted to congregation-to-congregation sharing based on geographical clusters, to creating new affinity-interest based configurations independent of location,<sup>3</sup> and to state-wide networks of social witness. Our small staff offered their talents throughout the Region while each remained in the role of “primary contact” for 30-35 of our 216 congregations.

In the midst of these changes, the Boards (because we are bold!) agreed to a request from the UUA *Stewardship & Development Office* to pilot a project named **GIFT** (*Generously Investing in Tomorrow*),<sup>4</sup> GIFT does away with separate appeals for Fair Share gifts for the District and the UUA Program Fund. Instead, a single **Ask** supports both our UUA and the Region. GIFT relies not on a membership “head tax;” rather, it asks for a percentage (7%)<sup>5</sup> of a congregation’s operating expenses. Although it has been a challenge for some (not all) of our congregations to increase their combined District/UUA giving to that level, all agree this is a more equitable and covenantal approach to funding our overall ministries.

---

## Now Is the Time for a New Way:

Now, this month, the Boards ask congregational delegates to boldly craft a new way of being together — as a single, cultural and program ministry known as the **Southern Region — UUA**. Five years of reflection, trial (and a few errors), and trust-building have led the four Boards unanimously to recommend the disincorporation of Districts as governance/business entities.<sup>6</sup>

Over many months, your Boards have crafted a **Covenant of Understanding**<sup>7</sup> with our UUA that captures the spirit and intent of a new way of being together and providing services to our congregations going forward.

None thinks we have utopia, but we have great faith in a new way that:

- Calls for our lay leaders to work together as wise leaders, guided by our UUA Congregational Life Consultants and a *Council of Elders*.<sup>8</sup> These “elders” will leverage staff capacity to strengthen the formation of clusters as the primary means of inter-congregational cooperation.
- Ensures direct connection with our staff and our UUA through a new *Advisory Council*,<sup>9</sup> with lay and religious professional volunteers from each District. They will advise the UUA Director of Congregational Life, *Scott Tayler*, and the Region’s Lead Executive to ensure the efficacy of our field services, the responsiveness of staff to congregational needs, and to assist the UUA Board of Trustees in their linkage work.
- Makes all our staff UUA employees with full benefits.
- Transfers business operations (financial and personnel management) to our UUA.
- Secures the Region’s assets in a General Reserve fund whose purpose will be to support the ministries of the Southern Region. Each District will appoint a representative to a Fiduciary Oversight Committee to ensure our interests.

The hope, the promise of these recommendations is to provide more talent, volunteer and paid, to nurture our congregation’s well being and to increase the impact of Unitarian Universalism in the Region. Full details of the plans, including a *Frequently Asked Questions* document, are on our web site.

I urge your support of the Board’s recommendations.

---


## Southern Region Finances

The Region’s financial reports are reported elsewhere by the Treasurers. The bottom line for FY2013-14: we had predicted a modest deficit but ended the year ahead of where we began.

	FY13/14 Actual	FY13/14 Budget	Variance in \$	Variance from expectation
Income	\$1,203,653	\$1,267,210	-\$63,557	95%
Expense	<u>\$1,154,247</u>	<u>\$1,292,363</u>	<u>-\$138,115</u>	89%
Net	\$ 49,406	\$ -25,153	\$74,558	

Our surplus was mostly the result of tight cost controls throughout the year. We were not surprised but still disappointed that the first year of GIFT yielded ~\$31,000 less than we had hoped.<sup>10</sup> For this year, FY2014-15, we have planned for a balanced budget of \$1,219,154 income and expenses.

FY2013/14 was the first year of a truly integrated budget (rather than four separate budgets). The Region’s finances were professionally reviewed by an auditing firm in the fall of 2014; these reviews indicated our books accounted for all monies.



As of 31 March, 2015, our preliminary Balance Sheet indicates total assets of \$528,500 and total liabilities of \$333,841. The District Boards have directed the staff to merge or liquidate various internal liabilities (totaling approximately \$112,963 at this time) to simplify our structure. With approval of the SWC's delegates, the SWC endowment will be transferred to U-Bar-U. Funds we have been holding for other Unitarian Universalists groups will be disbursed back to those entities. Chalice Lighter funds currently on hand will be disbursed to recipient congregations or credited to upcoming calls. All remaining assets/equity as of 6/30/2015 will be invested in the UUA Common Endowment Fund, with the caveat that those monies may be used only for Southern Region programming.

Next year's draft budget, FY2015/16, anticipates \$1,215,500 for income and expense. This assumes our overhead will decrease by about \$30,000 with the transfer of our financial operations to the UUA. Those savings will be re-allocated to new program ministries

Each February 1<sup>st</sup>, congregations file certification details to our UUA. This year's data again note that the Southern Region is growing modestly: 1.2% to 30,818; this represents a 13% growth rate over ten years. Regrettably, our UUA totals declined for the fifth straight year, to 156,620. Children's Religious Education enrollment reflects the same overall pattern.

---

## Southern Region Field Staff Team

Our professional field staff provide most of the direct UUA service to our congregations. The team's work is guided by the UUA Board's *Ends*, the Congregational Life group's "*Three I's — Innovation, Impact, & Interconnection*," District Boards' oversight, and our team's work plan. All members serve the Region as needed. For the first time in three years, we have had a stable field staff complement of seven consultants.


With *Glenn Johnson's* retirement, we closed the SED office last summer; thus, all four District office operations now have been brought together into the Orlando, Florida office, superbly managed by *Jessica Curren*. A huge benefit of consolidation has been up-grading *Kathy Charles* to just over ½ time as our meeting logistics planner and *Christine Purcell* full-time as our Communications/IT Specialist. A staff roster is below.

Our Region's field and administrative staff serve two overall goals: to strengthen Unitarian Universalism in the South, and to provide leadership development to congregations and emerging "beyond congregation" networks. In addition to direct work with leaders and on-site engagements, the staff offer a number of events, usually with a host congregation or at a cluster gathering, or at "camp" settings.

These are our every year offerings:

- The Dwight Brown, the Southern Unitarian Universalist, and, with 2015, Smaller Congregation *Leadership Experiences*, typically, are held in August.
- Each July, we offer four *Convocations* of Presidents, one in each District.
- Additionally, we offer "*Toolbox*" weekend trainings in the Fall and Spring
- *Start-up workshops* with Boards and new professional religious leaders take place throughout the year.

The UUA Congregational Life field staff are "deep generalists," with very broad capacities. Each year, there are emerging needs and opportunities for which we provide one day or weekend events — covering everything from worship to youth programming, from stewardship to board retreats, from conflict management to social witness, and so on.



At a more personal level, we provide consultation for congregations facing transitions in religious professionals, for congregations in conflict, and direct support to religious professionals and lay leaders. Routinely, we teach best practices for stewardship training and consultation, growth management, governance and congregational assessment. The staff team presents at cluster gatherings, supports the District Boards, and fulfills assignments from the UUA.

When we cannot do something, we most certainly know where to find someone who can. In addition to our team, we have many *Smart Church* trained consultants and other UUA staff to call upon. So, congregational leaders, we urge your participation in the many program offerings 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. Since our origins, our faith has been a reforming ministry, ever seeking a better way to promote human dignity, respect for persons and our world.

In a time of great change and high anxiety, too often, we learn of horrid injustice arising out of greed for power, blatant hatred, racial bigotry or fear of difference. The call of our times often feels daunting.

However, we are a bold people. We have, can, and will stand on the side of Love. Thank you all, good leaders for your witness and dedication. With deep appreciation for our congregations, their leaders, and our shared ministries, I thank you for this opportunity to serve.

*Kenn*

The Reverend Kenneth Gordon Hurto  
Lead Executive, Southern Region — UUA

---

## The Congregational Life Southern Region Staff Team 2015

**Natalie Briscoe**, Austin, TX ♦  
[nbriscoe@uua.org](mailto:nbriscoe@uua.org) (south and west Texas)

**Kathy Charles**, Houston, TX ♦  
[kcharles@uua.org](mailto:kcharles@uua.org) (event planning, logistics)

**Jessica Curren**, Orlando, FL ♦  
[jcurren@uua.org](mailto:jcurren@uua.org) (member services, financial administration)

**Connie Goodbread**, Palm Harbor, FL ♦  
[cgoodbread@uua.org](mailto:cgoodbread@uua.org) (southern Florida, South Carolina)

**The Reverend Kenneth Gordon Hurto**, Ft Myers, FL ♦  
[khurto@uua.org](mailto:khurto@uua.org) (team lead, large congregations of Region)

**Maggie Lovins**, Pensacola, FL ♦  
[mlovins@uua.org](mailto:mlovins@uua.org) (Georgia, northern Florida)

**Kathy McGowan**, Durham, NC ♦  
[kmcgowan@uua.org](mailto:kmcgowan@uua.org) (North Carolina, southern Virginia)

**Christine Purcell**, Knoxville, TN ♦  
[cpurcell@uua.org](mailto:cpurcell@uua.org)  
(communications, website)

**The Reverend Carlton Smith**, Holly Springs, MS ♦  
[csmith@uua.org](mailto:csmith@uua.org)  
(Tennessee, Louisiana, Mississippi, Alabama)

**The Reverend Susan Smith**, Shreveport, LA ♦  
[ssmith@uua.org](mailto:ssmith@uua.org) (northern Texas, Oklahoma, Arkansas)



- 1 The full text of the *Orlando Platform* can be found at:  
<http://www.uuasouthernregion.org/resources/orlandoplatform.html>
- 2 The grand experiment set in motion in Orlando moved forward thanks to the dedication of your Boards of Trustees from each District. Lest we be remiss and convey that the current state of affairs suddenly emerged, I call your attention to the roster of past leaders. Untold hours and immense talent have made possible moving out of an antiquated and lumbering system. With gratitude, here's the list of past leaders:  
<http://www.uuasouthernregion.org/gratitude.html>
- 3 The advance of audio & visual teleconferencing has opened up new ways of relating. Affinity-clusters are composed of congregational leaders with similar interests or needs. A most successful, working model is the routine meeting of congregational Presidents from our largest congregations. Statewide legislative ministry is another. The staff will support bringing together those groups who have common aspirations regardless of where they are physically located.
- 4 **GIFT** details, including answers to that pesky “how do I calculate operating expenses,” will be found here: <http://www.uuasouthernregion.org/stewardshipgift.html>. We have been immeasurably supported in the “GIFT roll-out” by UUA Congregational Stewardship Network consultant *Bill Clontz*, of Alexandria, VA. See his excellent counsel about GIFT and Stewardship in general on our website at:  
<http://stewardshipfortherestofus.blogspot.com>
- 5 It was not a careful study, but I did a quick perusal of other denominations. I found many using the same approach as GIFT, with Asks ranging from 5% (Disciples) to 10% (Episcopal, Methodists).
- 6 The Boards emphasize that going out of business does not mean the end of Districts. Each of these historic groups has a unique culture, identity, and ways of relating. The intent is to lift up and affirm those particularities in program and service delivery as time goes along.
- 7 The **Covenant of Understanding** spells out in detail how transferring District operations into the UUA management structure will work. It seeks to be clear while adaptable to what we learn during implementation. Our UUA, founded in 1961, has never done this before; hence, we expect the spirit and intent to be the most important part of this, with an understanding that things may not work quite as envisioned in the document.  
Readers may like to know that this *Covenant* has been approved by all four District Boards, by me, the Region’s Lead Executive, and UUA Board Moderator *Jim Key*. It also has been vetted and approved by our UUA Administration — including President *Peter Morales*, Chief Operating Office, *Harlan Limpert*, Treasurer & Chief Financial Office, *Tim Brennan*, Comptroller *Karen Wheeler*, Director of Human Resources, *Rob Molla*, and Director of Congregational Life, *Scott Tayler*.
- 8 An explanation of the Council of Elders and how it will work is found here:  
<http://www.uuasouthernregion.org/resources/pathtoeldership.html>
- 9 The Region’s Advisory Council team will be staffed by:  
The Reverend Ann Marie Alderman, Greensboro, NC    Erin Sullivan, Austin, TX  
Jill Austin, Murfreesboro, TN    The Reverend Mark Walz, Dallas, TX  
Jennifer Carver, Tallahassee, FL    The Reverend Mark Ward, Asheville, NC  
Marguerite Mills, Nashville, TN    The Reverend Deanna Vandiver, New Orleans, LA
- 10 It should be noted in passing that our current income expectations reflect no increases in District or Regional funding since 2008 — the year of the Great Recession. District Fair Share requests (ranging from \$19 to \$23/member) through 2012 had not been increased since 2006. The 7% **GIFT Ask** reflects the historic overall support of the four Districts; it does not include any increase in expectations. That we have been able to do this results directly from the efficiencies of scale found in the move toward a Regional structure.





Southern  
Region



## ***Southern Region Program Highlights 2014 – 2015***

Our four Districts had a surprising number of events in this last year. While not everything, here are some highlights of our collaborative ministries:

### **Regional**

- Presidential Convocations
- Two Leadership Experiences
- Support & consultation to the Boards regarding Regionalization
  - Working group task forces: *Communications, Democratic Process, Elderhood, Fiduciary Oversight & Governance*
- Completion of *Elderhood Council Design*
- Appointment of *Regional Advisory Council*

### **The Florida District**

#### **Ministerial Transitions**

- Venice — Reverend Khleber M.Zandt
- Naples — Reverend Tony Fisher
- Buckman Bridge, Orange Park — Reverend Jack Ford
- Marion County — Reverend Janet Onnie
- Jacksonville — Phillip Baber, Consulting

#### **Cluster & Other Program Events**

- Bradenton — Unitarian Universalist & Growth workshop
- Fort Myers — Stewardship workshop
- Stuart — Mission & Covenant workshop
- 1st Orlando, FL — “Freeing the Giant Within” workshop
- St. Augustine — Evolution weekend
- Annual Choral Festival
- Annual Women’s Retreat
- West Central Revival

#### **Board Policy work**

- Development of Regional Youth Safety Policy

#### **Milestones**

- Marion County, FL — 30th Anniversary
- Tallahassee, FL — 11 of 22 member congregations participated in the 8th Unitarian Universalist Legislative Ministry in Florida hold Legislative Action Day

#### **Thanks to our Board members**

*Margie Manning, Harvey Heckes, Chris Reid, Sarah Ritzman, Al Tweedy*



## **The Southeast District**

### **Ministerial Transitions**

Chapel Hill, NC — Reverend Thom Belote  
Beaufort, SC — Reverend Kevin Tarsa  
Glen Allen, VA — Reverend Amy Russell  
Brunswick, GA — Reverend Jane Page, consulting  
Asheville, NC — Reverend Tandy Scheffler, ordination  
Raleigh, NC — Reverend Mary Frances Comer, ordination

### **Cluster & Other Program Events**

Eno River, Durham, NC — Living Legacy Project "Now Is the Time" Racial Justice Conference  
Raleigh, NC — 2<sup>nd</sup> Mass Moral March on the Capitol  
The Mountain, Highlands, NC — (SUULE) Southern Unitarian Universalist Leadership Experience  
Spartenburg, SC — Unitarian Universalist Leadership  
Glen Allen, VA — Tidewater Cluster "Generations Working Together" workshop

### **Milestones**

Providence, RI — Jim Key, Beaufort, SC, leads first UUA General Assembly  
Richmond, VA — Dedication after major renovations

### **In Loving Memory**

Norfolk, VA — Death of Reverend Jennifer Slade  
Raleigh, NC — Death of Pete Leary

### **Thanks to our Board members**

*Denise Rimes, Peter Kandis, Martin Bauer, Kathia Shiba, Larry Meisner*

## **The Mid-South District**


### **Ministerial Transitions**

Tuscaloosa — Reverend Fred Hammond  
Montgomery — Reverend Lyn Hopkins  
Atlanta — Reverend Duncan Teague, ordained  
Metro North, Atlanta, GA — Reverend Kim Palmer, ordained  
Dahlonega & Marietta, GA — Reverend Charlotte Arsenault, ordained  
Macon, GA — Reverend Cassandra Howe

### **Cluster & Other Program Events**

Bay County, Panama City, FL — "Play-Shop" on LGBTQ issues  
Oxford, MO — Living Legacy Project & College of Social Justice 50th Anniversary of Mississippi Freedom Summer  
Westside Knoxville, TN — Compassionate Communications workshop  
Decatur, GA — LREDA Conference  
Marietta, GA — "Stewardship for Unitarian Universalists"  
Gallant, AL — 1st Multi-Track weekend: Stewardship, Faith development in Film, & for youth, 'Gathering in Gaia's Garden' workshops  
Birmingham, AL — Arc of Justice Conference, 50th Anniversary of Selma to Montgomery Marches  
1st Church, New Orleans, LA — Conference hosted by Center for Ethical Living, DRUUMM (Diverse Revolutionary Unitarian Universalist Multicultural)





Ministries) and ARE (Allies for Racial Equity). "Healing the Waters:  
Decolonizing Our Communities and the Climate Movement"

**Congregational Celebrations and Milestones**

Clarksville, TN — New sanctuary  
Tuscaloosa, AL — 60th Anniversary  
Oak Ridge, TN — New building  
Huntsville, AL — New building  
Marietta, GA — New building  
Athens, GA — 60th Anniversary

**In Loving Memory**

Birmingham, AL — Death of Dorrie Fuchs

**Thanks to our Board members**

*DeAnn Peterson, Jill Austin, Bob Day, Christine Freeman, Natalie Bigord*

## **The Southwestern Conference**

**Ministerial Transitions**

1st Church, Dallas, TX — Reverend Beth Dana  
Live Oak, Austin, TX — Reverend Joanna Crawford called to Live Oak UU Church  
UUFellowship, Houston, TX & Thoreau Woods, Huntsville, TX — Rev. Tony Lorenzen  
1st Church, Austin, TX — Reverend Chris Jimmerson, ordination  
Fayetteville, AR — Reverend James Parrish  
Georgetown, TX — Reverend Mark Skrabacz  
Corpus Christi, TX — Reverend Phil Douglas, retires

**Cluster & Other Program Events**

Denton, TX — (DBLE) Dwight Brown Leadership Experience  
Heart of Texas Cluster, Austin, TX — Extended Leadership Experience  
Sequoia State Park, Hulbert, OK — (SWUUSI) Southwest UU Summer Institute  
Glen Rose, TX — SWC Fall Conference, "Love Reaches Out"  
Lubbock, TX — West Texas Cluster, Annual Gathering  
Little Rock, AR — Arkansas Cluster initiates statewide legislative ministry  
Oklahoma City, OK — Launch of new West OK Cluster  
Austin, TX — OWL Training  
Dallas, TX — NTUUC *Standing on the Side of Love* Conference

**In Loving Memory**

Amarillo, TX — Passing of Gary Shack, Long-Time Elder

**Milestones**

- Austin, TX — Texas Unitarian Universalist Justice Ministry Legislative Action  
Day involving 27 congregations.
- Benton County, AR — Applying for UUA Membership
  - Turley, OK — The Welcome Table missional community now part of UUA pilot program for recognition of non-traditional Unitarian Universalist ministries

**Thanks to our Board members**

*Mark Anderson, Reverend Mark Walz, Gaye Webb, Lewis Morris, Patricia Withers,  
Ben Ditmars, Audrey Peres*

**Southeast Chalice Lighter Committee  
Annual Report  
2014-2015**

**Calls:**

As has been the case for the past few years, there have only been two calls instead of three for the 2014-15 year. The fall call was awarded to the Williamsburg Unitarian Universalists to assist with capital campaign funding and permitting expenses. The call raised \$21,400. We received no applications for a winter call. The spring call is awarded to the Unitarian Universalist Fellowship of Winston-Salem to support technology and seating upgrades for their sanctuary. The call letter will go out soon after the SED Annual Assembly and will remain open for 90 days beyond delivery of the call letter (May-July).

**Change:**

The SED Chalice Lighter Committee has had a steady diet of change for the past three years due to regionalization. With the most recent retirement of District Administrator Glenn Johnson, we have spent much of this year working closely with Southern Region staff (Rev. Kenn Hurto, Jessica Curren and Christine Purcell) to adjust to a new reality of decreased staff support of our work. We learned that Glenn provided an overreaching amount of time to our cause that cannot realistically be duplicated by Southern Region staff. We are working out the details around the committee taking on some of the responsiveness that Glenn provided.

Fiscal matters have also changed. Turns out we are the only Chalice Lighter program that created a three-year payout for staffing grants. Now under the UUA accounting umbrella, carryover of funds is discouraged so we will be addressing that policy and distributing any held funds to congregations by the end of June.

And speaking of money, the SED Chalice Lighter program had accumulated a fairly sizeable reserve of undistributed cash. Glenn Johnson attributed this to pledges received in the absence of an active call. While we historically drew from this fund to round up grants to the nearest round number, we were painfully aware that this money needed to be put to use. We were on the verge of devising a reserve fund policy, but our work was spared by the new UUA accounting requirements to clean up numerous restricted funds. Thanks to inspiration by SED CL Committee member Rev. David Messner, we offered three \$5,000 grants for anti-racism/anti-oppression projects in honor of the 50<sup>th</sup> anniversary of Selma in order to disburse \$15,000 prior to June 30, 2015. Recipients of those grants will be awarded at the SED Annual Assembly in Greensboro. As of this report, nine applications have been received.

Matters which still cause us anxiety around all the changes are recruitment of new committee members and electronic delivery of our call letters. The former had been handled by the District Executive and the latter is a necessity to spare labor and costs. We will need to rely more heavily on congregational clergy and leadership to recommend SED CL members. And we will need to rely more heavily on CL members and congregational CL coordinators to promote and encourage responding to digitally delivered call letters.

Holly Mckinney, Chair  
Linda Bair  
Rev. David Messner

Claire Doyle  
Anita Lee  
Larry Romans

**Southern Region UUA  
Proposed Budget  
July 2015 - June 2016**

	<b>2014-2015 Budget</b>	<b>2015-2016 Proposed Budget</b>
<b>Income</b>		
GIFT	574,483	570,000
UUA APF Grant	137,624	130,000
UUA APF Shared Staffing	349,047	357,000
Program Fees & Registrations	150,000	150,000
Congregational Consulting	6,000	7,500
Interest/Investment	1,000	0
Donations	1,000	1,000
<b>Total Income</b>	<b>\$1,219,154</b>	<b>\$1,215,500</b>
<b>Expenses</b>		
Administrative	12,400	9,500
Equipment & Maintenance	4,628	3,000
Insurance	6,000	0
Telecommunications	10,000	10,000
Bookkeeping, Technical & Web Services	52,700	25,000
Audit & Professional Services	7,000	10,000
Board, Governance & Transition/Legal	30,600	5,000
Stewardship	2,000	0
Admin Salaries, Benefits & Payroll Expense	146,214	150,000
Congregational Life Salaries & Benefits	663,313	675,000
Admin Professional Expense	10,000	12,000
Congregational Life Professional Expense	105,000	105,000
District Workshops & Programs	125,000	150,000
Program & Committee Expenses	9,000	21,000
Gifts & Caring, Program Grants	5,100	7,000
Congregational Peer Consulting	30,199	33,000
<b>Total Expenses</b>	<b>\$1,219,154</b>	<b>\$1,215,500</b>
<b>Net Income</b>	<b>\$0</b>	<b>\$0</b>

## **Resolution for Dissolution**

**of**

### **The Southeast District of the Unitarian Universalist Association**

Be it Resolved that the Board of Directors of the Southeast District moves that the attending congregational delegates give full authority to the Board of Directors to complete all of the legal and other tasks necessary to dissolve the District or merge the District into a UUA-related entity, on such terms as the Board of Directors and the UUA may agree.

## **Plan of Dissolution of**

### **The Southeast District of the Unitarian Universalist Association**

1. Effective up the date of approval of this Plan of Dissolution by the Board of Directors of The Southeast District of the Unitarian Universalist Association (a nonprofit religious corporation incorporated under the laws of the State of North Carolina) and the District's member congregations, the Plan of Dissolution shall be implemented by the District's Board of Directors or such other person or persons as may be authorized to act for and on behalf of the Board to effect the dissolution of the District's corporate status and affairs.
2. The District's Board of Directors, officers, or agents shall file any and all documents of dissolution with appropriate federal, state, and local government authorities, including but not limited to the filing of Articles of Dissolution with the North Carolina Secretary of State and the filing of appropriate forms with the Internal Revenue Service reporting corporate dissolution.
3. The District's Board of Directors, officers, or agents shall, as soon as practicable following dissolution, return, transfer, and convey any and all of the District's property to the Unitarian Universalist Association of Congregations (a nonprofit religious corporation) and shall execute any deeds or other documents necessary or appropriate to effect such return, transfer, or conveyance.
4. The District's Board of Directors, officers, or agents shall, as soon as practicable following dissolution, distribute the remaining assets of the District, after providing for the payment or settlement of all valid debts or claims against the District, to the Unitarian Universalist Association (a nonprofit religious corporation).
5. The District's Board of Directors, officers, or agents shall pay all such fees and taxes and do or cause to be done such other acts and things as they may deem necessary or proper in order to carry out the dissolution of the District's corporate status and affairs.