

DISTRICT CONSULTANTS...*The Heartland District provides consultancy services for congregations through a variety of vehicles: through staff, paid consultants, regional workshops, and coaching of local leaders (clergy and lay). The District Executive (de@heartlanduu.org) is your initial contact for help with all aspects of congregational life. Working with the Faith Development Director, we will provide you with options for consulting with your congregation. We are also partnering with the Central MidWest and Prairie Star Districts to provide specialized services in a wider variety of areas. Areas of staff and consultant specialization available include (but are not limited to): organizational development, including governance and structure; stewardship; growth; volunteer management and recruitment; behavioral covenants; lifespan faith development; religious education organization; transition management; change management; small congregations; vision and mission; strategic and long range planning; youth and young adult ministry; and multi-generational church.*



Sara Clavez

In more than thirty years of UU membership, Sara Clavez has been active in small, mid-sized and large congregations in three different districts. She was elected to leadership roles at the congregation and district levels including a term as the first president of the Heartland District.

She served on the faculty of the MidWest Leadership School, including two years as its chair.

Sara is currently serving the St. Lawrence District as Fundraising Consultant and Settlement Representative for part-time Ministry and the Heartland District as a consultant. She has conducted numerous search committee and board retreats.



Ellen Germann

Ellen Germann has worked with Unitarian Universalist congregations for over 25 years in many different roles and in several regions of the country including New England, the Midwest and the Western states. She is co-author of the book "Big Ideas for Small Congregations: A Friendly Guide for Leaders". Ellen served as District Executive in the Mountain Desert District.

Ellen has also worked as a UU Compensation Consultant in New Hampshire/Vermont, Mountain Desert, Pacific Southwest and Heartland Districts. She is currently a Planning For Growth Consultant with the UUA, working with teams of congregations in 3 districts on growth and healthy congregation issues. Ellen's areas of expertise include congregational growth (including all aspects of growth), small congregations, board retreats, visioning and creative problem solving.



Joan Kahn-Schneider

Joan Kahn-Schneider has been a Unitarian Universalist Minister since 1980, serving congregations in Michigan, Ohio and New York. For two years she was Director of Ministerial Education at the Unitarian Universalist Association. In 1998 she became an intentional interim minister and served congregations in Concord NH, Hartford, CT., Knoxville, TN and Spartanburg, SC. Joan was a member of the first (and perhaps only) class of Unitarian Universalist intentional interim ministers to be trained and accredited by the Interim Ministry Network.

She has an undergraduate degree in psychology from Antioch College, a Master of Divinity degree from United Theological Seminary in Dayton, Ohio and Master of Education in Organization and Management from Antioch New England Graduate School. She has spoken and consulted internationally, facilitating conflict resolution and organizational health. Joan has just completed her term as Ministerial Settlement Representative in the Thomas Jefferson district.



Barb Weber

Barb has more than 20 years of Religious Education experience, including serving as the Director of Religious Education at Miami Valley Unitarian Universalist Fellowship in Dayton Ohio and as Religious Education and Transition Coordinator for Heartland District. She was a long-term member of the Heartland Lifespan Education Committee and served on staff of MidWest Leadership School for three years.

In addition to extensive training in Religious Education, Barb has received training in Church Growth, Conflict Engagement and Healthy Church/Smart Church systems thinking. She has a master's degree in social work and is a mental health therapist.

Barb Weber is passionate about nurturing health in our Unitarian Universalist congregations and growing our denomination. She is known for her clear thinking, calm presence, and sense of humor.

Areas of expertise include: Religious Education (Mission/Vision workshops, New DRE, Startup and Exit work, Committee Structure consultation, etc); Lay Pastoral Care Training; Volunteer Management



Ray Wilson

Ray Wilson worked at Countrymark Cooperative, Inc. for 28 years and served on the executive management team for 10 years. He led the company's Customer Focused Quality improvement effort. Wilson is president of Ray Wilson and Associates (www.rwwilson.com) and specializes in organizational development and operational improvement, strategic plans, and Constancy of Purpose Statements (Mission, Vision, Guiding Principles).

In his consulting, Ray has helped law firms, libraries, printing companies, high schools, engineering consulting firms, manufacturing companies, construction companies, churches and other not-for-profits. Wilson has BS and MS degrees in Agricultural Engineering from The Pennsylvania State University (1964, 1966). He is registered as a Professional Engineer in the state of Indiana.

He is co-author of *Process Mastery - How to Establish and Document the Best Known Way to Do a Job*, *The Library's Continuous Improvement Field Book – 29 Ready-to-Use Tools*, and *The Quality Library – A Guide to Self-Driven Improvement, Better Efficiency, and Happier Customers*.

Wilson grew up as a Lutheran and became a Unitarian Universalist in 1970. He is a founding member of The Unitarian Universalist Church of Indianapolis. He has been active in the church since its inception – serving as president several times.