

Southwestern Conference

Unitarian Universalist Association

6720 Brentwood Stair Road, Fort Worth, TX 76112-3310

The Reverend Susan M. Smith
District Executive
800-467-5131 ext 19
318-861-8976
ssmith@uua.org

Jennifer Nichols
Director of Lifespan Faith Development
800-737-9882
817-874-4895
jnichols@uua.org

Connie Nolen
District Administrator
817-446-0099
Fax: 817 446-1505
swduua@aol.com

March 11, 2011

DBLE 2011 Expectations and Participant Nomination Process

Once again the Dwight Brown Leadership Experience offers a chance for turbocharged training for leaders – lay and clergy alike. This is an intense and deeply spiritual experience. It will focus on the presence and functioning of the individual leaders and will help to form them into a team who serve Unitarian Universalism as servant leaders to their congregations and elders of the faith. Through small group experiences, case studies, lectures, worship, and theological dialogue, participants will gain practical understanding of healthy congregation concepts and tools, the value of intentional leadership process, and the vital connections between religious leadership, faith development, and the realization of beloved community.

Our goal is to translate the DBLE experience into tangible congregational health and vitality. Factors that appear to make a difference in how DBLE affects congregational health include participants who come well grounded in Unitarian Universalism, participants who serve significant leadership roles in their congregation, participants who come in teams of two to four from a congregation, congregations who send teams of leaders to DBLE for several years in a row, and congregations that have an intentional process for selecting their DBLE registrants and integrating knowledge and skills from the experience into the life of the congregation.

This letter is the call for you to nominate your congregation's participants for the 2011 DBLE scheduled for August 7-12 on the campus of Texas Women's University in Denton, TX. This year we are explicitly inviting leaders from all four districts of the UUA Southland Region. We ask that you carefully consider the leaders you would like to participate in DBLE and submit the accompanying nomination form to the Southwest District Office by April 15th. We plan to announce the 2011 class by May 1st. Preference will be given to leaders who will be serving in board, staff (particularly ministers and DREs), or major committee/ministry leadership roles. *Participants must come in congregational teams of two to four leaders. No solo participants will be accepted.* Congregations and faith movements reflect their leadership, and we strive for DBLE to represent the best of UU multi-generational and multi-cultural community. We encourage you to include your best youth (16 and older) and young adult (YA) leader(s), as well as persons of color in your leadership as part of your DBLE team. Their leadership presence and participation are important both in our congregations today and for the future of our faith. We are asking congregational presidents, or their designees, to please complete and submit the **DBLE Nomination Form to nominate participants from your congregation. You can also access and submit the form electronically through the Southland website at www.uusouthland.org.**

What to expect from our 2011 DBLE – Participants will be part of an intensive, challenging, and supportive learning environment. The daily program begins with worship at 8:30 a.m. and ends after reflective small group work at about 9:45 p.m., with a long midday and other shorter breaks. DBLE is a covenanted, multi-generational community. All participants and staff must accede to the attached covenant before they come, and must agree to abide by certain rules that apply to all multi-generational, SWUUC-sponsored programs, such as no public consumption of alcohol and no illegal drugs or sexualized behavior, as well as policies and guidelines of Texas Woman's University. Participants will have the opportunity to add to the covenant and rules when the class gathers at DBLE. *We ask that you give a copy of this letter and the attached DBLE 2011 Participant Expectations and Covenant to all leaders who you plan to nominate as participants.*

In addition to the actual week of DBLE, we offer continuing support to participating congregations, assisting the leaders chosen in more fully using their strengths to advance their congregation's mission. Participants will be asked to complete a survey of their leadership experiences and attributes, as well as current or expected leadership roles, before DBLE begins. During DBLE they will create personal leadership development and action plans. Afterward, DBLE Dean Joe Sullivan and Southland Leadership Experience (SUULE) Dean Peter Kandis serve as coaches during periodic post-DBLE teleconferences for peer and coaching support of participant leadership plans. Recent DBLE graduates have found this follow-up support quite valuable in addressing immediate leadership challenges and in further cultivating helpful connections with leaders in other congregations.

UUA staff experts in system's thinking, faith development, the art of religious leadership, and healthy congregation concepts and practices, including District Executives the Rev. Susan Smith, Connie Goodbread, and Rev. Kenn Hurto, will serve as lead faculty for DBLE 2011. Some of our Southwestern Conference's and Southland Region's most experienced consultants and ministers will serve on staff as small group leaders, coaches, or chaplain.

We urge you to consider now which leaders would help your congregation benefit most from this experience and nominate them. If you are new to the Southwestern Conference or Southland Region yourself or have not attended DBLE or SUULE, join us for a stimulating, challenging continuing education event. This program qualifies for continuing education grants for professional ministry offered by the Rev. Jory Agate of the UUA. We look forward to seeing you and yours there this summer.

Sincerely,

Susan M. Smith
District Executive

Joe Sullivan
DBLE Dean
281-342-8133 Home Office
281-415-8208 Cell
jsullconsulting@gmail.com

***If you have built castles in the air, your work need not be lost; that is where they should be.
Now put the foundations under them.*** HD Thoreau

DBLE 2011 Participant Expectations

The Dwight Brown Leadership Experience is for lay and professional leaders including young adults, ministers, DREs, youth leaders 16 and older, and congregational staff. To maximize benefits from the experience, we encourage participation by congregational teams that include a mix of people in different roles.

Each participant is expected to meet these requirements:

1. Is a member in good standing of a Unitarian Universalist congregation for at least two years (or if youth, at least 16 years old and involved with their congregation for at least two years).
2. Understands the principles, history and polity of Unitarian Universalism.
3. Is slotted to hold a leadership role. Is now or soon will be:
 - on the Governing Board
 - the Chair of a Committee
 - on the Committee on Ministry or Leadership Development Committee
 - a Minister for a congregation
 - on staff: DRE, Administrator, Executive Director, Music Director, etc.
 - a congregational youth leader
4. Has been nominated by their congregational leadership.
5. Is committed to sharing information and the learning experience with other leaders in the congregation.
6. Has a deep understanding of self, including the personal reasons for taking on leadership.
7. Prior to arrival, will read *Leadership in Anxious Times* by Dr. Rev. Peter L. Steinke and *The Cambridge Platform* introduction by Alice Blair Wesley, and will complete a Personal Leadership Inventory. These books and the Inventory will be sent to participants after the class is announced in May.
8. Accedes to the attached DBLE 2011 Covenant of Community.

DBLE 2011 COVENANT OF COMMUNITY

We, the faculty, staff and participants of DBLE 2011,
pledge to one another our willingness

TO PARTICIPATE

- To be on time, prepared and fully present
- To attend all sessions
- To contribute in small groups

TO SHOW RESPECT

- To abide by all rules and policies
- To speak carefully
- To listen in silence from the heart
- To respect each other's privacy, confidences
and personal boundaries
- To express compliments, complaints and concerns
directly to the person or persons involved in
a timely manner

TO BE OPEN

- To welcome new insights
- To embrace growth and change
- To trust the process
- To share our authentic selves
- To deepen our faith

THUS DO WE COVENANT WITH EACH OTHER.

Participant/Staff Signature: _____

SOUTHWESTERN UNITARIAN UNIVERSALIST CONFERENCE DWIGHT BROWN LEADERSHIP EXPERIENCE

2011 Nomination Form

The 2011 DBLE will be held on August 7-12 on the campus of Texas Women's University in Denton, TX. Congregations must nominate their prospective students using this form. Class size is limited. Please list your nominees in priority order, because we might not be able to accept all nominees.

The nominations deadline is April 15th, and the 2011 class will be announced by May 1st. A non-refundable \$200 per student deposit will be due by May 31st and final payment of all fees will be due by June 15th. Limited scholarship funds will be available after the class is announced.

Participant Requirements: Participants must be slated to serve a significant leadership role (board, minister, DRE, chairperson of a significant committee, or in youth leadership) in their congregation during the 2011-12 church year. Congregations must send teams of two-four leaders. No solo participants will be accepted. See the accompanying *DBLE 2011 Participant Expectations* and *DBLE 2011 Covenant of Community* documents.

Fee: \$1,400 for two, \$1,900 for three, and \$2,400 for four participants
There will be an additional \$200 fee surcharge for non-fair share congregations.

Submitting Nominations: Mail the nomination form by April 15th to the Southwestern Conference Office at:

SWUUC
6720 Brentwood Stair Road
Fort Worth, TX 76112-3310
Attn: DBLE 2011 Nominations

Alternatively, you may submit this form online through the Southland website at www.uusouthland.org.

2011 Nomination Form

Congregation: _____ District: _____

Please describe how the congregation has benefited from past DBLE participation and how it plans to use the knowledge and experiences of its 2011 participants:

Your Nominees for 2011 DBLE in priority order (*Please give the age if a nominee is a youth.*)

1st Choice:

Name _____
E-mail Address _____ age, if youth ____
Current Leadership Role _____
Planned 2011-12 Leadership Role _____

2nd Choice:

Name _____
E-mail Address _____ age, if youth ____
Current Leadership Role _____
Planned 2011-12 Leadership Role _____

3rd Choice:

Name _____
E-mail Address _____ age, if youth ____
Current Leadership Role _____
Planned 2011-12 Leadership Role _____

4th Choice:

Name _____
E-mail Address _____ age, if youth ____
Current Leadership Role _____
Planned 2011-12 Leadership Role _____

Submitted by: _____ Position: _____