



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

2010-2011 Annual Report

**Prepared for the Annual Meeting, April 30, 2011
First Unitarian Church of Oklahoma City**

**SOUTHWESTERN UNITARIAN UNIVERSALIST CONFERENCE
ANNUAL REPORT 2010-2011
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April, 30, 2011

Dear Fellow UU Delegates!

We are pleased to greet you here in Oklahoma City at the 2011 Annual Meeting of the Southwestern Unitarian Universalist Conference (SWUUC), a district of our UUA. A very special “thank you” goes out to our hosts, First Unitarian Church, Oklahoma City, and to all of the people each year who do the work to make this event so meaningful to our lives.

Last year, our President, Lisa Jennings, spoke to us about our being in a time of great change in the UUA, and emphasized the importance of our reporting and transparency to you our members. Well, the change continues! And I believe as you go through this Annual Report, you will likewise see that the transparency continues as well. If you have suggestions about ways that we can report better, please let us know.

If there is a theme, the 2010-2011 SWUUC Annual Report provides a means for us to see how we as a district have worked together to make ourselves ever more efficient, all in the effort to utilize our resources to foster the growth of our liberal religion.

We hope that you have been able to participate in the programs and conferences held this past year. I encourage you especially to review the Reverend Susan Smith’s “Report of the District Executive” as she discusses the many activities in which the district is involved.

Your Board has taken several huge steps this year, among them: a) meeting with our fellow Boards and Staffs comprising the Southern Region to explore how we might work together more closely; b) having deep and reverberating discussions about how we are to mesh district goals with UUA goals and better utilize staff; and c) beginning a discussion on how we, as a Board and as a district, can better link with you and your congregations, to enable us to make rational decisions about which services will grow our faith.

I encourage you not to be shy and not to hesitate, not that any of you ever would, but as we spend our time together, for you to approach and talk with your Board Members and other delegates regarding any questions you have and regarding any of the topics which we discuss this morning. Thank you for this opportunity to serve our common interests.

Yours in faith,

Kevin M. Bolton
SWUUC President

Susan M. Smith
District Executive

SWUUC LEADERSHIP

BOARD OF TRUSTEES

Kevin M. Bolton, President, First Unitarian Church, Dallas, TX
Patti Withers, Vice President, Henry David Thoreau UU Congregation, Stafford, TX
Tom Moran, Secretary, Wildflower Church, Austin, TX
Gaye Webb, Treasurer, UU Church of the Brazos Valley, College Station, TX
Donna Harrison, UUA Trustee, First Unitarian Universalist Church, San Antonio, TX
Patrick Balaguer, First UU Church of Austin, TX
The Rev. Jack Bryant, Hope Unitarian Church, Tulsa, OK
June Jackson Hartley, UU Church of the Hill Country, Kerrville, TX
Dick Hildenbrand, Community UU Church, Plano, TX
Mary K. Isaacs, Live Oak UU Church, Austin, TX
The Rev. Jonalu Johnstone, First Unitarian Church of Oklahoma City, OK
Ila Stoltzfus, Unitarian Church of Baton Rouge, LA

STAFF

The Rev. Susan M. Smith, District Executive
Jennifer Nichols, District Director of Lifespan Faith Development
Connie Nolen, District Administrator
Susan Greenberg, Bookkeeper

COMMITTEE CHAIRS

Kathy Charles, Events Committee, Bay Area UU Church, Houston, TX
Butch Cockrell, Friends of the District, Bay Area UU Church, Houston, TX
Joe Sullivan, Dwight Brown Leadership Experience, Thoreau UU Congregation, Stafford TX
Pam Maine Johnson, Chalice Lighters, UU Fellowship, Huntsville, TX
Sofia Efthymiou, Youth/Adult Committee, First Jefferson UU Church, Fort Worth, TX
Joe Sullivan, Nominating Committee, Henry David Thoreau UU Congregation, Stafford, TX
Sean Briscoe, UUA Annual Program Fund, Pathways Church, Southlake, TX
Sarah Prickett, UUA Compensation Consultant, UU Church of Little Rock, AR
The Rev. Mark Christian, UUA Ministerial Settlement Representative, First Unitarian Church of
Oklahoma City, OK
The Rev. Bill Murchison, UUA Ministerial Settlement Representative, UU Fellowship of
Hidalgo County, San Juan, TX

ADVISORY COMMITTEE

James Brown, First Jefferson UU Church, Ft. Worth, TX
Karen Lewis, First Unitarian Church of Dallas, TX

**Annual Meeting of the Member Societies
of the Southwestern Unitarian Universalist Conference
First Unitarian Church of Oklahoma City
April 30, 2011**

From our 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 9 a.m. President

- II. Chalice Lighting and Opening Words

- III. Roll Call and Certification of Quorum Secretary
 - A. Recognition of Fair Share Contributors, Merit Congregations and Leadership Contributors Treasurer

- IV. Introduction of Board and Staff President

- V. Consent Agenda: Minutes of 2010 Annual Meeting

- VI. District Reports
 - A. Report of the Conference by Kevin Bolton, Board President
 - B. Associational Connections and Trends by Donna Harrison, UUA Trustee
 - C. Programs and Finances by Rev. Susan M. Smith, District Executive

- VII. New Business
 - A. Proposed Amendments to SWUUC Constitution President/Vice-President
 - B. Approval of Budget for 2011-2012 Treasurer, District Executive

- VIII. Election of District Officers
 - A. Officers
 - B. Trustees
 - C. Nominating Committee

- IX. Expressions of Appreciation and Collection of Friends of the District President, Staff
 - A. Award for Excellence in Social Action and for Outreach in the Community
 - B. Chalice Lighters Recipients
 - C. Outgoing Board Members

- X. Special Recognitions
- XI. Invitation to 2012 Annual Meeting
- XII. Adjournment

**Minutes of the Annual Meeting of the Member Societies of
The Southwestern Unitarian Universalist Conference
Community UU Church, Plano, TX
April 24th, 2010**

- I. The meeting was called to order by President Lisa Jennings at 1:15pm.
- II. The roll call was called by Tom Moran, Secretary, and Fair Share Contributions and Merit Congregations were recognized by Gaye Webb, Treasurer. A quorum was certified by Tom Moran.
- III. After motion and second, the minutes of the 2009 Annual meeting were approved unanimously.
- IV. Lisa Jennings President, introduced the current Board members and staff and gave a brief annual report; Donna Harrison UUA Trustee, and Rev. Susan Smith, District Executive, presented reports and Jennifer Nichols, District Director of Lifespan Faith Development, spoke about the June Faith Development Conference and presented a short film about the Greater New Orleans UU.
- V. Rev. Susan Smith and Gaye Webb presented the 2010-2011 proposed budget as recommended for approval by the Board. After motion and second, the budget was approved unanimously.
- VI. The slate of officers for 2010-2012 were presented by the chair of the Nominating Committee, Mark Anderson.
New Officers: Kevin Bolton, President; Patti Withers, Vice President (continuing as Secretary, Tom Moran, and as Treasurer, Gaye Webb).
New Directors: June Jackson Hartley (fulfilling term of Patti Withers); Patrick Balaguer (2010-2011).
Nominating Committee: Diana Dorroh, Anastazia (Tasha) K. Morris, and Natalie Wolc.
There were no nominations from the floor.
After motion and second, the slate was approved unanimously.
- VII. A Collection of Friends of the District was taken for Unlimited Potential: The Initiative for Small Congregation Ministry.
- VIII. Jennifer Nichols presented the Norma Veridan Faith Development Award to Susan Caldwell, DRE of All Souls Shreveport, LA.
- IX. Lisa Jennings presented the President's Award to Ron Suiter, past Board Vice President.
- X. Susan Smith presented the James Brown Anti-Racism award to Carrie Stewart, Pathways Church, Southlake, TX.
- XI. The Rev. Matt Tittle, Bay Area UU Church, Houston, TX, was presented with the Rev. Russell W. Lockwood Memorial Award by Susan Smith for demonstrating unique and outstanding service to the District.
- XII. For distinguished service to the Southwestern Unitarian Universalist Conference, Susan Smith presented the Rev. Alfred Von Stilli Memorial Award to Kathy Charles, Bay Area UU Church, Houston, TX.

XIII. Donna Harrison recognized Lisa Jennings and Kaylyn Roggenbuck for their past service on the Board. Susan Smith thanked the Community UU Church of Plano for hosting the Spring Conference and Annual Meeting and announced new District Compensation Consultants and Chair for APF.

XIV. The meeting was adjourned at 3:13pm.

Respectfully submitted,
Tom Moran, Secretary

Society		Members	Del. Allowed	Present
Eureka U U Fellowship	Eureka Springs, AR	56	3	
U U Fellowship of Fayetteville	Fayetteville, AR	185	5	2
U U Fellowship of Mountain Home	Henderson, AR	8	2	
U U Village Church	Hot Springs Village, AR	65	3	
UU Church	Hot Springs, AR	43	2	2
U U Fellowship of Jonesboro	Jonesboro, AR	20	2	
U U Church of Little Rock	Little Rock, AR	211	6	5
Unitarian Fellowship of Alexandria	Alexandria, LA	13	2	
Unitarian Church of Baton Rouge	Baton Rouge, LA	362	9	4
North Shore U U Society	Lacombe, LA	66	3	
U U Fellowship of Lafayette	Lafayette, LA	22	2	
Community Church U U	New Orleans, LA	67	3	
First U U Church	New Orleans, LA	92	3	
All Souls UU Church	Shreveport, LA	126	4	2
First U U Church	Springfield, MO	120	4	2
UU Fellowship of San Miguel de Allende	San Miguel de Allende, MX	46	2	
U U Church of Bartlesville	Bartlesville, OK	42	2	1
Channing U U Church	Edmond, OK	38	2	
U U Church of Lawton	Lawton, OK	40	2	
UU Community Church	Norman, OK	36	2	
Norman U U Fellowship	Norman, OK	24	2	
First Unitarian Church	Oklahoma City, OK	441	10	1
U U Church of Stillwater	Stillwater, OK	28	2	

U U Congregation of Tahlequah	Tahlequah, OK	96	0	
All Souls Unitarian Church	Tulsa, OK	1783	10	
Hope Unitarian Church	Tulsa, OK	134	4	2
Church of the Restoration	Tulsa, OK	20	2	
Neshoba U U Church	Cordova, TN	149	4	
First Unitarian Church of Memphis	Memphis, TN	376	9	2
Abilene U U Fellowship	Abilene, TX	15	2	2
UUs of the Big Bend	Alpine, TX	30	2	
Amarillo U U Fellowship	Amarillo, TX	104	4	
Arlington U U Church	Arlington, TX	35	2	
U U Fellowship of Austin	Austin, TX	35	2	
First U U Church of Austin	Austin, TX	630	10	2
Wildflower Church	Austin, TX	158	5	1
Spindletop Unitarian Church	Beaumont, TX	17	2	
U U Fellowship of Bell County	Belton, TX	62		
All Souls U U Church	Brownsville, TX	4	2	
Horizon U U Church	Carrollton, TX	266	7	6
Live Oak U U Church	Cedar Park, TX	164	5	3
U U Fellowship	College Station, TX	93	3	2
U U Church of Corpus Christi	Corpus Christi, TX	105	4	1
First Unitarian Church	Dallas, TX	1051	10	6
U U Church of Oak Cliff	Dallas, TX	77	0	5
Red River U U Church	Denison, TX	70	3	2
Denton U U Fellowship	Denton, TX	71	3	2
First Jefferson U U Church	Fort Worth, TX	174	5	4
Westside U U Church	Fort Worth, TX	144	4	1
U U Fellowship of Galveston Co.	Galveston, TX	71	3	
Pleasant Valley U U Church	Garland, TX			
Sacred Journey Fellowship	Garland, TX	17	2	2
San Gabriel UU Fellowship	Georgetown, TX	55	3	2

Bay Area U U Church	Houston, TX	293	7	
Emerson UU Church	Houston, TX	450	10	1
Unitarian Fellowship of Houston	Houston, TX	64	3	
First U U Church	Houston, TX	328	8	
Northwest Community U U Church	Houston, TX	79	0	6
Huntsville U U Fellowship	Huntsville, TX	27	2	1
U U Church of the Hill Country	Kerrville, TX	43	2	3
U U Fellowship of Kerrville	Kerrville, TX	36	2	
Unitarian Fellowship of Longview	Longview, TX	38	2	
First UU Church	Lubbock, TX	76	3	1
Timberland U U Fellowship	Lufkin, TX	17	2	
U U Church of Midland	Midland, TX	77	3	4
Comal County UU Church	New Braunfels, TX	68	3	
U U Church of Odessa	Odessa, TX	10	2	
Community U U Church	Plano, TX	194	5	6
First U U Church	San Antonio, TX	365	9	5
Community U U Church	San Antonio, TX	29	2	
U U Fellowship of Hidalgo County	San Juan, TX	24	2	
San Marcos U U Fellowship	San Marcos, TX	32	2	2
Pathways Church	Southlake, TX	110	4	
H D Thoreau U U Congregation	Stafford, TX	108	4	3
Northwoods U U Society	The Woodlands, TX	197	5	1
U U Fellowship of Tyler	Tyler, TX	23	2	1
Unitarian Church of Victoria	Victoria, TX	17	2	2
U U Fellowship of Waco	Waco, TX	63	3	1

Totals		278	101
	Total # Member organizations	76	
	Number of Member organizations required for a Quorum	19	
	Actual number of Member organizations represented	39	

SWUUC PRESIDENT'S REPORT

Annual Meeting, April 30, 2011

Fellow UUs:

Your Board has taken several huge steps this year, among them: a) meeting with our fellow Boards and Staffs comprising the Southern Region to explore how we might work together more closely; b) having deep and reverberating discussions about how we are to mesh district goals with UUA goals and to better utilize staff; and c) beginning a discussion on how we, as a Board and as a district, can better link with you and your congregations to enable us to make rational decisions about which services will grow our faith.

When I first came to the District, as I found out, I knew surprisingly little about it. I had been a dedicated UU for over twenty years, active in my church, on its Board, doing all of the things that most of us do. Nevertheless I had not been involved with the broader UUA. I asked many of the basic questions that newcomers ask: What is the District? What services does it provide? How does it fit in with the structure of the UUA staff?

Larger questions came to mind as well:

If our goal is to promote our liberal religion in the world, how do we do so? We must look beyond just our congregations and our district, and consider how to best serve Unitarian Universalism, both present and future, in terms of structure, governance, service, and language.

- ✦ How do we stay in relationship with each other, with our congregations, with staff, with Unitarian Universalists from all over?
- ✦ How do we build working relationships across districts and build a sense of religious purpose for the work?
- ✦ What are the possible changes in organization, governance, and/or service delivery necessary to best support our congregations in their mission?
- ✦ What are the next steps to make those changes?

These are the questions that your Board, gathered together with the members of three other Boards in our Southern Region – the TJ District, Florida, and Mid-South, asked ourselves in a one and a half day meeting last December in Orlando, Florida.

Needless to say, in governance, on Boards, perhaps in life, usually there are no absolute right and wrong answers. There are things that are more effective or less effective, or a mix of the two. There are things that work and that don't work, or that only partially work. And there are things that cost money and achieve their purpose and things that do not. And, starting out, one almost never knows which are which.

So, we asked these questions of our gathered members, fifty-three people from the District Boards and UUA staff. We broke into groups of eight, intermixed among districts, and we brainstormed. And we got back together as a whole and wrote all of the responses for all to see. We combined the agreed upon answers, and we began to see patterns. Ideas like "District

Boards should not overlap in responsibilities with the UUA Board” and “District Boards are the best linkage because they are closest to our congregations and know the situation the best.” We were in a situation where all of us had doubts -- some were afraid that power was being taken away and we would lose control, some were afraid that services would not be measured and no one held accountable. After all, what exactly was going to happen if we changed something that was already working -- after all, regardless of how well it was working, it was still working!

We began by acknowledging the need for examination of such questions because our faith is at a crossroads, with little influence in our communities or our culture at large.

During the meeting, we did something that was very important. Each time we reached consensus, we wordsmithed it, wrote it down, and memorialized it by acclamation. This became very important later in the meeting, when, as is natural during any change process, we began to backslide, with questions like “Did we really mean that?” and “I don’t think that is what we said we were going to do.”

The write up of this process is called The Orlando Platform, with acknowledgement, a nod, and a wink to The Cambridge Platform of 1648, which called for relationship among our congregations and accountability to each other, and to the city of Orlando where we held our meeting. I strongly encourage you to read it as a reflection of current issues.

As a result, this past Board meeting we agreed to suspend our SWUUC Ends Statements in deference to the UUA Ends Statements. We are proud of our Ends Statements, but it just did not make sense for each of nineteen districts in the UUA to have different Ends Statements from each other and from the UUA. We also agreed to accede to the UUA staff in Boston the direct supervisory/management control of our co-employed district staff. We are working together for accountability and overall goal setting, with the details still being worked out. We will work to promote clusters, to develop more lay leadership, to honor our elders. As for the third piece mentioned above, greater linkage to our congregations, we start working on that at our Board meeting tomorrow afternoon.

Respectfully submitted,
Kevin M. Bolton
President, SWUUC 2010-2012
First Unitarian Church, Dallas, TX

SWUUC UUA TRUSTEE REPORT

Annual Meeting, April 30, 2011

It has been a busy year for the UUA Board of Trustees. I'd like to take this time to bring you up to date on two specific areas of focus: The progress made during the past year on the Transforming Governance initiative that the UUA Board of Trustees launched in February, 2010 and on the plans for GA 2012 – the Justice GA in Phoenix.

Transforming Governance

Last year in my report I discussed the motion on transforming governance that the UUA Board of Trustees adopted in February, 2010. That motion committed the board to work with other Association leaders in these initial ways:

1. *Working with congregational delegates at General Assemblies in 2011 and 2012 to amend the UUA by-laws to significantly reduce the size of the UUA Board;*
2. *Inviting the President of the UUA, District Board Members, and District Presidents to continue our substantive discussion of the shift toward regionalization, during General Assembly 2010.*
3. *Holding some Board meetings in sites other than Boston, as in January 2010, to strengthen relationships with the Association's Member Congregations*
4. *Engaging youth and young adults and historically marginalized groups throughout Unitarian Universalism, to ensure that their voices are heard in our governance transformation as one of our Sources of Authority and Accountability.*

We have made significant progress on all four initiatives during this past year:

1. *Working with congregational delegates at General Assemblies in 2011 and 2012 to amend the UUA by-laws to significantly reduce the size of the UUA Board;*
 - The UUA Board of Trustees has placed two items on the agenda for GA2011 to amend the bylaws in order to implement the move to a smaller Board. One of these reduces the number of Trustees from 19 to 11, with all Trustees being elected at large. The second charges the Nominating Committee to develop a slate of nominees for open Trustee positions.
 - There is also a proposed bylaws change that would eliminate the requirement that two trustees serve as full members of the Ministerial Fellowship Committee (MFC). This is appropriate as it is not consistent with the governance role of Trustees for them to also serve on the MFC review panels. In addition, as we move to a smaller board it is essential that we eliminate the demands on trustees to serve on a wide variety of non-governance focused committees.
2. *Inviting the President of the UUA, District Board Members, and District Presidents to continue our substantive discussion of the shift toward regionalization, during General Assembly 2010.*
 - At GA 2010 there was a first ever meeting of all of the district boards and the UUA board hosted by the District Presidents' Association and the Board of Trustees. We committed to meet in regions and explore ways that district governance and the UUA governance could be aligned and streamlined.

- The SWUUC Board met with the other regions from the Southland, and adopted the Orlando Platform, which our District President, Kevin Bolton has shared with you.
 - Right now 12 of the 19 districts in the UUA have either adopted the ENDS of the UUA as their own or are considering doing so.
3. *Holding some Board meetings in sites other than Boston, as in January 2010, to strengthen relationships with the Association's Member Congregations*
- The Board has a policy to holding at least one meeting a year at a location other than Boston or our General Assembly location.
 - I am pleased to announce that the UUA Board of Trustees will hold our January, 2012 meeting in New Orleans.
4. *Engaging youth and young adults and historically marginalized groups throughout Unitarian Universalism, to ensure that their voices are heard in our governance transformation as one of our Sources of Authority and Accountability.*
- At its April meeting the UUA Board adopted two new policies relating to the role of youth in our Association:
 - The Board adopted a policy that requires the UUA staff to assure that youth leadership is integrated into our Association at all levels. The staff has the flexibility to interpret this policy in any way that is reasonable, and there are no details at this time what that might mean. The Board is eager to assure that future generations of UUs are included more broadly in our governance and volunteer leadership.
 - The Board also adopted a policy that was recommended by the Youth Advisory Committee and the Youth Caucus leadership. This policy would provide that youth within congregations will elect the Youth Observer to the UUA Board of Trustees. Currently the youth who attend youth caucus at GA are the only youth who participate in the selection of the youth observer to the UUA Board.

GA 2012

At GA2010 the delegates adopted a motion providing for a very different type of GA in 2012 when we will meet in Phoenix. In response to the anti-immigrant legislation enacted in Arizona, the UUA Board had called upon the Association to honor a boycott of Arizona and move GA2012 to another location. After much listening and negotiation, the delegates at GA2010 modified the Business Resolution and instead called on us to meet in Phoenix, but to do it in a way that honors our call to work for justice. The resolution calls on the UUA Board to gather Unitarian Universalists for the purposes of witnessing on immigration, racial and economic justice—a “Justice” General Assembly, in which business is limited to the minimum required by our bylaws—in June 2012, to be held in Phoenix, Arizona.

There has been a great deal of work already to begin to prepare for this very different GA:

- In January of this year the Board met in Phoenix in order to learn more about immigration issues and strengthen the relationships that we will need with partners for our Assembly in Phoenix in 2012.

- The Board formed a GA Accountability Group that provides a clear voice from organizations representing historically marginalized communities into the planning for GA2012. The Accountability Group met in Phoenix in January, and from my perspective they have been doing a wonderful job helping all of those involved in planning GA2012 -- the Board, the Administration and the General Assembly Planning Committee -- remain in authentic relationship with groups that are most impacted by our decision to go to Phoenix.
- There are two items on the agenda for GA2011 aimed at assuring that we are not required to go through the process of reviewing and voting on Actions of Immediate Witness (AIWs) in 2012. AIWs require a massive amount of plenary and other time. It will not be possible to limit GA2012 to only essential business if AIWs are required to be on the agenda.

GA 2012 has the potential to be an event that draws many people who have not been moved to participate in GA under the current programming model. I am excited as I talk to people – especially youth and young adults – who are enthusiastic about spending time working for justice as their GA experience. I encourage congregations to think about sending their delegates as a group – planning to do justice together and come back home ready to improve your congregation’s skills and capacity to do justice work. Attending GA2012 as a group could be a great experience for a young adult group or a youth group. And for those of you who have youth groups who do a social justice trip, think about GA2012 as a possible destination for such a trip!

It is both an honor and privilege to serve as the Trustee from our Conference. I welcome invitations to visit you cluster or congregation to discuss the questions or Association faces together. I’ve just hit some of the highlights of the work of the Board in this report. If you want to know more, be sure to visit our blog on the UUA website: <http://board.blogs.uua.org/>

Donna Harrison, SWUUC UUA Trustee
First Unitarian Universalist Church of San Antonio, TX

DISTRICT STAFF REPORT
The Rev. Susan M. Smith, District Executive
Jennifer Nichols, District Director of Lifespan Faith Development
Annual Meeting, April 30, 2011

PROGRESS REPORT ON THE SWUUC 2009-14 STRATEGIC PLAN

Introduction by the Rev. Susan M. Smith, District Executive

This annual report from staff is in the form of an update on progress made on our strategic plan. Last year, we solicited your input saying that “this is an organic process meant to adapt to the changing needs of our congregations and their leaders.” Little did we know how much change there would be. As mentioned in the reports of our President and our Trustee, the UUA itself is in a state of great institutional and structural change. Our SWUUC Board has voted to suspend its own “ends” upon which this strategic plan was originally developed in favor of those of the UUA Board of Trustees. The responsibility to interpret the ends has shifted from your local staff to UUA President the Rev. Peter Morales and his senior staff. In partnership with the UUA Director of Congregational Life the Rev. Terasa Cooley, your staff and SWUUC Board will be evaluating whether this strategic plan adequately addresses the ends of the UUA. This new configuration provides a powerful connection between our volunteer leaders and the professional staff of the UUA which we believe will be a source of support and solidarity.

This is a year of anniversaries: 20 years for District Administrator Connie Nolen; 10 for District Director for Lifespan Faith Development; and 5 for District Executive the Rev. Susan M. Smith. For whatever length of time, we all wish to say that it is an honor to serve our faith alongside the great congregational leaders of the Southwestern Conference.

Core Strategies

The following six overarching strategies will inform SWUUC’s goals for the next five years.

- *Focus on direct services to congregations to build relationship, provide meaningful support and serve their unique needs.*
- *Foster interdependence through meaningful interaction among elected, called and hired leaders.*
- *Encourage an entrepreneurial attitude through sharing best practices and innovation.*
- *Model intergenerational, faith-based programming.*
- *Support a culture of generosity and model excellent stewardship of resources as well as sustainability.*
- *Build goodwill through responsiveness, excellence, and accountability.*

Program Goals and Objectives: Direct Services

Goal: To provide professional-quality paid and volunteer consultants that can serve all of the needs identified by congregations in a way that promotes congregational health and equips congregational leaders.

Objectives:

- Recruit/retain a pool of twenty consultants who are good enough to be paid for the same job professionally

UPDATE 2011: This goal has been exceeded numerically while we continue our commitment to excellence. Last year, we had fourteen consultants at the Southern (formerly Southland) Region consultant training which SWUUC hosted and six of our regional staff taught. This year, Mid-South District hosted the training in Atlanta, and we sent two staff and three consultants to have Healthy Congregation training. Next year, we will host again, and the format will be specialist tracks. The district staff of the Southern Region has decided to adopt a policy of consolidation of assets wherever possible, and this has enabled us to far exceed the goal of twenty consultants since we can now draw from the consultant pool of all four districts in the region. As an addition to our specialist consultants, Jennifer Nichols has trained a person in each cluster who will specialize in supporting congregations in multi-generational ministry and youth programs.

- Support the consultants with extensive training and networking including free participation in multi-district training events

UPDATE 2011: Connie Goodbread, Interim DE of the St. Lawrence District and Co-DE of Mid-South District, is well known to SWUUC leaders as one of the faculty of the Dwight Brown Leadership Experience for the past five years. She has studied with Peter Steinke for many years and was authorized by him to adapt his Healthy Congregation program for Unitarian Universalists. Three consultants received this training and will be partnering to bring the program to clusters. Two of our Compassionate Communication consultants attended national trainings in this discipline. We also have two of the stewardship consultants who participated in the Champions of Change program active in mentoring congregations. These consultants were trained by UUA Congregational Stewardship Director Wayne Clark. In an instance in which an appropriate stewardship consultant could not be provided locally, we have partnered with a congregation to provide a UUA consultant. Two SWUUC consultants attended DBLE as guest of the district. Two are registered for DBLE 2011. We also anticipate that several of our consultants will benefit from the program provided by the Rev. Dan Hotchkiss, formerly of the UUA and now of the Alban Institute, at this annual meeting.

- Be able to provide UUA programs from within multi-district consultant ranks

UPDATE 2011: As has been our tradition, we have trained our multi-generational ministry specialists through a program developed in SWUUC and informed by former and current UUA youth programs. These specialists are available to provide training for congregational leaders and support cluster-based youth programming. We continue to make adaptations to Renaissance Modules, and several religious educators in the region are certified to teach modules. Three of the trainers at the upcoming Summer Training are drawn from SWUUC congregations, including an OWL trainer. Several of our SWUUC consultants were trainers at our Fall Leadership Conference 2010, including an Anti-Racism curriculum. The advantage to this strategy is that not only can we be spared the expense of the UUA trainers, but we can also make sure that these programs are appropriately adapted to our culture and norms and that congregational leaders have support after attending on of our trainings. A continuing concern is the impact of training events on

actual congregational life. The ability to continue contact with or hire our local trainers addresses this concern.

- Professionalize marketing, presentations and practices of consultants through print materials, use of media, cards/name tags and contractual documents

UPDATE 2011: This continues to be an area in which improvement is needed. We will recruit a panel of consultants to undertake the design of these materials in the upcoming year.

Program Goals and Objectives: Education

Goal: To equip congregational leaders with the skills that they need to make a positive effect on congregational life and to foster the multi-generational congregationally based lifespan faith development.

Subgoal: Offer excellent events which are attractive to congregational elected, called and hired leaders because they help them develop their own UU faith and serve their congregations well.

Objectives:

- Survey leaders on experience and felt needs (focus on ends statement outcomes)

UPDATE 2011: We have received very positive feedback in our surveying of those who have participated in the Dwight Brown Leadership Experience indicating that this training has had a positive affect on their leadership skills. The schedule of DBLE has been radically altered in able to respond to feedback, and these changes were praised by the SWUUC Ministers at their winter retreat. In the coming church year, we will be gathering congregational leaders in clusters to specifically discuss what they value in current programs and would like to see offered in the future. A report will be generated from these experiences similar to the one generated by District Director for Lifespan Faith Development Jennifer Nichols and former SWUUC DE the Rev. Bob Hill seven years ago. The district staff will be asking for meetings with the staff of our largest congregations to survey their needs separately since the needs of these congregations differ greatly from those of smaller ones. We will also watch with interest the Gathered Here appreciative inquiry program of the UUA which will attempt to discover the shared goals and passions of our congregations to inform a possible rewriting of the UUA ends. SWUUC DE Susan Smith and Thomas Jefferson Director of Lifespan Faith Development the Rev. Sue Sinnamon serve as representatives of the Congregational Life staff on the committee responsible for that initiative.

- Reduce number of events by using the Fall Leadership Conference model to combine low attendance offerings for at least one more annual multi-track training event

UPDATE 2011: The Summer Training began last year. It will be offered again this June, and we still hope for this to grow into a large gathering. We have been in discussion about whether to add a meeting of congregational presidents to this event. This yearly presidents

meeting has been extremely helpful and popular in Mid-South District. This year the Summer Training will coincide with a leadership training being put on by NTAUUS. Rather than compete with this event, SWUUC moved the Summer Training to the DFW area so that congregations could more easily send representatives to both.

- Encourage and support cluster-sponsored events

UPDATE 2011: In the DFW area, Jennifer Nichols and Susan Smith were keynote speakers/trainers at the NATUURES teacher training event in August 2010. The two Hot Springs congregations met together for a day of UU identity and leadership training facilitated by Susan Smith, and she facilitated a meeting between leaders of the two congregations in Norman which are working on a merger. Greater New Orleans UUs marked their 5th year as an organization by having Susan Smith facilitate a retreat attended by the Boards of all three congregations, the GNOUU steering committee and the Board of the Center for Ethical Living and Social Justice Renewal which was created through the collaboration of this cluster. The beginnings of a strategic plan were developed. Jennifer and Susan recently provided programming for a gathering of our West Texas congregations. The congregations in Midland, Lubbock and Amarillo have decided to continue and expand this partnership and build a viable cluster in that remote area. Susan Smith will be attending a meeting of the Houston area group responsible for continuing the work in lay theological training begun last year. She will also be a presenter at the upcoming NTAUUS leadership training and at a gathering of congregations in Mexico later this summer. Jennifer Nichols has attended several cluster meetings of religious educators in the past year. SWUUC is always eager to partner with clusters to put on specific trainings through our consultant program and our professional staff.

- Increase participation in events to at least a break-even financial level

UPDATE 2011: We did break even on all of our events combined this past year which is our goal. We know that some trainings would be prohibitively high if they were not subsidized by the profit at others. Several of those which showed a loss in past years were able to break even last year, particularly our summer camps for children and youth. The biggest success in attendance has been with DBLE. Paradoxically, after raising both the price and the requirements, we had 50% more applicants than in previous years. Our Events Committee managed to move the site of the event while the DBLE Committee found additional staff, so that this increase in registration could be accommodated. A similar growth in registration was seen at the Southern UU Leadership Experience at The Mountain which is staffed by the DBLE faculty. We already know that even more people have asked to attend DBLE 2011. Now we are faced with the issue of whether the quality of the experience can be maintained with such large numbers. One suggestion has been to have two weeks of DBLE with different sizes of congregations participating in specific weeks. Some of our events (like our children and youth camps) are full and restricted by location size, but others seem to have stabilized at particular sizes. We will attempt to survey our congregational leaders about event participation this year as one topic for our cluster gatherings. By hearing from those who do not attend events, we will be able to discover the barriers to participation more effectively than by surveying attendees.

- Provide events that support small congregations by making it possible for them to participate in programs for which they do not have critical mass like coming of age, summer camps, introduction to UUism and heritage trips

UPDATE 2011: Our most exciting initiative for small congregations will be to bring the UP (Unlimited Potential) program to SWUUC. This program was developed by Connie Goodbread and by Mid-South Co-DE Eunice Benton over the past two years. It is a high expectation mentoring program for leaders of small congregations that incorporates custom lessons, conference calls, coaching and occasional participant meetings. Last year, we began to collect Friends of the District funds for this initiative, and our SWUUC Board has granted a disbursement from the SWUUC Endowment. We will combine these funds with those of Thomas Jefferson District to hire a minister who will facilitate this program on both sides of the region. Small congregations will be receiving application instructions in the fall. In October 2011, we will embark on our second cruise/conference. This will be entirely focused on personal spiritual development. We hope that small congregations will see this as an opportunity to participate in a meaningful retreat. Our summer camps are successful but limited by the size of U-Bar-U. We debate whether the district is the proper sponsor for events that are so small and are considering asking clusters to partner with us to provide summer camps in various locations around the district. This would be consistent with our UUA emphasis on congregationally-based multi-generational ministries and make the camps more widely accessible. The UU 101 course planned for last year's Summer Training will finally be presented this June. This class is designed not just for those who want a comprehensive introduction but especially for congregations wanting to be trained in how to orient newcomers to our faith. The logistics of a Coming of Age program have been planned and implementation is expected in 2011-12. A heritage trip to Boston for all ages would be part of such a program. Again, we have approached clusters and larger congregations about allowing youth from smaller congregations to participate in their heritage trips.

- Alternate high cost events such as OWL trainings with other nearby districts

UPDATE 2011: This plan is being implemented through cooperation of regional staff.

- Support cluster and congregational projects in lay theological education

UPDATE 2011: As mentioned earlier, Susan Smith will be meeting with the committee that pursues these projects in Houston. Thus far, we have not seen similar programs arise in other clusters. We consult on a regular basis with congregations wishing to deepen their UU practice through small group ministry and using UUA curriculum.

- Clarify the responsibility of congregations regarding their sponsorship of youth events

UPDATE 2011: Congregational leaders have been reminded that SWUUC takes no responsibility for and has no direct oversight over youth events other than our own summer camps and those associated with conference trainings. Our Youth/Adult Committee members and Jennifer Nichols are often present at these events, but not as the sponsors. The Youth/Adult Committee has successfully redesigned district-wide youth programming to the satisfaction of our staff and the SWUUC Board and will be rolling out

this initiative which is highly dependent upon cooperation from congregations. Consultants in this area are having conversations with the religious education professionals in each cluster about implementing the plan.

- Continue multi-generational programming initiatives by including programs for children at all major events

UPDATE 2011: Again we can report that the initiatives to encourage youth participation in DBLE and Fall Leadership Conference are going well. However, we have not been able to get over the logistical hurdles of having programming for younger children. We are attempting to plan for families at the upcoming Fall Leadership Conference. The location of this event in Glen Rose, Texas inspires us to wish to start an Evolution Camp to teach our young people our own UU creation story taking advantage of Dinosaur Valley State Park. To accomplish this, we need someone with the necessary scientific background to partner with our religious educators.

Subgoal: Provide comprehensive online resources and media-based trainings to share best practices in a cost-effective, accessible and sustainable manner.

Objectives:

- Build media team in DFW area

UPDATE 2011: As we proposed in last year's report, we have been relying on professionals and volunteers that serve congregations to provide consultations in media. This is a very generous service that they are thus far willing to provide. In 2011-2012, the Southern region will finally jointly hire a multimedia/web specialist who will be available for consultation as well. We continue to move toward offering broadcast trainings from the DFW area.

- Record standard trainings of staff and consultants for easy access

UPDATE 2011: DBLE was recorded this year. Jennifer Nichols and Susan Smith have done a limited number of webinars, but this initiative will need to continue with more intention in the coming year. UUA District Staff are working to assemble a set of appropriate multimedia trainings that could be accessed through the UUA website. We do not wish to duplicate their efforts, so we are monitoring their progress to see if it is satisfactory.

- Enrich website with print resources and links to the trainings of others

UPDATE 2011: We attempt to put the most helpful materials that we can find on our website and to send them out to our leadership email lists. When asked for resources, it is our practice to send links from the SWUUC and UUA websites to verify that the resources are readily available.

- Utilize Persony for online meetings and trainings

UPDATE 2011: As mentioned above, both Jennifer Nichols and Susan Smith have started doing webinars in cooperation with Southern regional staff. The most recent reinforce foundational teachings of DBLE that are popularly known as “The Big Three” and resources to prepare congregational leaders for participation in GA 2011. Other series will be forthcoming. The UUA holds its staff meetings using Persony and conference calls, so we are comfortable with this format as staff members. We will continue to promote the use of these tools.

- Produce real time interactive training event with grant funding by asking seven or eight large congregations to become training host sites

UPDATE 2011: We are still on schedule to experiment with such a project in 2011-2012. The newly-forming West Texas cluster is particularly interested in being a remote site with facilitation. We have at least three large congregations ready to participate and will seek others as we meet with staffs of large congregations this year.

- Provide online worship resources for small congregations

UPDATE 2011: We have studied the project for remote worship experiences being conducted in New Mexico. It is for actual satellites of the larger congregation rather than independent congregations, but there is a small generic series of worship available from this source. However, we know that the Church of the Larger Fellowship is going to be focusing on serving small congregations remotely. We hope that our cooperation with this initiative will well serve our smaller congregations.

Program Goals and Objectives: Networking

Goal: To realize the dream of our polity that our congregations be bonded together for support and encouragement.

Subgoal: To provide opportunities and tools for community building among congregational leaders.

Objectives:

- Partner with congregations to host regional meetings of leaders by roles

UPDATE 2011: We are very encouraged by the lateral relationships being formed and strengthened among congregations. As mentioned above, we will be attempting to gather the leaders in every cluster during the course of the coming church year. We regularly suggest to clusters that the presidents, treasurers and other leaders should try to meet as the ministers and religious educators are already doing.

- Add components to district events that provide for leaders to meet and network by role and situation

UPDATE 2011: The post-DBLE conference calls facilitated by DBLE Dean Joe Sullivan have been very successful and will be continued as a valuable part of this training. We will

continue to have topic tables at events. We find that the specialized tracks approach to our training events is bringing leaders together based on role as well as interest. There is probably a need to enhance the interaction at events with email lists and conference calls.

- Seek input from larger congregations on networking preferences for them

UPDATE 2011: During our survey of all congregations, we will be conferring with our large congregations in the upcoming year. Four members of our regional staff including both SWUUC staffers attended this year’s UUA Large Church Conference; however, it was very sparsely attended by SWUUC congregations.

- Implement the emergency preparedness strategy

UPDATE 2011: We have resources available for congregations but have not formed partnerships. We are hoping that this can be a by-product of our cluster meetings.

- Increase participation by leaders in annual meeting

UPDATE 2011: Participation in annual meeting over the past years is listed below.

YEAR	Place	Attending Congregations	Delegates Present
2006	Fort Worth	27	60
2007	Little Rock	34	78
2008	Austin	33	75
2009	Memphis	24	59
2010	Plano	39	101

After a decrease in 2009, attendance by both delegates and congregations was at an all time high last year. We hope that this trend continues. We note that actual delegate credentials have been utilized recently, and this might be another affect of high expectations. There is a perennial discussion about whether the Conference rather than individual congregations should organize and host this event; however, we still feel that the current arrangement appropriately represents the polity of this governance event.

Subgoal: To keep congregations connected to one another through regular, timely, high-quality electronic and print communications.

Objectives:

- Complete and continually updated database

UPDATE 2011: Though our own district database is extensive, our online database is dependent on congregations to update their own information, and this system is not providing consistently accurate and complete information. This is one of the topics we will address with leaders this year. There is a need for regular reminders about this from our administrator.

- Branding initiative

UPDATE 2011: This is something that is being discussed at the regional level.

- Regularly produced newsletters and updates sharing best practices and news and promoting events

UPDATE 2011: This goal continues to have slow progress. This year, we have done some twittering and been more faithful about Facebook updates. Though we do communicate often by email update and the news section of our website, we have not prioritized a regular newsletter above tasks currently being performed by our very small staff. To produce a regular newsletter, some sacrifice elsewhere will have to be made. This district continues to have the highest staff-to-congregation ratio and only part-time administrative support. Unfortunately, this is where the lack of resources shows up.

- Emergency communication system

UPDATE 2011: The administrator is prepared to provide a communication hub in case of emergency (and did a herculean job when a weather crisis occurred in Fort Worth this past year). This is communicated to congregational leaders as part of the preparation prior to hurricanes.

- Timely expressions of gratitude and appreciation

UPDATE 2011: We believe that we have built a strong culture of caring and concern for our congregational leaders and volunteers. We know that our volunteers are recognized at all of our SWUUC events. The district regularly sends flowers or gifts for special events in the lives of our volunteers and congregational leaders.

- Co-hire IT professional with other regional districts

UPDATE 2011: Susan Smith has been given the Southern Region's administrative portfolio, and it will now be up to her to hire this staff person. It is a high priority but requires negotiation across district lines. However, we have asked our board to provide executive limitations regarding this sort of collaboration which will greatly simplify this project and the co-hiring of other administrative staff. At present, the regional staff intend to move toward co-employment of an administrator, bookkeeper and IT professional.

- Seek greater multi-media expertise in any future administrative hires

UPDATE 2011: We have done no hiring. All staff are devoting time to learning how to use multi-media and online tools. This will be a core competency required in future hires.

Program Goals and Objectives: Stewardship

Goal: To foster a culture of generosity and model excellent stewardship.

Subgoal: To model effective fundraising across all programs.

Objectives:

- Establish a Stewardship Team

UPDATE 2011: Sean Briscoe, Lifespan Faith Development staff at Pathways Church, came on as APF Chair this year and received training and support from the UUA. We have not convened a stewardship team, but we plan to do so.

- Clear communications about relationship of giving and services

UPDATE 2011: It is our custom to note at all consultations by co-employed staff and non-billable volunteer consultations that our services are provided gratis to congregations as part of what is funded by their district dues and APF contributions.

- Increase fair share and dues payments and propose a raise in dues beginning 2012-13

UPDATE 2011: See the dashboard that follows regarding payments. More congregations paid their full dues this past year. Congregations are regularly reminded of the need to clearly state their intentions about this obligation. It is up to the Board to propose an increase in dues, and we have asked them to do so. No plan to raise dues is being proposed at this meeting. We believe that the district is under-resourced through a combination of low dues relative to other districts and a low percentage of APF payments. A question that regional staff has asked the regional presidents is whether or not all four districts in the region should have the same dues structure. Currently, Florida District dues are \$23; Thomas Jefferson's are \$21 and those of Mid-South and SWUUC are \$20.

- Increase participation in Chalice Lighters and Friends of the District

UPDATE 2011: We have added newcomers in each category by including all names in our database including event attendees in our mailings.

- Develop planned giving materials

UPDATE 2011: We currently depend on the materials developed by the UUA.

- Analyze and adjust expenses and registration fees for all events to be profitable

UPDATE 2011: As mentioned above, we have managed to stop losing money in this category which had in the past seen losses of \$7-8,000. We will continue to make adjustments to balance accessibility and stewardship.

Subgoal: To build goodwill to promote giving by converting income into "free" direct services whenever possible.

Objectives:

- Assess future budgets in light of this application

UPDATE 2011: Again, the proposed budget is based on provision of almost all direct services to congregations on a gratis basis. It also continues our liberal scholarship provisions for all events except SWUUSI where work/participation is available. These policies are different than other districts in our region, and a dialogue is in progress about how to adopt a unified policy.

- Highlight the availability of “free” services and resources

UPDATE 2011: As mentioned before, we emphasize when a resource has been provided without direct compensation.

- Provide documentation and recordings of all district consultant programs for easy access

UPDATE 2011: As mentioned above, we expect that an initiative among all district staff will provide these resources.

Financial, Administrative and Governance Goals

Goal: To utilize our resources more wisely directing them toward direct services to congregations.

Objectives:

- Online communications

UPDATE 2011: As mentioned previously, we have increased our use of social media modestly. We use a variety of methods to communicate via email.

- Regional cooperation

UPDATE 2011: Last year, representatives of our four regional boards met together at GA, and almost all of the four boards met in Orlando in December. These meetings have focused on governance, so this is largely a staff goal. Our regional staff is making considerable progress on working as a team. We are coming to an arrangement that will benefit our SWUUC congregations, but will also change the way that our SWUUC staff works. A new portfolio approach will mean that each of us will work in an area of specialization across the region rather than be a generalist in a smaller area.

- Plan for “virtual” office at end of cycle

UPDATE 2011: We propose abandoning this goal in favor of establishing a different kind of office than we have today. We do this with agreement of our regional staff. We suggest a goal of creating an office in the DFW area which can be used as a regional center for training and meetings. We anticipate that it would have a twin in Atlanta or Orlando. These centers would be used for lay theological education, broadcast training events, and board meetings. This space would be made available to other groups within the UUA which often meet in the Conference. We have approached Pathways Church about a partnership with SWUUC to house our offices and share resources. They are on a long-term hunt for a

new larger facility where we hope to relocate. This is the reason for an increase in the rent line in the budget since we do not know what the final outcome of this project will be.

- Stop losing money on events

UPDATE 2011: Mentioned above in detail.

- Services worth paying for

UPDATE 2011: We have more requests for some sorts of consultations than we can provide. We hope that partnering throughout the region will remedy this shortage. We are also impressed by the willingness to pay an increased fee for DBLE and for SWUUSI housing.

- Increase dues and fair share giving

UPDATE 2011: Mentioned above and represented in the dashboard below.

Goal: To benefit from the full implementation of policy-based governance.

Objectives:

- Ends monitoring

UPDATE 2011: The current board has recognized a need to refresh itself on policy-based governance and has planned a training. There has been much discussion about ends monitoring, particularly in light of the adoption of the UUA ends. The UUA still expects the district board to play an important part in ends monitoring. Our SWUUC Board is considering whether they require additional ends monitoring besides the strategic plan updates and other scheduled monitoring reports.

- Continued changes to constitution

UPDATE 2011: The Board is proposing the next phase in changes to the constitution which will complete this goal.

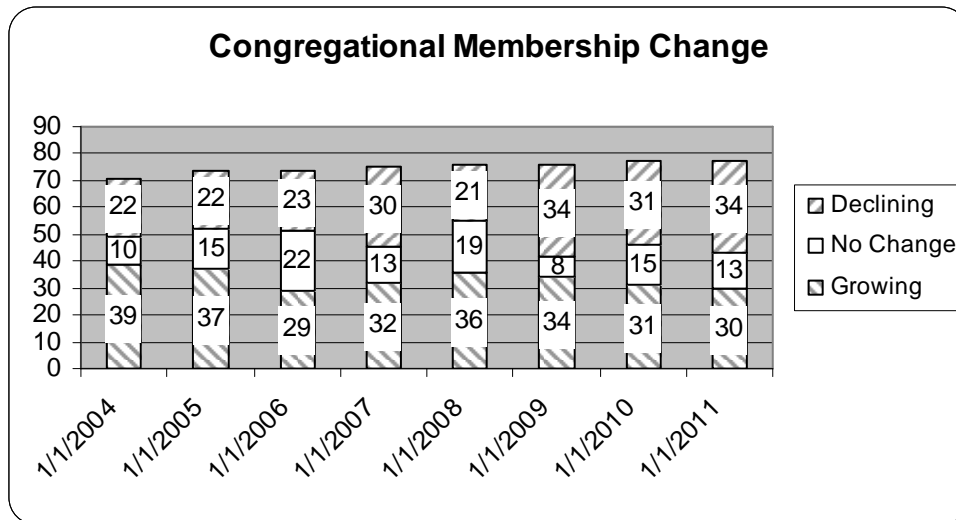
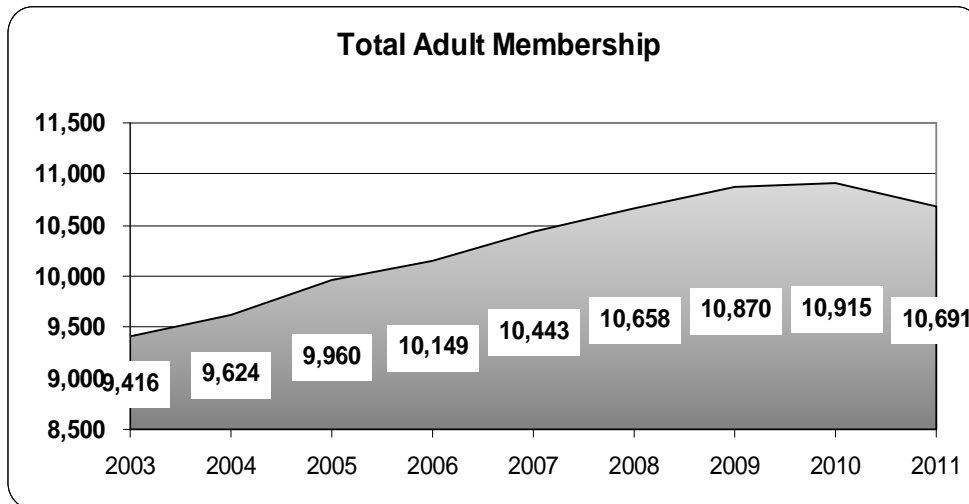
- Build participation in annual meeting

UPDATE 2011: Greatly improved last year. See dashboard below.

- Board and staff training

UPDATE 2011: The Board attended the anti-racism training at Fall Leadership Training as a body. They have employed Joe Sullivan to provide training in policy-based governance at this annual meeting and should benefit from the keynote presentation as well. Susan Smith attended an Alban Institute workshop on Church Staff Supervision.

The SWUUC Dashboard as of April 2011



Our largest congregations (with over ½ of our members) had a net loss though only 3 of them shrank.

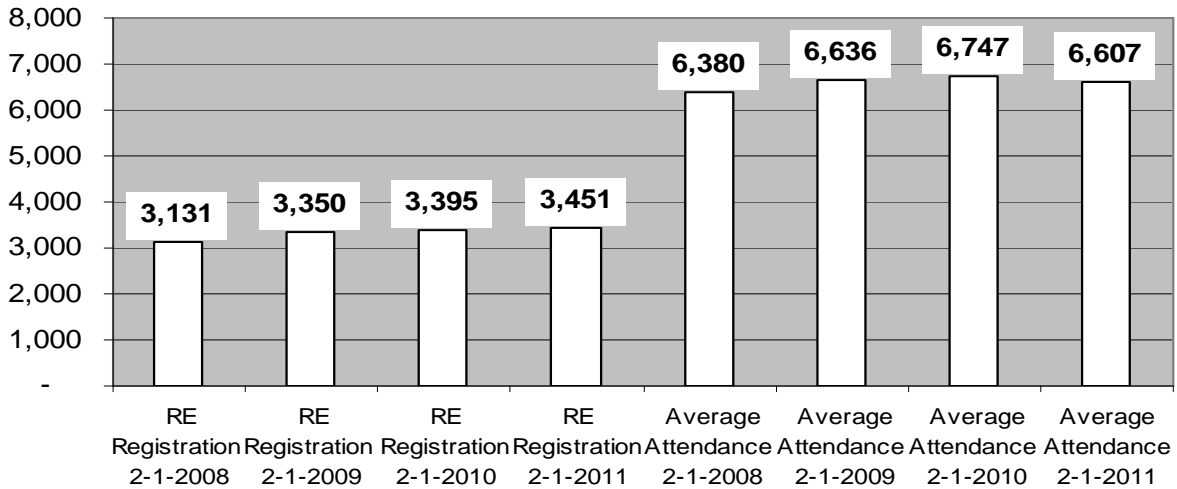
They are:

- ✓ **All Souls Tulsa 1,900**
- ✓ **First Dallas 1,097**
- ✓ **First Oklahoma City 456**
- ✓ **Emerson, Houston 449**
- ✓ **First Austin 421**
- ✓ **First Memphis 410**
- ✓ **First San Antonio 394**
- ✓ **Baton Rouge 388.**

Worst Numbers in a Long Time!

- As of February 1, 2011, adult membership had declined to nearly 2008 numbers – a 2.1% decline from last year – ending an upward trend that has been sustained for many years. However, our 10-year growth has been 14.4% (vs. 10% in the entire UUA during that period). Overall, the UUA showed a decline of 0.9% (1,400 members). Considering the dramatic losses in mainline Christian denominations for the last decade, the UUA had been lucky, but the unchurched trend is catching up with us.
- The number of congregations in SWUUC reporting declining numbers increased with only 39% of congregations growing.
- Average attendance also declined **BUT...**
- **Religious Education Enrollment was up. Could be a good sign for our future.**

RE Registration & Total Attendance by All Ages



SWUUC PROFESSIONAL MINISTRY...

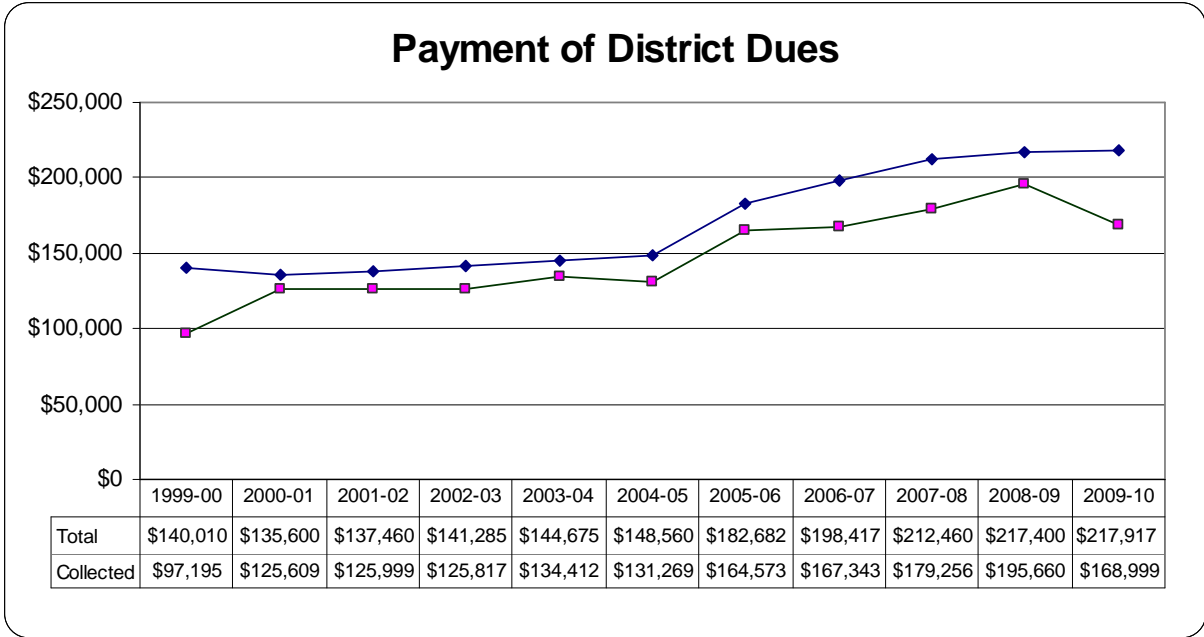
- Congregations with Multiple Fulltime Ministers 5
- Congregations with One Fulltime Minister 22
(Includes 2 congregations w/two half-time ministers)
- Congregations with One or More Part-time Minister 16 (up 1)
- Congregations with no Professional Ministry 34

More of Us are Fair Share

but...our total giving and the APF Grant we received are both down. We were down to 5th from last year's 4th in our UUA for percentage of Fair Share

<u>APF Program Fund Fair Share</u>	<u>2006-2007</u>	<u>2007-2008</u>	<u>2008-2009</u>	<u>2009-2010</u>
Total number of Congregations	76	76	76	77
Fair Share Congregations	59	60	60	63
%age of Fair Share Congregations	77.6%	78.95%	78.95%	77.92%
Total Fair Share Amount	\$524,864	\$565,866	\$563,958	\$577,552
Total APF Contributions	<u>\$449,629</u>	<u>\$491,131</u>	<u>\$505,574</u>	<u>\$501,683</u>
Remainder unpaid	<u>\$75,235</u>	<u>\$74,735</u>	<u>\$58,384</u>	<u>\$75,869</u>
%age of Fair Share Amount	85.6%	86.8%	89.65%	86.86%
Max Fair Share Grant	\$65,235	\$69,745	\$67,035	\$68,531
Actual Fair Share Grant	<u>\$43,369</u>	<u>47,889</u>	<u>50,856</u>	<u>\$48,927</u>
Loss Realized Max – Actual	<u>\$21,866</u>	<u>\$21,856</u>	<u>\$16,179</u>	<u>\$19,604</u>
%age of Fair Share Grant	66.5%	68.6%	75.9%	71.4%

raised. Because we were 2nd in total amount raised, we were also 2nd in total in APF grant that came back to SWUUC! **But what could we do with that \$19,604 in Grant that we did not receive?**



And District Dues were WAY Down!

That gap between obligations and meeting them was literally crippling last year as several budgeted improvements and initiatives had to be cancelled to avoid big losses. This was particularly difficult after the generosity of the previous year. Combined with APF opportunities missed, there is almost \$70,000 lost of what we promise one another. **Thanks so much to the 60 congregations that paid their full dues.**

Imagine

**The Power We
Can Unleash
if we all pay our
Fair Share.**

CHALICE LIGHTER CALL RESULTS

1999 Red River UU Church; Sherman, TX	\$6,156.00
1999 UU Church of Bartlesville, OK	\$7,237.25
1999 Neshoba UU Church; Cordova, TN	\$10,907.00
2000 First Jefferson UU Church; Fort Worth, TX*	\$8,270.00
2000 Growth Consultant Program; Fort Worth, TX	\$7,414.00
2000 Wildflower Church; Austin, TX	\$9,047.08
2001 UU Fellowship of Hidalgo County; San Juan, TX	\$9,871.35
2001 Northwest Community UU Church; Houston, TX	\$9,609.68
2001 North Shore UU Society; Lacombe, LA*	\$8,162.28
2002 UU Fellowship of Bell County; Temple, TX	\$9,986.25
2002 UU Fellowship of Hidalgo County; San Juan, TX	\$12,839.00
2002 Thoreau UU Congregation; Stafford TX*	\$9,299.19
2003 UU Church of Corpus Christi, TX	\$3,672.50
2003 Westside UU Church; Fort Worth TX	\$5,850.00
2003 Unitarian Church of Baton Rouge and UUC Waco	\$10,782.86
2004 Channing UU Church; Edmond OK*	\$9,782.50
2004 UU Fellowship; Longview TX	\$10,418.50
2005 Community UU Church; New Orleans LA*	\$9,738.50
2005 Live Oak UU Church; Cedar Park TX	\$10,834.00
2006 Comal County UUC; New Braunfels TX	\$12,335.25
2006 Thoreau UU Congregation; Stafford TX*	\$11,477.53
2007 First Jefferson UU Church; Fort Worth TX*	\$10,512.00
2007 Westside UU Church; Fort Worth TX	\$18,473.00
2008 Bay Area UU Church; Houston TX	\$10,733.00
2008 Unitarian Church, Baton Rouge, LA	\$21,536.55
2009 UU Church of Oak Cliff, Dallas, TX	\$12,463.00
2009 UU Church of Huntsville, TX	\$18,272.49
2010 San Marcos UU Fellowship, TX	\$10,066.20
2010 UU Fellowship of Hidalgo County, San Juan, TX	\$11,060.05

* Congregations that did not show net growth 2003-2010

**SWUUC TREASURER'S REPORT
And Proposed Budget for 2010-2011**

**Southwestern UU Conference
Balance Sheet
As of June 30, 2010**

	Total
ASSETS	
Current Assets	
Bank Accounts	
Bank of America CD	82,850.84
Checking - Bank of America 2	29,674.84
PayPal Online	49,380.60
Savings - Bank of America	21,409.69
SWUUSI Checking - Bank of America	8,950.41
Total Bank Accounts	\$ 192,266.38
Accounts Receivable	
Accounts Receivable	0.00
Total Accounts Receivable	\$ 0.00
Other Current Assets	
Credit Card Overpayment	0.00
Dues Receivable	
Current Year Dues Receivable	0.00
Prior Year Dues Receivable	0.00
Total Dues Receivable	\$ 0.00
Prepaid Copier Maintenance	849.26
Prepaid Expenses	341.42
UUA General Investment Fund	
Endowment Current Gain/Loss	-15,963.73
Endowment Investments	124,100.41
Total UUA General Investment Fund	\$ 108,136.68
UUA Grant Receivable	251.58
Total Other Current Assets	\$ 109,578.94
Total Current Assets	\$ 301,845.32
TOTAL ASSETS	\$ 301,845.32
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Gulf Coast Fund	67,396.78
SWUUSI	
SWUUSI Prepaid Expenses	-282.71
SWUUSI Prepaid Fees	12,605.00

Total SWUUSI	\$ 12,322.29
UUA Salary Costs Payable	0.28
Website Development Fund	0.00
Total Other Current Liabilities	<u>\$ 79,719.35</u>
Total Current Liabilities	<u>\$ 79,719.35</u>
Long Term Liabilities	
2010 Call 1-San Marcos	4,902.27
2010 Call 2-San Juan	30.00
2011 Call 1 - undesignated	<u>10.00</u>
Total Chalice Lighter Fund	<u>\$ 4,942.27</u>
Conferences Seed Funds	0.00
CYA Scholarship Fund	544.00
Cynthia Ross Memorial Fund	825.64
District Conferences Fund	-5,349.33
Friends of the District Fund	1,692.00
Rally Income & Expenses	-196.67
Streng Memorial Dialogues Grant	4,000.00
SWUUSI Retained Earnings	<u>28,441.11</u>
Total Dedicated Funds	<u>\$ 34,899.02</u>
Endowment Fund	
Endowment Gain/Loss	-15,963.73
Restricted Funds	<u>124,100.41</u>
Total Endowment Fund	<u>\$ 108,136.68</u>
SWUUSI Fund	0.00
SWUUSI Fund - Checking	<u>0.00</u>
Total Long Term Liabilities	<u>\$ 143,035.70</u>
Total Liabilities	<u>\$ 222,755.05</u>
Equity	
Gain/Loss on Inv.	0.00
Opening Bal Equity	0.00
Organizational Equity	40,828.43
Retained Earnings	25,366.36
Net Income	<u>12,895.48</u>
Total Equity	<u>\$ 79,090.27</u>
TOTAL LIABILITIES AND EQUITY	<u>\$ 301,845.32</u>

Southwestern UU Conference Proposed Budget 2011-2012

	Actual as of March 31, 2011	2009 - 2010 Budget	2010-2011 Budget Proposed
Income			
Event Income			
Total Camp	\$ 17,993.35	\$ 57,000.00	\$ 35,000.00
Leadership Training Fees	\$ 38,327.50	\$ 22,000.00	\$ 68,000.00
Total SWUUSI Income	\$ 46,602.80	\$ 70,000.00	\$ 75,000.00
Total Event Income	\$ 102,923.65	\$ 149,000.00	\$ 178,000.00
Interest Earned			
Cash/Savings Interest	\$ 51.41	\$ 10.00	\$ 49.52
Interest Earned - Other	\$ 97.19	\$ 100.00	\$ 100.00
Total Interest Earned	\$ 148.60	\$ 110.00	\$ 149.52
Other Income			
Bob Hill Book Sales Royalties	\$ 175.74	\$ 250.00	\$ 250.00
Cong. Cons. Fees	\$ 250.00	\$ 1,000.00	\$ 1,000.00
SWUUSI Registrar reimbursement	\$ 1,100.00	\$ 1,100.00	\$ 1,100.00
T-Shirt Sales	\$ 70.00		\$ 50.00
YAC Tax	\$ 158.00		\$ 100.00
Total Other Income	\$ 1,753.74	\$ 2,350.00	\$ 2,500.00
Society Dues			
Fair Share Dues Assessed	\$ 180,966.70	\$ 218,300.00	\$ 213,820.00
Unpaid District Dues	\$ (30,911.14)	\$ (32,745.00)	\$ (32,073.00)
Total Society Dues	\$ 162,280.22	\$ 185,555.00	\$ 181,747.00
UUA Allocations			
DDLFD Allocation	\$ 20,380.00	\$ 24,372.81	\$ 24,738.40
DE Allocation	\$ 53,860.00	\$ 64,893.09	\$ 65,866.49
Total UUA Allocations	\$ 74,240.00	\$ 89,265.90	\$ 90,604.89
UUA Grant	\$ 38,140.00	\$ 45,770.16	\$ 48,927.28
Total Income	\$ 379,486.21	\$ 472,051.06	\$ 501,928.69
Expenses			
Administrative Expenses			
Checking Account Fees	\$ 684.73	\$ 1,000.00	\$ 1,000.00
General Assembly Workshops	\$ (115.00)	\$ -	\$ -
Gifts and Caring	\$ 776.43	\$ 750.00	\$ 750.00
Insurance Expense		\$ 1,012.00	\$ 1,012.00
Internet Access Expenses	\$ 1,000.65	\$ 1,600.00	\$ 1,600.00
Office Copier Lease	\$ 4,029.75	\$ 3,500.00	\$ 3,500.00
Office Improvements	\$ 3,125.99	\$ 2,500.00	\$ 2,500.00
Office Supplies	\$ 1,446.60	\$ 5,100.00	\$ 5,100.00
Payroll Expense	\$ 234.50	\$ 320.02	\$ 320.02
Postage	\$ 1,157.78	\$ 1,000.00	\$ 1,000.00
Telephone Expenses	\$ 5,090.65	\$ 5,400.00	\$ 5,400.00

Web-based Services	\$ 1,541.88	\$ 750.00	\$ 750.00
Total Administrative Expenses	\$ 18,973.96	\$ 22,932.02	\$ 22,932.02
Administrator			
Admin Insurance	\$ 960.00	\$ 1,152.00	\$ 1,152.00
Admin Retirement	\$ 2,419.20	\$ 3,000.00	\$ 3,090.00
Admin Salary	\$ 23,335.09	\$ 28,842.69	\$ 29,707.97
Admin SWUUSI	\$ 1,000.00	\$ 1,000.00	\$ 1,100.00
Admin Travel/Expenses	\$ 1,493.59	\$ 2,000.00	\$ 2,000.00
Total Administrator	\$ 29,207.88	\$ 35,994.69	\$ 37,049.97
Advisory Board	\$ -	\$ 1,500.00	\$ 1,500.00
Associate Member Organizations			
YRUU	\$ 1,260.77	\$ 1,000.00	\$ 625.00
Total Associate Member Organizations	\$ 1,260.77	\$ 1,000.00	\$ 625.00
Bookkeeper			
Contracted Fees	\$ 11,370.11	\$ 10,000.00	\$ 10,000.00
Total Bookkeeper	\$ 11,370.11	\$ 10,000.00	\$ 10,000.00
Congregational Services			
Billable Consultant Svcs	\$ 1,111.52	\$ 1,500.00	\$ 1,500.00
Consultant Training	\$ 1,040.09	\$ 5,000.00	\$ 5,000.00
Non-billable Consultant Svcs	\$ 640.46	\$ 3,000.00	\$ 3,000.00
Total Congregational Services	\$ 2,792.07	\$ 9,500.00	\$ 9,500.00
Dist Dir Lifespan Faith Dev			
DDLFD Benefits	\$ 14,409.20	\$ 18,000.00	\$ 18,180.00
DDLFD Salary	\$ 51,630.70	\$ 61,597.15	\$ 62,521.11
DDLFD Travel/Expenses	\$ 18,923.82	\$ 15,000.00	\$ 15,000.00
Total Dist Dir Lifespan Faith Dev	\$ 84,963.72	\$ 94,597.15	\$ 95,701.11
District Executive			
DE Benefits	\$ 17,209.20	\$ 21,500.00	\$ 21,715.00
DE Salary	\$ 61,662.80	\$ 73,995.20	\$ 75,105.13
DE Travel/Expenses	\$ 17,668.88	\$ 15,000.00	\$ 15,000.00
Total District Executive	\$ 96,540.88	\$ 110,495.20	\$ 111,820.13
Event Expenses			
Camp	\$ 37,861.49	\$ 53,000.00	\$ 32,500.00
Total SWUUSI	\$ 66,552.59	\$ 66,000.00	\$ 72,000.00
Total Camp	\$ 104,414.08	\$ 119,000.00	\$ 104,500.00
Leadership Training Expenses	\$ 53,159.34	\$ 20,000.00	\$ 60,000.00
Library	\$ 404.60	\$ -	\$ -
Total Event Expenses	\$ 157,978.02	\$ 139,000.00	\$ 164,500.00
Governance Expenses			
Audit	\$ -	\$ 2,500.00	\$ 2,500.00
Board Expenses	\$ 14,648.69	\$ 17,000.00	\$ 17,000.00
Total Board Expenses	\$ 14,648.69	\$ 17,000.00	\$ 17,000.00
President Travel/Expenses	\$ 3,532.28	\$ 1,150.00	\$ 1,150.00
UUA Trustee Travel/Expenses	\$ 132.00	\$ 500.00	\$ 500.00
Total Governance Expenses	\$ 18,828.65	\$ 21,150.00	\$ 21,150.00
Networking			
Communications Committee	\$ -	\$ 400.00	\$ 300.00
Website Additions	\$ -	\$ 2,000.00	\$ 1,000.00
Total Networking	\$ -	\$ 2,400.00	\$ 1,300.00

Occupancy			
Electricity	\$ 2,715.26	\$ 4,000.00	\$ 4,000.00
Rent	\$ 6,750.00	\$ 9,000.00	\$ 12,000.00
Total Occupancy	\$ 9,465.26	\$ 13,000.00	\$ 16,000.00
Payroll Taxes	\$ 1,958.67	\$ 2,282.00	\$ 2,350.46
Stewardship			
Annual Program Fund		\$ 1,000.00	\$ 700.00
Awards Committee	\$ 318.00	\$ 300.00	\$ 300.00
Extension Program Expenses	\$ -	\$ 600.00	\$ 250.00
Finance Committee	\$ 5.41	\$ 300.00	\$ 250.00
Total Stewardship	\$ 323.41	\$ 2,200.00	\$ 1,500.00
Webcontent Manager			
WM Contractor Fee	\$ -	\$ 6,000.00	\$ 6,000.00
Total Webcontent Manager	\$ -	\$ 6,000.00	\$ 6,000.00
Total Expenses	\$ 433,663.40	\$ 472,051.06	\$ 501,928.69
Net Income	\$ (54,177.19)	\$ -	\$ 0.00

CONSTITUTION
SOUTHWESTERN UNITARIAN UNIVERSALIST CONFERENCE
(with proposed amendments, April 30, 2011)

ARTICLE I - NAME & PURPOSE

Section 1.1 Name: The name of this organization shall be THE SOUTHWESTERN UNITARIAN UNIVERSALIST CONFERENCE (SWUUC). ~~The~~ SWUUC is a district of the Unitarian Universalist Association of Congregations (UUA).

Section 1.2 Purpose: 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 institutes 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.

ARTICLE II – MEMBERSHIP

Section 2.1 Member Societies: All societies recognized as active Member Societies of the UUA according to the provisions of the UUA Bylaws and assigned to the Conference shall be Member Societies of the Conference.

Each Member Society which has made a financial contribution of record during the current fiscal year and prior to the Annual Meeting shall be entitled to voting representation at the Annual Business Meeting or any Special Meeting of the Conference by its settled minister or ministers and by two accredited lay delegates for the first fifty voting members or fractional part thereof, and one additional lay delegate for each additional fifty voting members or fractional part thereof; or by a like number of accredited alternate lay delegates to serve only in the event of the absence of any of the delegates originally chosen; except that no Member Society shall be represented by more than ten accredited delegates. Accredited delegates are those officially representing their Member Societies.

~~**Section 2.2 Associate Membership:** The Board of Trustees (henceforth referred to as the Board), upon application, may admit to Associate Membership in the Conference any major organization whose members or constituency reside within the Conference area, and whose purposes and programs supplement and support the principle purposes of the Conference. Associate Members are responsible to the Conference. The Board of Trustees may define the rights, privileges, responsibilities, and activities required for Associate Membership. Associate Members shall give financial support to the~~

~~Conference. The Board of Directors may terminate such Associate Membership upon finding that the organization no longer meets the foregoing qualifications.~~

~~Each Associate Member organization shall be entitled to be represented at all meetings of the Conference by two accredited delegates.~~

~~**Section 2.3 — Independent Affiliated Organizations:** The Board of Directors upon request may admit to affiliated status any independently constituted and operated organization whose purposes and programs it finds to be in sympathy with the principles and purposes of the Conference, and may terminate such status upon finding that the organization no longer meets the foregoing qualification or is not in compliance with the rules relating to such organizations. The Board shall adopt rules governing the privileges of and requirements for Affiliated Organizations. The Conference shall neither exercise control over nor assume responsibility for the programs, activities, or finances of any Affiliate Organization.~~

Section 2.4 2 Annual Meetings: Business meetings of the Conference shall be held each year at such places and times as shall have been determined by the Members (“Member” or “Members” used in this Constitution shall include Member Societies and Associate Members) at the previous Business Meeting. One of these meetings shall be designated the Annual Meeting. In the event no such action is taken by the ~~m~~Members, the Board of Trustees (henceforth referred to as the Board) shall designate a time and place for such meetings.

Section 2.5 3 Notice of Meeting: A notice stating the place, day and hour of the Annual Meeting of the Members shall be mailed to each Member of the Conference not less than sixty (60) nor more than ninety (90) days before the date of the meeting.

Section 2.6 4 Agenda: Included in the notice mailed to each Member of the Conference shall be the text of any proposed resolutions to be voted on at the Annual Meeting (See Article IX regarding Amendments).

Section 2.7 5 Voting by Members at the Annual Meeting: Except as otherwise provided in section 4.1, each accredited delegate shall have one vote in person.

Section 2.8 6 Quorum: A quorum shall consist of one or more delegates in person from twenty-five per cent (25%) of the Member Societies.

ARTICLE III - BOARD OF TRUSTEES

Section 3.1 BOARD OF TRUSTEES

A. Management Membership: The business and affairs of the Conference shall be managed by a Board of Trustees.¹ The **Board shall consist of** four officers (the President, the Vice-President, the Secretary, and the Treasurer), **and six seven** Trustees (including two ministers from SWUUMA), and one Youth Trustee (nominated by the youth organization of the Conference) shall constitute the Board. There shall be ex-officio members of the Board as follows:-

- the elected Trustee of the UUA from the Southwestern Unitarian Universalist Conference (with voting privileges)
 - the District Executive (without voting privileges)
 - the Director of Lifespan Faith Development (without voting privileges).
- (all of whom shall be elected by Conference Members), plus the member of the UUA Board of Trustees elected from the Conference (who shall be an ex-officio Trustee with voting privileges). The non-officer Trustees shall include among their number one Youth Trustee and two ministers who are also members of the SWUUMA. In addition, the Youth Observer, the District Executive and the District Director of Lifespan Faith Development shall be ex-officio members of the Board without voting privileges.**²

B. Powers and Responsibilities: The business and affairs of the Conference shall be managed by **the responsibility of** a Board of Trustees.¹ The Board shall: have general charge of the operations of the Conference, the conduct of all of its business affairs, control of its administration, presentation of the budget at the Annual Meeting, and appointment of such committees and task forces as deemed necessary.

- **Establish and maintain connections with member congregations of the Conference,**
- **Establish policies to govern the operations of the Conference,**
- **Hire the District Executive, who shall report to the Board as set out in the policies adopted by the Board,**
- **Arrange for an audit of the accounts of the Conference by an independent auditor on such schedule as the Board may determine,**
- **Appoint such ad-hoc and standing committees and task forces as the Board deems necessary to assist the Board in the performance of its duties, and**
- **Delegate to staff such duties and responsibilities as the Board deems proper.**

C. Annual Meeting of the Board: The Annual Meeting of the Board shall be held each year in conjunction with the Annual Meeting of the Members.

D. Other Meetings of the Board: A minimum of two additional meetings of the Board shall be held each year including one during the Summer Institute. Other special meetings of the Board may be called by the President and Secretary, or by four (4) Trustees. Twelve (12) days written

notice of a special meeting shall be given by mail addressed to each Board member. **Meetings may be conducted with members present in person, or if approved by a majority vote of the members of the Board, by alternate means in which all or any number of members may participate by telephone or by use of the internet or other technology that may be approved by the Board.**

E. Quorum: Fifty percent (50%) of the voting members of the Board, **present or participating by other means authorized by the Board,** shall constitute a quorum.

Section 3.2 OFFICERS

A. Elected Officers: The Officers of the Conference shall be a President, a Vice-President, a Secretary, and a Treasurer. All officers shall be elected for a term of two years from the close of the Annual Meeting.

B. President: The President shall preside at all meetings of the ~~m~~Members and Board, and shall perform such functions as are commonly associated with the office; ~~. and shall be Chief Executive Officer of the Conference.~~

C. Vice-President: In the absence of the President, the Vice-President shall preside at all meetings of the Members and the Board and shall perform such functions as are commonly associated with the office.

D. Secretary: The Secretary shall keep a correct record of all meetings of the Members.

E. Treasurer: The Treasurer shall ~~have custody of all money of the~~ Conference. ~~He or she shall receive and give receipts for all monies or~~ other things of value due, or to become due, to the Conference and make ~~disbursements as directed by the Conference or the Board.~~

ensure the Board fulfills its responsibility for monitoring compliance of its Board's financial policies and the financial integrity of the Conference.

F. Terms of Office: An Officer elected to a full two year term shall be eligible to be elected to one successive full two year term in that same office; and after that second full two year term, shall be ineligible to be elected as that officer until one year shall have elapsed after ceasing to serve as that officer by virtue of an election. The Treasurer is an exception and may serve several consecutive terms. The President and Vice-President shall be elected in even-numbered years; the Secretary and Treasurer shall be elected in odd-numbered years.

G. Vacancies: A vacancy in any office for any reason may be filled by the Board until the next Annual Meeting, at which time a successor shall be elected.

Section 3.3 TRUSTEES

A. Election and Term of Office: Two Trustees shall be elected at the Annual Meeting for three-year terms, or until their successors have been elected. One Youth Trustee and one Youth Observer, whose ages shall fall within the age range designated for Conference youth activity, shall be elected each year at the Annual Meeting for one-year terms or until successors have been elected. **The Youth Observer shall be a non-voting Observer, allowed to observe and gain experience in the purposes and operation of the SWUUC Board. The following year, the name of the Youth Observer who has served in the preceding year shall be placed in nomination for the Youth Trustee position.**

The terms of Trustees and Officers shall begin at the close of the Annual Meeting at which they are elected. Trustees shall carry out ARTICLE I, Section 2, **and** attend Board Meetings, ~~and represent the Board at~~ _____
_____ Conference functions.

B. Eligibility: A Trustee elected for a full three-year term shall be ineligible to a new term until one year shall have elapsed after he or she ceased to serve as Trustee by virtue of such election.

Vacancies: Any vacancy occurring in the Board shall be filled by the Board until the next Annual Meeting at which time a successor shall be elected. A Trustee elected to fill a vacancy shall be elected for the unexpired term of his or her predecessor in office.

~~Three (3) successive~~ **Two (2) consecutive** absences from regularly scheduled meetings of the Board on the part of any Trustee or Officer shall ~~automatically vacate his or her office~~ **be grounds for removal from office by action of the Board.**

ARTICLE IV - UUA TRUSTEE

Section 4.1 Election: A Trustee representing the SWUUC on the Board of Trustees of the UUA shall be elected according to UUA Bylaws Article IX, Section 9.11 ~~12~~, (d), (2) which reads as follows:

“(2) by delegates at a district meeting at which each certified member society is entitled to the same number of voting delegates

as specified in Section 4.8(a) of these [UUA] Bylaws, with absentee ballots by the delegates permitted.”

Section 4.2 Term of Office: A UUA Trustee representing the SWUUC shall be elected for a term of four (4) years and may serve no more than two successive terms of four years each.

Section 4.3 Nomination: Nominations for the office of Trustee of the UUA shall be made by petition signed by at least sixty (60) legal members of six (6) or more Member Societies of the Conference provided that no more than ten (10) such members of any Member Society shall be counted as part of the required sixty (60) signatures.

ARTICLE V – COMMITTEES

Section 5.1 Executive Committee: There shall be an Executive Committee comprised of the Officers of the Board (the President, the Vice-President, the Secretary, and the Treasurer). The Committee shall have the power to act in exigent matters, subject to the approval of the Board. **Any emergency decisions made by the Executive Committee shall be communicated to the remaining members of the Board of Trustees as soon as practical.** Three (3) members shall constitute a quorum. ~~The Executive Committee shall arrange for an audit of the Conference’s accounts, by an independent auditor whenever there is a change in the position of Treasurer or every four years, whichever is more frequent. In addition, the Executive Committee is authorized to borrow money and give notes in the name of the Conference, for purposes and amounts not to exceed those provided in the budget, in anticipation of income due or to become due to the Conference.~~

Section 5.2 Nominating Committee: The Nominating Committee shall exist for the purpose of selecting nominees for the Board of Trustees and Officers of the Board **Conference and the Nominating Committee.**

A. The Nominating Committee shall consist of six (6) members serving staggered two-year terms; ~~Three members will be elected at the Annual Meeting,~~ **three of which will be elected at the Annual Meeting each year.** A second-year member shall serve as Chair of the Nominating Committee.

B. The Nominating Committee shall present a slate of one candidate for each office to be filled and for each vacancy on the Nominating Committee. This slate will be published and distributed to all Members with the notice of the Annual Meeting.

C. Nominations for Officers, ~~or~~ Trustees **or members of the Nominating Committee** may be made from the floor by voting delegates at the Annual

Meeting provided the nominee meets the qualifications for the office and has given prior consent.

D. In proposing nominees, the Nominating Committee shall seek to maintain insofar as feasible a diversity of representation of Member Societies and congregants.

E. ~~The Nominating Committee shall assist the Board by identifying potential candidates for vacancies on the Board or in Conference Committee chairs between annual Meetings.~~ **In addition to nominating candidates for election by Members at the Annual Meeting of the Conference, the Nominating Committee shall assist the Board by identifying potential candidates for vacancies on the Board to be filled by the Board between Annual Meetings or vacancies on Board Committees and Task Forces.**

F. A member of the Nominating Committee elected for a full two-year term shall be ineligible to serve a new term on the Nominating Committee until one year shall have elapsed after he or she ceased to serve by virtue of such election.

Section 5.3 ~~Charges to Committees:~~ All Board Committees whose responsibilities are not specified in this Constitution shall be given a charge in writing. A copy of charge shall be inserted in the minutes of the Meeting at which the charge was approved.

~~Committees shall be of two types—Standing Committees and Special Committees. Standing Committees shall be concerned with continuing activities of the Conference and shall be permanent. All other Committees shall be designated Special Committees. Task forces shall be established to perform specific work assignments, and shall normally be dissolved when such work assignments have been completed. Special Committees and Task Forces may be dissolved by the President at any time with the concurrence of the Board.~~

Other Committees: The Board has general authority to create such committees and task forces as it deems necessary to carry out its duties and charge such committees with such duties as the Board deems appropriate. These committees and task forces shall serve at the pleasure of the Board.

Section 5.4 ~~Reports of Committees:~~ Each Committee shall report, in writing, on activities and expenditures to the Board at least thirty (30) days prior to the Annual Meeting. Such reports shall also be furnished to the Delegates at the Annual Meeting.

ARTICLE VI – RESOLUTIONS

Section 6.1 General and Business Resolutions:

A. Resolutions **submitted to be considered at an Annual Meeting** must be received by the ~~Executive Committee~~ **President** of the SWUUC Board of Trustees at least one hundred ten (110) calendar days prior to the Annual Meeting **and be accompanied by evidence of compliance with requirements of Subsection B, below.**

B. In order to be included in the notice regarding the date of the Annual Meeting and placed on the agenda for the meeting, resolutions must have the endorsements of at least six (6) active Member Societies of the Conference **eligible to vote as per Section 2.1.** Endorsements may be made in accordance with the by-laws of the Member Society (i.e. **formal action by the** Board of Trustees or **formal action by the** Congregational action) or by petition signed by at least ten (10) members of the church or fellowship **Member Society (membership in the Member Society to be** attested by the Clerk, Secretary, President or Minister of the Member Society).

C. All resolutions (except emergency resolutions **which require special procedures and majorities as set out in 6.2 below**) shall require for passage a two-thirds (2/3) majority vote of the accredited delegates present and voting.

~~**Section 6.2 Emergency Resolutions: Resolutions which a Member Society considers to be of an urgent or emergency nature (relating to important events or issues which occurred during the period following the deadline date for receipt of general business resolutions in accordance with Sections 6.1 A. above) may be introduced by an accredited delegate to the Annual Meeting.**~~

~~Any question raised regarding whether the emergency resolution is appropriate for consideration by the delegates may be resolved by a vote of the accredited delegates (a two third [2/3] affirmative vote shall be required on the question). However, approval of the emergency resolution itself shall require a three fourths (3/4) affirmative vote [seventy five percent (75%) of the accredited delegates present and voting for passage].~~

Resolutions (relating to important events or issues which occurred after the deadline date for presentation of resolutions as required in Sections 6.1.A and B above) may be introduced by an accredited delegate to the Annual Meeting under the following procedure:

If six (6) Member Societies believe the matter requires immediate action, a resolution in response to the event may be introduced at the Annual Meeting by a writing, signed by at least one accredited delegate from each of six (6) Member Societies. A copy of the proposed resolution must be

presented to the President at least 24 hours prior to the commencement of the Annual Meeting.

Any question raised regarding whether the emergency resolution is appropriate for consideration by the delegates and whether or not the resolutions meets the requirements of Section 6.2 may be resolved by a vote of the accredited delegates (a two-third [2/3] affirmative vote shall be required on the question of whether or not the resolution meets the preceding requirements). However, passage of the resolution shall require an affirmative vote of seventy-five percent (75%) of the accredited delegates present and voting.

Section 6.3 Other Resolutions: Resolutions involving routine matters relating to administrative matters ~~administration of the meeting~~, housekeeping items and commendations may be offered from the "Floor" by delegates during the meeting and shall require a majority vote for passage.

ARTICLE VII - RULES & POLICY

Section 7.1 Adoption, Repeal and Amendment of Rules & Policy by Delegates: The Conference may adopt, amend, or repeal Rules & Policies consistent with this Constitution at any Annual Meeting by a majority vote providing the proposed action has been placed on the agenda in the same manner ~~as other resolutions~~ **as general and business resolutions under Section 6.1 above.**

Section 7.2 Board of ~~Directors~~ Trustees: The Board may adopt Rules & Policies consistent with this Constitution and may amend or repeal these Rules & Policies.

Section 7.3 Rules of Order: The Rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the Conference in all cases to which they are applicable and in which they are consistent with this Constitution and any Rules adopted hereunder.

ARTICLE VIII - DUES

Section 8.1 Annual Dues: Annual Dues for Member Societies shall be set at any Annual Meeting, after due notice, and shall continue at the rate so set until changed. Dues are to be figured on the basis of the ~~s~~Society's most recent annual Member Society Certification submitted to the UUA, and payable prior to the Annual Meeting of the Conference. ~~Financial Support by Associate Member~~ ~~is set separately by the Board.~~

ARTICLE IX - AMENDMENTS

Section 9.1 Amendments: This Constitution may be amended by a majority vote of the

accredited delegates at any meeting of the Conference, provided written notice shall have been mailed by the President or Secretary of the Board to the Members at least one (1) month prior to such Annual Meeting, or notice shall have been given at the Annual Meeting next preceding.

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

2010-2011 NOMINATING COMMITTEE REPORT

SLATE OF CANDIDATES

Board of Trustees

Secretary (2011-2013)	Mark Anderson
Treasurer (2011-2013)	Gaye Webb
Trustee (2011-2014)	Rev. James VanderWeele
Trustee (2011-2014)	Mary K. Isaacs
Trustee (2011-2014)	Carrie Stewart
Trustee (Youth 2011-2012)	Patrick Balaguer

Nominating Committee (2011-2013)

Lee Veal
Jason Fricke
Meryl Gunter

BIOGRAPHICAL SKETCHES OF NOMINEES

Mark Anderson (Live Oak UU Church, Cedar Park, Texas)

Mark Anderson grew up attending Community Unitarian Universalist Church in Plano. He started attending SWUUSI while in Junior High and attended every year, serving on staff for many years and running the camp in 2000 while living in New Mexico. In late 2001 he moved too far away from SWUUC. After returning to Austin in 2004, he became active at Live Oak and on the U-Bar-U Board, where he was president from 2008-2010. He is a 1999 graduate of Dwight Brown Leadership School. Professionally, Mark is a software tester and in his spare time he is working to improve his bridge game. He is excited to be invited to serve on the SWUUC board, helping to support and spread Unitarian Universalism in our region.

Gaye Webb (UU Church of the Brazos Valley, College Station, Texas)

Gaye Webb is the current Treasurer of the SWUUC, completing her first two-year term and seeking re-election for a second term. She is one of five UUs in the SWUUC who have been chosen to participate in the Champions for Change program conducted Dr. Wayne Clark, Director of the Congregational Stewardship Services Office of the Unitarian Universalist Association, and serves as Treasurer of her congregation, the UU Church of the Brazos Valley in College Station, Texas. Professionally, she has worked in financial accounting for over eight years and obtained her Masters in Business Administration from Houston Baptist University in 1995.

The Rev. James VanderWeele (Community UU Church, New Orleans, LA)

Rev. Jim VanderWeele became the minister of Community Church UU in New Orleans in 2002 and has served 1/8 time at North Shore UU Society since January 1, 2009. He has worked with many New Orleans area UUs to help establish the Greater New Orleans UU Cluster. GNOUU founded a non-profit agency, The Center for Ethical Living and Social Justice Renewal, which strives to empower, inform and help build a sustainable, equitable, and inclusive community. Jim currently serves as chair of the New Orleans Interfaith Committee for Worker Justice (affiliated with IWJ). He was a graduate from the Meadville-Lombard School of Theology in 2002 and is committed to pushing the boundaries of building a universal recognition for the rights of all the citizens of this Earth.

Mary K. Isaacs (Live Oak UU Church, Cedar Park, Texas)

Elected to the SWUUC Board in 2009 to complete the remainder of a term, Mary K. is seeking her first full term as a Board Trustee. She is a lifelong UU, writer, educator, musician, and mother of four. She has preached and sung with her children throughout the Southwest District. Mary K. recently completed for the UUA's Tapestry of Faith series a World Religions curriculum entitled, "Building Bridges," due online this spring. She has served numerous congregations as Director of Religious Education and serves the SW District as Board member, consultant, and lay minister-at-large.

Carrie Stewart (Pathways Church)

As the Owner and Principal of One World Consulting, Carrie has served various communities and organizations in their quest for greater understanding, and inclusion of diverse individuals. A lifelong UU, Carrie has been a child, youth, member and friend of 13 congregations in 5 districts. She currently serves as a SWUUC and Hallelujah Region Consultant specializing in anti-oppression, conflict transformation, leadership and Healthy Congregations, is Pathways Church's Committee on Ministry Chair and NTAUUS Representative, and was a 2010 DBLE Staff member. Additionally, she is Chair of the Grapevine-Colleyville ISD's Diversity Advisory Council, and holds PTA Executive Board and Officer positions at her children's schools. She holds a bachelors degree in American Studies from Smith College, and a masters in Communication from Rutgers University. Carrie and her spouse are raising two, third generation UU teens in Colleyville, TX where they enjoy movies, theater, music, Saturday Night Live, travel (especially to water), and their two dogs.

Patrick Balaguer (First UU Church, Austin, TX)

Patrick served in this position during 2010-11 and was selected once again through the youth conference process. The delegates are asked to affirm the selection of our district youth.

Lee Veal (UU Fellowship of San Miguel de Allende, Mexico)

Lee Veal has a long history of UU leadership and commitment to the 'evangelism' of our faith. He served as secretary, VP and president of the NTAUUS during the years between 1990-2000. In the years between 1976-2000 he served in wide variety of leadership roles, including two years as president of Richardson Unitarian Church/Pleasant Valley UU Church. He and Carol attended almost every SWUUSI from 1978 through 2009, where for many years he has facilitated workshops. Lee even attended SWUUSI 2010; Carol was there in spirit only. He and Carol moved to San Miguel de Allende (SMA) in Oct 2000, where he has served almost

continuously as a participating member at-large, board member, chair of the Program Committee, four years as president from 2005-2009, and in other capacities of the UU Fellowship of SMA (UUFSSMA). In April 2010 he resigned all positions at UUFSSMA as he focused on what was expected to be another long series of chemo treatments against Carol's 8-year battle against breast cancer. Since her death last June, Lee has returned to SMA and serves on the UUFSSMA Program Committee; he serves the congregation in several ad hoc ways. Currently he is pre-planning a meeting of the four UU congregations in Mexico as a symposium around the visit of Rev. Susan Smith in SMA. Lee is a pledging member of UUFSSMA and a pledging friend of Community UU Church in Plano.

Jason Fricke (Bay Area UU Church, Houston)

At eight years old Jason began attending Bay Area Church in Houston with his family. Through high school he was active in his local church and became member when he was 19 years old. He has held several leadership positions at the district level in the past 15 years and is currently serving his second year as the SWUUSI Audio Visual Director. In his daily life he owns an audio-visual installation and rental company in Houston that specializes in AV for houses of worship.

Meryl Gunter (Pathways Church)

Meryl has been actively involved in growing Unitarian Universalism in Texas for many years through roles as church staff, congregational president, DBLE staff, event organizer and SWUUC congregational consultant. She plans to complete her Masters degree in Urban Affairs and Public Policy with Masters-Level Certification in Non-profit Management in August 2011. In her professional life, Meryl is an independent project development specialist and grant writer consulting with/writing for primarily educational agencies. Meryl is a founding member of Pathways Church in Southlake, Texas, where she is currently serving as Worship Chair and enjoying her role as past-president.

Respectfully submitted by
NOMINATING COMMITTEE

Arlene Dormio (departing), UU Fellowship of Jonesboro, AR
Diana Dorroh (continuing), Unitarian Church of Baton Rouge, LA
Anastazia (Tasha) Morris (continuing), First Jefferson UU Church, Ft. Worth, TX
Geoff Sanders (departing), Northwest Community UU Church, Houston, TX
Joe Sullivan, Chair (departing), Henry David Thoreau Congregation, Stafford, TX
Natalie Wolc (continuing), Horizon UU Church, Carrollton, TX