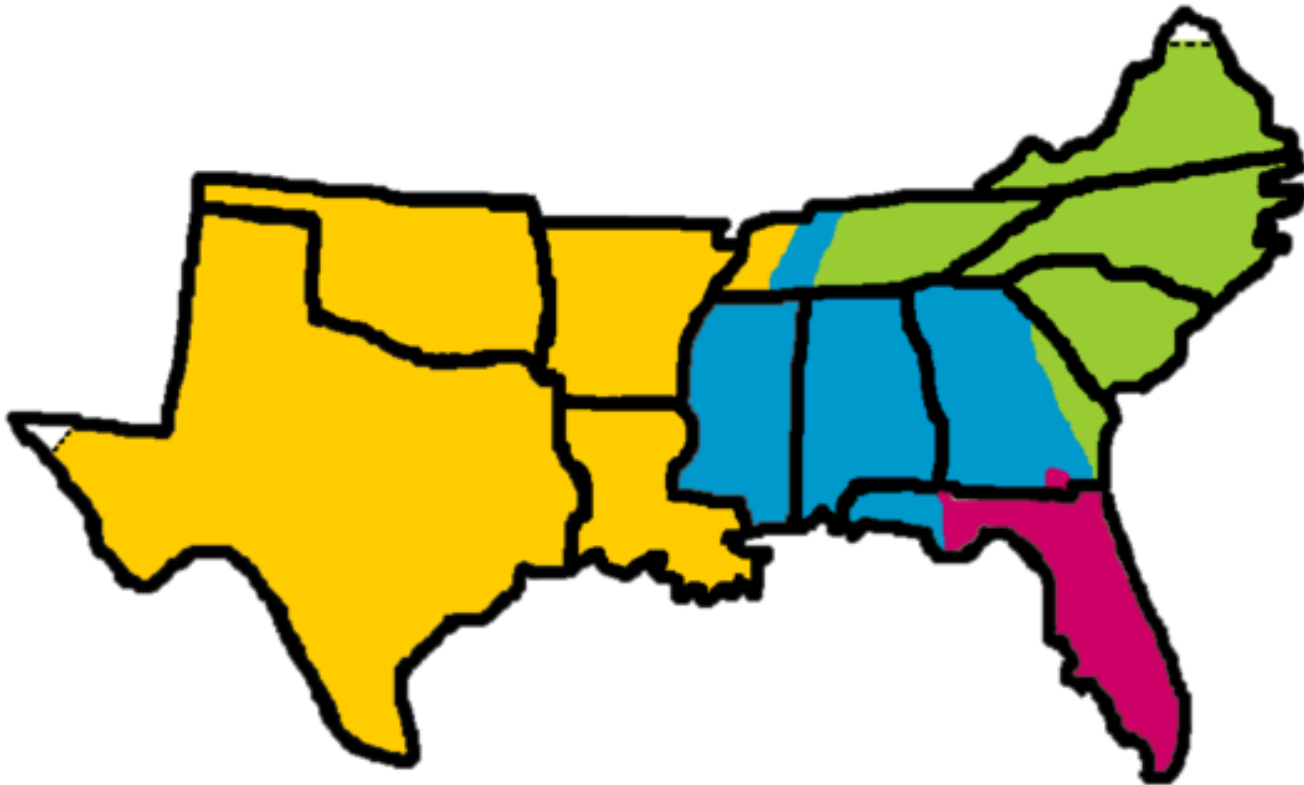
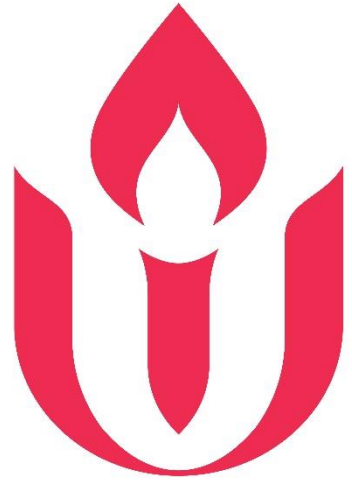


Regionalization Conversation

Sarah Ritzmann

Florida District Board Trustee



Former District Structure



- Business Entity – Board elected by congregational delegates annually.
- Responsible for Asset and Staff Management.
 - Funds
 - Disaster Relief, Growth Reserve, Leadership Reserve, Chalice Lighters
 - Operational Expenses
 - i.e. Board meetings, Leadership School, District Assemblies and other District-hosted events
 - Staff Salaries
 - Co-employment with the UUA for Field (Congregational Life) Staff
 - Sole employment for Administrative Staff

Let's Do Some Time Traveling. It's 2020!



**You've joined with other
Unitarian Universalist
Congregations**

Covenanting together

...in worship

...working for social justice

...becoming Elders

...forming Clusters

Growing our Faith

How did we get here?



Let's Go back to 1648...



The Cambridge Platform

- All churches are in **covenant** with one another
- Guiding Value: **Love** your neighbor as yourself
- **Many roles** for the faithful.



Travel forward from 1648 to Orlando 2010



THE ORLANDO PLATFORM

The Boards of the 4 districts met and reflected on how we were doing in...

- being in **Covenant**
- Filling the **Roles in the Faith**
- **Loving each other**



Decisions Expressed in the Orlando Platform

- Each District decides to set aside its own Ends in favor of those of our UUA
- Staff employed only by our UUA
- Train and empower lay leaders (elders)
- District *boards* duplicate our UUA Board





Between 2010 and 2013, staff of all four districts work throughout the region, utilizing their strengths



The Mountain, 2013



The four Boards met again to assess what had happened since Orlando.

We have lived into the new model of regionalization
and experienced the growth of our faith in the region.



It's all about shared ministry

- There's a role for everyone in the new model
- Much of the shared ministry that currently exists will grow and thrive in this new model:
 - Elders
 - Clusters
 - Fiduciary Committee
 - Congregational Life Staff
 - Trained lay Congregational Consultants
 - UUA Board Linkage
 - Regional Advisory Council



Elders



Clusters



Fiduciary Committee



Congregational Life Staff Support



UUA Board linkage



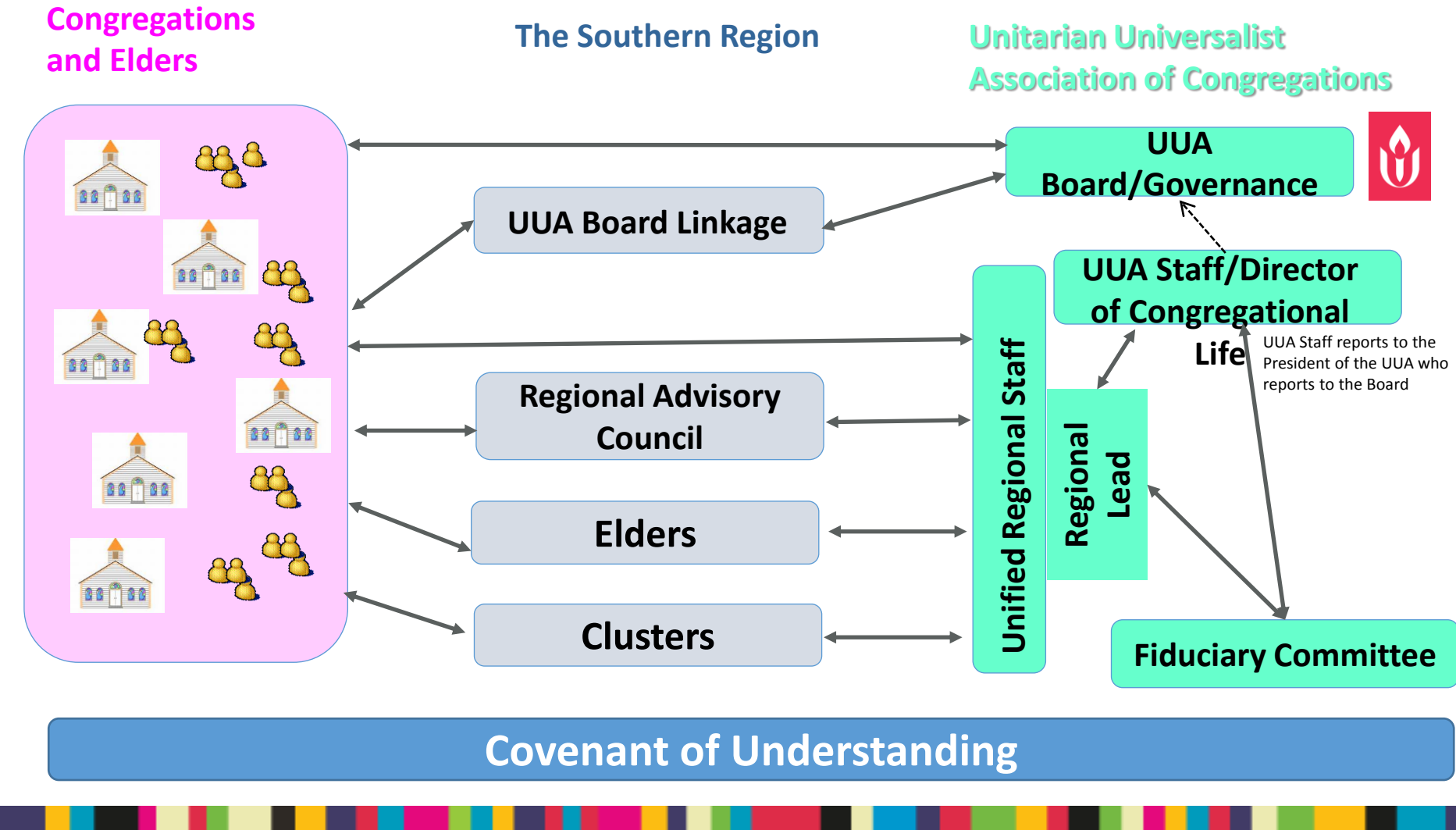
Regional Advisory Council (RAC)



Rev. Scott Tayler, Director of Congregational Life



What does it look like?



COVENANT OF UNDERSTANDING

- Through a **formal covenant of understanding** – a promise made in faith – our UUA, through the Director of Congregational Life (DCL), will assume responsibility for the operational and fiscal management of the Southern Region.
- **All assets** (savings and investments) will be **transferred to our UUA** and held in restricted funds for the purpose of funding Southern Region programs and initiatives.
- All **employees** will be **supervised** directly by our Regional Lead who is directly supervised by the DCL. Our Regional Lead will have authority over staff configuration, hiring, firing, and assessment, within the bounds of our UUA supervisory structure.
- The **GIFT program** will continue to be administered and directed by our UUA Stewardship and Development Office, with ongoing support from our Southern Region Field staff.



So, in 2015...



- Congregational leadership
- Preserve culture and identity of each District
- Lay leaders serve the faith through Elderhood and Cluster work
- One Board-UUA; One employer-UUA
- Covenant built on history of lay leadership.
- We affirm our vision from the Orlando Platform to work together to grow the faith in the Southern Region



It's about our theology

We began to talk about ways to build deeper and wider relationships and to strengthen our Faith.

Something shifted in our hearts

....about getting our structures to finally catch up with our theology.

In April, at our annual assemblies, the four Districts will ask our delegates to vote on a resolution to disincorporate our district governance to move towards strengthened and new relationships to help us make a faithful difference in the world.



Here's what we need from you

- Ask questions and offer feedback
- Share the information in your congregations
- Encourage/facilitate the naming of elders in your congregation
- Send your full delegation to the Annual Assembly in your District, prepared to vote
- Consider your role as an elder
- Invest in leadership development...your own and your congregation's
- Educate your congregation on issues at General Assembly and look for equitable ways to choose delegates
- Pledge 7% of your operating expense for GIFT and fulfill that pledge



And, by 2020...



Covenanting together

...in worship

...working for racial justice

...serving as Elders

...joining Clusters

Growing our Faith



Q & A



Q & A

Shall the professional staff positions allocated to districts be dissolved, with those functions generally reallocated to the regional level?



Q & A

Shall the professional staff positions allocated to districts be dissolved, with those functions generally reallocated to the regional level?



Webinar Schedule

Date	Time
Tuesday, January 27 (ministers)	11:00 a.m. ET/10 CT
Tuesday, February 10	7:30 p.m. ET/6:30 CT
Monday, February 23	7:30 p.m. ET/6:30 CT
Thursday, March 12	7:30 p.m. ET/6:30 CT
Saturday, March 28	11:00 a.m. ET/10 CT
Sunday, March 29	4:00 p.m. ET/3 CT



Annual Meeting Schedule

Friday, April 17- Sunday, April 19

District	Meeting Location	Guest(s)	Staff
Southeast	Greensboro, NC	Rev. Jeanne Pupke (keynote)	Rev. Kenn Hurto, Christine Purcell
Mid South	Montgomery, AL	Rev. Mary Katherine Morn	Rev. Susan Smith Rev. Carlton Smith
Florida	Orlando, FL	Rev. Peter Morales	Maggie Lovins Kathy McGowan
Southwest Conference	New Orleans, LA	Bill Clontz Rev. Vail Weller	Natalie Briscoe, Connie Goodbread

