



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

2012-2013 Annual Report

Prepared for the Annual Meeting, April 20, 2013
First Unitarian Universalist Church of San Antonio
San Antonio, TX

**SOUTHWESTERN UNITARIAN UNIVERSALIST CONFERENCE
ANNUAL REPORT 2012-2013**

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Southwestern UU Conference

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April 19, 2013

Greetings, dear Fellow UU Delegates!

We are pleased to be with you, here in San Antonio! Welcome to the 2013 Annual Meeting of the Southwestern Unitarian Universalist Conference (SWUUC), a District of our UUA.

A special “thank you” goes to our hosts, the First Unitarian Universalist Church of San Antonio and their Host Committee, who have communicated openly and productively with me in preparation of this time together, in order to make sure that our time here will be satisfying and productive.

I would also like to thank all of the volunteers, each of you who quietly and resolutely go about the quiet work to make this and similar events within our faith transpire smoothly.

As you go through this Annual Report, I hope that you will find the information you are looking for. If you have suggestions about how we can be more transparent, please let me know.

Change within our UUA, Southern Region, and SWUUC continues. You will be hearing more about this during our Annual Meeting on Saturday. Our work this year has been slowly thinking through progress from earlier years, while evaluating future options. Very vague, but if there is a theme, it would be how we are working more than ever with our fellow districts to see how we can structure the linkage of member congregations with the people who make large decisions, and the subsequent efficient delivery of services. In this regard, a special thank you to our now Southern Region staff, and especially to Jessica who helps us to prevail over so many administrative details.

I encourage you to talk with the SWUUC Board members and staff this weekend. As we spend our time together here in historic San Antonio, we want to hear your vision for our common faith.

On behalf of the Board, our thanks to all of you for the opportunity to serve this, our common faith community.

Yours in Faith,

Kevin M. Bolton
SWUUC President

SWUUC Leadership, April 2013

BOARD OF TRUSTEES

Kevin M. Bolton, President, First Unitarian Church of Dallas, TX
Patti Withers, Vice President, Bay Area UU Church, Houston TX
Mark Anderson, Secretary, Live Oak UU Church, Cedar Park, TX
Gaye Webb, Treasurer, UU Church of the Brazos Valley, College Station, TX
Donna Harrison, UUA Trustee, First UU Church of San Antonio, TX,
Carrie Stewart, First Unitarian Church of Dallas, TX
The Rev. James VanderWeele, Community UU Church, New Orleans, LA
The Rev. Mark Walz, UU Church of Oak Cliff, Dallas, TX

COMMITTEE CHAIRS

Nominating Committee, co-chairs

Lee Veal, UU Fellowship of San Miguel de Allende, Mexico
Carol Currie, First Unitarian Church of Dallas, TX

Dwight Brown Leadership Experience

Scot Bealer, Northwoods UU Church, The Woodlands, TX

Chalice Lighters

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

SOUTHERN REGION STAFF

Natalie Briscoe, Congregational Life Consultant
Connie Goodbread, Congregational Life Consultant
The Rev. Kenn Hurto, Lead Executive and Congregational Life Consultant
Kathy McGowan, Congregational Life Consultant
The Rev. Sue Sinnamon, Congregational Life Consultant
The Rev. Susan M. Smith, Congregational Life Consultant
Kathy Charles, Events Planning Administrator
Jessica Curren, Congregational Connections Administrator
The Rev. Glenn Johnson, Communications Administrator
Susan Greenberg, Bookkeeper

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

First Unitarian Universalist Church of San Antonio, Texas
from 1-2 PM on April 20, 2013

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

- I. Call to Order President

- II. Chalice Lighting and Opening Words Honoring our Local Host Congregation

- III. Roll Call, Delegates, and Certification of Quorum Secretary

- IV. Introduction of Staff and Board President

- V. Consent Agenda – Minutes of 2012 Annual Meeting of SWUUC

- VI. District Reports
 - A. Report of the Conference: Kevin Bolton, President

 - B. Programs and Finance: Report by the Rev. Kenn Hurto, Southern Region

 - C. Associational Connections and Trends: Report from Donna Harrison, UUA
Trustee, First Unitarian Universalist Church of San Antonio

- VII. New Business
 - A. Approval of Budget for 2013-2014 Treasurer/Region Lead

 - B. Election of District Positions Nominating Committee
 - i. Officers

 - ii. Trustees

 - iii. Nominating Committee

VIII. Expressions of Appreciation

President and Staff

IX. Friends of the District Collection

X. Adjourn

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

Emerson Unitarian Universalist Church; Houston, TX
April 28th, 2012

- I. The meeting was called to order by President Kevin Bolton at 2:10 pm.
- II. Hymn 157 was led by Rev. Mark Edmiston-Lange
- III. The roll call was called by Mark Anderson, Secretary, and Fair Share Contributions and Merit Congregations were recognized by Gaye Webb, Treasurer. A quorum was certified by Mark Anderson with 24 congregations present.
- IV. SWUUC Board and staff were introduced.
- V. Consent agenda – the minutes of the 2011 Annual meeting were approved unanimously.
- VI. District Reports were presented. Kevin Bolton, President, reported on recent developments on regionalization; Donna Harrison, UUA Trustee, reported on linkage efforts; Rev. Susan Smith, District Executive, reported on staff.
- VII. New Business:
 - A. The proposed amendments to the SWUUC Constitution were moved by Dick Hildenbrand (Community Unitarian Universalist Church – Plano, TX), seconded by June Hartley (Unitarian Universalist Church of the Hill Country – Kerrville, TX), and approved unanimously.
 - B. The 2012-2013 proposed budget was moved by Gaye Webb (Unitarian Universalist Church of Brazos Valley – College Station, TX), seconded by Sheri Wood Miriam (Northwoods Unitarian Universalist Church – The Woodlands, TX), and approved unanimously.
 - C. The nominating committee report and slate of candidates was moved by Mark Anderson (Live Oak Unitarian Universalist Church – Cedar Park, TX), seconded by Rev. Bret Lortie (First Unitarian Universalist Church of San Antonio – San Antonio, TX), and approved unanimously.
- VIII. Awards and Recognitions:
 - A. Jennifer Nichols presented the Norma Veridan award to Natalie Briscoe.
 - B. Dick Hildenbrand presented the Congregational Award for Excellence in Social Action to the Henry David Thoreau Unitarian Universalist Congregation.
 - C. Kevin Bolton presented the President’s Award to Connie Nolan.
 - D. Kevin Bolton recognized outgoing board members June Hartley and Dick Hildenbrand.
 - E. Kevin Bolton thanked Emerson Unitarian Universalist Church for hosting
- IX. The meeting was adjourned at 3:42 pm.

Respectfully submitted,

Mark Anderson, Secretary

**Annual Report of the President
Southwestern Unitarian Universalist Conference
April 20, 2013**

Greetings and kind Salutations! I am honored to serve as District President and very happy to be here with you in San Antonio at our Annual Conference. Again, a special thank you to our hosts, the First Unitarian Universalist Church of San Antonio.

I have listed below the bullet point highlights of what I will be presenting in person on Saturday afternoon. In addition, we have received a number of questions from you, members of our Member Congregations, which I will address. These questions are mainly regarding the regionalization of our districts, which was thought of originally as a consolidation of our four districts into a single "Southern Region". That consolidation has already happened for our staff, and for about one year they have all been part of the Southern Regional Staff. We will be hearing from them today in the person of Kenn Hurto and Natalie Briscoe following my comments. However, on the Board side, as opposed to staff, we are now calling this process a "Regional Collaboration" to emphasize the ways in which we can work together while still preserving our separate district identities, and without subsuming all functions into a single regional entity.

Here are some bullet point highlights:

- The Regional staff team is still in the process of consolidating and building a viable staff to serve the four districts of the Southern Region. This is a collaborative effort, driven by Staff but respectfully interacts with our Boards, as there is much interaction between Staff and the four Boards of the Southern Region. Just to indicate the continuing level of change, since our last Annual Meeting, the three staff from our SWUUC district, as of right now, Connie Nolan retired last year at this time, Jennifer Nichols has left the district to pursue other opportunities, and Susan Smith is on sabbatical.
- The SWUUC Board is working with Regional Lead, Kenn Hurto, to make sure that our service needs are covered.
- In this regard, the 4Ps, the Four Presidents of the Southern Region, have a conference call at least monthly. Some of it is to compare notes, some of it is to share best practices. Last month we submitted two pages of suggestions to Regional Staff for them to consider in their strategic planning session. We have met with them since then and are continuing to discuss how and at what cost, services are to be delivered within our Region.
- The District Presidents Association (DPA) has received a grant from the UUA Foundation for \$12,000 for 2013. This amount will be used to defray the expenses of moderators, travel, and hotels, in pursuing ways for our districts to collaborate with other districts in their respective Regions. In addition, we have held back additional monies to build a nationwide

communications infrastructure to promote greater collaboration between districts who are not within the same Region, but rather on a nationwide basis. In this way we can share issues and best practices more easily across a broader group of people.

- The four districts within our Region have an ongoing working committee that is exploring the nuts and bolts of further consolidation of district boards, open to whatever form it may take. This is primarily administrative, envisaging what a Board infrastructure or Board infrastructures would look like in the future. Boards will become less about governance and more about linkage and two way communications between member congregations and other entities within our UUA. Some districts are exploring the use of Elders, and similar concepts.
- At the January Retreat our SWUUC Board authorized the formation of a committee to work in parallel to the one mentioned above, to explore ways for our districts to work together, sharing our faith, and not merely “govern” together. The charge of this committee is more theoretical, but designed to think outside the box about what our faith is to become and how we are to work across our current established groups, be they congregations, clusters, districts, or regions. Ideas like SKYPE calls for particular topics of interest where there may be a greater threshold of interest at the Regional level whereas not at a congregational level; worship services as is happening among the congregations in New Orleans, where all UUs worship together four times a year and have taken the bold step of closing the other churches on those days; affinity groups; mini-GAs within a Region, and whatever else comes to mind. The North Texas Cluster, NTAUUS, is in the early stages of planning “UU Day”, modeled after similar festivals of music and food and worship. This committee will start its work after GA this summer. Your ideas are welcome.
- And we are mightily engaged in the redrafting of our UUA Ends Statements. These are the charges which the UUA Board gives and which define the job of the UUA President. I am on the Joint Task Force which is bringing this information to select congregations, and evaluating the thousands of comments we have received thus far.

As you can see, much work is going on, and although sometimes (most times!) slow, or at the “speed of church”, I do sense that progress is being made, that our goals are becoming clearer, and that we are building an infrastructure that will support those goals to grow our faith more broadly and to bring our particular message of love, openness, and tolerance to whoever is open to hear it. And as I close, I am continuously impressed and encouraged by the level of people who are committed to our faith and most grateful to be able to learn from all of you.

Respectfully submitted, Kevin Bolton, President of SWUUC

Southern Region — Unitarian Universalist Association

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



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

ANNUAL REPORT TO SOUTHWESTERN CONFERENCE

The Reverend Kenneth Gordon Hurto

Congregational Life Consultant — Lead Executive for the UUA Southern Region

Spring 2013

Dear Companions in Faith,

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

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

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

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

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

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

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

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

Deepening our spirituality—“Get Religion.”

Developing exceptional religious leadership—“Grow Leaders.”

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

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

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

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

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

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

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

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

The team is geographically dispersed across the region to allow for hands-on and face-to-face connections. An immediate benefit of this restructuring is that each of our seven team members is the primary “go-to” person for 35 or so congregations. Susan Smith and Natalie Briscoe share this role for the Southwestern congregations.⁴

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

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

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

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

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

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

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

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

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

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

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

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

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

⁶ Normally, Susan Smith would have prepared this report. As she is on sabbatical, team member Natalie Briscoe has drafted a report citing the particulars of events in the Southwestern Conference.

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

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

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

GIFT will:

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

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

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

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

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

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

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

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

Rev Kenn

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

President Kevin Bolton
Vice-President Patti Withers
Secretary Mark Anderson
Treasurer Gaye Webb

Director Youth Seri Sandoval
Director Carrie Stewart
Director, Rev. Mark Walz
Director Rev. James VanderWeele

UUA Trustee Donna Harrison

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

Southwestern Unitarian Universalist Conference Spring Assembly 2013

Natalie Briscoe, Congregational Life Consultant for the Southern Region of the UUA

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

The Unitarian Universalist Church of Baton Rouge called and ordained the **Rev. Nathan Ryan** on February 24th, 2013. This ordination was the congregation's first in its 60 year history and was featured in local newspapers and radio. Bay Area UU Church will also call a new minister this year; the **Rev. Bruce Beisner** will be installed on May 5. **Rev. Christian Schmidt**, a member of the UU Church of the Brazos Valley, was ordained on March 17, 2013 by The First Parish in Needham, Massachusetts where he completed his internship. **Marisol Caballero** will be ordained by the First Unitarian Universalist Church of Austin on April 26, and **Cathey Edwards** will be ordained by the First Unitarian Church of Oklahoma City on April 28. **Rev. Melanie Morel-Ensminger**, minister of the First UU Church of New Orleans, was selected by the UUA to serve on a small active board that advises the Executive Director of the UUA's Holdeen India Program, which works with the poorest of India's people without regard to gender, caste, or religion.

Our sincere congratulations goes to **Kathy Calhoun**, who was named Unitarian Universalist of the Year by The First Unitarian Church of Dallas for decades of outstanding service and commitment to our Faith. **Live Oak Unitarian Universalist Church** in Cedar Park, Texas is also celebrating a long-standing commitment to our Faith with its 20th anniversary.

The UUA Board of Trustees meeting was held in New Orleans this year, and our Association's President, **Rev. Peter Morales**, wrote a blog post about this visit to the city. He writes, "The story of our congregations in the New Orleans area is a story of resilience. Along the way they have engaged in important social justice work in the community. Our brothers and sisters in New Orleans deserve our admiration and support."

And indeed, the Southwest Conference has continued to support the ongoing work in New Orleans. Our Spring 2012 Chalice Lighter grant was awarded to the **First Unitarian Universalist Church of New Orleans** to bring their electrical wiring up to code in order to obtain a Permanent Certificate of Occupancy after damage caused by Hurricane Katrina. Additional Chalice Lighter Calls for 2012 included the Summer Call, which was awarded to the **San Marcos Unitarian Universalist Fellowship** in San Marcos, Texas to purchase additional land for the construction of their sanctuary. The Fall Call was awarded to the **First Unitarian Universalist Church of Houston**, Texas for the purpose of creating a multi-site church by joining the congregations of First UU Houston, Northwest Community UU Church, and Thoreau UU Congregation into one church with three campuses. All of this very exciting work continues with the financial support of the district's Chalice Lighters.

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

- ☒ **June 1, 2013:** The North Texas Area UU Societies (NTAUUS) present the **Standing on the Side of Leadership conference** at The First Unitarian Church of Dallas. This collection of engaging, accessible workshops offers a beginner's toolkit to leadership in congregations, clusters, districts, and the wider UU world. For more information or to register, please visit NTAUUS.org.

- ☒ **June 7 – 9, 2013: President's Convocation.** Board Presidents from around the Southern Region are invited to gather in Dallas for a weekend of development and fellowship. Presidents will learn about the many resources available to them outside of their congregation or cluster, including the experience and work of other area Presidents. This weekend of community will give space for questions, stories, laughter, friendships, and deepening our service to Unitarian Universalism. For more information or to register, please visit .uuasouthernregion.org/presidentsconvocation.

- ☒ **June 19 – 23, 2013: General Assembly.** The annual gathering of Unitarian Universalists will be held in Louisville, Kentucky. For more information or to register, please visit UUA.org.

- ☒ **July 21 – 26: SWUUSI.** The Southwest Unitarian Universalist Summer Institute, our annual family camp, will be held once again at the beautiful Western Hills guest ranch in Northeastern Oklahoma. Come for a week of living in intentional, multigenerational Unitarian Universalist community. Our theme this year is “Becoming.” Special Guest Artist in Residence **Emma's Revolution** will perform. Information and registration coming soon to SWUUC.org.

- ☒ **August 4 – 9: DBLE.** The Dwight Brown Leadership Experience is a week-long event that focuses on growing Elders of our Faith. Congregations may nominate 2 to 4 leaders in their who are already serving in some capacity, such as a board member, a committee chair, or a staff member. DBLE takes participants on a journey through the heart and soul of Unitarian Universalism. For more information, please visit uuasouthernregion.org/resources/suuledble.

- ☒ **November 8 – 10: Fall Training.** The annual SWUUC fall training will be held once again at Glen Lakes Camp and Conference Center in Glen Rose Texas. With five tracks for youth and adults and a full program for elementary and middle school-aged children, this is a true multigenerational learning experience. Our weekend will focus on growth and change in individuals, congregations, clusters, and across the association. For more information, please watch your emails and the Southern Region Website.

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

Donna Harrision
Annual Report of the UUA Trustee from the Southwestern Conference
April 20, 2013

This has been another year of “Big Questions” for the UUA Board of Trustees. We spent time doing linkage, steeped in the stories and values shared by thousands of UUs as part of the Gathered Here appreciative inquiry process. We engaged in deep and sustained discernment about the Ends of our Association. We launched into discussion regarding the nature of covenant within our Association. And we made the decision to move the headquarters of our Association to a new location in Boston. Each of these is discussed below.

Gathered Here - Linkage

The UUA Board of Trustees uses Policy Governance as we do our work. In the context of Policy Governance, “linkage” is how the Board engages in intentional dialog and listening with the congregations and our various sources of accountability and authority. Last year in my report, I spoke about the linkage work that the Board was doing in partnership with the Administration and with the help of the District Presidents Association, and in particular the *Gathered Here* initiative. You or your congregation may have participated in the *Gathered Here* initiative, as individual interviews and group conversations were held with people all over the country.

The Board received a report with the outcomes of this work at our October meeting. The report highlights a series of shared values that were distilled from the hundreds of stories that UUs shared with us. Each value is illustrated with a personal story. For me, the stories and the values articulated ring very true to my experience of Unitarian Universalist congregations.

The ultimate vision that came from the Gathered Here process was a statement of the shared vision for our Association based on the shared values and hopes that came up over and over. The resulting vision is simple, but profound:

We Unitarian Universalists envision a life filled with compassion for all, shared in beloved community, and lived in a just world. We commit ourselves to pursuing this vision faithfully, passionately, and humbly. We invite all who share our vision to join us in this spiritual journey

The final report is very interesting reading, and I recommend it to you. You can find it on the UUA website at:

http://www.uua.org/documents/gatheredhere/121010_board_rpt.pdf

Revisiting the Association Ends

An indispensable part of the board’s work under Policy Governance is setting the Ends of the Association. An “End” is an outcome an organization intends to achieve. Everything the Administration of the Association does is aimed at achieving the Ends. It’s the board’s job not only to set those Ends,

but also to monitor progress toward them. Here in the Southwestern Conference, the SWUUC Board has adopted the Ends of the UUA as the Ends of the Southwestern Conference as well.

After living with the current Ends for the last three years, the Board decided to consider changing them to more accurately reflect our understanding of the Association's members' desires. We considered the basic purpose of the Association, found in the bylaws: "*To serve the needs of its member congregations; organize new congregations; extend and strengthen Unitarian Universalist institutions and implement its principles.*" We also reviewed the dialogues we have had with congregational leaders and others over the past few years about your values and the differences you want to make in the world -- things like the Healthy Relationships conversations with 75 congregations, the thousands of Gathered Here conversations, and the World Cafes with Youth Caucus over the past 4 General Assemblies. The changes we are proposing won't go into effect until June and are subject to change, but I wanted you to see what we have done so far. I would love to hear your thoughts on them.

The draft revised Ends Statements were developed as one Global End statement followed by seven lower-level Ends statements which provide more detail.

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

- 1.1 Congregations have and use UUA resources necessary to enhance the spiritual and religious exploration by people in their communities and to enhance the ministry of their members.
- 1.2 Congregations are better able to achieve their missions and to spread awareness of UU ideals and principles through their participation in covenanted networks of UU communities.
- 1.3 Congregations are intentionally inclusive, multi-generational and multi-cultural in powerful mission to, and with, under-served and un-served communities.
- 1.4 We see a net increase in the number of people served by our congregations and covenanted communities.
- 1.5 We see a net increase in the number of mutually covenanted congregations.
- 1.6 We see a net increase in inspired religious leaders equipped to effectively start and sustain new covenanted communities.
- 1.7 UU institutions are healthy, vital, collaborative partners invested in the future of UUism, its principles and theologies.

In partnership with the Districts Presidents Association, we have already heard from a variety of people providing feedback on these Ends. We expect to finalize the new Ends and adopt them at our June meeting prior to General Assembly.

GA2013: Covenant - Within our Association and Among our Congregations

The issue of covenant is central to our Unitarian Universalist faith. There are a variety of covenants that bind us: Covenants within our congregations; Covenants among the congregations; Covenants for the

UUA Board, the SWUUC Board or your own congregational Board; Covenant with partners in the work for social justice. The list is long. Prompted first by a 2010 responsive resolution calling for the Board to address issues of covenant among General Assembly participants, the Board has initiated an exploration of the covenants that bind us. We will focus this conversation at the upcoming General Assembly in Louisville Kentucky.

The General Assembly Planning Committee and the UUA Board of Trustees and Administration have been working to create a General Assembly in 2013 that moves our Association “From Promise to Commitment.” Promises call us into relationship. The experience of making, breaking and remaking promises is the reality of our lived faith. We will gather in Louisville to examine and renew our covenant to our faith, one another, our congregations and the larger world.

Beyond the programming, you can expect that some of the plenary time will be devoted to working together on the topic of our covenant among the congregations.

I expect this to be a meaningful, thought-provoking and heartfelt experience with the potential to deepen relationship. I hope to see you in there!

Moving from 25 Beacon Hill

The Board of Trustees recently voted unanimously to move from our current Headquarters on Beacon Hill in Boston to a new location in Boston’s Innovation district.

The Board of Trustees did not make this decision lightly. We did so knowing the heart of our Association is always in our covenanted communities. The administration made a compelling case for workspace suited to this collaborative age. This move will strengthen our Association spiritually, financially, creatively, and technologically. We believe the new property will become a hub of hospitality and inclusion, a place where Unitarian Universalists will deepen their connection to each other and our faith.

The Board and our President Peter Morales are all very aware that leaving a place that holds so much history is difficult. In a very real sense, we are our stories. You will see a variety of activities over the coming months to make sure we carry our history and our stories with us, both symbolically and in fact.

There is a website set up to keep us all informed about the move and also to collect our stories about our historic Beacon Hill location. You can join the conversation at

http://stewardship.blogs.uua.org/?attachment_id=311

Thank you for allowing me to serve

This is my last report as the UUA Trustee from the Southwestern Conference. At the 2011 General Assembly, the delegates approved a reduction in size of the UUA Board of Trustees and moved from Trustees mostly elected by districts to all Trustees being elected at large. Although my time as the Trustee from the Southwestern Conference is drawing to a close, I will continue on the UUA Board of Trustees for two more years, having been appointed by the Board to continue. I look forward to

continued dialog with congregational leaders and clergy regarding the future of our Association. It has been both an honor and a joy to serve as the Trustee from the Southwestern Conference.

If you are interested in learning more about the work of the UUA Board of Trustees, we have a Facebook page where we post information about both past and upcoming meetings. Like us on Facebook to get our updates!

Southwestern UU Conference Proposed Budget 2013-2014

40000 Income

41000 Fair Share Dues	
41100 GIFT Income	\$191,494.31
41200 Full Share Dues prior years	
42000 UUA Grant - APF	\$45,000.00
42500 UUA contribution - shared staffing	\$114,018.32
43000 Program Registration Fees	\$66,666.66
44000 Congregational Consulting Fees	\$2,000.00
45000 Interest income - operating funds	
45500 Income from Investments	\$150.00
46000 Other Income	
Other Donations	
49900 Transfer from Reserves	
Transfer from Southern Region Districts	-\$59,671.68

Total Income

\$359,657.61

50000 Expenses

51000 Administrative Expenses	
51100 General and Office Expenses	
51107 Utilities	
51108 Office Improvements	
51110 Postage & Shipping	\$833.33
51120 Printing & Copying	\$1,000.00
51130 Office Supplies	\$1,000.00
51140 Office Expense - Other	\$300.00
51154 Office Premises -- Rent	\$1,000.00
51150 Storage Unit Rental	\$800.00
51160 PO Box Rental	\$200.00
51200 Equipment and Leases	
51210 Eqpt Purchase	\$1,000.00
51220 Eqpt Maintenance	\$200.00
51230 Copier Lease	
51240 Postage Meter Lease	\$342.66
51300 Insurance	\$2,000.00
51400 Telecommunications	
51410 Telephone & Internet	\$5,000.00
51420 Conference Calling	\$200.00
51500 Contracted & Other Services	
51510 Technical Services	\$8,000.00
51520 Bookkeeping	\$7,500.00
51530 PR/Marketing Expense	\$300.00
51535 Bank Fees	\$500.00
51540 Merchant Services Fees	\$300.00
51550 Software/Web Services Expenses	\$2,000.00
51560 Payroll Processing Expenses	\$300.00
51565 Security Services	
51570 Audit & Professional Services	\$4,000.00

**Southwestern UU Conference
Proposed Budget 2013-2014**

61000 Board and Governance expenses		
61200 President Expense		\$2,000.00
61300 Board Meeting Expense		\$11,666.66
61390 Board Expense - Other		\$1,500.00
61400 Nominating Committee Expenses		\$200.00
62000 Stewardship Expenses		
GIFT Pilot Program Costs		\$500.00
62200 Chalice Lighters Committee Expenses		\$500.00
68000 Transfers to Funds and Pass Through Accts		
70000 Staffing		
70100 District Administrator	Kathy Charles	
70110 DA Salary & Benefits		\$10,000.00
70150 DA Prof Exp		\$2,000.00
71000 District Executive	Susan Smith	
71110 DE Salary & Benefits		\$101,553.80
71150 DE Prof Exp		\$15,000.00
72000 Director of Faith Development	tbd	
72110 DFD Salary & Benefits		\$84,539.35
72150 DFD Prof Exp		\$15,000.00
79000 Employer's costs & Payroll Expenses		\$725.00
80000 Program Expenses		
81000 Independent Contractors (use for 1099 tracking)		
81500 honoraria - see Class		\$6,000.00
81600 stipend - see Class		
81700 Travel and meals - see Class		\$3,363.53
Training		\$5,000.00
82000 District workshops and programs		
82100 meetings - see class		\$58,333.28
83000 Committee expenses		
83100 District Library/Resources		\$200.00
Councils		\$1,000.00
Circle of Elders		\$2,000.00
84000 Gifts & Caring		\$600.00
Cluster Support		\$1,000.00
Grants to Prof Org		\$200.00
Total Expenses		\$359,657.61
Net Income/Loss		\$0.00

Southwestern UU Conference
Balance Sheet
As of June 30, 2012

	Total	
	As of Jun 30, 2012	As of Jun 30, 2011 (PY)
ASSETS		
Current Assets		
Bank Accounts		
11000 Bank		
11100 SW - Checking - Bank of America 2	43,704.59	91,647.79
11105 SWUUSI Checking - Bank of America	5,653.94	7,414.05
11120 SW - Savings - Bank of America	11,430.11	11,424.38
11150 SW - PayPal Online	32,851.53	13,362.47
Total 11000 Bank	\$ 93,640.17	\$ 123,848.69
Total Bank Accounts	\$ 93,640.17	\$ 123,848.69
Other Current Assets		
12000 Other Current Assets		
12100 Prepaid Event Expenses	14,477.27	21,265.00
Total 12000 Other Current Assets	\$ 14,477.27	\$ 21,265.00
Credit Card Overpayment	550.95	550.95
Prepaid Copier Maintenance	0.00	964.83
Reimbursements Owed to SWUUC	261.99	450.00
UUA General Investment Fund		
Endowment Investments	119,887.03	113,951.69
Total UUA General Investment Fund	\$ 119,887.03	\$ 113,951.69
Total Other Current Assets	\$ 135,177.24	\$ 137,182.47
Total Current Assets	\$ 228,817.41	\$ 261,031.16
TOTAL ASSETS	\$ 228,817.41	\$ 261,031.16
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
21100 Payroll Liabilities		
21110 Direct Deposit Payable	0.00	5,747.57
21120 Direct Deposit Liabilities	0.00	-2,102.28
21130 Federal Taxes (941/944)	0.00	-5,086.49
21130 Federal Taxes (941/944)	86.96	-868.52
Total 21100 Payroll Liabilities	\$ 86.96	-\$ 2,309.72
24500 Funds Held Temporarily		
District Conferences Income and Expenses	-282.87	4,020.09
Prepaid Event Fees	50,753.69	0.00
Rally Income & Expenses	939.07	-284.39
Tapestry of Faith	135.00	
Total 24500 Funds Held Temporarily	\$ 51,544.89	\$ 3,735.70
Gulf Coast Fund	-5.80	8,793.73
SWUUSI		
SWUUSI Prepaid Expenses	0.00	-210.54

SWUUSI Prepaid Fees	0.00	9,955.00
Total SWUUSI	\$ 0.00	\$ 9,744.46
UUA Salary Costs Payable	0.00	-0.28
Year End Bridge Account	1,697.96	937.96
Total Other Current Liabilities	\$ 53,324.01	\$ 20,901.85
Total Current Liabilities	\$ 53,324.01	\$ 20,901.85
Long-Term Liabilities		
24000 Dedicated Funds		
Audit Accrual Fund	5,000.00	2,500.00
Chalice Lighter Fund	0.00	0.00
2010 Call 1-San Marcos	41.27	41.27
2011 Call 1 - Horizon	0.00	3,809.67
2011 Call 2 - Horizon	0.00	95.00
2011 Call 3 - Westside UU Church	0.00	55.00
2012 Call 1 - First UU Church of New Orleans	2,117.11	
2012 Call 2 - Summer 2012 Call	45.00	
Total Chalice Lighter Fund	\$ 2,203.38	\$ 4,000.94
CYA Scholarship Fund	544.00	544.00
Cynthia Ross Memorial Fund	1,150.64	1,010.64
Friends of the District Fund	3,941.23	2,928.70
Streng Memorial Dialogues Grant	4,000.00	4,000.00
Total 24000 Dedicated Funds	\$ 16,839.25	\$ 14,984.28
old Funds Held Temporarily	-999.66	-789.93
Released Endowment Earnings	0.00	-1,489.00
SWUUMA Fund	-2,103.59	0.00
Total Long-Term Liabilities	\$ 13,736.00	\$ 12,705.35
Total Liabilities	\$ 67,060.01	\$ 33,607.20
Equity		
30000 Opening Bal Equity	114,761.81	114,761.81
39000 Retained Earnings	0.00	0.00
Gain/Loss on Inv.	8,940.35	8,940.35
Organizational Equity	99,766.57	94,976.29
Net Income	-61,711.33	8,745.51
Total Equity	\$ 161,757.40	\$ 227,423.96
TOTAL LIABILITIES AND EQUITY	\$ 228,817.41	\$ 261,031.16

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Southwestern UU Conference
Budget vs. Actuals: 2011-12 Budget - FY12 P&L
 July 2011 - June 2012

	Total			% of Budget
	Actual	Budget	over Budget	
Income				
40000 Income			0.00	
41000 Full Share Dues			0.00	
41100 Full Share Dues Current Year	172,919.24		172,919.24	
41200 Full Share Dues prior years	1,997.00		1,997.00	
Fair Share Dues Assessed		213,820.00	-213,820.00	0.00%
Unpaid District Dues		-32,073.00	32,073.00	0.00%
Total 41000 Full Share Dues	\$ 174,916.24	\$ 181,747.00	6,830.76	96.24%
42000 UUA Grant - APF	50,661.10	48,927.00	1,734.10	103.54%
43000 Program Registration Fees	2,568.50		2,568.50	
Camp		35,000.00	-35,000.00	0.00%
Junior	2,600.00		2,600.00	
Primary	700.00		700.00	
Senior	3,075.00		3,075.00	
Total Camp	\$ 6,375.00	\$ 35,000.00	28,625.00	18.21%
Leadership Training Fees	30,604.65	68,000.00	-37,395.35	45.01%
Spring Conference 2012	4,512.96		4,512.96	
SWUUSI Income		75,000.00	-75,000.00	0.00%
Bookstore/Bazaar Receipts	2,549.98		2,549.98	
Housing	26,340.00		26,340.00	
Other Income	747.50		747.50	
Registration			0.00	
Adult Reg Fees	11,480.00		11,480.00	
Elementary Reg Fees	1,080.00		1,080.00	
High School Reg Fees	1,440.00		1,440.00	
Junior High Reg Fees	610.00		610.00	
Nursery Reg Fees	250.00		250.00	
Primary Reg Fees	840.00		840.00	
Young Adult Reg Fees	3,440.00		3,440.00	
Total Registration	\$ 19,140.00	\$ 0.00	19,140.00	
Total SWUUSI Income	\$ 48,777.48	\$ 75,000.00	26,222.52	65.04%
Total 43000 Program Registration Fees	\$ 92,838.59	\$ 178,000.00	85,161.41	52.16%
45000 Interest Income			0.00	
45500 Income from Investments	5,935.34	100.00	5,835.34	5935.34%
Cash/Savings Interest	5.73	50.00	-44.27	11.46%
Total 45000 Interest Income	\$ 5,941.07	\$ 150.00	5,791.07	3960.71%
46000 Other Income			0.00	
Bob Hill Book Sales Royalties	132.30	250.00	-117.70	52.92%
Cong. Cons. Fees	3,000.00	1,000.00	2,000.00	300.00%
Other Donations	954.00		954.00	
SWUUSI Registrar reimbursement	1,100.00	1,100.00	0.00	100.00%
T-Shirt Sales	204.50	50.00	154.50	409.00%
Water bottle Sales	60.00		60.00	
YAC Tax		100.00	-100.00	0.00%
Total 46000 Other Income	\$ 5,450.80	\$ 2,500.00	2,950.80	218.03%
Total 40000 Income	\$ 329,807.80	\$ 411,324.00	81,516.20	80.18%
Friends of the District - funds transfer	9.48		9.48	
Special Friends of the District	29.04		29.04	
UUA Allocations			0.00	
DDLFD Allocation	24,919.73	24,738.00	181.73	100.73%
DE Allocation	65,601.48	65,866.00	-264.52	99.60%
Total UUA Allocations	\$ 90,521.21	\$ 90,604.00	82.79	99.91%
Total Income	\$ 420,367.53	\$ 501,928.00	81,560.47	83.75%
Gross Profit	\$ 420,367.53	\$ 501,928.00	81,560.47	83.75%
Expenses				
50000 Expenses			0.00	
51000 Administrative Expenses			0.00	
51100 General and Office Expenses			0.00	
51108 Office Improvements		2,500.00	-2,500.00	0.00%
51110 Postage & Shipping	1,368.98	1,000.00	368.98	136.90%
51120 Printing & Copying	804.89		804.89	
51130 Office Supplies	4,127.79	5,100.00	-972.21	80.94%
51140 Office Expense - Other	1,346.00		1,346.00	

	Actual	Budget	over Budget	% of Budget
51152 Office premises - Electricity	3,233.26	4,000.00	-766.74	80.83%
51154 Office premises - Rent	8,442.67	12,000.00	-3,557.33	70.36%
51170 PO Box Rental	38.00		38.00	
Total 51100 General and Office Expenses	\$ 19,361.59	\$ 24,600.00	-\$ 5,238.41	78.71%
51200 Equipment and Leases			0.00	
51210 Eqpt Purchase	963.98		963.98	
51230 Copier Lease	3,769.24	3,500.00	269.24	107.69%
Total 51200 Equipment and Leases	\$ 4,733.22	\$ 3,500.00	\$ 1,233.22	135.23%
51300 Insurance	409.00	1,012.00	-603.00	40.42%
51400 Telecommunications			0.00	
51410 Telephone Expenses	6,163.11	5,400.00	763.11	114.13%
51415 Internet Access Expenses	1,271.43	1,600.00	-328.57	79.46%
Total 51400 Telecommunications	\$ 7,434.54	\$ 7,000.00	\$ 434.54	106.21%
51500 Contracted & Other Services			0.00	
51510 Technical & Web Services	1,601.68	750.00	851.68	213.56%
51535 Bank Fees	-31.56	1,000.00	-1,031.56	-3.16%
51560 Payroll Service fees	673.30	320.00	353.30	210.41%
51570 Audit Services	2,500.00	2,500.00	0.00	100.00%
Total 51500 Contracted & Other Services	\$ 4,743.42	\$ 4,570.00	\$ 173.42	103.79%
51520 Bookkeeping			0.00	
Bookkeeper - Consultant	12,520.00	10,000.00	2,520.00	125.20%
Total 51520 Bookkeeping	\$ 12,520.00	\$ 10,000.00	\$ 2,520.00	125.20%
Total 51000 Administrative Expenses	\$ 49,201.77	\$ 50,682.00	-\$ 1,480.23	97.08%
61000 Board and Governance expenses			0.00	
61100 District Trustee Expense	215.08	500.00	-284.92	43.02%
61200 President Expense	853.40	1,150.00	-296.60	74.21%
61300 Board Meeting Expenses	13,233.40	17,000.00	-3,766.60	77.84%
61390 Board Expense - Other	152.06		152.06	
Total 61000 Board and Governance expenses	\$ 14,453.94	\$ 18,650.00	-\$ 4,196.06	77.50%
62000 Stewardship Expenses			0.00	
62100 APF Chair expenses		700.00	-700.00	0.00%
Awards Committee		300.00	-300.00	0.00%
Extension Program Expenses		250.00	-250.00	0.00%
Finance Committee		250.00	-250.00	0.00%
Total 62000 Stewardship Expenses	\$ 0.00	\$ 1,500.00	-\$ 1,500.00	0.00%
70000 Staffing			0.00	
70100 District Administrator			0.00	
70170 DA Travel/Expenses	2,055.88	2,000.00	55.88	102.79%
Admin Insurance	1,152.00	1,152.00	0.00	100.00%
Admin Retirement	2,929.46	3,090.00	-160.54	94.80%
Admin Salary	30,548.92	29,708.00	840.92	102.83%
Admin SWUUSI	1,100.00	1,100.00	0.00	100.00%
Total 70100 District Administrator	\$ 37,786.26	\$ 37,050.00	\$ 736.26	101.99%
71000 District Executive			0.00	
71170 DE Travel/Expenses	15,199.97	15,000.00	199.97	101.33%
DE Benefits	21,160.84	21,715.00	-554.16	97.45%
DE Salary	75,105.30	75,105.00	0.30	100.00%
Total 71000 District Executive	\$ 111,466.11	\$ 111,820.00	-\$ 353.89	99.68%
72000 Dist Dir Lifespan Faith Dev			0.00	
72170 DDLFD Travel/Expenses	16,472.31	15,000.00	1,472.31	109.82%
DDLFD Benefits	17,704.52	18,180.00	-475.48	97.38%
DDLFD Salary	62,886.18	62,521.00	365.18	100.58%
Total 72000 Dist Dir Lifespan Faith Dev	\$ 97,063.01	\$ 95,701.00	\$ 1,362.01	101.42%
79000 Payroll Expenses			0.00	
79100 Wages	568.75		568.75	
79200 Taxes	2,356.26	2,350.00	6.26	100.27%
Total 79000 Payroll Expenses	\$ 2,925.01	\$ 2,350.00	\$ 575.01	124.47%
Total 70000 Staffing	\$ 249,240.39	\$ 246,921.00	\$ 2,319.39	100.94%
80000 Program Expenses			0.00	
80200 Programs Facilities and Operations			0.00	
80210 Housing	3,513.90		3,513.90	
80240 Audio Visual	5,236.00		5,236.00	
Management Staff Housing	3,015.00		3,015.00	
Management Staff Travel/Per Diem	1,844.80		1,844.80	
Program Staff Housing	4,295.00		4,295.00	
Program Staff Travel/Per Diem	1,132.09		1,132.09	
Total 80200 Programs Facilities and Operations	\$ 19,036.79	\$ 0.00	\$ 19,036.79	
80400 Program Administration			0.00	

	Actual	Budget	over Budget	% of Budget
80410 Background Checks	86.50		86.50	
80420 Office Supplies	1,006.03		1,006.03	
80470 Other Admin Expenses	691.32		691.32	
Total 80400 Program Administration	\$ 1,783.85	\$ 0.00	\$ 1,783.85	
83000 Committee expenses			0.00	
83140 Communications Committee		300.00	-300.00	0.00%
83150 Planning/Site Meetings	3,743.97		3,743.97	
Total 83000 Committee expenses	\$ 3,743.97	\$ 300.00	\$ 3,443.97	1247.99%
84000 Gifts & Caring	1,178.70	750.00	428.70	157.16%
Camp		32,500.00	-32,500.00	0.00%
Cruise	-671.96		-671.96	
Junior	5,035.75		5,035.75	
Primary	5,345.15		5,345.15	
Senior	15,184.21		15,184.21	
Total Camp	\$ 24,893.15	\$ 32,500.00	\$ 7,606.85	76.59%
Committee	10.00		10.00	
Leadership Training	59,321.00	60,000.00	-679.00	98.87%
SWUUSI	603.96	72,000.00	-71,396.04	0.84%
General Housing	18,785.00		18,785.00	
Guest Staff			0.00	
Artist in Residence Housing	275.00		275.00	
Artist in Residence Stipend	1,000.00		1,000.00	
Artist in Residence Travel & Expenses	485.58		485.58	
Keynote Housing	275.00		275.00	
Keynote Stipend	2,000.00		2,000.00	
Keynote Travel & Expenses	634.05		634.05	
Total Guest Staff	\$ 4,669.63	\$ 0.00	\$ 4,669.63	
Overhead			0.00	
Bookstore/Bazaar	3,573.74		3,573.74	
Multigen Activities	4,032.38		4,032.38	
swuusi registrar	1,100.00		1,100.00	
Total Overhead	\$ 8,706.12	\$ 0.00	\$ 8,706.12	
Programs			0.00	
Adult	975.00		975.00	
Gr3-6	150.65		150.65	
GrK-2	1,012.35		1,012.35	
Nursery	529.58		529.58	
Young Adult	6,800.00		6,800.00	
Total Programs	\$ 9,467.58	\$ 0.00	\$ 9,467.58	
Religious Professionals	85.00		85.00	
Total SWUUSI	\$ 42,317.29	\$ 72,000.00	\$ 29,682.71	58.77%
Total 80000 Program Expenses	\$ 152,284.75	\$ 165,550.00	\$ 13,265.25	91.99%
Total 50000 Expenses	\$ 465,180.85	\$ 483,303.00	\$ 18,122.15	96.25%
Advisory Board		1,500.00	-1,500.00	0.00%
Associate Member Organizations			0.00	
YRUU		625.00	-625.00	0.00%
Total Associate Member Organizations	\$ 0.00	\$ 625.00	\$ 625.00	0.00%
Congregational Services			0.00	
Billable Consultant Svcs	3,963.95	1,500.00	2,463.95	264.26%
Consultant Training	9,253.57	5,000.00	4,253.57	185.07%
Healthy Congregations	1,025.00		1,025.00	
Ministerial Transition Team	1,338.42		1,338.42	
Non-billable Consultant Svcs	1,317.07	3,000.00	-1,682.93	43.90%
Total Congregational Services	\$ 16,898.01	\$ 9,500.00	\$ 7,398.01	177.87%
Networking			0.00	
Website Additions (deleted)		1,000.00	-1,000.00	0.00%
Total Networking	\$ 0.00	\$ 1,000.00	\$ 1,000.00	0.00%
Webcontent Manager			0.00	
WM Contractor Fee		6,000.00	-6,000.00	0.00%
Total Webcontent Manager	\$ 0.00	\$ 6,000.00	\$ 6,000.00	0.00%
Total Expenses	\$ 482,078.86	\$ 501,928.00	\$ 19,849.14	96.05%
Net Operating Income	-\$ 61,711.33	\$ 0.00	\$ 61,711.33	
Net Income	-\$ 61,711.33	\$ 0.00	\$ 61,711.33	

Sunday, Aug 26, 2012 05:11:14 PM GMT-4 - Cash Basis

**Southwestern Unitarian Universalist Conference
2012-2013 NOMINATING COMMITTEE REPORT**

SLATE OF CANDIDATES

Board of Trustees

Vice President/Secretary (2 year term ending 2015)	Patti Withers
Trustee (1 year of a 2 year term ending 2014)	Lewis Morris
Youth Trustee (1 year term ending 2014)	Erin Sullivan
Youth Observer (1 year term ending 2014)	Erik Ditmars

Nominating Committee

Daniel Polk (2 Year term ending 2015)

Rev. Jonalu Johnstone (2 Year term ending 2015)

Dane Nielsen (2 Year term ending 2015)

Dick Hildenbrand (1 year of a 2 year term ending 2014)

Pat Smith (1 year of a 2 year term ending 2014)

These leaders will be continuing in their current positions:

Kevin M. Bolton, President

Gaye Webb, Treasurer

Carrie Stewart, Trustee

The Rev. James VanderWeele, Trustee

The Rev. Mark Walz, Trustee

Carol Currie, Nominating Committee

BIOGRAPHICAL SKETCHES OF NOMINEES

Patti Withers (Bay Area UU Church, Houston TX)

Patti Withers joined her first Unitarian Universalist congregation in 1991. Originally a high school math teacher, she became a Director of Religious Education in 1998 while at the First Universalist Society of Rochester, NY. Since moving to Texas in 2002 she's served as DRE at three Houston-area congregations: First UU Church, the Henry David Thoreau Congregation, and (currently) the Bay Area UU Church. Patti is a UUA Master Level Credentialed Religious Educator.

Patti's involvement at district and continental levels of the Unitarian Universalist Association include serving on the RE District Committees in the SWUUC and St. Lawrence Districts and on the LREDA Board. She is a Congregational Consultant for the Southern Region and SWUUC Vice President.

Patti's educational background includes a Bachelors Degree in Education with majors in Mathematics and History and a Masters Degree in Educational Administration. She is married and has a son and a daughter and 3 1/2 adorable grandchildren.

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

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

Erin Sullivan (Live Oak UU Church, Cedar Park TX)

Erin Sullivan has been a part of Live Oak UU Church for over 5 years and has been attending UU churches her whole life. She has attended DBLE and has been a staff member for numerous youth rallies and for the formally SWUUC sponsored U-U Senior High Camp. She is one of the co-deans of her church youth group and looks forward to serving on the board.

Erick Ditmars (First Unitarian Church of Dallas, TX)

Erick is a third generation Unitarian Universalist dedicated to leadership in his faith. He has served as a small group leader, small group facilitator, Dean, Youth Adult Committee member, Youth Caucus Member and Luminary Leader of the Unitarian Universalist Association. He currently serves on the Youth Adult Committee of the First Unitarian Universalist Church of Dallas, Texas, as Tri-Dean of the Southwest UU Conference UBarU Senior Camp, and Youth Observer for the North Texas Unitarian Universalist Board of Trustees. A Junior at Colleyville Heritage High School, Erick is in the Gifted & Talented Program with seven Advanced Placement

courses under his belt. He is a member of the Castle Chapter of the National Honor Society, and Best Buddies. He lives in Colleyville with his parents, his younger brother, and his two dogs.

Daniel Polk (First Unitarian Church of Dallas, TX)

A native of Iowa, Daniel has lived in Texas for nearly thirty years, and has learned to drawl, sort of. He is Executive Director of North Texas Unitarian Universalist Congregations, after working in Dallas in the decorative furnishings business and as an elementary teacher. Once you know him personally, it will not surprise you that he has way too many projects started around the house- alas, the curse of a creative mind.

He has been a member of First Unitarian Church of Dallas for twenty-five years, and has had many roles- chairing the Worship Committee and leading the Lesbian/Gay group, as well as making untold pots of coffee; there is surely not a folding table or chair that he has not picked up or stacked at least twice.

Daniel has also been president of NTUUC, our cluster of thirteen UU congregations in northeast Texas. It was formed in the late 1960's and if you give him half a chance, he'll get started telling about some of the exciting projects of and possibilities for our faith.

Reverend Jonalu Johnstone (First Unitarian Church of Oklahoma City, OK)

The Rev. Jonalu Johnstone serves as Program Minister of the church, devoting herself primarily to Adult Religious Education, Covenant Groups, and other programmatic aspects, including working with Lifespan Faith Development. Her commitment is transforming lives to transform the world.

A graduate of Harvard Divinity School and John Haynes Holmes Fellow, Jonalu was ordained in 1993 by the UU Fellowship of Greater Cumberland (MD), the lay-led congregation where she grew into UU leadership and began preaching.

She has contributed leadership to various community and UU boards and committees, including Interweave Continental, the UU group supporting lesbian, gay, bisexual and transgender concerns; the Southwestern UU Conference Religious Education Committee and Board; and the UU Ministers Association Good Offices program. Outside the church, she is active with local food, especially the Oklahoma Food Co-op, where she was a founding member.

Before becoming a minister, Jonalu worked in mental health and special education in Virginia, Maryland, and West Virginia, having earned a BS at James Madison University, Harrisonburg, VA, and an MS at Johns Hopkins University in Baltimore, MD. Both she and her partner of more than 25 years, Jane Powell, a social worker and devout long distance hiker, have family in Oklahoma, one of the primary reasons they have settled in Oklahoma City.

Raised as a Southern Baptist, Jonalu retains trust in Spirit, in everyone's ability to read and interpret for him/herself, and in congregational polity.

Dane Nielsen (UU Village Church, Hot Springs Village, AR)

Dane has been a UU since joining the Unitarian Universalist Village Church in Hot Springs Village, Arkansas in 2005. After attending DBLE in 2006, He served on the UUVC Board of Directors from 2006 through 2011 leading their Program Committee for two years and the Long Range Planning Committee for two years. A fifth year he was President. UUVC is a lay led

congregation without a full time (or part time) ministerial presence. Dane's current task is to arrange for guest ministers and speakers to fill the pulpit throughout the year.

Dick Hildenbrand (Community UU Church, Plano TX)

Dick is a retiree of Texas Instruments and the Army/Texas Army National Guard, having attained the rank of Major. Dick and his wife Janice began searching for a church home in 1994 shortly after their daughter Melissa was born. They found Community UU Church (then named Dallas North Unitarian Church) and their search stopped there. Their son Stephen (an active YRUU member in the congregation and SWUUC) was born in 1995. Dick has been involved in congregational leadership since 1996, having served on the Board of Trustees a total of 10 years in roles as President, Past President, Facilities Trustee, and soon-to-be Treasurer. He has also served as Membership Chair, Stewardship Chair, Search Committee Chair, Committee on Ministry Member. Dick also leads or works actively with the Service Auction, Outdoor Adventure Camping, Community Café Coffeehouse, New Orleans Outreach and Maintenance Management.

Dick's involvement extends beyond the congregation – he has served on the SWUUC Board of Trustees, is a regular attendee at SWUUSI, has represented the congregation several times as a delegate to the UUA General Assembly. He is involved with the North Texas Association of Unitarian Universalist Societies (NTAUUS), most recently organizing a multi-congregational camp-out and is hopeful about organizing a multi-congregational mission trip to serve the post-Katrina Lower Ninth Ward this summer in New Orleans.

Pat Smith (First UU Church of Lubbock, TX)

Pat Smith has been a member since 2001 of the First Unitarian Universalist Church of Lubbock, Texas, which has been lay-led for the past 13 years. She has served on the Board of Trustees in various capacities, including 2 years as President (2009-2011). She is currently Newsletter Editor and a co-chair of the Sunday Services Committee. She also initiated and organizes Intersections, an adult religious exploration group, which meets every Sunday for an hour before the service. In 2011, she helped the Lubbock UU Church host cluster meetings with Midland and Amarillo. Last summer, she prepared a summary of the main points of the UUA group read, "The New Jim Crow: Mass Incarceration in the Age of Colorblindness" by Michelle Alexander. It includes possible next steps for action, including raising awareness. She has given her presentation at several venues. Before retiring, she was a statistician, working in academics, industry, and as a consultant.

Respectfully submitted by
NOMINATING COMMITTEE

Carol Currie, First Unitarian Church of Dallas, TX
Lee Veal, UU Fellowship of San Miguel de Allende, Mexico