



The Religious Leader

NEWS FROM THE MINISTRY AND PROFESSIONAL LEADERSHIP STAFF GROUP • PRE-GA 2008

IN THIS ISSUE

1/2

Office of the Director
From the Director

3/4

Ministerial Credentialing/Internship Clearinghouse
Credentialing Updates
Internship Clearinghouse News

4/5

Religious Education Credentialing
& Renaissance Program
What's New in the Religious Education
Credentialing Program
What They Dreamed Be Ours to Do
Other Updates
Renaissance Program News
UUA Interim DRE Training 2008

6

Transitions
An Invitation
Sightings

6

Ministerial Development
Continuing Education Funds Still Available
Preliminary Fellowship

6

Church Staff Finances/UUA Health Plan Office
All Quiet on the Finance Front

7/12

Resources & Possibilities
From the Chair of the Ministerial Fellowship
Committee
Truth, Repair, and Reconciliation
The Transformative Power of Music
UU Musicians Network Annual Conference
UU World Workshop at GA
UURMaPA Collegial Conversation
GA Events Offered by MPL and UU
Professional Organizations
Church of the Larger Fellowship (CLF)
Continuing Education for Ministers
AUUA Professional Day and Workshops at GA
The UU Funding Program
Youth Ministry Roundtable
Association Sunday
Music from the Church of the Larger Fellowship
(CLF) Library
UU World Congregational Announcements
News from the Stewardship and Development
Office
UU University 2008: Ministry in the Borderlands
Love or Infatuation

Office of the Director—Beth Miller, A'Llyn Ettien

From the Director

General Assembly will soon be upon us and with it, perhaps, ambivalence. Should I go, given the justice concerns raised by the security checkpoint? Do I stay away in protest or go and engage with other UUs struggling with these issues? Did I secretly not want to go anyway (Florida in late June!) and find this a tipping point reason to skip it this year? A hard decision for many and I don't envy those of you who are torn, whatever your reasons. As UUA program staff, your faithful Ministry and Professional Leadership colleagues will be there as usual. We hope to be of service to those of you who are coming and will miss those of you who are not.

The Excellence in Ministry

conversation continues to engage more people from throughout the UU universe and to grow deeper, more textured, and more collaborative, intersecting with other initiatives such as youth ministry, diversity of ministry, and community ministry. The Panel on Theological Education met following the April UUA Board meeting and received reports from the eight projects they funded last fall. See their pages on the UUA website at uua.org/aboutus/governance/board-appointedcommittees/paneltheological/index.shtml for details on this and other work of the Panel. I've heard some of the anxiety expressed by ministers feeling criticized and even insulted by this discussion. For some, it feels as if we are being judged incompetent and inadequate. It also feels like more and more expectations are being laid on ministers all the time. While I have sympathy for these feelings, that's really not what it's

about. It is about figuring out what we, as an Association, can and need to do with the resources we have to help ministers be as good as they can be for a changing church in a changing world. To avoid this conversation and what may come of it so as not to hurt or offend us is not an option. I am so grateful that the UUMA Executive, CENTER, LREDA Executive, and the UU theological schools are all engaging creatively and productively with this conversation. From my vantage point—at the intersection of many parts of it—I see some significant lessons and exciting initiatives coming of it already. I hope all of us will see more of the opportunity inherent in this process as it continues.

The open positions in MPL have not been filled as of this writing. We were unsuccessful in the first round of interviews to fill the Office of Church Staff Finances Director position this spring. I am exploring a couple of options, including having an interim Director for 1–2 years. We've done initial screenings and will interview several candidates for the exciting new Worship and Music Resources Director's position before this goes to print, although too late to announce here. I hope to have updates on both of these positions at GA.

The Professional Leaders

Coordinating Council (PLCC) is a group made up of the leaders from your professional organizations who, along with some of the MPL staff, come together twice a year to discuss issues of mutual concern. At their April 17 meeting in Boston, the PLCC affirmed their mission, which

MPL STAFF GROUP DIRECTORY

FIRST INITIAL LAST NAME@UUA.ORG (EXAMPLE:
BMILLER@UUA.ORG); UNLESS OTHERWISE NOTED

JORY AGATE
MINISTERIAL DEVELOPMENT DIRECTOR
(617) 948-6453

KATI DENEEN
HEALTH PLAN COORDINATOR
(617) 948-4265

MOHAMMED EL-KHATIB
MFC ASSISTANT
(617) 948-6452

A'LLYN ETTIEN
ASSISTANT TO THE DIRECTOR OF MPL
(617) 948-6406

CHRISTINE MAY
MINISTERIAL CREDENTIALING ADMINISTRATOR
(617) 948-6403

BETH MILLER
DIRECTOR OF MPL
(617) 948-6407

MARGARET MONTORE
MINISTERIAL DEVELOPMENT ASSISTANT
(617) 948-6437

DAVID PETTEE
MINISTERIAL CREDENTIALING DIRECTOR
(617) 948-6402

JIM SARGENT
HEALTH PLAN DIRECTOR
HEALTHINSURANCE@UUA.ORG
(617) 948-6405

EMILY SCHWAB
TRANSITIONS ADMINISTRATOR
TRANSITIONS@UUA.ORG
(617) 948-6408

JOYCE STEWART
RETIREMENT & INSURANCE PLAN DIRECTOR
(617) 948-6421

PAULA WELLING
RE CREDENTIALING ASSISTANT
(617) 948-6418

JOHN WESTON
TRANSITIONS DIRECTOR
TRANSITIONS@UUA.ORG
(617) 948-6409

BETH WILLIAMS
RE CREDENTIALING DIRECTOR
BETHWILLIAMS@UUA.ORG
(617) 948-6417

KIM WILSON
INTERNSHIP CLEARINGHOUSE COORDINATOR
(203) 484-5018

TRACY WITHY-BROWNE
INSURANCE PLAN ADMINISTRATOR
TWITHY@UUA.ORG
(617) 948-6401

MINISTRY AND PROFESSIONAL LEADERSHIP STAFF GROUP; 25
BEACON STREET, BOSTON, MA 02108; FAX: (617) 742-2875;
LOCATED: 41 MOUNT VERNON, 4TH FLOOR

THE RELIGIOUS LEADER IS PUBLISHED THREE TIMES A YEAR BY
THE MINISTRY AND PROFESSIONAL LEADERSHIP STAFF GROUP.
PLEASE SEND COPY FOR THE FALL 2008 EDITION IN MS WORD
TO A'LLYN ETTIEN (AETTIEN@UUA.ORG) BY NO LATER THAN
SEPTEMBER 15, 2008.

TYPESETTING AND EDITORIAL BY ANNMARIE G. KLYZUB,
KALZUB DESIGN; KALZUBDESIGN.COM.

is “to promote healthy partnerships among UU professional organizations and encourage the development of strong UU professional leadership teams.” They also welcomed two new members: the Accredited Interim Ministers group (AIMs) and the UU Retired Ministers and Partners Association (UURMaPA). The AIMs and UURMaPA bring perspectives and experience that will benefit us all. If you have issues or concerns you would like the PLCC to consider, please speak to your leaders. And look for their three workshops at GA.

As we move into summer, I wish you some well-earned peace and rest in your professional and personal lives. As political issues swirl through our

nation and our Association (and probably our congregations as well), as war continues unabated, as the ecological crisis grows more intense, as the recession grows here and the food supplies shrink elsewhere, there is much to worry about and work on. But let summer also be a time for abandonment and play. We need those so very much to stay sane. We don't live in an either/or world. Embrace the both/and, and take good care of yourself and those you love, even as you do what you can to save the world. Enjoy as many as you can of life's good blessings. ●

—Beth Miller,
Director of MPL

Ministerial Credentialing/Internship Clearinghouse—David Pettee, Christine May, Mohammed El-Khatib, Kim Wilson

Credentialing Updates

It has been quite dynamic in the Ministerial Credentialing Office since the last issue of *The Religious Leader* hit the newsstands. While we always encourage aspirants and candidates to be familiar with materials related to the ministerial credentialing process, perhaps at no other time in the last six years has so much foundational change come at once! Chris May, Kim Wilson, and I will do our best to communicate broadly the things folks need to know. We do need your help to make sure that all mailing and email addresses are current and correct!

The changes affecting the credentialing process have been initiated by the Ministerial Fellowship Committee. Perhaps most significantly, in January 2008, the UUA Board of Trustees approved a complete revision of the MFC Rules and Policies. As one of the UUA staff who was involved in preparing some of the draft language, it appeared that the MFC Rules hadn't been totally overhauled since the time of consolidation. Then, at the March 2008 MFC

meeting, the Committee approved new draft policies that correspond to all the new MFC Rules.

Please go to uua.org/leaders/leaderslibrary/ministerialfellowship/62658.shtml to review the new MFC Rules and Policies!

The MFC also took seriously a concern reported by members of the Regional Sub-Committees on Candidacy, who observed that a growing number of aspirants were delaying seeing an RSCC, in effect defeating the purpose of the RSCC interviews. The creation of the RSCC system was driven in part by the desire for aspirants to have an early, frank, and honest encounter with the credentialing process to avoid an expensive and undesirable outcome that might be preventable. In addition, Kim Wilson noticed over the last five years that the majority of internships ending early and unsuccessfully involved those who were still in aspirant status. Beginning in September, 2009, all interns will need to have interviewed with an RSCC prior to commencement of their internship

in order for the MFC to recognize the internship. The MFC did not require that interns be in candidate status, but an RSCC interview must have taken place. It is a best practice for aspirants and candidates to share their RSCC letter with their internship supervisors so that greater collaboration can occur.

In January 2008, the MFC also approved a new MFC reading list! The new reading list will be formally announced once all permissions have been received. The MFC has been concerned that there are an increasing number of candidates who bring limited experience and exposure to Unitarian Universalist culture. Consequently, there is a greater focus on classical texts and articles (many that can be downloaded) to inspire and hopefully institute a deeper sense of Unitarian Universalist identity. A recommended list of texts was also created and will be regularly updated. A good number of the required texts will be available for purchase directly from the UUA Bookstore.

Those in candidate status when the MFC Reading List is formally announced will have the option of being accountable to either the new or the current list. Those who are applicants or aspirants will be accountable only to the new reading list.

Respecting the UUA's commitment to safe congregations, the other significant change that will affect those preparing for ministerial fellowship is the institution of a background check before the MFC interview. The process to complete a background check was developed in collaboration with the Religious Education Credentialing Committee. The Committee has determined that when a candidate formally requests an interview, the background check must be completed before the time of the MFC interview. Because candidates typically request an MFC interview ten months to a year in advance of the interview, there will be plenty of time to get the background check accomplished. Candidates

interviewing with the MFC in September 2008, December 2008, and March 2009 will have specific instructions sent to them soon.

Finally, during this upcoming summer, the RSCC materials and the internship manual will be updated to reflect all of these changes. A follow-up survey from the 2003 assessment of the RSCC process will also take place electronically. There is no rest for the weary!

As is my custom at General Assembly, I will make a few half-hour appointment slots available for anyone who would like to meet with me privately. You can arrange a meeting in advance by contacting Chris May, or visit the Ministry and Professional Leadership booth in the Exhibition Hall at GA.

I hope to see you in Fort Lauderdale! •

—In the faith,
David Pettee, Ministerial
Credentialing Director

Internship Clearinghouse News

GA is right around the corner again, and I'm looking forward to seeing many of the interns and supervisors I've worked with over the past year, as well as some new faces. Two internship-related events are planned for GA this year. There will be a workshop on Sunday called "Becoming a Teaching Congregation: The Role of the Intern Committee," with a panel including interns, supervisors, and intern committee chairs. We'll hear a variety of perspectives on best practices for internships, including the complex job of an intern committee, and have plenty of time for questions and answers.

We'll also be holding our annual Intern Gathering. All new, continuing, and finished interns are invited to attend. It's a great opportunity to meet other interns, share experiences, and chat with David Pettee and me. The

Intern Gathering will take place in the Governor's Room at the Fort Lauderdale Grande Hotel. You can find the date, time, and room information posted on the Internship Clearinghouse web page.

I'll have half-hour appointment slots during GA for anyone who would like to meet with me. You can arrange a meeting in advance, or visit the Ministry and Professional Leadership booth in the GA Exhibition Hall to set one up.

During the summer, we anticipate upgrading the *Internship Manual* to reflect the changes that have come out of updating the MFC Rules and Policies over the last six months. The Ministerial Fellowship Committee has determined that internships are now a minimum of nine months when full-time. The MFC also modified the off-site supervision guidelines to include a provision that the Ministerial Credentialing Office might defer a particularly complicated off-site supervision plan to the Committee before the internship begins, which is a change from current procedures.

For those of you who won't be at GA, I'm sorry I won't see you. But,

PROFESSIONAL CONTACT DIRECTORY

AUUA:

CHUCK ROSENE, PRESIDENT
CROSENE@UUA.ORG

GAIL DONKIN, ADMINISTRATOR
ADMIN@AUUA.ORG

LREDA:

SUSAN ARCHER, PRESIDENT
SARCHER@CEDARLANE.ORG

SHANNON HAWKINS, ADMINISTRATOR
LREDA@UUA.ORG

SCM:

DEBORAH HOLDER, PRESIDENT
DEBORAHHOLDER@MINDSPRING.COM

UUMA:

ROBERT ELLER-ISAACS, PRESIDENT
PRESIDENT@UUMA.ORG

JANETTE M. LALLIER, ADMINISTRATOR
ADMINISTRATOR@UUMA.ORG

UUMN:

ELIZABETH NORTON, PRESIDENT
BETHNORTON@EARTHLINK.NET

DONNA FISHER, ADMINISTRATOR
UUMN@UUMN.ORG

UURMAPA:

NANCY DOUGHTY, PRESIDENT
NWDREV@CHARTER.NET

as always, feel free to call or email anytime if there's something you'd like to discuss. For all who do plan to be at GA, I look forward to seeing you there! ●

Yours in faith,
Rev. Kim Wilson,
Internship Clearinghouse
Coordinator; 766 Totucket Road,
Northford, CT 06472;
office hours: T-W-F 3:00–5:30
Eastern time; (203) 484-5081
(voice and fax)

Meadville Lombard Summer Intensives

Preaching As If You Mean It: July 7–11

The Large Church: Praxis, Problems, and Promise: July 7–11

Creating Healthy Congregations: The Role of the Minister from a Systems Perspective: July 14–18

Advanced Seminar on Liberal Theology: July 21–25

Growth of the Spirit in UU History: July 20–25, Ferry Beach, ME

Ministry and the Art of Presence: August 11–15

UU Spiritual Traditions: August 24–29, Ferry Beach, ME

For more information visit www.meadville.edu/ac_courseofferings.htm or call (773) 256-3007.

GA Appointments

For an individual appointment with Reverend David Pettee at General Assembly, please email Chris May (cmay@uua.org) or call (617) 948-6403. David's schedule is usually full by the time GA begins, so advance appointments are recommended.

Religious Education Credentialing & Renaissance Program—Beth Williams, Paula Welling

What's New in the Religious Education Credentialing Program

Many congratulations to the following religious educators who were awarded credentials by the RECC on April 3, 2008:

Lynn Hunt—Credentialed Religious Educator Level
Karen LoBracco—Credentialed Religious Educator Level

We welcome the following religious educators who have been accepted into the Religious Education Credentialing Program and are working toward various levels of achievement. Their commitment to excellence in religious education and professional development are recognized through these efforts:

Misha Amkajinaki, MNY
Anne Bancroft (re-entry), MB

What They Dreamed Be Ours to Do

The hymn is sung each year at the Service of the Living Tradition and never fails to bring tears to my eyes as we again stand rank by rank. It refers to the legacy of the past, the demands of the present, and

the promise of the future. We are inspired by “lives that speak and deeds that beckon.” While we often recall in that service, individually and collectively, silently and by name, ministers who have shaped our lives and our faith, I want to lift up the religious educators who have gone before. I want to include not only individuals like Sophia Lyon Fahs and Angus MacLean, but those little known and perhaps little regarded religious educators who made profound differences in the lives of children, youth, and adults because of their passion and their commitment to excellence. The hymn admonishes us that “what they dreamed be ours to do.” While many were unsung, the opportunity to make their vision real is still before us. The vision articulated by William Ellery Channing in his address to the Sunday School Society in January 1837 is compellingly contemporary. It begins, “The great end in religious instruction . . .” and proceeds to eloquently outline the ends. Channing concluded, “In a word, the great end is to awaken the soul, to excite and cherish spiritual life.”

Achieving those ends requires significant will on the part of congregations and ministers. It also requires dedicated directors of religious education who have the knowledge and skills to achieve those ends working largely with volunteers. To achieve those ends, the UUA Board of Trustees created the Religious Education Credentialing Committee (RECC) to credential directors of religious education at the Associate, Credentialed, and Master's Level. Currently,

there are 46 credentialed directors of religious education and another 40 individuals who are working toward credentialing.

At this year's GA, members of the RECC will lead a workshop entitled "Lay Leader's Guide to RE Excellence." This workshop is aligned with the mission of the RECC, which includes "preparing professional religious educators to provide programmatic resources that strengthen and challenge their congregations in order to transform lives and make the world a better place," and will assist participants in envisioning excellence in RE and assessing their congregation's RE program. They will also learn about the benefits of the RE Credentialing Program. We urge you to have a layperson attend from your congregation to learn more about RE Excellence because "what they dreamed be ours to do." ●

Rev. Kirk Loadman-Copeland,
Member, RECC

Other Updates

New RE Credentialing Policy and Procedure Requirements from the April 2008 RECC Meeting

Credentialed and Master's Level candidates are now required to submit a preview of their entire portfolio to the RE Credentialing Director for review and feedback at least two weeks before the completed portfolio is sent to the RECC. At least two competency areas must be sent to the director at least six months before the portfolio is due; an emergency situation is no longer required to be put in hold status in the program for one year.

Criminal Offense Disclosure Form

A criminal offense disclosure form (available on the website) must now be submitted with all applications to the RE Credentialing Program. A background check from a vendor approved by the RECC must be completed before a candidate submits program completion materials. On request, the fee for the background check can be reimbursed. Contact Beth Williams at bethwilliams@uua.org or (617) 948-6417 for more information.

Religious Educators Serving Canadian Congregations

The UUA and the Canadian Unitarian Council have reached an agreement on how religious educators serving Canadian congregations may participate in the RE Credentialing Program. We expect to be receiving applications from such individuals in the near future. ●

Renaissance Program News

The following are Renaissance program modules scheduled for the coming year:

May 14–16, Administration, Lanark, ON,
Sylvia Bass-West, sylvia@cuc.ca

Oct. 9–11, UU Identity, Naperville, IL,
Michelle Richards, richards.michelle@verizon.net

Oct. 31–Nov. 2, Teacher Development, Angelus Oaks, CA, Mary Nelson, pswd@aol.com

Nov. 14–16, Worship for All Ages, Glen Rose, TX,
Jennifer Nichols-Payne, jnichols@uua.org

We are pleased to congratulate the following religious educators who recently received Renaissance Recognition:

Tracy Sprowls Jenks, MNY
Kathy Strawser, OMD
Eleanor VanDeusen, MD

A Leader-in-Training process for individual Renaissance modules has been initiated.

Contact Beth Williams at bethwilliams@uua.org or (617) 948-6417 for more information. ●

UUA Interim DRE Training 2008

July 23–25, 2008; Eliot & Pickett (E&P) Houses—UUA, Boston, MA

Professional religious educators meet for discussion and skill-building around common themes of the interim year. Training begins at 9:00 a.m. on Wednesday, July 23 and ends at 3:00 p.m. on Friday, July 25. Limited space is available. Priority is given to those in an Interim DRE position in 2008–2009. Application deadline is July 14, 2008.

Registration fee is \$350 and includes training program, Tuesday eve reception, lunch and dinner on Wednesday and Thursday, and lunch on Friday.

Lodging options at E&P for Tuesday, July 22–Thursday, July 24, (breakfast included): single room is \$255 and shared room is \$165.

For an application or more information, please contact Beth Williams at bethwilliams@uua.org or (617) 948-6417. ●

—Rev. Beth Williams,
Religious Education Credentialing and
UUMN Certification Program Director;
Renaissance Program Co-Director

Transitions—John Weston, Emily Schwab

An Invitation

If you'd like to meet with John Weston at General Assembly—whether to talk about search, about your present situation, or about your career in general—please contact Emily Schwab to make an appointment. ●

Sightings

The year now coming to a conclusion was sparse for settled ministries. Only 56 congregations sought to call (or in some cases hire) a minister to full-time service, of which only 43, as of mid-April, named candidates—ten fewer than the last twenty years' average.

Interim ministry continues strong, with 96 congregations served in the past year. The coming year augurs well, too, with some 65 congregations having already applied and another 24 ongoing. However, given the effective shortage of ministers willing to serve smaller congregations, and with the growing need for non-interim transitional ministry in larger congregations, interim ministry alone cannot fill the gap. Thus, the Transitions Office has begun to work more frequently with the districts in providing consulting ministers to smaller congregations, and with larger congregations in meeting their need for transitional ministries in new positions and changing circumstances. Consulting ministry shows promise of successfully meeting these needs first identified last year. ●

—John Weston, Transitions Director

Ministerial Development—Jory Agate, Margaret Montore

Continuing Education Funds Still Available

There is still money left for continuing education grants for this year. If you would like to request reimbursement for a professional development expense from this year, please submit an email request to Jory Agate (jagate@uua.org) and include the following:

- a budget of the total cost (travel, registration, food, and so forth) for the program,
- an indication that the continuing education plans are supported by the congregation or institution that you serve and how the program will benefit your ministry, and
- the name and address to which a check should be sent. ●

Preliminary Fellowship

Ministers granted preliminary fellowship this year: Keep an eye out this summer for your “Welcome to Ministry” packet. In it you will find important information regarding preliminary fellowship requirements. Please fill out and return the Preliminary Fellowship Ministry Registration Form letting us know your current contact and ministry information. You are responsible for maintaining contact with our office throughout Preliminary Fellowship. ●

In faith,
Jory Agate,
Ministerial Development Director

Church Staff Finances/UUA Health Plan Office—Joyce Stewart, Tracy Withy-Browne, Jim Sargent, Kati Deneen

All Quiet on the Finance Front

The Office of Church Staff Finances and the UUA Health Plan Office do not have a formal report for this issue of *The Religious Leader*. These offices continue to work to provide retirement, health plan, and financial information to ministers and congregations. Please feel free to contact staff members with any questions. ●

Joyce Stewart, Retirement and Insurance Plan Director;
jstewart@uua.org; (617) 948-6421

Tracy Withy-Browne, Insurance Plan Administrator;
twithy@uua.org; (617) 948-6401

Jim Sargent, Health Plan Director;
jsargent@uua.org (617) 948-6405;

Kati Deneen, Health Plan Coordinator;
kdeneen@uua.org; (617) 948-4265

From the Chair of the Ministerial Fellowship Committee

I chaired my first meeting of the MFC in March 2008 in Chicago. I came away humbled by the insight and dedication of the members of the Committee and honored to be in this role. We interviewed 21 candidates, 15 women and six men, from nine different theological schools around the country. Ten received a Category I, six a Category II, four a Category III, and one a Category IV.

Most of you reading this aren't keeping score, I know, but while reviewing the week several of us wondered out loud whether recent membership changes in the MFC are resulting in a "tougher" committee. A smaller percentage of people interviewed at this meeting received a Category I compared to recent meetings. I don't have the history of years of meetings in front of me as I write this, so I have no statistical answer to this question. I will say two things, however, and they may sound contradictory.

First, my guess is that over time measured in years and decades, the MFC's patterns of how many people get which numbers hasn't varied much from committee to committee.

But I would also say that the UUA Board conversation about excellence in ministry that is going on, formally and informally, is inviting us to look at what we need from our future leaders in new ways.

Second, I would also say that the range of skills and knowledge that candidates for our ministry are expected to bring to their MFC interview is greater than ever. I don't know whether the MFC is "tougher" than before, but I do believe being a Unitarian Universalist is a more challenging and demanding calling for new ministers today than it has ever been. I keep this understanding before me at all times in this work.

Look for more information about MFC-related issues in staff reports in this issue, especially that of David Pettee. The committee next meets in late September in Boston, but if you have questions or concerns about how we function, look for the opportunities at GA, both formal and informal, to speak with me or other members of the committee. ●

—Wayne Arnason

Truth, Repair, and Reconciliation

Only by knowing our truths can we act boldly on our spiritual journey of healing. A General Assembly 2007 resolution was passed urging delegates to begin the work of Truth, Repair, and Reconciliation by encouraging their congregations and the Unitarian Universalist Association to research their own and the Association's history. By working to uncover our links and complicity with the genocide of native peoples, with slavery and the slave-based economy, and with all types of racial, ethnic, and cultural oppression, past and present, we can move toward the goal of accountability through acknowledgment, apology, repair, and reconciliation. Delegates are also asked to report on their progress at the 2008 and 2009 General Assemblies. Go to the new website at uua.org/leaders/leaderslibrary/araomc/104381 to learn more about this critical issue and for study, research, and action suggestions. ●

The Transformative Power of Music

Why would a congregation want its music leaders involved in the UU Musicians Network's leadership certification program? Here is one minister's account of the transformative power of the program for her music director:

First Parish has definitely felt the positive effects of our Music Leader's participation in the Certification program through the presence and active teaching of songs from Singing the Journey, as well as more experimentation with congregational participation in music in worship.

Our Music Leader has enthusiastically experimented with the different recommendations offered by her colleagues in the certification program, to the benefit of the congregation. It has also helped to have her participation in the program as the "excuse" for the experimentation. As experimentation gradually becomes more a norm, we look forward to a "loosening up" of music in worship while still preserving the dignity and integrity of thematic worship.

Our Music Leader's participation in the program has led to the beginning of a series of dialogues between our worship committee and our music committee, which had not had much communication with one another in recent memory. This has opened up a very positive venue for increased lay involvement and investment in our worship life.

For more information on how your music leader can become involved in this exciting opportunity, please visit www.25.uua.org/uumn/certification/general_info.htm or contact UUMN Administrator Donna Fisher at uumn@uumn.org or (800) 969-8866. ●

UU Musicians Network Annual Conference

The conference will be held in Boston, August 5–10, 2008. Much of the education and inspiration for UU music leaders occurs at annual conferences where members of the UU Musicians Network gather together in community. Many congregations understand the benefits of funding music leaders' registration and travel for this

conference because musicians who attend return to their congregations renewed. Attendees exchange ideas with other musicians and experience insights from national UU figures. For details on the Boston conference, based at the Park Plaza Hotel and within walking distance of historic UU churches, visit uumn.org. We welcome first-time attendees, long-term members, and all those who wish to nurture Unitarian Universalism through transformative music ministries. ●

UU World Workshop at GA

Jeffrey A. Lockwood, the Pushcart Prize-winning author of *Grasshopper Dreaming* and *Prairie Soul* (Skinner House), will present a writing workshop at the Hyatt Pier 66 Hotel on Saturday, June 28 from 1:30–4:30. In this workshop we will seek to deepen our understanding and expression of spirituality through a series of exercises involving the short and intense crafting of prayers, meditations, dialogic poetry, parables, and flash fiction. The workshop is limited to 20 participants. There is a \$50 registration fee. Please contact world@uua.org for more information and registration materials. ●

UURMaPA Collegial Conversation

UURMaPA invites UUMA members to attend the Collegial Conversation, “Planning for and Living Out Retirement” during Ministry Days. We will meet Wednesday, June 25, from 1:30–3:00 p.m. with Nancy Doughty, Makanah Morriss, and others. We are looking for your stories of retirement issues you envision or confronted and how they played out in your life.

The UURMaPA website has been updated by Eleanor Richardson. Please visit

www.uurmapa.org to learn more about our organization. ●

GA Events Offered by MPL and UU Professional Organizations

Thursday, June 26

What’s Going on Here? How Staff Teams Operate
Professional Leadership
Coordinating Council
Rev. Katie Lee Crane, Mary Ellen Morgan, Mona Scott, Beth Norton
Convention Center 220–221:
11:00 a.m.

A Ministry of Love in Fearful Times
Unitarian Universalist Ministers’ Association
Rev. Forrest Church, Rev. Rob Eller-Isaacs, Rev. Sarah Lammert
Convention Center 304–305:
11:00 a.m.

Are You Considering Going into the Ministry?
Ministry and Professional Leadership
Chris May, Rev. David Pettee, Rev. Kim Wilson
Convention Center 301–302:
11:00 a.m.

Congregations as Employers—Valuing Your Staff
Compensation, Benefits, and Pension Committee
Joyce Stewart, Jim Sargent
Convention Center 209–210:
1:30 p.m. and 5:00 p.m.

Dialogue on Classism within Unitarian Universalism
Liberal Religious Educators’ Association
Rev. Lynn Strauss, Rev. Howard Dana, Rev. Judy Welles
Convention Center 316: 1:30 p.m.

Community Ministry: Tending the Fire VI

Society for Community Ministries
Revs. Dale Lantz, Rev. Patricia Shelden
Convention Center 301–302:
1:30 p.m.

Service of the Living Tradition
Ministry and Professional Leadership
Rev. Victoria Safford
Convention Center Hall AB:
8:00 p.m.

Friday, June 27

Meet the Ministerial Fellowship Committee
Ministerial Fellowship Committee
Rev. Wayne Arnason, Rev. Emily Gage, Rev. Carolyn Owen-Towle
Convention Center 222–223:
11:00 a.m.

Boundaries and Healthy Congregational Work Environments
Professional Leadership
Coordinating Council
Dr. Helen H. Bishop
Convention Center 304–305:
11:00 a.m.

Preparing for Multicultural Ministries
Diversity of Ministry Team
Rev. Sofia Betancourt, Rev. Keith Kron, Rev. John Weston, Paula Cole Jones
Convention Center 316: 11:00 a.m.

Welcoming All: When Ex-Prisoners Join Our Congregations
Professional Leadership
Coordinating Council
Rev. Debra Haffner, Rev. Patty Franz
Convention Center Grand Floridian E:
1:30 p.m.

Making Affiliations Work: Community Ministry and Congregations
Society for Community Ministries
Rev. Maddie Sifantus, Rev. Deborah Holder, Rev. Howell Lind
Convention Center 317–318:
3:15 p.m.

Growing Great Ministers: Foundations for Excellence
Ministry and Professional Leadership
Rev. Jory Agate
Convention Center 207–208:
3:15 p.m.

Saturday, June 28

Truth, Repair, and Reconciliation
Congregational Services
Rev. David Pettee, Rev.
Tracey Robinson-Harris,
Minton Brooks
Convention Center 316:
1:30 p.m.

Ministerial Search Committee
Workshop
Ministry and Professional Leadership
Rev. John Weston, Rev. Keith Kron
Convention Center 209–210:
1:30 p.m.

How's Your Administrative Engine Room Running?
Association of Unitarian Universalist Administrators
Sue King, Julie Slayton Frank
Convention Center Grand Floridian
F: 3:15 p.m.

Lay Leader's Guide to RE Excellence
Religious Education Credentialing Committee
Gail Forsyth-Vail, Liz Jones, Rev.
Kirk Loadman-Copeland
Convention Center 301–302:
3:15 p.m.

Energizing Your Music Program
Unitarian Universalist Musicians Network
Keith Arnold, Donna Fisher
Convention Center 304–305:
3:15 p.m.

Sunday, June 29

Ministerial Internships and the Role of the Intern Committee
Ministry and Professional Leadership
Rev. Kim Wilson
Convention Center 222–223:
1:30 p.m.

Ministry in Times of Change
Ministry and Professional Leadership
Rev. John Weston
Convention Center Grand Floridian
F: 1:30 p.m. •

Church of the Larger Fellowship (CLF)

Why visit the CLF booth at GA when you could be schmoozing with your friends?

- You're behind on your *Quest* reading, you know there's good stuff in there, and you could pick up a few issues to read on the plane;
- they can tell you in plain English how to subscribe to free CLF podcasts;
- you want to see the CLF's incredible RE resources for every sized congregation, and once you're home you'll never get to it—it will be summer;
- you forgot to buy presents for your family, you're running out of time, and the CLF sells just what you need;
- you've been meaning to donate, and it would be easy to do at the booth;
- the letters from UU prisoners will move you to tears; and
- it's Ft. Lauderdale in June and the CLF gives out free fans.

If you don't get to GA, visit us online at www.clfuu.org! •

Continuing Education for Ministers

The CENTER Committee has been brainstorming new programs to address the educational needs of UU ministers. We are currently testing the feasibility of these programs through an upcoming membership

survey, workshops, chapter conversations, and future “Conversations on Excellence” during Ministry Days. These will give all ministers an opportunity to express ideas for continuing education, learn about future program development, and share concerns.

One of the more interesting plans being considered is a residential continuing education workshop. This type of program can offer high quality skills development and enjoyable collegiality in a colorful location. Deepening collegiality and more professional workshops were suggestions given through evaluations at CENTER days at General Assembly. Please join us for these conversations. •

AUUA Professional Day and Workshops at GA

The Association of Unitarian Universalist Administrators (AUUA) will hold its Professional Day Wednesday, June 25, featuring Rev. Peter Morales, candidate for UUA President, and Larry Ladd, Chair of the Board of Meadville Lombard Theological School. This year's Professional Day will focus on “How to Identify and Manage the Business Risks Associated with a Congregation's Operations.”

Tuesday evening, June 24, the AUUA will gather for a business meeting and banquet. Rev. Wayne Arnason, Co-Minister of the West Shore UU Church in Cleveland and Chair of the Ministerial Fellowship Committee, will be our banquet speaker.

During General Assembly the AUUA will offer two workshops. “How's Your Administrative Engine Room Running?” will be presented by AUUA members Sue King and Julie Slayton Frank. Helpful tips on how to operate the church office, from those who do it professionally.

“What's Going on Here? How Staff Teams Operate” is

co-sponsored with the Professional Leadership Coordinating Council. A panel consisting of a minister, religious educator, administrator, musician, and community minister will discuss the team approach for staff, relying on each staff member's skills to form a strong team, and how to create a staff covenant.

We encourage all AUUA members to attend Professional Day on June 25 (registration form at www.auua.org) and everyone at GA to attend one or both of our workshops. ●

UU Funding Program

The UU Funding Program makes grants from \$1,000 to \$20,000 for projects undertaken by UU congregations, committees, districts, and affiliates through three funds:

The Fund for Unitarian
Universalism

The Fund for International
Unitarian Universalism

The Fund for UU Social
Responsibility

Each fund has a distinct mission and guidelines.

The next deadline is (postmark) September 15. Grant decisions will be made in November.

Panel members are appointed by the UUA Board and funding comes from the generosity of the UU Veatch Program at Shelter Rock. For guidelines, annual reports, and more information visit uua.org/uufp or call (617) 971-9600. ●

Youth Ministry Roundtable

The Lifespan Faith Development Office of Youth Ministries and the Ministry and Professional Leadership staff group co-sponsored the Roundtable on Theological Education and Youth Ministry,

March 5–7, 2008. The purpose of the roundtable was to analyze the theological education required to provide religious professionals for excellence in youth ministry.

We focused our work in three areas: credentialing and fellowship, theological education, and continuing education and training. It was determined that excellence in youth ministry can be achieved only via a major cultural change in the UUA. A series of action plans were developed to better prepare religious professionals for this cultural change, including inserting a youth lens in all programs and processes already in place, and developing and implementing trainings for ministers around youth ministry. Please look for the complete report from this meeting, available online soon. ●

—Rev. Jory Agate, Rev. Darrick Jackson, Sara Eskrich

Association Sunday

Thank you once again for making our first annual Association Sunday a resounding success! Your generosity continues to strengthen our common bonds and purposes by bringing us together to do what we cannot do alone.

I especially want to thank the Liberal Religious Educators' Association (LREDA) for their inspirational leadership. On October 14, 2007, the date of the first Association Sunday, most Religious Education Professionals were attending their annual meeting and unable to participate with their congregations. The members of LREDA graciously accepted the UUA's apology for this conflict by holding their own Association Sunday service during the conference, with Association Moderator Gini Courter as speaker.

LREDA members took the opportunity both to connect spiritually with our Association of Congregations, and to support Association Sunday financially. They found a way to contribute to this

fundraising effort, though the conference rarely, if ever, includes a special collection. During their closing session, LREDA members chose to pool their resources and collected 57 checks totaling \$3,369.00.

Those in attendance at the Liberal Religious Educators' Association meeting in San Antonio, TX demonstrated their deep commitment to all aspects of our movement. Let us continue to draw inspiration from their leadership, graciousness, and generosity as we move toward our next Association Sunday, focusing on "Growth in Spirit," and supporting both lay theological education and excellence in ministry.

Please sign up to participate on October 12, 2008 by sending an email to associationsunday@uua.org, or register online at uua.org/associationsunday. More information, worship, and organizing resources will be forthcoming. ●

In faith,
Rev. Dr. Stephan Papa, Special
Assistant to the President for
Growth Funding; email:
spapa@uua.org;
UUA Office: (617) 948-6543;
home office: (610) 902-3090;
cell: (610) 812-0179

Music from the Church of the Larger Fellowship (CLF) Library

Sources: A Unitarian Universalist Cantata (2006)

Words: Rev. Kendyl Gibbons (First Unitarian Society of Minneapolis, MN)

Music: Rev. Jason Shelton (First UU of Nashville, TN)

Sources: A Unitarian Universalist Cantata is a multi-movement choral

work engaging our theological diversity through a musical exploration of the six sources of our living tradition. It is a celebration of Unitarian Universalism and a statement about who we are today and where we are headed in terms of our self-understanding as people of faith.

The work is scored for SATB chorus, piano, strings, and percussion. Printed scores and parts are available from the CLF Lending Library (<http://clfu.org>) to UU congregations or groups of congregations (district or cluster groups) for a maximum of two months. Scores are made available for postage fees only, through the extraordinary generosity of the UU Funding Program and a wide range of sponsors.

Perusal scores can be downloaded from Jason Shelton's website www.jasonsheltonmusic.com (click on "Works" then "Sources").

For more information, contact CLF librarian Beth Murray at bmurray@clfu.org or (617) 948-6150. ●

UU World Congregational Announcements

UU World magazine publishes "Congregational Announcements," a new section helping congregations recognize accomplishments, transitions, and milestones. So far, announcements have included congregational anniversaries, celebrations of new buildings and additions, gratitude for faithful volunteer service, news of successful social justice programs, remembrances of beloved members, and more.

Congregations may place a brief announcement in any issue of the magazine. A "congregations only" fee of \$75 is charged for up to 50 words (a savings of \$100 off the price of a standard 50-word classified ad). Deadlines for fall, June 15; winter, August 29; spring 2009, December 15. For more information visit

uuworld.org/advertising and select "Place a Congregational Announcement" or call (617) 948-6502. ●

News from the Stewardship and Development Office

An electronic publication designed for congregation leaders, the *APF Quarterly Newsletter* features helpful information, stories, and resources on congregational stewardship and generosity at all ages. The *APF Quarterly* is available electronically by request via email at apf@uua.org. ●

UU University 2008: Ministry in the Borderlands

Unitarian Universalist University (UU University) is a gathering of congregational leaders, held before General Assembly. If you want to increase your knowledge and ability to serve your congregation, UU University is for you!

The theme speaker for the third annual UU University will be Rev. Dr. Nick Carter, President of Andover Newton Theological School. Dr. Carter will work with us on how to lead through the borderlands of difference that naturally occur in a context of diversity: diversity of thought, diversity of opinions, diversity of theologies, diversity of any kind.

Dr. Carter will examine the dimensions of the "borderlands" as well as its pathologies, asking us to look at ourselves, our congregations, and our surrounding communities and understand the unique challenges of diversity in each of these contexts.

Congregational leaders of all kinds are invited to participate. UU University begins at noon Tuesday, June 24, and concludes at 12:30 p.m. Wednesday, June 25. For more

information or to register, visit uua.org/events/uuuniversity/index.shtml. ●

Love or Infatuation

A group of ministers I have come to refer to as the Devoted Dozen were gathered by the UUA Growth Team back in November of 2007. Rev. Bill Sinkford and his group of growth advisors were flies on the wall as Alice Mann led these twelve ministers through a series of questions about congregational success and growth. The Growth Team wanted to know what made them tick. An edited-down DVD of this three-day process, titled *Listening to Experience*, is available through your District Office. I highly recommend checking it out.

According to the Devoted Dozen, there isn't a technical fix or toolbox to growth. The one thing they all agreed upon was "you gotta love your congregation."

I'm not talking about goo-goo eyed love. These fine ministers talked about the deep love, the tough love, the real love. They tenderly hold the paradox of loving their congregations for who they are right now, with who they ought to be and are called to be. These ministers hold up both reality mirrors and prophetic mirrors.

Knowing that effective church growth (and I'm not talking numbers here, I'm talking about growth in spiritual depth, organizational effectiveness, and outward relevance in our communities) is about love . . . how do we know as religious leaders when it's love and when it's infatuation?

To better understand the difference, I did what most people my age do. I Googled "How to know when it's love." Up popped a series of teen advice sites. And I must say I was amazed at how easily I was able to translate. Teenadvice.about.com was especially helpful. I've outlined my transmutation below.

Imagine your congregation were another person. How to know when you truly love a congregation . . .

Ask yourself these questions:

Would I be willing to let this congregation go if I believed it was the best thing?
Am I willing to wait for this congregation if they are not ready to grow?
Would I feel the same way if the programming were mediocre?
Am I willing to sacrifice my dreams to allow those of the congregations to come true?
Do I respect and admire this religious community?
Would I feel the same way if the membership of the congregation declined?
If you and the leadership of the congregation were in an argument, would you still feel the same way?

Mature Love

The relationship is strong in tough times as well as happy times

The congregation and the religious leader are individuals apart from the other
Each accepts the fact that neither is perfect
The love gives each party energy to devote to all aspects of life, even those spent apart from each other
Each continues to grow as an independent human being/community
There is joy in giving as well as receiving
There is honesty and trust between the religious leader and the congregants/congregational leaders
Each feels a responsibility to the others well-being

Infatuation Is Not Love

The religious leader depends on the congregation for self esteem

The religious leader takes more from the relationship than they give
Both the congregation and the religious leader are jealous of the other's separate activities
The relationship drains the religious leader of energy
The religious leader is afraid that the congregation will outgrow them
The religious leader has very little life/activity outside of the congregation.

And now join me in a rousing chorus of Foreigner's *I Wanna Know What Love Is* as you discern your love status with your congregation.

In all seriousness, my prayers are with you in this work. This love stuff is hard. And our lives depend on it. ●

—Tandi Rogers Koerger



The Religious Leader

NEWS FROM THE UUA MINISTRY & PROFESSIONAL LEADERSHIP STAFF GROUP

Nonprofit Organization U.S. Postage PAID Boston, MA Permit No. 8652

UNITARIAN UNIVERSALIST ASSOCIATION
25 BEACON STREET
BOSTON, MA 02108