

**Southland Unitarian Universalist Leadership Experience**  
**July 19 – 24, 2009**  
**The Mountain**  
**Agenda**

- 4-5:30 (1.5 hr.)**      **Welcome & Orientation – Connie Goodbread, The Mountain Staff and Eunice Benton**  
Orientation  
Open Space introductions  
Leadership Inventory  
Touching on our Regional History – 20 minutes
- 5:30-6:00 (.5 hours)**      **Opening Worship (Staff-led) – Kenn Hurto**
- 6-7 (1 hour)**              **Supper**
- 7-8:45 (1.75 hrs.)**      **Session #1 - *Revelation is continuous. – Faith development is all we do.* – Susan Smith and Connie Goodbread**  
Liberal Religion defined  
Foundations - Discernment of Elders – Cambridge Platform  
Change is also continuous  
Growth – Maturational  
Faith Development
- 9:00-10:30 (1.5 hrs.)**      **Chalice Circles #1 – Staff – Jennifer Nichols**  
Creating the safe community  
Where do we come from?  
Who are we?  
Where are we going?

**Monday**

- 7-7:30**                      **Spiritual Practices for Leadership – Lora Kim**  
**7-8:15 (1.25 hrs.)**      **Breakfast**
- 8:30-9 (.5 hrs.)**              **Staff-led Worship #1**
- 9:00-9:30 (.5 hrs.)**      **Faith Development in the Congregation #1 – Kenn Hurto**  
Elements of worship
- 9-30-11:00 (1.5 hrs.)**      **Session #2 *We will do nothing through coercion. (Free will) – Unitarian Universalism is all we teach.* – Eunice Benton Connie Goodbread and Susan Smith**

Covenant  
Dialogue/Expressing/Listening  
The Free & Responsible Search  
Core values as the foundation/Mission values driven  
Decision-making  
Issues identification Adaptive/Technical  
Polarities

**11:00- 12:30  
(1.5 hrs.)**

**Congregational Foundation (Organization & Development) Exercise #1 – Sue Sinnamon**  
Designing Your Congregation through Shared Values  
Name  
Banner  
Values based Mission statement

**12:30-3 (2.5 hrs.)**

**Lunch & Break – Lunch served at 12:45**

**3-5 (2 hrs.)**

**Session #3 *We will do nothing through coercion. (Free will) – Unitarian Universalism is all we teach.* Connie Goodbread**  
Systems thinking  
Leadership presence & functioning  
Self-differentiation  
Triggers of Anxiety  
Conflict

**5-5:30 (.5 hrs.)**

**Break**

**5:30-6 (.5 hrs.)**

**Student-led Worship #1**

**6-7 (1 hr.)**

**Supper**

**7-8:00 (1 hrs.)**

**Faith Development in the Congregation #2 – Kenn Hurto**

**8:15-9:45 (1.5 hrs.)**

**Chalice Circle #2 – Jennifer Nichols**

## **Tuesday**

**7-7:30**

**Spiritual Practices for Leadership – Lora Kim**

**7-8:15 (1.25 hrs.)**

**Breakfast**

**8:30-9 (.5 hrs.)**

**Student-led Worship #2**

- 9-10:30 (1.5 hrs.) **Session #4 . *It is our responsibility to build the just and loving community. The congregation is the curriculum.* – Connie Goodbread and Susan Smith**  
 Servant leadership  
 The good of the whole  
 Maturational goals  
 Size characteristics and challenges  
 Change
- 10:30-12:30 (2 hrs.) **Congregational Foundation (Organization & Development) Exercise #2 – Sue Sinnamon**  
 Case studies – Identify the issues  
 Fishbowl – Susan and Connie
- 12:30-3 (2.5 hrs.) **Lunch & Break – Lunch served at 12:45**
- 3-5 (2 hrs.) **Session #5 *It is our responsibility to build the just and loving community. The congregation is the curriculum.* – Annette Marquis**  
 Governance  
 Safety  
 Stewardship of Financial and Human Resources  
 Care and feeding of volunteers  
 Growth – Organic/Maturational
- 5-5:30 (.5 hrs.) **Break**
- 5:30-6 (.5 hrs.) **Student-led Worship #3**
- 6-7 (1 hr.) **Supper**
- 7-8:00 (1 hrs.) **Faith Development in the Congregation #3 – Kenn Hurto**
- 8:15-9:45 (1.5 hrs.) **Chalice Circle #3 - Jennifer**

**Wednesday**

- 7-7:30 **Spiritual Practices for Leadership – Lora Kim**  
 7-8:15 (1.25 hrs.) **Breakfast**
- 8:30-9 (.5 hrs.) **Student-led Worship #4**
- 9-10:30 (1.5 hrs.) **Session #6 *There is no such thing as the immaculate conception of good. (Good Works) The congregation is the curriculum.* – Susan Smith and Connie Goodbread**

Growth – Incarnational/Maturational  
Incarnational goals (social justice)  
Leading for change  
“Who Owns the Congregation”  
Vision/Mission/Assessment  
Path to Membership  
Radical Hospitality

**10:30-12:30 (2 hrs.) Congregational Foundation (Organization & Development) Exercise #3 – Sue Sinnamon**  
Case Study – Identify Systems Thinking Concepts  
Case Studies – Fishbowl – Susan and Connie

**12:30-3 (2.5 hrs.) Lunch & Break – Lunch served at 12:45**

**3-5 (2 hrs.) Session #7 *There is no such thing as the immaculate conception of good. (Good Works) The congregation is the curriculum.* – Connie Goodbread and Susan Smith**  
AR/AO/M  
Teaching and Preaching – everyone must be fed (Sreach Ins. Findings)  
Multiple intelligences  
Multiple learning styles

**5-5:30 (.5 hrs.) Break**

**5:30-6 (.5 hrs.) Student-led Worship #5**

**6-7 (1 hr.) Supper**

**7-8:00 (1 hrs.) Faith Development in the Congregation #4 – Kenn Hurto**

**8:15-9:45 (1.5 hrs.) Chalice Circle #4 – Jennifer Nichols**

#### **Thursday**

**7-7:30 Spiritual Practices for Leadership – Lora Kim**  
**7-8:15 (1.25 hrs.) Breakfast**

**8:30-9 (.5 hrs.) Student-led Worship #6**

**9-10:30 (1.5 hrs.) Session #8 . *Our confidence that these things are possible is ultimately justified.* – Susan Smith and Connie Goodbread**  
Congregational Assets – Building blocks – the foundation

Leadership inventory

- 10:30-12:30 (2 hrs.) Congregational Foundation (Organization & Development) Exercise #4 – Sue Sinnamon**  
Case Study – Name the leader in the scenario who could have functioned differently at a higher level or changed their behavior and possibly affected the system in a positive way – How do you think their changed behavior might affect the system?  
What are the tools and assets that this congregation has at its disposal that could be useful?  
Fishbowl – Susan and Connie
- 12:30-3 (2.5 hrs.) Lunch & Break – Lunch served at 12:45**
- 3-5:30 (2.5 hrs.) Session #9 – Susan Smith and Connie Goodbread**  
The Larger Hope  
Optimism as a spiritual discipline  
Growth – Numerical sustained
- 5:30-6 (.5 hrs.) Break**
- 6-8:30 (2.5 hrs.) Supper and Celebration – The Mountain Quartet – 30 – 40 Minutes**
- 8:35-10:00 (1.5 hrs.) Chalice Circles #5 Worship # 7 and Altars Walk – Jennifer Nichols**  
Each group builds an altar and all visit each altar in silence.

**Friday**

- 7-7:30**  
**7-8:15 (1.25 hrs.) Spiritual Practices for Leadership – Lora Kim**  
**Breakfast**
- 8:30-9 (.5 hrs.) Student-led Worship #8**
- 9-11 (2 hrs.) Session #10 – Regional Staff**  
Interdependence of UUA Member Congregations – Living our full polity – UUA Elders – Districts and Regions  
Who’s here to help you when you go home  
Taking It Home – Remembering our foundation the Cambridge Platform  
Growing the Beloved Community
- 11:15-11:30 (.25 hrs.) Prep for closing worship**

**11:30-12 (.5 hrs.)**

**Closing Worship (Staff-led)**

The Leaders We Have Been Waiting For