

# The Religious Leader

*Office of the Director*

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## From the Director

UUA President, Peter Morales, has announced some significant restructuring and staff changes coming within the UUA over the next few months including the creation of two new staff groups. One will do much of the work of Identity Based Ministries and Advocacy and Witness and the other will bring together the work of Ministry and Professional Leadership and Lifespan Faith Development. A lot of work remains to be done on the specifics of configuring these two new staff groups. We do know, however, that I will be leaving my position as Director of Ministry and Professional Leadership at the end of June. The intention of these and other structural changes is to better integrate our work and help the UUA staff serve our congregations and our movement more effectively.

Between now and General Assembly, I will be handling my regular duties and working with the MPL staff and others on as seamless a transition as possible. That seems a long way off, but it is just around the corner. There will be more to say between now and the end of June, but for now I want you to know how very much I have loved working at the UUA on behalf of our religious professionals and our congregations. These four years have been a privilege and an honor.

Other departures from MPL include: Kim Wilson, MPL's half-time Internship Clearinghouse Coordinator, and our four Regional Sub-Committees on Candidacy (RSCC) of the MFC Administrators: Stephanie Barnheizer, Velna Kolodziej, Connie Moore, and Maureen Tobin. The RSCC and Internship Clearinghouse programs are not being cut, but will continue with duties re-assigned to other MPL staff here at headquarters. In addition, upon her retirement March 31, 2011, Paula Welling, assistant to Beth Williams in the Religious Education & Music Leadership Credentialing Office, will not be replaced. Her duties will also be taken over by other MPL staff.

More information about these and other UUA changes will be forthcoming from the Administration. Meanwhile, please know that maintaining, and in many cases, improving, the effectiveness and efficiency of the services we provide is our main goal.

-Beth Miller, Director of MPL

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*Ministerial Credentialing / Internship Clearinghouse*

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## Ministerial Credentialing Report

The big news from the Ministerial Credentialing Office is that David Pettee has been on sabbatical since mid-December. The rest of us have been working hard to fill in for him. Thank you all for your patience thus far. David should be back in time for the March meeting of the Ministerial Fellowship Committee (MFC.)

In the meantime there are a couple things to note:

- ❖ At their meeting in December, the MFC re-considered their policy on the relation between internships and RSCC interviews. The new policy reads as follows: "Aspirants must have scheduled their RSCC interview prior to the commencement of their internship."
- ❖ The UUA budget will reflect the same economic situation felt across the country. However, thanks to the Association Sunday collections, the UUA will again offer one Association Sunday scholarship for approximately \$17,000. The process for application, and eligibility to apply will be the same as last year. Look for that information below. The deadline for all financial aid applications, including the Association Sunday Scholarship, is April 15, 2010.
- ❖ Announcing the President William G. Sinkford Scholarship. To honor his legacy in the years to come, the Sinkford Fund will provide one \$20,000 scholarship for a promising and passionate student preparing for Unitarian Universalist ministry who identifies as a person of color, Latino/a, Hispanic, and multi-racial. The applicant must be in candidate status.

I leave you with this note from David's column last year. It still rings true. "Finally, during these challenging financial times, those of us in the Ministerial Credentialing Office are anxious to try to help you keep moving forward on your path toward ministerial fellowship. We have been receiving more calls and email than usual from aspirants and candidates needing to make accommodations based upon a change in their finances. I spend much of my time working with aspirants and candidates seeking waivers of one kind or another, so if you imagine that we could be helpful, please don't hesitate to contact us. It's been my steady observation that often just naming some of the concerns and fears that are right below the surface helps with coming up with and developing new and creative solutions."

Wishing you well, Chris May, Ministerial Credentialing Office Administrator

## Financial Aid Application Forms

The 2010-2011 Financial Aid Application Forms for theological school students are now available. Get them at the Ministerial Credentialing Office website

[https://www.uua.org/documents/mpl/credentialing/financial\\_aid.doc](https://www.uua.org/documents/mpl/credentialing/financial_aid.doc)

<http://www.uua.org/leaders/leadership/ministerialcredentialing/16220.shtml>

This application must be filled out for all, including those applying for the Association Sunday and Sinkford Scholarship. Deadline for applications is April 15, 2010.

## 2010-2011 Association Sunday Scholarship

Applicants must be in candidate status and have completed one of the following, CPE, field education or internship. Applicants should be aware that the UUA Scholarship Committee will have access to all their RSCC interview materials, including initial interviews from UU minister, and UUA field staff, career assessment, essays, and the letter to the candidate following their interview.

To apply, complete the entire financial aid application, including letters of recommendation and financial aid planning sheet. In addition, submit a 2-3 page essay based in the following: "Reflect on your path to ministry and how you have grown or changed as a result of practical experience, such as CPE, field education and/or internship. How does that change relate to your understanding of excellence in ministry?"

All materials must be sent to the UUA Ministerial Credentialing Office, 25 Beacon Street, Boston, MA 02108 and received by April 15, 2010.

### *Religious Education, Music Leader Credentialing & Renaissance Programs*

Beth Williams, [bethwilliams@uua.org](mailto:bethwilliams@uua.org) - Paula Welling, [pwelling@uua.org](mailto:pwelling@uua.org)

## The Religious Education Credentialing Program – Re-Visioned

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:

- Sarah Franklin, NH
- Sheri Phillabaum, TX
- Sara Cloe, OR
- Eleanor VanDeusen, CO

The re-visioned program allows greater accessibility and flexibility, offering choices of final project forms and evaluation modes and a tenure-track option for long-time religious educators. Some candidates are eligible to demonstrate their competency in religious education leadership through a reflection paper rather than a portfolio or project. The reflection paper tells the story of the candidate's professional formation. It explores a candidate's significant learnings and the ways they have been applied to their religious education ministry. It also gives the opportunity to share one's vision for the future in UU religious education. This is what some candidates have said about the process of writing the reflection paper:

*"What a gift! How often do we have the luxury of taking the time within our packed schedules to reflect on our professional and religious journey? I found it especially satisfying to be able to articulate how my personal theology informs my chosen pedagogy."*

*"Writing the paper was like writing a long letter to a close friend to whom I wanted to explain/tell 'my story' -- my religious educator story. That kind of sharing feels good. The experience was an exercise in 'creativity within bounds'. It was important to me personally to have this creative outlet."*

*"My colleagues' responses were 'Are you kidding? We had no idea you've done all this/know all this.' It reminded me of the importance of telling our stories to those we work with and build community with."*

"Writing the reflection paper was an immense help to me in seeing how everything fits together, relates, and interfaces-- the competency areas, my learning experiences, work experiences, life experiences, spiritual life. It really all comes together. It has definitely motivated me to take a second, third look at the way I have been doing things in RE-- looking with new eyes, new vision."

*"I was surprised by how tender and sweet it was to write about my former teaching experience. I didn't realize just how much I miss being a part of that kind of intense learning community. Now that I'm aware of just how important that is to me, I can create aspects of that in my current work."*

For more information about the re-visioned RE Credentialing Program, please see our website <http://www.uua.org/leaders/leadership/religiouseducation/index.shtml> Questions may be addressed to Beth Williams, RE & Music Leader Credentialing Director at [bethwilliams@uua.org](mailto:bethwilliams@uua.org) or to Paula Welling, RE & Music Leader Credentialing Assistant, at [pwelling@uua.org](mailto:pwelling@uua.org)

### Scholarship Assistance

A reminder that the Barbara Marshman & Ann Fields Memorial Scholarship is awarded annually to a religious educator who is engaged in a program of graduate study and is serving a Unitarian Universalist congregation. This \$500 prize is given through the generous contributions of those who wish to memorialize and honor the work of these two great religious educators, and through the ongoing support of the UUA. The Veridan Fund for Religious Education Excellence (VFREE) Scholarship is awarded to a candidate in the UUA Religious Education Credentialing program in order to undertake a significant professional development experience. This \$3,000 annual prize is given through the generous contributions of the family, friends, and colleagues of the late Rev. Norma Veridan to honor Norma's life and ministry, and through the ongoing support of the UUA. The VFREE Fund was established according to Norma's wishes to provide scholarships to religious educators who strive to strengthen religious education in our UU congregations by advancing their professional development to a new level of expertise, as outlined in the UUA Religious Education Credentialing program. The application deadline for both scholarships is May 1, 2010. Please contact Paula Welling at [pwelling@uua.org](mailto:pwelling@uua.org) or (617) 948-6418 for application information about these and other scholarships.

### Renaissance Program News

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

- March 5-7, 2010, UU History, Roswell, GA, Toniann Read, [dtjzread@comcast.net](mailto:dtjzread@comcast.net)
- March 11-13, 2010, Youth, Naperville, IL, Michelle Richards, [richards.michelle@verizon.net](mailto:richards.michelle@verizon.net)
- March 12-14, 2010, Teacher Development, Browns Summit, NC, Sue Sinnamon, [ssinnamon@uua.org](mailto:ssinnamon@uua.org)
- March 31 - April 1, 2010, UU History, Newton, MA, Sarah Hawn, [sarahnwah@earthlink.net](mailto:sarahnwah@earthlink.net)

We are pleased to congratulate - **Lillian Rappaport, STL** and **Julie Tribble, SW** - religious educators who recently received Renaissance Recognition:

Renaissance Module Leader-in-Training process: Have you ever been so inspired by a Renaissance module leader that you have wondered how you might serve in that role? If you would like to be on the leader's list for a module that you have already taken, we invite you to apply for participation in our Renaissance Module Leader-in-Training process. The process requires submission of a current resume, a recommendation from district staff on group facilitation skills, and includes two rounds of successful evaluation as an assistant module leader. For more information about the process and how to apply, please contact Paula Welling at [pwelling@uua.org](mailto:pwelling@uua.org) or 617-948-6418

## Music Leadership Credentialing

The first group of UU music leaders was credentialed in May 2009. They and their congregations are now at a point to reflect on how the Music Leadership Credentialing program has affected their music ministry. Connie Jahrmarkt is the music director at the UU Congregation of Phoenix, and Rev. Susan Frederick-Gray is the congregation's minister. This is what they have to say about the program:

### **Connie Jahrmarkt**

*My congregation now has a music leader who:*

- 1. Has better knowledge about the denomination as a whole and how UU communities are structured*
- 2. Better understands the history and roots of the denomination*
- 3. Better understands the hymnal compilation process and the need for much input from many sources on such projects*

*These three help hymn introductions on Sunday mornings become more meaningful*

- 4. Is more known in the denomination among musicians and clergy*
- 5. Has a better realization of the potential of her leadership in the congregation and the significance of a full and vital music ministry to the congregation that can also affect the greater community*
- 6. Has more confidence in what she has to offer to specifically a UU congregation even though when she arrived at the congregation twelve years ago, she already had twenty-three years of choir conducting/Music Director experience and two music degrees under her belt.*

*The result is that the UU Congregation of Phoenix is getting much more from their music leader: more dedication to the movement and to our congregation, expertise in how to challenge, engage and energize the congregation members to be more effective as leaders in our congregation and in our community. We may just look like we're singing/making music but there is so much more that is happening and that will continue to happen. It's possible that this all could have been achieved without the program, but the Credentialing program focused everything. And colleagues from many backgrounds were involved in the process. This was an essential part of the program.*

### **Rev. Susan Frederick-Gray**

*I have been so impressed by the UUA's Music Leadership Credentialing Program and we are feeling dramatic effects in our worship and music ministry as a result of this program.*

*Just yesterday, a woman who has been a member and leader of our congregation for more than 30 years commented to another member that in all her years, "She had no idea worship could be like this, that it could be so moving and so good." Every week we have multiple musicians playing together. Our music director, Connie Jahrmarkt, creates an environment of invitation and ministry with our music program. Our choir is bursting at the seams and filling up the stage. And the members who share their music gifts love it and feel renewed by being such an integral part of our worship life.*

*What I as the minister have seen as a result of the Credentialing program is our Music Director flourish as a partner in the creation of worship and as a minister of the congregation through music. The result is an unleashing of energy, creativity, and vibrancy that attracts members to bring and share their gifts for music abundantly and generously with the congregation. Several members of the congregation have commented how much they have seen our music director grow through the credentialing process. It has helped us work as a collaborative team in worship that brings out the best of both of us.*



If you think becoming a candidate for the Music Leadership Credentialing program might be right for you and your congregation, visit <http://www.uua.org/leaders/leadership/musicleadership/index.shtml> for program details and an application. The deadline for application is March 31, 2010. Or visit the Music Leadership Credentialing Committee's Fan page on Facebook. Questions may be addressed to Beth Williams, RE & Music Leader Credentialing Director at [bethwilliams@uua.org](mailto:bethwilliams@uua.org) or to Paula Welling, RE & Music Leader Credentialing Assistant, at [pwelling@uua.org](mailto:pwelling@uua.org)

### Transitions

John Weston, [jweston@uua.org](mailto:jweston@uua.org) - Emily Schwab, [eschwab@uua.org](mailto:eschwab@uua.org)

### It's That Time of Year

For ministers in search of a first or new settled position, this can be an anxious time of year. Moderating the anxiety somewhat should be the fact that 59 congregations are, at present, in search of a minister to serve full-time. That's 17 more than found a minister last year. Nevertheless, with approximately 100 ministers having indicated interest in at least one congregation, there clearly will be many disappointed colleagues, some of whom will, of course, be able to remain in their current position.

The opportunity to serve in a transitional ministry - interim or consulting - is open to all. Congregations applying for a minister to serve in a transitional capacity will begin to receive recommended lists as early as April 20. If transitional ministry is of interest to you, please make note on your calendar that April 15 is the deadline for the following to be completed and submitted to the Transitions Office: 1) Application for Interim or Consulting Minister, and 2) an updated Ministerial Record. The *Transitional Ministry Handbook* <https://www.uua.org/leaders/leadership/transitions/index.html> contains complete information and the required forms.

### More for Interim and Consulting Ministers-to-Be

Ministers who will be conducting their first interim ministry, or their first in five or more years, are expected to attend the *Orientation to Transitional Ministry* being held at Boston University, Monday, July 26, 5:00PM to Thursday, July 29, 4:00PM. Travelers should plan to arrive Monday afternoon. Consulting ministers are also welcome.

The orientation will be conducted by faculty from the Interim Ministry Network (IMN), an ecumenical group initiated by the Alban Institute. The IMN has successfully developed and advocated for research-based and theologically-informed interim ministry for two decades.

The cost of the orientation is either one percent of your Salary-plus-Housing for the year to come or \$500 plus travel expenses, whichever is greater. As you will see in the *Handbook* the congregation is expected to add this amount to your financial package if you are attending the training. It is the minister's responsibility to see that this supplement is included in the compensation package. The UUA provides you with room (Monday, Tuesday, and Wednesday nights) and board (Monday dinner; all three meals on Tuesday and Wednesday; breakfast and lunch on Thursday), course materials and program. In addition, you will be reimbursed for your (reasonable) transportation costs to Boston and back. Please do not register until your interim position is secured, however.

Ministers who wish to attend the orientation in the hopes of landing an interim position later in the summer are welcome to do so. The cost will be \$500 in advance, which covers room and board, course materials, and the program. These ministers will need to cover their own travel costs.

NOTE: Registration period is May 15-June 30, 2010.

### More on Interim Ministry

In 2009-10, there are 92 interim ministries in place. Of these, 42 are in their second year of interim service. The numbers for previous years are:

2008-09	106
2007-08	96
2006-07	106
2005-06	89
2004-05	67

The record high is 01-02, with 109. It's a turbulent market! Lest ye be tempted to ask what the market will be in the coming year, think on Alan Greenspan and keep mum. The future is a closed book.

As most of you are aware, the Ministerial Settlement System, for settled ministries, resembles the NASDAQ in affording ministers the opportunity to inform themselves about congregations and to exercise a high degree of individual election. Interim ministry placement works quite differently. Given the press of circumstance and the confusion in which many congregations find themselves following the announcement of a ministerial departure, interim placement operates more like the Soviet economy pre-Gorbachev.

Thus the brevity of the application to conduct an interim ministry, asking only about your preferences as to the Districts and types of interim ministry in which you are willing to serve. Beyond that, it is up to the Transitions Director to provide each congregation with a list of the four ministers best qualified to serve it in light of the needs of all other congregations.

The UUA's interim ministry program looks first to the placement of AIMS (Accredited Interim Ministers) and AIMITs (Accredited Interim Ministers in training), i.e. those who take the extended training, attend seminars, serve in interim ministry positions year after year, and relocate every year or two. The rationale: AIMS and AIMITs can only be there for the congregations if the congregations are there for them. Given the sharpened sensibilities AIMS and AIMITs bring to their work, this is at it should be. Thus only AIMS, AIMITs, and a few long-settled colleagues coming out of demonstrably effective ministries, are asked for their specific congregational preferences. Given the uneven distribution of preferences amongst them, even *their* elections cannot always be honored.

### Ministerial Development

Jory Agate, [jagate@uua.org](mailto:jagate@uua.org) - Margaret Montore, [mmontore@uua.org](mailto:mmontore@uua.org)

### Transformational Religious Leadership

Presented by Teresa Cooley and Martha Niebanck, this workshop takes place at the Mountain Retreat and Learning Center, NC, May 24-28, 2010. What are the skills and perspectives needed to be a religious leader in these complicated times? Learning to navigate change, create holding environments for productive conflict, and assess the kind of leadership needed in the midst of chaos are just a few of the key skills. Weaving together theories of change management, conflict transformation, systems, and adaptive leadership, this workshop will offer you an opportunity to practice techniques, to utilize the perspectives and gifts of your colleagues, and to learn experientially about your leadership role and style. Conference cost (including room and board) begins at \$600. Scholarship funds are available. Visit: <http://www.uua.org/leaders/leadership/ministerialdevelopment/continuingeducation/157942.shtml>

### Continuing Education Grants

It is not too late to apply for a CE grant for this fiscal year (July 1, 2009 – June 30, 2010). At this point, this year's funds have been exhausted, but we frequently find additional money at the end of the fiscal year and may award more grants at that time. If you would like to submit a grant application for this fiscal year it will be kept on hold pending receipt of additional funds.

If you are interested in a grant for **next** fiscal year (for a CE event taking place any time between July 1, 2010 – June 30, 2011), we can accept an application at any time. Awards will not be made until mid-July 2010, but you increase your chance of getting a grant by applying early. For the latest guidelines and an application form go to : <http://www.uua.org/leaders/leadership/ministerialdevelopment//continuingeducation/23119.shtml>

### Webinar on MFC Requirements

Our office has begun offering webinars on *MFC Requirements for Preliminary Fellowship*. If you are interested in participating in a webinar, please contact Marion Bell, [mbell@uua.org](mailto:mbell@uua.org), for the schedule of available webinar times.

### Natalie Gulbrandsen Scholarship Fund

Are you a minister or candidate who is interested in broadening your liberal religious knowledge and understanding? Are you beckoned to deepen your international sympathies by studying in a developing country? If greater immersion into international studies interests you, consider submitting an application for the Natalie Gulbrandsen Scholarship. <http://www.uua.org/giving/awardsscholarships/89676.shtml>

*Grant Guidelines:* 1) Grants will be made to individuals who are Unitarian Universalist ministers serving in a congregation or community setting or to candidates for ministerial fellowship. 2) Grants will be made to individuals so that they may have meaningful exposure to developing countries. The goal is that their ministry may be informed by an understanding of the nature and consequences of poverty and of the economic differential between nations and regions of the world. 3) Developing countries shall be defined as those falling in the lower 50 percent of the nations of the world economically, as determined by the *United Nations Human Development Report* or other such indices. 4) Grants of at least \$1,000 will be made for projects of an academic, interfaith, or social justice nature.

#### Office of Church Staff Finance/UUA Health Plan Office

Richard Nugent, [rnugent@uua.org](mailto:rnugent@uua.org) - Joyce Stewart, [jstewart@uua.org](mailto:jstewart@uua.org) - Jim Sargent, [jsargent@uua.org](mailto:jsargent@uua.org)  
Liz Oliver, [loliver@uua.org](mailto:loliver@uua.org) - Linda Rose, [lrose@uua.org](mailto:lrose@uua.org)

### Open Enrollment Deadline Extended to March 12 for Life and Long Term Disability – Don't Pass Up This Opportunity!

In a rare opportunity for staff of UUA Congregations, Districts, and other related organizations, the UUA Office of Church Staff Finances has arranged an open enrollment period for the UUA Long Term Disability (LTD), Life, and Dental Plans. **During Open Enrollment, employees who previously declined coverage or who had not previously been offered coverage can enroll without providing proof of medical insurability to the insurance carrier. Enrollments must be submitted to the UUA Group Insurance Plan Administrator, Linda Rose, by Friday, March 12, 2010. Unlike the UUA Health Plan, this Open Enrollment Opportunity is not conducted annually.**



**WHY ENROLL?** Each year the unthinkable happens to 5 -10 administrators, educators, ministers, musicians, building and other staff. Illness or disability forces them to stop working. Some discover that they are financially protected by the “safety-net” of the UUA insurance plans (LTD, health, and life). Rather than a paycheck, they receive a monthly LTD check - often tax-free. Unfortunately, others discover that they have no “safety net” when illness or disability strikes unexpectedly. When they stop working, there is no replacement income because they had not enrolled in a long term disability plan. It need not happen to you. Protect yourself and your family through the purchase of long term disability and life insurance.

**ELIGIBILITY:** All staff of UUA congregations, districts, and other related organizations who work 750 hours or more each year are eligible to enroll in the UUA Group Insurance Plans.

**WHAT BENEFITS DOES THIS INSURANCE PROVIDE?** Our enhanced LTD insurance with Unum offer a benefit of 66.7% of pre-disability income (up from the 60% under our old policy) – often tax-free. In addition, if you are participating in your employer’s health plan, including the UUA Health Plan, at the time of disability, our new LTD policy includes up to \$600/month to pay your health insurance premium for up to 30 months. The Life Insurance benefit is twice salary (salary & housing for ministers), up to \$200,000 (increased from \$150,000 under our old policy). In addition, our new plan allows employees to take their insurance with them if they end their UUA-related employment. This is a valuable enhancement particularly to those with an underlying medical condition that precludes the purchase of affordable life insurance.

**IS THIS INSURANCE AFFORDABLE? Yes!**

- **LTD:** For one (1) percent of salary (salary and housing for ministers), you can purchase meaningful financial security for yourself and your family through the UUA long term disability plan (LTD). For instance, if your current annual salary is \$50,000, a monthly premium of only \$41.67 provides a monthly benefit of \$2,778, which is 66.7 percent of the pre-disability monthly income.
- **LIFE:** Life Insurance, valued at twice your salary (salary and housing for ministers) up to \$200,000, can be purchased for 32 cents a month per \$1,000 of coverage. For instance, \$100,000 of life insurance costs only \$32/month.

**WHO PAYS THE PREMIUMS?** In many congregations, the employees pay the total premium. In doing so, any long term disability benefits are tax-free since the premiums were paid with after-tax dollars. In other congregations, the premiums are paid by the employing congregation as part of the benefit package. The Office of Church Staff Finances can explain these options and other variations.

**HOW DO I FIND OUT MORE?:** To obtain more information or to enroll in the UUA Long Term Disability, Life Insurance, and Dental plans, contact Linda Rose, UUA Group Insurance Coordinator, at [LRose@uua.org](mailto:LRose@uua.org) or (617) 948-4265. More details are also available online at [www.uua.org/groupinsurance](http://www.uua.org/groupinsurance). Don’t pass up this opportunity to protect yourself and your loved ones by purchasing the UUA Long Term Disability and Life insurance policies at an extraordinarily reasonable price.

**IF YOU ARE ALREADY COVERED:** Please bring this opportunity to the attention of other employees who might not be covered. You need do nothing to transition your coverage from MetLife to Unum. The Office of Church Staff Finances has handled the transition.

Many congregations in our Association have discovered the power and the possibilities in videotaping their Sunday services – as a ministry to the housebound, for instance, or for religious education teachers who might otherwise miss significant portions of their weekly worship. Others are posting their videos online, perhaps as a recruiting tool, or to extend the reach of their ministries beyond their geographical borders. And, some are sharing these videos with satellite campuses, or smaller congregations that are without full-time ordained clergy in their pulpit.

Yet, along with the possibilities come some potential problems – issues of copyright, technology, staffing, and cost just to name a few. Some of our congregations have been videotaping for years and found workable solutions to the concerns that may have cropped up; others are just beginning this process and have lots of questions; and some are just starting to think about it and might be feeling overwhelmed.

The UUA's Office of Worship and Music Resources is seeking congregations that are involved in *any* level of videotaping their Sunday services and asking that they take a few moments to fill out a four-question online survey so that we can collect some useful data on who's doing what. The survey can be found at <http://www.surveymonkey.com/s/V28DB5H> and will take you less than three minutes to complete. (There's a link there to a more detailed survey, designed by the Ballou Channing District's growth consultant, for those who are willing to provide more technical information.)

The more we know, the more we can do!

### News, Resources and Possibilities

#### ◊ News from the Association of UU Administrators (AUUA)

As the AUUA membership drive continues, those church administrators who are not members of the AUUA, but who are on the Church-admin-uu listserv, should expect to be contacted concerning their membership status. In the near future, the Church-admin-uu listserv will be MEMBERS ONLY.

Due to the current economy, AUUA dues are now only \$40! Membership in the AUUA will not only give your administrator access to Church-admin-uu listserv, but also to peer support, the collective wisdom of hundreds of UU administrators, the ability to register for Professional Days at General Assembly, and to be qualified to apply to the AUUA Certification Program -- and much more!

Please contact me if you have any questions.

Speaking of the AUUA Professional Days, the AUUA is putting together a great program for this year's General Assembly. Besides the Tuesday Annual Meeting, Banquet, and Featured Speaker, Wednesday will feature a Best Practices panel, with Barbara Hubbard, Executive Director of Unity Church (Unitarian) in St. Paul, MN; Debby Bieber, Vice President, Finance and Administration of Meadville-Lombard Theological School, and Julie Slayton Frank, Administrator of South Church, Portsmouth, NH.

There will also be break-out groups based on church size, where we can share our administrative "Joys and Concerns," as well as tips on software, finances, facility management, and human resources. These are just a sampling of some of the topics and areas of expertise that will be covered on this special day!

Look for program information and registration forms at: <http://www.auua.org> soon!

Onward and Upward, Chuck Rosene, President [crosene@uua.org](mailto:crosene@uua.org)

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◇ **From the Chair of the Ministerial Fellowship Committee**

The MFC met in San Francisco during the first week of December 2009. In addition to our regular members, we were grateful to Rev. Geoff Rimositis who filled in for us as we await a new appointee. We also benefited from the presence two liaisons to candidates, Rev. Earl Kotteen and Rev. Nayer Tahiri.

At this second meeting of the year we interviewed twenty-two candidates. Seven members of the committee moved up their arrival times and gave an extra afternoon to interviews in response to the waiting list for appointments. Thirteen candidates were given category 1's, and five were given category 2's. There were three people given category 3's and one person was given a category 4.

We enjoyed the wisdom and experience of two of our senior members one last time, as Rev. Carolyn Owen-Towle and Abbey Tennis completed their maximum allowed term of service, eight years. Carolyn has served this past biennium as chair of the Candidacy Working Group and Abbey completed her fourth year on the Executive Committee. We will miss both of them.

At our open business session, we appreciated an hour with Tamara Payne-Alex, who has been asked to act as project manager for the various facets of the excellence in ministry initiative of the UU Board of Trustees. We updated Tamara on our ongoing self-evaluation and our hopes for the outside review of credentialing that the Board will initiate.

As part of our self-evaluation, we asked one of our candidate liaisons, Earl Koteen, to offer us a continuing education morning on the theory and techniques of performance based interviewing. At our next meeting, we have asked Dr. Tony Stringer and Dr. P.D. Wadler to review for us their impressions of the strengths and weaknesses of the career assessment data that we receive on each candidate.

By far the most important decision made at the meeting was one that will affect all future candidates preparing to see the committee in December 2010 or later. Last spring, the Rev. Debra Haffner, Executive Director of the Religious Institute (and member of the Ministerial Fellowship Committee) was invited by the UUA Board to make a presentation about sexual health at their April 2009 meeting. As a follow up, Rev. Haffner was then invited to make a presentation to the Ministerial Fellowship Committee in September 2009. The Committee was enthusiastic about her presentation, and convinced that our ministry would benefit by making clear our expectation that all our ministers should be expected to evidence a basic competency in sexual health. Rev. Haffner was invited to develop a draft competency statement on sexual health. At the December 09 meeting, the Committee voted without hesitation or dissention to add this new competency for which all candidates interviewing with the Ministerial Fellowship Committee as of December 2010 will be accountable. The competency reads as follows:

"Sexual Health, Sexual Boundaries, Sexual Justice: Candidates are expected to be knowledgeable about sexuality issues in ministry, including sexual education, LGBTQI issues, sexuality concerns of adults and adolescents for pastoral care, and public witness. Candidates are expected to demonstrate a commitment to sexual justice in our Association and in society. One sexual harassment prevention learning experience is required."

The MFC's Required Reading List will have some updates that will be useful for meeting this competency as well. During David Pettee's sabbatical, candidates who have questions about this competency can direct them initially to Chris May. Chris will refer them appropriately, and Rev. Haffner will be consulting with the staff and chair as we work with the first groups of candidates asked to honor this competency.

The MFC meets next in Boston March 18-21, 2010, with three new members joining us.

### ◇ UURMaPA News (UU Retired Ministers and Partners Association)

UURMaPA's membership includes more than 900 retired UU ministers and their life partners. We are committed to serving the UU movement, its churches, and its association. We represent the interests of our constituency, as well, within the larger UU community.

Currently, our work focuses on two projects. First, the creation of a new handbook entitled, *On Retirement: A Helpful Guide for Ministers and Partners*. It will be useful to those approaching retirement as well as to our members. It will explore new ways of relating to a congregation once a minister and partner are retired, and will offer general resources to deal with the new challenges faced upon retirement. These include finances, right relations with colleagues, and finding new balance and purpose in living.

Second, the improvement of our website, [www.uurmapa.org](http://www.uurmapa.org). It will feature up-to-date information about UURMaPA, its members and its activities, as well as a treasure trove of historical materials and reference documents.

Rev. Makanah Morriss, President [revs2uu@aol.com](mailto:revs2uu@aol.com)

### ◇ From Lifespan Faith Development

#### **New Youth Resource: Tapestry of Faith Guide to Using Small Group Ministry with Youth**

Are you looking for new models of youth ministry? Have you tried small group ministry? *Sharing the Journey: Small Group Ministry for Youth*, by Jessica York and Helen Zidowecki, is a new Tapestry of Faith resource available online, at no cost.

*Sharing the Journey* offers guidelines for starting small groups with youth. Ten sample sessions and a template for constructing additional sessions can be used as Sunday morning programming or with a youth group. Sessions topics include childhood, the nature of worship, and dealing with conflict.

*Sharing the Journey* also explores using a small group ministry model to enrich a youth service project and provides guidance for using small group ministry as the framework for a weekend gathering.

Find *Sharing the Journey* in the Tapestry of Faith section of the UUA website; click on Tapestry of Faith Resources. <http://www.uua.org/religiouseducation/curricula/tapestryfaith/153491.shtml>

#### **Youth Interfaith Leadership Program: Training in Atlanta**

The joint initiative of the UUA's Lifespan Faith Development group and the Interfaith Youth Core (IFYC) is reaching more Unitarian Universalists. At a January 15-18 event in Atlanta, GA, 19 youth/adult pairs received training to create interfaith service projects in their communities.

IFYC and the UUA are also collaborating on a new Tapestry of Faith curriculum for high school-age youth, which will be available to all congregations online, at no cost. Co-authored by Hannah McConnaughay (of IFYC) and Renee Ruchotzke, the program will help youth explore the value of religious pluralism, discover Unitarian Universalism's history of interfaith cooperation, and learn ways to nurture these values in the world. Both the training and the curriculum will culminate in a service project.

### ◇ New Program by Thandeka Available Online!

*What Moves Us: Unitarian Universalist Theology*, by Rev. Dr. Thandeka, is now available online through the Unitarian Universalist Association (UUA) Lifespan Faith Development staff group's Tapestry of Faith program. <http://www.uua.org/religiouseducation/curricula/tapestryfaith/index.shtml>

*What Moves Us* provides a framework for Unitarian Universalists (UUs) to engage in theological reflection as a process of meaning-making that can equip us to live in the world as a person of faith.

In ten, 90-minute sessions (expandable to two hours), *What Moves Us* explores the life experiences and theological writings of historic and contemporary UU theologians, highlighting that which caused in them a change of heart, a new direction, new hope, and a deeper understanding of their own liberal faith.

Enriched by primary source documents from each theologian, each workshop engages with the work of a single groundbreaking UU thinker: William Ellery Channing, Hosea Ballou, Margaret Fuller, George deBenneville, Charles Chauncy, James Luther Adams, Sophia Lyon Fahs, Forrest Church, William F. Schulz, and Thandeka. Participants bring their own personal experiences to bear on the questions explored by each theologian, in turn. The program offers a pathway for developing a personal theology while enhancing a deep understanding of the theological strands of our Unitarian, Universalist, and Unitarian Universalist heritage.

*What Moves Us* is currently being field tested by twelve congregations and cluster groups. Professional study groups for religious educators, ministers, and seminarians who wish to lead the program are also being formed.

Rev. Dr. Thandeka has taught at Meadville Lombard Theological School at the University of Chicago, San Francisco State University, Harvard Divinity School, Brandeis University, and others. She is the founder of Affect Theology and the author of many books and articles including *Learning to Be White: Money, Race and God in America*. Before receiving her doctorate in theology, Thandeka spent 16 years as an Emmy award-winning television producer. A UU minister and theologian, Thandeka was given her name in 1984 by Archbishop Desmond Tutu. The name is Xhosa and means "one who is loved by God."

### ◇ New from Skinner House Books

*A People So Bold* Twenty-two prominent ministers, lay leaders and theologians discuss the future of Unitarian Universalist social justice work. Their thoughts and hopes for the future are captured in this inspiring collection of essays. Grounding this mission in an historical context, these voices address questions like: How does our faith hold brokenness, injustice and suffering? How do we develop a prophetic voice? Hear what they have to say. <http://www.uuabookstore.org/productdetails.cfm?PC=1115>

### ◇ From the UUA Addictions Ministry

The UUA Addictions Ministry reaches out to religious professionals and other individuals, families, congregations and communities to help transform cultures of misuse and abuse into cultures of healing, wholeness, and health through education and support. Has the board president from your congregation responded to the Addictions Ministry survey? So far we've received responses from 155 congregations. But we'd like to know more. Please help us gather information regarding addiction recovery measures and activities in UU congregations by filling out the survey at <http://tinyurl.com/y9j5skc>. Don't forget to check out the Addictions Ministry website at [www.uua.org/addictionsministry](http://www.uua.org/addictionsministry) and visit us at our interactive information booth at General Assembly in June 2010.



### ◇ News From the UUA Office of IT Services

#### UUA.org Debuts New Home, Resources Pages; More Social Media

Responding to a request by UUA President Peter Morales to make UUA.org more interactive and provide links to the programs and services most needed by those engaged in Unitarian Universalist life, new pages and features debuted on the website on February 1, 2010, in the first phase of a multi-tiered website revamp.

The new home page, [www.uua.org](http://www.uua.org), has been redesigned to offer the information and services that are most needed by newcomers to Unitarian Universalism – who comprise the overwhelming majority of visitors to the home page. The page includes a welcoming video, three news stories, a banner slideshow with links to the six areas newcomers look for first, two easy links to help visitors find a UU congregation, blog posts, events, and more.

A completely new page, [www.uua.org/resources](http://www.uua.org/resources), is the new home page for Unitarian Universalist leaders and those involved with UU life. The page features a highlighted video or podcast, a list of recently updated pages, blog posts, a link to updated UU news stories, events listings, and more. Over 20 links will take you to pages offering selected resources by experts in all fields of UU life.

In addition, over time all UUA.org pages will include a “Most Viewed” section of links to popular pages, and social media links to Facebook, Twitter, YouTube, blogs, UUA RSS feeds, and a link to share each page of information through social media. All UUA pages now also have the capacity to feature video in Flash format.

Mark Steinwinter, Director of IT Services for the UUA, is team leader for the six-person cross-departmental group working on the website redesign, and he notes that more changes are in store: “In the next phase of work, we plan to further improve ways for people to search the site, make it easier for folks to contribute video and other media files, upgrade the find-a-congregation feature, and apply the wider page layout to more pages.” These changes will be introduced by mid-June, Steinwinter said.

Information and feedback on the new UUA.org is welcome.

Please visit <http://www.uua.org/contactuseditorial-grammarfeedback.shtml> and tell us what you think!

### ◇ News From Stewardship and Development

#### Scholarship Opportunity

Generous Scholarship Available for UU women enrolling as undergraduates in Fall 2010 at Simmons College (Boston, MA)! Please email Catherine Lynch for more information [clynch@uua.org](mailto:clynch@uua.org)

#### Association Sunday

We are happy to report that despite these challenging financial times, we continue to strengthen our common bonds and come together to “Grow Our Faith.” This was illustrated by the majority of our congregations that participated in Association Sunday 2009. This year, we encourage you to join with other religious leaders in reaffirming our united efforts for growth. Sign up today for the 2010 annual celebration of our connection and special collection. <http://www.uua.org/giving/associationsunday/61484.shtml>

I look forward to hearing from you. Stephan Papa [spapa@uua.org](mailto:spapa@uua.org)

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### ◇ The Church of the Larger Fellowship (CLF)

The Church of the Larger Fellowship (CLF) is pleased to offer an exciting new way for churches to share information about their congregation with prospective members. **"Welcome In: An Introduction to Unitarian Universalism and Your Congregation"** is an online class, customized for the needs of individual congregations. This course offers yet another means of making information about their specific church available to new members.

Designed and hosted by the CLF, churches will be able to offer a 24/7 online class about their church from their own website, featuring information about how the congregation works, UU spirituality, worship and more.

At a cost of \$250, the CLF will create the class (including text and photos) and host the class on our server. In addition, the CLF will work with your webmaster and offer three months of technical support for the course.

For more information, contact the CLF: [clf@clfu.org](mailto:clf@clfu.org) [www.clfu.org](http://www.clfu.org) , 617-948-6166.

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# The Religious Leader

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## MPL Staff Group Contact Information may be found at

<http://www.uua.org/aboutus/professionalstaff/ministryprofessional/index.php>

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