



# The Religious Leader

NEWS FROM THE MINISTRY AND PROFESSIONAL LEADERSHIP STAFF GROUP • PRE-GA 2005

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## Office of the Director—David Hubner, A'Llyn Ettien

### Twenty-Fifth Anniversary of the UU Ministry of Religious Education

**I**f you are 25 or younger, this might not make sense, but to suddenly find ourselves now at the twenty-fifth anniversary of the start of the UU Ministry of Religious Education is amazing! To some of us, all over 25, the debates, discussions, educational work, and GA vote to recognize a UU religious education ministry seem to have happened both not long ago and in the last century. Our sincere congratulations and gratitude goes to those who have felt, fought for, and followed up on the call to serve our movement as Ministers of Religious Education. Your contributions and your leadership are critically important to us . . . and will continue to be so. A quarter of a century ago we, as a movement, made a very good decision. We celebrate that now as we imagine and make plans for the next 25 years and more. ●

We are taking several steps this year to assure that the Service of the Living Tradition is experienced by all not only as a solemn affirmation of those who have committed themselves to the service of Unitarian Universalism but also as a service of worship for all present. You can help us in setting and maintaining this tone by asking colleagues, congregants, and friends to hold their active signs of affirmation of those ministers or credentialed religious educators entering or retiring from our service until the time when the group of which they are a part is recognized. At that time we hope the applause will be fulsome and hearts filled with joy and celebration. ●

### Professional Leadership Coordinating Council (PLCC)

**A**lthough the first full day meeting of the PLCC scheduled for February was “storm warned” out, we tried again and had a great meeting on March 24. Present were the presidents and key leaders from the UUMA, LREDA, UUMN, the AUUA (UU Ministers Association, Liberal Religious Educators Association, UU Musicians Network, Association of UU Administrators), and staff members from Ministry and Professional Leadership. Bill Sinkford, UUA President, also joined the group for a conversation.

### The 2005 Service of the Living Tradition at GA

**O**n Friday, June 24, we will celebrate the 2005 UU Service of the Living Tradition starting at 8:30 p.m. in the Fort Worth Convention Center. Rev. Dr. Patrick O'Neill will preach the sermon, “Out From Walden.” During the service, we will recognize those ministers and credentialed religious educators who have achieved credentialed status, are retiring, or have passed away during the year.

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During the meeting a number of areas in which the professional groups have common interests and questions were discussed—from mentor training to CE programs in UU history to questions about compensation to what it means to be in a collegial relationship and more. It was felt that the group should continue. An interest was shown (and subsequently acted upon) in asking the Society for Community Ministries if it would be interested in joining the PLCC. Each member organization will appoint representatives. The next scheduled meeting is for a 7:00 a.m. breakfast on Sunday, June 26, at GA. For more information contact David Hubner. ●

## Planning Ahead

Dear Colleagues,

Although it is not always my practice, at least in theory I like to imagine myself to be someone who plans ahead. One of the things that I have been considering for last few years is when I would retire. After consulting with my family, friends, Kay Montgomery, Bill Sinkford, and others, I have decided to finish my work here at the UUA during the summer

of 2006. I am announcing my decision this early so that any and all who might be interested in being the next Director of Ministry and Professional Leadership will have enough time to consider their own plans and decide to apply for the position. It is challenging and good work and ministry.

By the time you receive this issue of *TRL* the job description and information about the application process will have been posted on [www.uua.org](http://www.uua.org). The basic timeline we hope for is that those interested will send in their applications this fall so that a decision about a successor can be made in January 2006. I will be available to talk to potential candidates about the position, but, as good sense dictates, will not be involved in the selection process in any way.

My sincere thanks for the opportunity to serve and work with you thus far. I look forward to continuing our relationship and common efforts during the coming year. I will thank you more fully for the joys, challenges, and gifts of this ministry about this same time next year, or, at least, that is my plan. ●

Regards,  
David Hubner, Director of MPL

Ministerial Credentialing/Internship Clearinghouse—

David Pettee, Christine May, Griffith Bell, Kim Wilson

## From the Ministerial Credentialing Office

**A**t the most recent meeting of the Ministerial Fellowship Committee, a significant number of MFC Rule and Policy changes were voted on that have important implications for aspirants, candidates, and ministers alike! I urge you to read Phyllis Daniel's column (Ministerial Fellowship Committee Report) to learn a bit more about how final fellowship and the granting of ministerial specialties will be awarded. Do also check in with the MFC web page for the new copy of the *MFC Rules and Policies* that will contain all the language

changes. For candidates who will be interviewing with the MFC, starting with the September 2005 meeting in Boston, no ministerial category will need to be checked off. The MFC now will be granting preliminary fellowship to candidates as Unitarian Universalist ministers, without referencing categorically where they intend to serve. To some, this may seem like a significant change. But in reality, for more than a few years now, the MFC has been expecting all candidates to be accountable to all ministerial competencies. They have been expecting that a new minister

will be capable of serving in any ministerial capacity. There is also the expectation that the competencies of Educational Learning Theory, History and Philosophy of Education and Methods of Teaching, and Teacher Training will now need to be addressed by every candidate. The MFC will take into consideration that these are last minute requirements, particularly for those candidates who are planning to interview with the MFC in September and December 2005, and perhaps beyond.

As a consequence of these changes, the internship experience will now require more intentional planning. While it has been common practice for many interns to consult with Kim Wilson, Internship Clearinghouse Coordinator, or myself regarding their Learning and Service Agreement, the MFC has decided to make this consultation a requirement for the time being, just to make sure that all candidates are more fully prepared to serve in any ministerial capacity. The UUMA Categories Task Force lifted up five specific areas of ministerial competence: pastoral work, prophetic outreach, teaching, practical arts, and worship. The MFC expects all candidates, no matter where they intend to serve upon the granting of preliminary fellowship, to use the internship experience to enhance existing and needed skills within these broad competencies. This summer, Kim Wilson and I will be updating the *Internship Manual* to reflect these developments, and we will be in contact with all interns and intern supervisors that we know of who are planning to start an internship in the fall. If you happen to be an intern who has set up an internship site without any conversation with Kim or myself, please do let us know!

For the last two years with the Pre-GA issue of *The Religious Leader*, I have taken a snapshot of the files with reference to those who are preparing for ministerial fellowship. At this time, there are still about 475 persons who are in aspi-

rant or candidate status. This appears to be a slight increase from last year. Of this group, two-thirds are women. I think subjectively that about 65 percent intend to serve as a parish minister, about 30 percent plan to serve in the community, and the remaining 5 percent plan to serve in a ministry of religious education. Additionally, a number of hopeful ministers look forward to some kind of hybrid or bi-vocational ministry. The most remarkable development involves the exploding number of students attending what are frequently referred to as “non-UU” seminaries. In the not too distant past, there were roughly 20 non-UU seminaries that had at least one UU seminarian. We are aware now of 73 non-UU seminaries that have helped prepare at least one aspirant or candidate for ministerial fellowship! Clearly, most people preparing for UU ministerial fellowship are gaining their academic preparation at non-UU seminaries. The implications of these dynamics are considerable, and not yet well understood.

With now five full years of experience with the Regional Subcommittee on Candidacy system behind us, the overall importance of this early encounter with the credentialing process is now certain. Members of the MFC regularly acknowledge how impressive and prepared most of the candidates are as they come to interview with them! The numbers of aspirants interviewing with each of the six RSCCs is fairly consistent from year to year. Consequently, dependent upon their proximity to large clusters of UU seminarians, some RSCCs are quite busy, while others are not. In response, it does appear likely that some structural changes to the RSCC system are forthcoming, and at such point that specifics are clear, I will be reporting these changes accordingly.

Finally, it seems hard to believe that Professional Days and General Assembly are right around the corner. I plan to offer twice “Have You Ever Considered Going into the

Ministry?” So, if you are aware of people within your respective congregations whom you imagine might serve effectively as a minister, please steer them to this workshop! It is delightful to me that a growing number of calls and e-mails I receive are a direct result of a referral from a ministerial colleague! If you happen to be in attendance at Fort Worth, please make a point to stop me and say hello! ●

In the Faith,  
David Pettee, Ministerial  
Credentialing Director

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## Internship Clearinghouse News

**T**he exciting and anxious period of interns seeking sites and congregations seeking interns for the upcoming fall is finally winding down. As of this time, there are 45 congregations and community sites that will be hosting interns beginning this fall, including an interfaith church in Paris (that’s right, Paris, France!). Forty-eight congregations

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listed their information on the Internship Clearinghouse's web page ([www.uua.org/programs/ministry/credentialing/internship](http://www.uua.org/programs/ministry/credentialing/internship)), and 38 potential interns listed their profiles. Having the potential intern profiles available for viewing by supervisors and intern committee chairs this year made it much easier for congregations to make contact with potential candidates. We had 40 requests to view the profiles and, given the level of response, we would conclude that the "experiment" has been a success!

A record number of congregations applied for Internship Stipend Grants this year, which meant that we had to make some difficult choices. We will be evaluating the goals of the stipend grants program and may make some changes to it for next year. I'll keep you posted and you'll also be able to check the Clearinghouse website for updated guidelines and application procedures. The following congregations will be awarded Internship Stipend Grants for 2005–06:

- First Unitarian Church of Victoria and Capital Unitarian Universalist Congregation, Victoria, British Columbia, Canada
- Unitarian Universalist Church of Long Beach, CA
- First Church Unitarian of Littleton, MA
- Unitarian Universalist Society of Bangor, ME
- Unitarian Universalist Fellowship of Boca Raton, FL

- South Valley Unitarian Universalist Society of Salt Lake City, UT

Renewal grants were also awarded to:

- Unitarian Universalist Church of Davis, CA
- Unitarian Universalist Fellowship of Sunnyvale, CA

While the Internship Clearinghouse website has become an important and easily accessible resource for teaching sites, as well as for potential and current interns, we expect that it will become an even more important resource next year as a result of some of the important changes David Pettee mentioned in his column. Our revision of the *Internship Manual* has been delayed because of pending changes to internship guidelines and rules, as well as needed reviews of the current manual by the Society for Community Ministry and the Journey Toward Wholeness Transformation Committee. We hope to have the new, updated manual available by early summer. As is true with the current manual, it can be downloaded from the Clearinghouse web page.

If you're going to General Assembly and have an interest in internships, I invite you to attend a workshop called "Becoming a Teaching Congregation," which includes myself, Nan Hobart, Field Education Director at Meadville Lombard; Patti Lawrence, Field Education Director at Starr King; and an intern supervisor, as well as a

recent intern. Members and supervisors of congregations considering hosting an intern will have an opportunity to hear about internships from a variety of perspectives. Prospective interns are welcome to stop by and listen in. Additionally, the workshop, "Conversations on Ministerial Internships and Diversity: Stories We Need to Tell, Stories We Need to Hear," will be offered during Professional Days.

I will be available during GA to meet with folks who are planning or completing internships, as well as with intern supervisors and intern committee members. You can arrange either a meeting with me in advance or check in with the Ministry and Professional Leadership booth at GA to set up a meeting. I look forward to seeing you there! ●

Yours in Faith,  
Kim Wilson, Internship  
Clearinghouse Coordinator  
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## Appointments at GA

If you would like an individual appointment with Reverend David Pettee at General Assembly please call Chris May at 617-948-6403 or send e-mail to [cmay@uua.org](mailto:cmay@uua.org). David's schedule is usually full by the time GA begins, so please make an appointment in advance. ●

## Religious Education Credentialing & Renaissance Program—Beth Williams, A'ashia Short

### Note from Beth

**S**ummer religious education conferences are often an opportunity to relax with colleagues in a refreshing environment while also developing skills in religious education leadership. Here are two summer conference opportunities that are focused on Religious Education Credentialing.

Jump start or forge ahead on your credentialing at Star Island's RE Week (July 16–23). In "Credentialing

Demystified," led by credentialed religious educator (master's level) Gaia Brown, you'll gain the tools and confidence you need to achieve your own credentialing goals. Interactive topics include getting the support (financial, time-wise, spiritual) that you need, making the reading list a spiritual and professional discipline, developing your philosophy of religious education, organizing your portfolio, and much more.

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Whether seeking a new position in religious education, participating in the Religious Education Credentialing program, or educating a current congregation on professional skills and abilities, “How to Demonstrate Competency in Religious Education Leadership” will be useful to you. This workshop, led by Rev. Beth Williams, UUA Religious Education Credentialing Director, and held at RE Week at The Mountain (July 10–16,) will help experienced religious educators demonstrate their competency in five key areas of religious education leadership. Through discussion and sharing of resources and strategies, you will learn how to use the portfolio method to show integration of knowledge and practice in religious education. ●

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## What’s New in the Religious Education Credentialing Program

Many congratulations to the following religious educators who were awarded Credentialed Religious Educator status by the Religious Education Credentialing Committee at its February, 2005 meeting:

Dawn Star Borchelt	Connie Goodbread
Greta Porter	Thomas Pistole

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:

Lara Campbell	Michelle Conklin
Sarah Hawn	Anne Principe
Betty Skwarek	

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## New RE Credentialing Policies and Procedures—Highlights

The Religious Education Credentialing Committee made the following policies at its February 2005 meeting:

The RE Credentialing Program Plan has been revised to update the plan with more current information about the program, to clarify some of the program requirements at the three different levels, and to reflect the additions and changes the RECC has made to portfolio competency requirements.

Mentors are now requested to contact RE Credentialing Director or LREDA Committee on Mentoring Chair if a program participant has not contacted her/his mentor for more than two consecutive months, once the relationship has started.

After much discussion, the RECC decided that, as an experiment, the meeting for winter 2006 will be changed to a time period in late March (March 26–31)

rather than mid-February and to a Boston, MA location (Eliot & Pickett House) rather than Madison, WI. It is possible that the location of the winter meeting will vary in the future.

Candidates must now formally request a meeting with the RECC, and do so at least one year before meeting. This will make it easier for the RE Credentialing office to manage the scheduling of interviews for meetings. A form has been developed for this request. ●

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## The Veridan Fund for Religious Education Excellence Scholarship

The first recipient of this scholarship will be announced at the LREDA Annual Meeting during GA. This scholarship is awarded to a participant in the UUA Religious Education Credentialing program in order to undertake a significant professional development experience. This \$3,000 annual award 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 VREE 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. ●

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## Religious Education Credentialing Committee

The RECC is well aware that the education of our congregational leadership about the Religious Education Credentialing Program is critical to the ultimate success of the program, to its value to our congregations, and to the value that individual religious educators will receive from their participation in it. The committee will focus on providing that education to congregations at this year’s GA in Fort Worth.

The centerpiece of our GA presentations is a new brochure called *The Religious Education Credentialing Program and the Unitarian Universalist Congregation: Benefits Received, Resources Required*. This brochure will be available at the Ministry and Professional Leadership booth in the exhibit hall. The information in it will also be central to the workshop that the Religious Education Credentialing Committee will be offering “The Religious Education Credentialing Program and Your Congregation,” Friday, June 24, 2005, 8:00 a.m., Room 202B. The brochure outlines the benefits a congregation should expect to receive from having a religious educator who is grounded in the history, tradition, and theory and practical application of the many aspects of the field

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required by the credentialing program. In addition, the brochure outlines the ways a congregation should support a Credentialed Religious Educator and the support they should be willing to provide a religious educator as they work toward credentialing.

Professional colleagues also need to understand the benefits that our congregations will derive from having their religious educator either participating in the program or having received a credential. To that end, the RECC will be offering a workshop during Professional Days entitled “Religious Education Credentialing: What’s in it for You and Your Congregation?” to answer questions and discuss the role colleagues have in supporting a congregation’s religious educator through the process and after credentialing. This will be held Wednesday, June 22, 2005, 1:30 p.m. at the Fort Worth Convention Center.

If you will not be able to attend GA this year, copies of the brochure can be obtained from the Religious Education Credentialing Office. ●

Liz Jones,  
Chair, RECC

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## Interim DRE Pilot Project

In early March a project to envision the role of and necessary training for a professional interim religious educator was held in Boston. Participants in this project included Laurel Amabile, Judith Frediani, Neera Jackson, Rebecca Kelly-Morgan, Rosie Rimrodt, Barbara Stoddard, John Weston, Ann Willever, Beth Williams, and Patti Withers. The project resulted in a pilot training program planned for professional interim religious educators to be conducted before GA 2005 in

conjunction with the Orientation to Interim Ministry program. Spaces in this experimental training are very limited. For more information, contact Beth Williams at [redirector@uaa.org](mailto:redirector@uaa.org). ●

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## Renaissance Program News

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

- Jun. 9–11, Teacher Training, Duxbury, MA, Betsy Stevens, [revebs@aol.com](mailto:revebs@aol.com)
- Jul. 10–16, Multicultural RE, The Mountain, NC, Pat Kahn, [pkahn@uuca.org](mailto:pkahn@uuca.org)
- Jul. 16–22, Philosophy of RE & UU History, Ferry Beach, ME, Wendy von Zirpolo, [wendyvon@aol.com](mailto:wendyvon@aol.com)
- Jul. 16–24, UU Identity, Star Island, NH, Merry Stockwell, [merry@stockwell.mv.com](mailto:merry@stockwell.mv.com)
- Aug. 4–6, Teacher Training, Bradenton, FL, Laurel Amabile, [laurelamabile@aol.com](mailto:laurelamabile@aol.com)
- Aug. 12–14, Administration, Lanoka Harbor, NJ, Andrea Lerner, [andrealernerMNY@aol.com](mailto:andrealernerMNY@aol.com)

The Renaissance Program Advisory Committee met in Boston in mid-March. Members of this group are Judith Frediani, Phil Lund, Cindy Spring, Beth Williams, and Jessica York. In addition to discussions of program content and implementation, the Committee advised on, and the Program adopted, the following Renaissance Recognition Policy: Leadership Schools attended after September 1, 2005 will no longer be considered applicable toward achieving Renaissance Recognition. ●

Beth Williams, Religious Education Credentialing  
Director & Renaissance Program Co-Director

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Settlement—John Weston, Settlement Director; Marie DePaul, Settlement Assistant

## Responsible Staffing

**T**he last few years have been tough for congregations and religious leaders. Almost weekly, it seems, previously unimagined sources of congregational insecurity make themselves known. Congregational leaders face the prospect of being held institutionally liable, and boards of trustees and ministers the prospect of being held personally liable, for less-than-careful conduct in hiring or supervising church personnel—ministers, staff, and volunteers.

The UUA’s new publication, *Responsible Staffing: Guidelines on Screening Practices for Use by Unitarian Universalist Association Organizations when Adding Clergy, Professional Leaders, Staff, and Volunteers*, is designed to help all parties pay attention.

Traditionally, ministers have felt unfairly scrutinized by some of the measures *Responsible Staffing* recommends. It is important that ministers recognize, however, that we are no less likely to be potential victims of overzealous background checks than we are to be potential objects of civil suits or even criminal charges. As the law sees us, we are powerful, and we can exercise our power either responsibly or otherwise. What we may not do is ignore our power.

Whether you are in search or serving happily, please study *Responsible Staffing* and come to terms with the powers you possess and for which you may be held responsible. The guidance you give, whether to your board or to the search committee and board of a congregation in search, may make the difference

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between an institution on the defensive and an institution responsible for its own well-being. ●

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## Compensation

We are about to enter the second year of denominating ministerial compensation by a Salary plus Benefits approach rather than by a Total Cost of Ministry approach. The first year went better than I could have imagined. This is not to say that there were not false starts and misunderstandings. It is to say that they were blessedly few.

Ministers in search should fully familiarize themselves with the Salary plus Benefits approach, and be ready to ask the necessary questions that will lead to eye-to-eye understanding of minister and search committee.

The purpose of the Salary plus Benefits approach is to describe ministerial compensation in terms that are familiar to most laypeople. These terms include salary (including clergy housing allowance) plus a standard array of benefits and professional expenses recommended by the UUA Church Staff Finance Office. The implied question to which the Salary plus Benefits approach provides the answer is: “How much are we paying our minister, and how does that compare to what other people get paid?”

The “standard array of benefits and professional expenses” includes the following:

- a. In lieu of employer’s FICA: 7.65 percent of salary plus housing, paid (and taxable) to the minister in cash, reflecting the fact that the congregation pays no FICA taxes of 7.65 percent on the minister’s compensation, while the minister pays SECA taxes at 15.3 percent on salary plus housing.
- b. Pension: at least 10 percent of salary plus housing to the UUA Retirement Plan (or comparable plan), thus permitting additional voluntary pre-tax contributions by the minister.
- c. Insurance premiums
  - (1) 80 percent of the premium for comprehensive medical insurance for minister, spouse or partner, and children, with 20 percent paid by the minister by salary reduction; mid-year premium increases are born in this 80/20 ratio; where the minister is covered under the plan of a spouse or partner, the congregation will reimburse the minister for the actual amount deducted from the spouse’s paycheck for the minister’s coverage.
  - (2) 100 percent of the premium for life insurance equal to two times salary plus housing, available through the UUA insurance plan (or comparable plan).
  - (3) 100 percent of the premium for disability income insurance equal to 60 percent of salary plus hous-

ing, available through the UUA insurance plan (or comparable plan); the minister is encouraged to take this premium as taxable income, so that benefits, in the event of disability, will be received tax-free.

- (4) 100 percent of the premium for dental insurance for the minister available through the UUA insurance plan (or comparable plan), with the minister paying for coverage for other family members.

- d. Professional expense allowance: at least 10 percent of salary plus housing, reimbursable monthly by means of a professional expense reimbursement plan.

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## Restoring Ministers’ Flexibility

In order to restore the flexibility ministers had under the TCM model, we recommend that the following paragraph be included in all ministry agreements:

The salary plus housing amount agreed to brings in its train the following additional benefits and professional expenses, for a total cost of ministry to the congregation of \$ \_\_\_\_\_. With the approval of the governing board the Minister may reallocate funds among the various categories. Funds not expended within one category may be allocated to others upon mutual agreement of the Minister and the Board. The Minister must, however, elect pension, health, and disability insurance coverage or provide the Board with adequate rationale for not doing so.

In sum: As congregations adopt the Fair Compensation Guidelines, congregations and ministers will both benefit. It is to be expected that transparency, justice, and responsibility will continue to thrive, to the benefit of our Association. ●

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## The Old Order Changeth

Nancy Hezlitt, Settlement Assistant for 32 years, whose capacious memory and constant good cheer were a source of strength and encouragement to six Settlement Directors and uncounted ministers and search committee chairs, touched many lives. If yours was one, you can reach Nancy at 20 Stevens Street, Quincy, MA 02169. She is recovering nicely from a total knee replacement, and looks forward to a long and hale retirement.

And while you are at it, greet Marie DePaul, Settlement Assistant since March 17. Marie, who can be reached at [settlement@uua.org](mailto:settlement@uua.org), is already making valuable contributions to the capacity of the Settlement Office both to guide and to follow congregations and ministers on their journeys, both separate and related. Welcome, Marie! ●

John Weston, Settlement Director

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## First-Year Ministers' Seminar

May 9–20, 2005; 5 Live Sessions/5 Deans

May 10, 8:30–10:00 p.m. EDT (5:30 p.m.–7:00 p.m. PDT); Discussion “*Rhythms of the Church Year*” featuring Rev. Ed Searl

May 12, 11:30 a.m.–1:00 p.m. EDT (8:30–10:00 a.m. PDT); Discussion “*Leading Transformational Change*” featuring Dr. Angela Merkert

May 17, 8:30 p.m.–10:00 p.m. EDT (5:30 p.m.–7:00 p.m. PDT); Discussion “*How to Make the Most of Your Mentee/Mentor Relationship*” featuring Dr. Helen Bishop (*New*)

May 19, 11:30 a.m.–1:00 p.m. EDT (8:30–10:00 a.m. PDT); Discussion “*Reconciliation: A Spiritual Discipline*” featuring Ms. Paula Cole Jones

May 20, 11:30 a.m.–1:00 p.m. EDT (8:30 a.m.–10:00 a.m. PDT); Discussion “*Final Questions & the Renewal Process*” Revs. Bentley, David Hubner, Deans, and First-Year Ministers!

### E-mail Ongoing Discussions

The days that are not live sessions are days that are filled with e-mail discussions both on the featured topics and on topics of concern or interest of the participants. Participants will also gather during CENTER Days to break bread during lunch, and for ritual and fellowship during the first Workshop hour.

In the three years that we have had the Seminar on an on-line format, the numbers of participants has grown, as does the program offerings. New this year is the addition of the important topic *The Mentor/Mentee Relationship*. The Seminar is again hosted in the Online Conference Center of The Wayne E. Oates Institute, [www.oates.org](http://www.oates.org). Check out their website for amazing on-line continuing education seminars on topics of ministry, healing, and health.

If you would like to participate in the on-line seminar as a Dean, please contact me at [mbentley@uua.org](mailto:mbentley@uua.org). ●

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## CENTER Committee Report—Excerpt

The contributions and spirit of Lynn Ungar, outgoing Chair, along with Lena Breen, Sam Trumbore, and Ian Evison will be greatly missed. The newly constituted Committee of CENTER includes Revs. Judy Tomlinson, new chair; Roberta Finkelstein; Jan Johnson; Gretchen Woods; Wayne Walder representing the UUMA Exec.; and me as MPL staff. The commitment of our colleagues to the work of professional development and continuing education for the mind, body, and soul is great, giving of

themselves to two three-day meetings each year and again at CENTER/Professional/Ministry Days.

CENTER works hard to bring a variety of excellent programs both for Ministry/Professional Days and through our CENTER Presenters. Please note that CENTER provides financial subsidies for chapter workshops led by our CENTER Presenters, and also for other presenters whom your chapter might select based on your particular opportunities and needs. For detailed information on how to bring a Presenter to your chapter and get reimbursement, check out the UUMA website ([www.uuma.org](http://www.uuma.org)).

CENTER continues its commitment to anti-racism, anti-oppression, and multiculturalism. We continue to offer outstanding chapter presenters on the subjects of race and class. Information on these presenters is available on the website as well as the printed *CENTER News*. Additionally, we have changed evaluation forms and materials that go to workshop leaders to invite reflection on how “anti-, anti-, M” work is a part of each workshop.

We have streamlined the process of identifying and recruiting workshop leaders for CENTER Day, with the hope that we might avoid driving Wayne Walder and our gracious administrator, Janette Lallier, totally ‘round the bend as they try to confirm and consolidate offerings. Things worked better this year. However, you all (yes, I mean *you*) need to know that the application to lead a workshop is available on the website, and that it must be submitted via e-mail no later than October 31. It is always disappointing to turn down an excellent workshop proposal because it has been submitted after the early November meeting at which workshops are chosen.

Finally, we continue to encourage all colleagues to tend to their own personal and professional development. Continuing education is not an onerous responsibility, but rather an important opportunity to refresh and renew our bodies, minds, and spirits. Please remember that there is money available to support your personal CE program by contacting Michelle Bentley of the MPL at [mbentley@uua.org](mailto:mbentley@uua.org). Please also remember that the Resource for Continuing Education Planning is available on the Professional Development and the UUMA websites to aid in your planning.

I’m in the mid-late stage of my ministerial career and I still regularly refer to the Continuing Education Resource for guidance. Have you reviewed it recently? Check it out, you’ll be happy you did! ●

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## Deceased Minister

Howard Wayne Oliver, March 20, 2005. ●

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## Continuing Education Opportunities

Practical suggestions for continued learning, sabbatical planning, and life and skill enhancement may be found in the listing posted on the Ministry web page ([www.uua.org/ministry/](http://www.uua.org/ministry/)). There you will find the basic information of workshops, conferences, and seminars.

### *Some offerings by our colleagues include:*

Professional Chaplains, contact: Timothy Madison at 618-549-0721, ext. 65243 or [tim.madison@sih.net](mailto:tim.madison@sih.net)

*Lifelong Learning @ Oates. Org*, published by the Wayne E. Oates Institute, contact: [info@oates.org](mailto:info@oates.org) or call 501-459-2370

*Alban in Progress* on the web, contact: [albaninprogress@alban.org](mailto:albaninprogress@alban.org)

Alban Institute Seminars, for more information call the Education Dept. at 800-486-1318, ext. 247 or e-mail [education@alban.org](mailto:education@alban.org)

*Clergy Development Institute*, July 5–14, 2005, Allenspark, CO

*Building Healthy Staff Teams*, September 12–14, 2005, San Antonio, TX

*Emotional Intelligence and Clergy Leadership*, September 19–21, 2005, Norcross (Atlanta), GA

## Church Staff Finances—Ralph Mero, Joyce Stewart, Tracy Withy-Browne

### Compensation Recommendations for 2006

**T**he UUA Compensation, Benefits, and Pension Committee has developed revised salary range recommendations for 2006, and these were approved by the UUA Trustees at their meeting on April 16, 2005. Readers will note increases in the recommended Midpoint and Maximum salaries for UU ministers, including MREs and Community Ministers. The Committee also conflated the ranges for parish ministers, MREs, and community ministers into one category. The new ranges continue the trend to make salaries for all positions more competitive with the salaries paid to the staffs of secular not-for-profit organizations.

Adjustments were also made in several of the salary range recommendations for positions held by religious educators, administrators, and musicians.

The 2006 salary range recommendations will be available for distribution at the UUMA, AUUA, and LREDA meetings at the Fort Worth General Assembly, and also at the table in the display area sponsored by the Council on Church Staff Finances. In addition, see the UUA website at [www.uua.org/programs/ministry/finances](http://www.uua.org/programs/ministry/finances) on June 1. Click on Compensation for details.

The District Compensation Consultants will also have this information, and the roster of those dedicated volunteers is available at the above website. The UUA and the UU Ministers Association jointly fund the DCC Program, which has made a significant contribution to the ability of congregations to recruit and retain qualified personnel by following our Fair Compensation standards. ●

### What about Health Insurance?

The preliminary report on our feasibility study for a UUA self-funded health insurance program was presented to the Finance Committee on April 14. A special Task Force will be appointed to continue this exhaustive study to determine whether a self-funded plan can have a tolerable risk exposure to the UUA and also offer affordable premiums. This will likely be a national PPO-type plan that would be open to persons who work at least 1,000 hours for UU organizations, such as congregations and camp and conference centers, plus community ministers who do not have health insurance through their employment.

The current status of this proposal will be described at a Professional Days workshop at General Assembly and via the UUA website as soon as possible. We hope the Trustees will have sufficient information to vote on this issue at their meeting in October 2005 for a plan that might be operative in July 2006.

Adopting a self-funded plan is a “Profiles in Courage” level commitment for the Association, and there is no guarantee this will materialize. Such a plan will require a total enrollment of approximately 1,000 ministers and staff following an intensive informational campaign to earn congregational approval.

We continue to hear of congregations that are unable to provide any health insurance for their non-ordained staff, and of ministers who lose their insurance if a spouse or partner loses their employment. We appreciate receiving information at [rmero@uua.org](mailto:rmero@uua.org) from congregations unable to find affordable coverage for their staff.

Congregations can also create an informal Health Reimbursement Arrangement through which they reimburse staff for medical expenses with employer-funds in a

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tax-exempt manner. Employers are permitted to designate funds over and above an employee's usual wages for reimbursement of medical expenses as these are incurred through the year. An HRA does not require any contract with an insurance company, outside administrator, or filing of reports to governmental agencies. ●

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## Financial Education Programs

UU ministers delivered presentations on personal finances at ten UUMA chapter meetings and at Starr King and Iliff seminaries this year. The speakers at these events had received training through a program coordinated by UURMAPA, the UU Retired Ministers and Partners Association, using a grant from the UU Funding Program. We encourage all UUMA chapters to take advantage of this opportunity for a free program on a topic of increasing interest. Contact Rev. Nancy Doughty at [nwdrev@traverse.net](mailto:nwdrev@traverse.net) for more information. We are also looking for ways to share information about personal finances with the members of other UU professional groups. ●

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## UU Organizations Retirement Plan

As noted in the MPL report to 2005 GA delegates, our 401(k) type Retirement Plan had 2,425 participants employed by 593 employer-congregations as of March 13, with individual accounts totaling \$135,086,005. Gross contributions were \$9,104,592 during 2004 as compared with \$8,076,135 in 2003, indicating confidence in Fidelity as the Plan manager and the information that Fidelity provides for our participants.

We are still concerned about the number of participants who utilize only one or two of the 23 mutual fund options available. Information about the wisdom of diversifying investments is available from Joyce Stewart at [jstewart@uua.org](mailto:jstewart@uua.org), from [www.fidelity.com/atwork](http://www.fidelity.com/atwork), or from Fidelity at 800-343-0860.

Fidelity will have a representative at the GA in Forth Worth available to speak personally with ministers and other religious professionals about their own financial circumstances and planning. Contact [jstewart@uua.org](mailto:jstewart@uua.org) for information on how to make an appointment. ●

—Ralph Mero, Church Staff Finances Director

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## Resources & Possibilities

### Ministerial Fellowship Committee Report

At its recent meeting in Chicago, the MFC met with students and faculty at Meadville/Lombard. Rev. Jory Agate provided daily inspirations and liaisons to candidates were Rev. Melissa Mummert and Rev. Alicia Forde.

Twenty candidates were interviewed, and all were encouraged to proceed toward fellowshipped ministry, with recommendations or contingencies in some cases. Thirteen chose parish ministry, six chose community ministry, and one chose the ministry of religious education.

Having decided earlier that beginning in September 2005, preliminary fellowship will be granted in UU ministry without regard to category, attention turned to the granting of final fellowship. The policy adopted states that three successful annual renewals of preliminary fellowship in at least half-time compensated work in any ministry will lead to the granting of Final Fellowship.

Three renewals, not necessarily successive, in a particular specialty of ministry will lead to "Final Fellowship with a Specialty in. . ."

The MFC also completed a review of rules changes, addressed a number of recommendations from the Transformation Committee for Wholeness and Justice, appointed a task force for anti-racism, anti-oppression monitoring, planned General Assembly workshops and meetings, and considered a wide variety of requests, renewals, and ministerial issues.

The next meeting will be held in Boston, September 22–25, 2005; the business meeting on September 25 will be open to observers at 1:30 p.m. Inquiries can be addressed to [mfc@uua.org](mailto:mfc@uua.org). ●

Phyllis Daniel,  
Chair

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### AUUA at GA

The AUUA is meeting Saturday, June 25, 3:45–5:00 p.m., in the

Convention Center, Room 104. Our program will include an introduction for church boards, professional leadership, and human resources committee to the AUUA Continuing Education and Congregational Administrator Certification Program. Handouts will include curriculum samplers and a comprehensive program description. ●

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### Community Ministry at GA 2005

#### CENTER Days

*B12 UUMA Guidelines/Code for Community Ministries*, June 22, 3:00–4:15 p.m.

#### General Assembly

Worship Service: *Claiming Our Ministries: The Path of the Wind*. This service explores and honors the divine call of ordinary people and invites us to "claim our ministries." Friday, June 24, 8:00 a.m.–9:15 a.m. in Room 203A.

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### Workshop: Tending the Fire III

Come hear the inspiring stories of lay and ordained UU community ministers who bring their healing and social justice ministries to urban streets, underserved populations, and other places where healing and hope are needed. Friday, June 24, 9:45 a.m.–11:00 a.m. in Room 201C.

### Workshop: Holding Ourselves Accountable

Come listen to a panel of organizations (local congregations, Districts, and national organizations) discuss the process they each use for credentialing lay leadership/ministry in our congregations and the larger world. Friday, June 24, 12:30 p.m.–1:45 p.m. in Room 204B

### Annual Meeting: Society for Community Ministries (SCM)

Saturday, June 25, 11:30 a.m.–12:45 p.m. in Room 104, SCM booth in the Exhibit Hall. ●

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## Big Changes for the Society for the Larger Ministry (SLM)

Society for the Larger Ministry (SLM) is a professional membership organization that provides support, education and advocacy on behalf of its community ministers. In the past four years, its membership has tripled from 46 in 2002 to 145 in 2005.

Reflecting these changes, the membership of SLM has voted for a number of important institutional changes in the past year, including:

Changing the name of the organization to: **The Society for Community Ministries (SCM)**, effective December 2004.

Adopting an official **Code of Professional Practice for Community Ministers** as criteria for membership, available at [www.slm.siteblast.com/custom.asp?id=16149&page=7](http://www.slm.siteblast.com/custom.asp?id=16149&page=7)

Approving in 2003, incorporation of SCM as a 501(c)3 non-profit corporation, completed in March 2005.

Contact information has also changed. The new mailing address is SCM, P.O. Box 262, Wayland, MA 01778. The new website address is [www.uuscm.org](http://www.uuscm.org). ●

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## Liability Issues for Community Ministries

In response to questions from congregations seeking to endorse clergy who are community ministers and their parish-based and community ministers, an article called *Liability Issues for Community Ministries* is available at [www.slm.siteblast.com/links.asp?id=16149&page=9](http://www.slm.siteblast.com/links.asp?id=16149&page=9). ●

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## Opportunities for Ministers at Meadville Lombard

*John Lester Young Fellowship.* Meadville Lombard Theological School is soliciting applications for the 2006–2007 for the John Lester Young Fellowship. Awarded once a year to a practicing UU minister, John Young Fellows will teach one class, study in any of Meadville Lombard course offerings (tuition free), and provide a professional and pastoral presence to Meadville Lombard students for one academic term. Applicants are requested to submit a letter of interest, a course proposal and a resume to Dr. Susann Pangerl at [spangerl@meadville.edu](mailto:spangerl@meadville.edu). Application deadline is December 1, 2005.

*Minister-in-Residence Program.* Meadville Lombard Theological School is soliciting applications for its 2006–2007 Minister-in-Residence (MIR) Program. In residence for one academic quarter, MIRs participate in different aspects of ML community life and serve as an informal chaplain to students. Applicants are requested to submit a letter of interest and a resume to Dr. Susann Pangerl at

[spangerl@meadville.edu](mailto:spangerl@meadville.edu). Application deadline is December 1, 2005. ●

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## A Letter to Ministers and Professional Leadership

We are writing to you to tell you about an initiative called *Commit to Community: Youth Drug and Alcohol Ministries*. In March a group of youth, young adults, and adult allies with diverse experiences gathered to discuss the impact of drug and alcohol use and abuse on the UU youth community, and to brainstorm ways to do ministry with youth around these issues.

Keep your eye out for programming at GA which addresses this issue (youth and adults are welcome).

Contacts: Nan Moore, DRE at the UU Meeting House in Chatham, MA, [nanmo5@comcast.net](mailto:nanmo5@comcast.net) or 508-420-3604; Beth Dana, UUA Youth Ministry Associate, [bdana@uaa.org](mailto:bdana@uaa.org). ●

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## Check Out the CLF at GA

The Church of the Larger Fellowship offers ministry to religious liberals around the globe, by mail, phone, and cyberspace. UUs who move away from their home church often appreciate staying connected to UUism as CLF members. At GA, the CLF will offer a worship service featuring its Senior Minister, Rev. Jane Rzepka, preaching with Rev. Laurel Hallman, from the First Unitarian Church of Dallas. There will be rousing music from the new supplement to our hymnbook, *Singing the Living Tradition*, presented by the UUA Hymn Task Force. The CLF will also be launching a brand new collaboration with UU young adults, the Church of the Younger Fellowship. Come by the CLF's booth in the exhibit hall to hear more about this unique UU religious community, and see what the CLF can offer you and the congregation you serve. ●

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## Liberal Religious Educators' Association

2005 General Assembly in Fort Worth, TX offerings:

FAHS Lecture—Saturday, June 25 at 3:45 p.m. Elissa Bishop-Becker: *The Grief Spiral: The Transformative Power of Loss*. An overview of the adult, child, and adolescent grief process and a four-stage framework for using loss as an opportunity to gracefully facilitate healing and fulfillment.

LREDA Workshop—Friday, June 24 at 9:45 a.m. Panel of religious educators: *Building on Solid Ground*. What is at the core of UU religious education? How can we raise lifelong UUs? How can we establish a foundation that will support the faith development of children and youth into adulthood?

LREDA Booth in the Display Area. Stop by—it's a fun place to be! Purchase books and small gifts and

get information about the Fall Conference in Philadelphia! ●

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## New Music for Congregations— On the Way!

In the fall of 2003, a mere decade after the introduction of *Singing the Living Tradition*, UUA President Rev. Bill Sinkford appointed a New Hymn Task Force to produce a music supplement to the familiar grey hymnal. The Task Force reviewed just under 1,500 submissions over the last year and has now selected 74 pieces (songs, rounds, chants, and hymns) for this exciting new resource, *Singing the Journey*. It is scheduled to be published in time for the 2005 General Assembly in Fort Worth, TX. Members of the Task Force are Barbara Wagner, chair; Leon Burke; Jeannie Gagné; Rev. Dennis Hamilton; Rev. Ken Herman; and Rev. Jason Shelton. UUA staff mem-

ber Deborah Weiner served as liaison to President Sinkford. The Task Force selected music that proved emotionally compelling as we sang it together. In line with the Task Force's initial charge, the musical styles favor contemporary idioms, especially pop, jazz, blues, Latin and gospel. ●

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## Seminarists of Color Network

At General Assembly 2005 join us for a special meeting with Bill Sinkford and a social gathering in Fort Worth, TX. This is our second year of intentionally coming together with the support of DRUUMM, a UU People of Color organization, and the UUA. Date and location TBA. If you identify as a Seminarist of Color and will be at GA, please contact Joseph Santos-Lyons at [jsantoslyons@uua.org](mailto:jsantoslyons@uua.org) or toll free at 877-270-3302. We hope you will join us. ●



# The Religious Leader

NEWS FROM THE UUA MINISTRY & PROFESSIONAL LEADERSHIP STAFF GROUP

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