

Lifespan Faith Development

April 2009 UUA Board of Trustees Report

Office of the Director

Judith A. Frediani, Director, Lifespan Faith Development & Tapestry of Faith
Adrienne Ross, Tapestry of Faith Project Manager, Office Manager
Alicia LeBlanc, LFD Administrative Assistant

The winter months have been intensive and dynamic in Lifespan Faith Development. To summarize some highlights:

- The Youth Ministry Working Group met in January and February to finalize their recommendations to the Administration and the Board. This thoughtful and insightful report is included in this Board Packet and is described in the Youth Ministry Office section below. It points the way not only to a vibrant youth ministry, but a vibrant Unitarian Universalism for us all.
- The new Youth and Young Adult Ministries Office is about to become a reality as the structure and budget for this reorganization of the Youth Office and the Young Adult/Campus Ministry Office have been approved. Staff members in both offices have been meeting and collaborating all year. More information below.
- Tapestry of Faith has reached a crescendo of development, with staff working on 30 projects. Half of the children's program is available, and another quarter is being written for field test in January. Substantial youth and adult programs are in every stage of production. For descriptions of all available Tapestry programs go to:
<http://www.uua.org/religiouseducation/curricula/tapestryfaith/abouttapestry/130209.shtml>
- The composition of LFD staff has been dynamic as well. Only two members of LFD – Judith and Adrienne – have been here for two years (or more, in our case). The Resource Development Office (aka Curriculum Office) has been built in the last two years to focus on curricula and other core resources for our congregations. The Youth Office has been in an intentionally transitional year and includes four interim staff positions that will end in June. Four new positions in the Youth and Young Adult Ministries Office will be posted.

Aisha Hauser, Children and Families Program Director

The last few months have focused on recruiting, interviewing and selecting authors for the Beloved Community children's curriculum, the third in the series of four Tapestry of Faith children's programs. We received many applications from highly qualified religious professionals all over the country. Judith and I interviewed ten applicants and we are thrilled with the six people listed below who will be the authors for this next round of curriculum development. We met with these authors in March to launch this series.

I had the opportunity to attend LREDA professional day in New York City in February, where our Moderator, Gini Courter presented on Shared Ministry. Many people gave testimonials about Tapestry of Faith. One minister told me that he loves it and he has four-year-olds doing a labyrinth every Sunday! (from *Creating Home* for grades K-1)

I also attended the religious professionals of color retreat in Atlanta. This was an opportunity to connect with seminarians, ministers and religious educators of color. We had deep and enriching conversations about our denomination and how we can work together to make it welcoming for interracial, multicultural families as well as for adults of color.

Susan Lawrence, Managing Editor

Since the start of 2009, I am supporting all Tapestry of Faith programs as manager of editorial production and copyeditor for the series. Last year, I worked directly with children's authors in concept and manuscript development. Some fruits of that work are (1) two curricula now ready for field test, *Faithful Journeys* (grades 2/3) and *Windows and Mirrors* (grades 4/5), and (2) a wealth of experience to help me wisely support our program directors in their developmental editor role.

In concert with our launch of six new authors for the Beloved Community children's series, Judith, Adrienne and I updated and streamlined our author packet, using feedback from developmental editors and previous Tapestry of Faith authors. I have made a comprehensive editorial style sheet specifically for Tapestry of Faith and worked with Adrienne on a writing template which, combined with hands-on training, will help authors design and write curricula for our online publication. The new author packet streamlines our editorial production process and enhances our commitment to best practices, an effort to which our entire Resource Development Office team has contributed.

I am also focused on actively promoting Tapestry of Faith to our congregations through a variety of channels. We now provide a timely Story for All Ages in each monthly Congregational Mailing. In March, we offered a story about Eliza Tupper Wilkes from our grades 4/5 curriculum, *Toolbox of Faith*. In April we provided "Easter" from Gail Forsyth-Vail's Tapestry of Faith Toolkit book, *Stories in Faith*. Over the next few months, I will work closely with Judith and Adrienne to enhance our web pages so they present our curricula, resources and background information in the most targeted and useful way.

Jessica York, Youth Programs Director

In addition to working on the development of eight Tapestry of Faith youth programs (listed below), I am working with assorted LFD colleagues on other projects. The entire Resource Development office is working together on workshops for GA and a series of workshops on Tapestry of Faith to be presented this summer at Star Island and The Mountain Retreat and Learning Center. India McKnight and I, with support from Judith Frediani, are coordinating the Social Justice Roundtable mentioned in the last board report. I worked with Mara Dowdall and the staff of the Interfaith Youth Core (IFYC) in

Chicago, to submit a proposal for a Veatch Large Grant. The opportunity to apply for the grant could bring to fruition collaborative plans between our two organizations. IFYC trains youth and young adults in interfaith service work. They would like to pilot a program where their work focuses specifically on one faith and they asked us if we were willing to be the pilot religion. Unitarian Universalism is uniquely qualified to do this work: our congregations are theologically diverse and we recognize and honor other faith traditions as part of our religious principles. Think of what it would mean for our UU youth to help model this accepting and affirming behavior to other faith traditions.

In between this work, I found time to sit and share stories, laughs, and tears with other UU religious professionals of color at the Annual Diversity in Ministry Retreat, in Atlanta, Georgia. The increased attendance was inspiring, as was our visit to the King Center. I appreciate the continued funding of the DOMT Initiative that makes this event possible.

Gail Forsyth-Vail, Adult Programs Director

In addition to responding to a steady stream of requests for information and resources about adult programs from congregational representatives and religious professionals, I have continued my editing work with the authors of four different programs for adults. I have researched some of the sources used by curriculum authors in order to help them develop workshops which are informative, engaging, and challenging for Unitarian Universalist adults of all ages and stages.

I have been involved in conceptual work for a new multigenerational Christian and Jewish scriptures program. As part of the concept development for this two-part Bible curriculum, I have recruited a focus group of Unitarian Universalist ministers and religious educators who will meet by phone in late April to talk about themes and narratives we might want to include in this program, as well as the broad outlines of this multigenerational faith development program.

As part of the task force for the Multigenerational Track of UU University, I have met with the group and with the track leaders by phone, and am developing my part of the presentation for General Assembly.

TAPESTRY OF FAITH: NEW PROGRAMS AND RESOURCES SINCE JANUARY, 2009

For Children

Published Online

Resources

- **Spirituality and the Arts in Children's Programming** by Nita Penfold
- **Making Music Live** by Nick Page

Published Online

- **Wonderful Welcome** Field- Test (Kindergarten-1st Grade) by Aisha Hauser and Susan Lawrence

Published Online in Spring of 2009

- **Faithful Journeys** (Grades 2-3) by Lynn Ungar and Alice Anacheka-Naseman
- **Windows and Mirrors** (Grades 4-5) by Gabrielle Farrell, Natalie Fenimore and Dr. Jenice View
- **Gather The Spirit**, by Richard S. Kimball and Christine Rafal (multigenerational)

In development by authors:

These authors have been selected for Beloved Community:

- Grades K-1- Lynn Kerr and Christy Olson
- Grades 2-3-Alice Anacheka-Naseman and Cathy Cartwright
- Grades 4-5-Lynn Unger and Michelle Richards

New for Youth

For Spring 2009 online publication

- **Riddle & Mystery: UU Responses to Big Questions** by Rick Kimball (for fall field test)

Being edited for online publication:

Youth Small Group Ministry Handbook by Helen Zidowecki and Jessica York

Being edited for print publication as a Toolkit Book:

Mission and Service Handbook for Congregations by Jen McAdoo and Anne Principe

In writing stage:

Building Bridges: A multifaith program for junior high youth by Mary Issacs

Heeding the Call: social justice/ junior high youth by Jodi Tharan and Nicole Bowmer

A Place of Wholeness: theology for senior high youth by Beth Dana and Jesse Jaeger

New for Adults

For Spring 2009 online publication

- **Harvest the Power: Lay Leadership Development** by Matthew and Gail Tittle and Gail Forsyth-Vail

In writing stage:

- **What Moves Us: UU Theology** by Thandeka
- **Our Living Unitarian Universalist History** by Jackie Clement and Alison Cornish
- **Unitarian Universalist History of Resistance and Transformation** by Colin Bossen and Julia Hamilton

- **Our UU Roots** (stories of Transcendentalists and Reformers in the Nineteenth Century) – a Toolkit Book by Polly Peterson

Office of Youth Ministries

Mara Dowdall, Interim Director

Monica Cummings, Program Associate for Ministry to Youth and Young Adults of Color

Jeremie Giacoia, Program Associate for Youth Ministry

India McKnight, Program Associate for Youth Ministry

Sarah Prager, Office Administrator

COLLABORATION WITH YOUNG ADULT MINISTRIES/ NEW STAFFING STRUCTURE

One of the key tasks for the Youth Ministry Office during the interim period has been working in collaboration with the Young Adult Ministries Office, with the goal of the joining these two ministries in a new staffing structure in the coming year.

As part of this intentional collaboration, the Youth and Young Adult Ministries staffs have continued to hold regular monthly meetings for sharing updates and exploring issues of natural partnership. Examples of partnership between the two offices include updating bridging resources and planning the multigenerational Synergy worship service for GA 2009. The two staffs have also teamed up for anti-oppression identity development work, including monthly caucusing around particular identities.

Looking ahead to next year, a new staffing structure has been proposed that will join Young Adult Ministries with Youth Ministries under the auspices of the Lifespan Faith Development Staff Group. This restructuring, while reducing the total number of Youth and Young Adult Ministry staff persons, should allow for increased efficiency, quality, and creativity in service delivery. Particularly exciting is that the proposed structure calls for new staff positions specifically devoted to leadership development, bridging and campus ministry, and technology. Youth and Young Adult Ministries staff will work with LFD's curriculum staff, including the Youth Programs Director, Jessica York, and the Adult Programs Director, Gail Forsyth-Vail, to develop programs and other resources for youth and young adults.

The new positions, along with a youth and young adult ministries office director, will join Sarah Prager, Youth Ministry Administrator, and Monica Cummings, Program Associate for Ministry to Youth and Young Adults of Color. The start dates of the new staff positions will be staggered, with two beginning on July 1 and two on September 1. The interim positions staffed by Mara Dowdall, Jeremie Giacoia, and India McKnight will all end on June 30, 2009. The process of writing job descriptions is underway, and the hiring of the new Youth and Young Adult Ministries Director is the first priority.

YOUTH MINISTRY WORKING GROUP

The Youth Ministry Working Group held its final two meetings in Boston, MA January 9-10 and February 28-March 1. The group has completed a comprehensive set of recommendations for youth ministry, which are being provided to the Board separately for your review and approval.

In partnership with Youth Ministry Office staff, the Youth Ministry Working Group plans to present its recommendations at General Assembly through a combination of plenary time, two workshops, and the Youth and Young Adult Ministries booth. Staff are also working on efforts to publicize the content of the recommendations through a variety of media this spring.

CHRYSALIS TRAINING PROGRAM

The Youth Ministry Office continues to support Chrysalis trainings throughout the country. Since the January Board meeting, four trainings have taken place. In early February, the Heartland District hosted a Spirituality Development Conference at the UU Church of Farmington. Two Chrysalis trainings took place the weekend of February 27: a Basic Advisor Training in Ohio Meadville and a Leadership Development Conference in Clara Barton. Finally, a Spirituality Development Conference was held from March 19-22 in Dedham, MA. There are no trainings currently scheduled for the remainder of the fiscal year.

MINISTRY TO AND WITH YOUTH OF COLOR: FIVE-REGION WORKSHOP APPROACH

Monica Cummings and India McKnight are collaborating on a “five-region” approach to supporting the ministry needs of Unitarian Universalist youth and young adults who identify as persons of color or members of a traditionally marginalized racial/ethnic minority group.

This regional approach will offer day-long events for youth and young adults of color in each of five regions of the country in an effort to connect with more Unitarian Universalists from traditionally marginalized ethnic groups to support them in identity and spiritual development and growth as Unitarian Universalists. The format of each conference will allow participants to spend time learning about the stages of identity development that most marginalized ethnic minority group members experience in the United States. Conference participants will also have the opportunity to learn about spiritual development as Unitarian Universalists in addition to sharing their own spiritual practices.

The five-region strategy of ministry to youth and young adults of color will seek the support of and be in conversation with associational, regional, district and congregational leadership so the ministry needs of traditionally marginalized UUs become a vital part of structures of accountability. The first of the five events will take place at the UU congregation in Montclair, NJ the weekend of May 15-17, 2009.

EVENTS

Social Justice Roundtable

The Social Justice Roundtable will be held April 24- 27 in Boston. The event will be facilitated by Jessica York and Joseph Gayeski, a 16-year-old youth from Cheshire, CT and there will be 11 participants as well as additional presenters. Participants will discuss current social justice opportunities available in Unitarian Universalism, as well as make recommendations for supporting youth social justice opportunities at the congregational, district and national levels.

General Assembly Youth Caucus

General Assembly Youth Caucus staff members were selected in January and have since met with one another and the Youth Ministry Office staff via conference call. From April 2-5, Youth Caucus staff will attend General Assembly Pre-Site in conjunction with the spring General Assembly Planning Committee meeting. Together, they will tour the Salt Palace convention center, plan for and discuss June's programming.

LFD Travel Schedules March – June 2009

Judith A. Frediani

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|-------------|--|--------------------|
| April 9 | Ballou Channing RE Roundtable | BCD |
| April 24-25 | Youth Ministry Social Justice Roundtable | Boston |
| June 23-29 | General Assembly | Salt Lake City, UT |

Aisha Hauser

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|-------------|---|--------------------|
| March 5-8 | Religious Professionals of Color Retreat | Atlanta, GA |
| March 15-20 | Tapestry of Faith Author Launch | Boston, MA |
| April 2-4 | Pastoral Care for Rel. Educators Workshop | Morristown, NJ |
| May 11-15 | LFD Staff Group Meetings | Boston, MA |
| June 24-29 | General Assembly | Salt Lake City, UT |

Jessica York

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| March 5-8 | Religious Professionals of Color Retreat | Atlanta, GA |
| March 15-20 | LFD Staff Group Meeting | Boston, MA |
| April 17-19 | MSD Junior High Con | Birmingham, AL |
| April 20-25 | Author Launch/Social Justice Roundtable | Boston, MA |
| May 1-3 | MidSouth District Annual Meeting | Nashville, TN |
| May 10-14 | LFD Staff Group Meeting | Boston, MA |
| June 26-29 | General Assembly | Salt Lake City, UT |
| July 5-10 | RE Week at The Mountain | Highlands, NC |

Mara Dowdall

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| April 2-5 | General Assembly Pre-Site | Salt Lake City, UT |
| June 22-29 | General Assembly | Salt Lake City, UT |

Monica Cummings

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| April 1-4 | Pastoral Care for Religious Educators | Morristown, NJ |
| April 24-26 | DRUUMM Asian Pacific Islander Caucus Conference | Minneapolis, MN |
| May 8-10 | Thomas Jefferson District Annual Meeting | North Carolina |
| May 15-17 | “Inward Journey” (First Five-Region Event for Youth and Young Adults of Color) | Montclair, NJ |
| June 24-28 | General Assembly | Salt Lake City, UT |

Jeremie Giacoia

June 24-28

General Assembly

Salt Lake City, UT

India McKnight

April 2-5

General Assembly Pre-Site

Salt Lake City, UT

April 24-27

Social Justice Roundtable

Boston, MA

May 15-17

“Inward Journey”

Montclair, NJ

(First Five-Region Event for Youth and Young Adults of Color)

June 24-29

General Assembly

Salt Lake City, UT

Sarah Prager

April 25

Social Justice Roundtable

Boston, MA