

# **Unitarian Universalist Association**

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**Staff Report  
June 2007**



**William G. Sinkford-President  
Kathleen Montgomery-Executive Vice President**

## **INTRODUCTION**

The Association's mission for the staff is to:

1. Support the health and vitality of Unitarian Universalist congregations as they minister in their communities.
2. Open the doors of Unitarian Universalism to people who yearn for liberal religious community.
3. Be a respected voice for liberal religious values.

This report outlines for you, by staff group, the work that has been done on your behalf this year by the staff of the Unitarian Universalist Association. It comes with great appreciation for their extraordinary work in a time of many new initiatives in response to the needs of our faith and our congregations.

If you have questions in response to the information contained here, please feel free to contact Kay Montgomery ([kmontgomery@uua.org](mailto:kmontgomery@uua.org)).

William G. Sinkford, President  
Kathleen Montgomery, Executive Vice President

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## ADVOCACY AND WITNESS STAFF GROUP

*The mission of the Advocacy and Witness Staff group is to carry Unitarian Universalist values into the world through legislative advocacy and grassroots activism, in partnership, domestically and internationally, with other religious and secular groups that share UU values. The staff works closely with local congregations to be effective in this ministry at an international, national, state and local level.*

### **International Programs:**

The International Office focused this year on gathering information from congregations regarding international involvement, and assessed how to provide support services and resources to assist in congregational involvement.

Through a survey of all congregations in the fall of 2006, a variety of methods of congregational involvement were identified. These include long-term connections through partnerships with hospitals, orphanages, schools, communities, and UU congregations around the world. Many congregations are involved in social action such as calling for a response to the genocide in Darfur or an end to the war in Iraq, or in helping local immigrants as they resettle. Almost all contribute to disaster relief efforts for global catastrophes.

Twelve focus groups with congregations further explored what services would be helpful in international work. There was wide agreement that congregations need resources and information to help them make connections with other UU congregations doing similar work, as well as with international UU communities.

This input shaped the process by which a new International Resources Director was hired for the 2007-2008 year.

### **Holdeen India Program:**

The Holdeen India Program continues to support the most vulnerable populations in India, most notably the Dalit people, in their struggles for social justice. There are currently 28 Holdeen India Partners. The Holdeen Director visited 25 of those partners in 2006, as well as visiting potential new partners, donors, journalists and academics in India.

The Director also went to Xian, China, to take part in the Global Fund For Women (GFW) Asian Advisory Council, bringing together 25 advisors representing 16 countries, to discuss economic, sexual and reproductive rights for women in Asia.

A February trip to India included the UUA Executive Vice President, the UUSC Deputy Director, and two parish ministers, who met with many of the Holdeen partners. Many collaborations were discussed.

More congregations have engaged in fundraising to support the work of the Holdeen India program, with events ranging from educational forums to the sales of handiwork from Indian

partners. The UU Holdeen India Program continues to build relationships with other funding organizations to support the work of the partner organizations.

### **Congregational Support for Advocacy:**

Eight congregational and cluster Social Justice Empowerment workshops were held in small, mid-sized and large congregations across the country. This program helps identify passion, energy, criteria, and structures for developing effective congregational social justice programs. The materials that support the program were updated to include anti-oppression approaches, with new practical information on organizing and advocacy.

Five teleconferences with accompanying PowerPoint presentations on Socially Responsible Investing were held in the fall of 2006. 65 participants from 34 congregations in 19 states participated.

Over 119 congregations now participate in interfaith community based community organizing (CBCO). A new guide on CBCO entitled *Congregation Based Community Organizing: A Social Justice Approach to Revitalizing Congregational Life* was mailed to all congregations in November.

Materials in the *Inspired Faith, Effective Action* workshop was delivered in 21 venues. More information about all of these programs is available at [www.uua.org/socialjustice](http://www.uua.org/socialjustice).

### **Social Justice Internship Program:**

This program continues to grow. Fall 2007 marks the fifth anniversary of this program, whose alumni now include 2 UU seminarians, two graduates of journalism school, two DC-based activists, and one Peace Corps volunteer.

### **Strategic Priorities:**

The strategic priorities for legislative advocacy are:

- Family matters, including BLGT equality, reproductive choice, comprehensive sexuality education
- Racial and economic justice, including work for immigration reform, a just rebuilding of the Gulf Coast post-Katrina, and increased wages for low income workers
- International crises, including HIV/AIDS, the Iraq war, Darfur, and global warming.

### **Study/Action Issue on Peacemaking:**

With the change that resulted in slowing down the number of study/action issues passed by the General Assembly, UUA staff are much better able to work actively on the current study/action statement on Peacemaking. A new staff person, the Mary Bonner Memorial Program Associate for Peacemaking, began a two year term in early June to work with congregations to implement the study/action issue.

## **CONGREGATIONAL SERVICES STAFF GROUP**

### **Anti-Racism Anti-Oppression Multiculturalism:**

Our antiracism, anti oppression, multicultural work seeks to meet congregations where they are and offer support in determining next steps while addressing issues of race and racism, supports newly elected and appointed leaders in developing skills to integrate anti-racism, anti-oppression and multicultural competencies into their role and responsibilities, and offers tailored support for recently settled ministers of color and Latino/a/Hispanic ministers and the leaders of their congregations. We do this through the JUUST Change Consultancy, Creating a Jubilee World, Jubilee 2, and customized programs.

Congregational Services provides and promotes Jubilee workshops and trainings to UU congregations and districts. During the 2006-07 fiscal year there were seventeen visits to congregations for Jubilee workshops and work with transformation teams. Two apprentices were brought on to begin the process of becoming Jubilee Two trainers. This year saw a substantial increase in the ARAOMC video/DVD loan library that offers videos and DVDs to congregations and districts.

Preceding General Assembly 2006, three highly skilled trainers met with a group of 40+ ministerial candidates for a two-day ARAO training.

The national conference, NOW IS THE TIME – Leading Congregations to a Multiracial, Multicultural Future, was held in Arlington VA in mid-February. 150 attendees met for 2½ days to learn about and celebrate the vibrancy of multiracial, multicultural congregations from keynote speaker, the Reverend Jacqueline Lewis, Ph.D. of the Middle Collegiate Church in NY, workshop presenters, and to share each others' stories for building inclusive, welcoming UU communities.

### **JUUST Change Consultancy:**

This year the JUUST Change Consultancy has been shaped by three significant turning points: 1) the increase in requests from non congregational sources, resulting in a more flexible approach to service delivery: 2) the connecting of social justice and racial justice in theology and in practice: 3) the goal of getting a critical mass of congregations committed to this work, resulting in new strategies for districts and regional growth committees.

The flexible nature of JUUST Change Consultancy has created more openings for UUs to enter into ARAOMC work. Although JUUST Change was originally envisioned to serve congregations, the majority of this year's requests have been from other parts of the Association. This year over 600 UU leaders have engaged in ARAOMC work through this program. The 2006 GA Responsive Resolution calling for congregations to engage in this work has been an impetus for both the increased number of requests and the number of people who attend the events. Since then, we have responded to requests from districts and regions, consulted with seven congregations and ten staff groups or committees, and one UU theological school. Engaging leaders in what it means to lead the work of transformation is a significant step toward institutional change.

We are developing and testing a regional/district strategy designed to get a critical mass of congregations in regions and districts to be intentional about giving priority to racial justice work. We are working to gain the commitment of religious professionals and lay leaders in hope of identifying potential “tipping point congregations” who will help us to realize the values of Unitarian Universalism in a diverse society. The minister, religious educators, and seminarians in the Baltimore-Washington Region are the first group to make this commitment with 17 of the 27 congregations volunteering to be proactive. This work is part of a larger district strategy supported by the Joseph Priestley District. The St. Lawrence District Board has also agreed to pursue this strategy and they have begun their work. We look forward to more congregations committing to get involved in the coming year.

### **Congregational Fundraising Services:**

The Office of Congregational Fundraising Services partners with congregations to help each religious community transform its unique vision into bold action. The program has provided consulting services to hundreds of Unitarian Universalist congregations since 1985. During the past fiscal year, the 8 fundraising consultants made a total of 143 visits to 60 different congregations including:

- 30 initial assessment visits
- 21 successful capital campaigns
- 11 long-range strategic plans
- 10 successful annual budget drives.

In addition, one congregation received a building loan, two congregations received building loan guarantees, and three congregations were given grants to help finance their very first spiritual home.

Two new programs, designed to promote congregational growth, were launched. The Site Acquisition Loan Program is designed to help congregations locate and develop a piece of land for their spiritual home. The UUA lends money to help with the initial purchase. The Green Construction Award Program provides financial awards to congregations that earn a LEED certification.

*Beyond Fundraising: A Complete Guide to Congregational Stewardship* was published in April. The book introduces a new comprehensive stewardship development program titled Forward Through the Ages (FORTH). Forty congregations applied to participate in a three-year demonstration project to determine best practices for FORTH. Seven were selected. The demonstration begins in the fall of 2007.

### **Ethics in Congregational Life/Safe Congregations:**

Congregational Services continues to develop and deploy resources to educate congregations on issues of ethics and safety. Recently an interactive online training for congregational leaders on developing a safe congregation policy with a focus on the safety of children and how to prepare for the possibility of a sexual offender in the congregational community was tested and introduced. The resource is based on *Balancing Acts – Keeping Children Safe in Congregations*, written for the UUA and available online since 2005.

## **Marketing Outreach:**

The UUA continues its regional marketing campaigns. All the campaigns had the following goals:

1. Generate brand awareness of Unitarian Universalism
2. Increase visitor attendance at local congregations
3. Increase membership
4. Create excitement and pride among Unitarian Universalists in the area
5. Motivate congregations to be intentional about hospitality.

A two-part campaign was conducted in St. Louis in June of 2006 to promote General Assembly and in the fall of 2007 to support the four area congregations. The campaign generated a 17% increase in visitors, June-November 2006 (versus comparable period 2005). Marketing outreach for GA 2007 has included invitations to the two public events at GA: Saturday's public witness event and Sunday's worship service.

In fall 2006 seven congregations in Southern California (Orange County, Long Beach and South Bay) collaborated with the UUA to locally raise \$100,000 for a media campaign, which included a mix of direct mail, radio, specialty magazine print ads and inserts in the Sunday papers. Results indicated a 70+% increase in visitors over a 90 day period.

Stewardship & Development raised \$260,000+ for a San Francisco Bay Area campaign that will start in September 2007. This will be the largest regional campaign ever coordinated by the UUA and will serve 17 congregations.

Congregational Services has redesigned the Uncommon Denomination web pages to be more user-friendly. Many additional resources were added, including updated creative materials and a turn-key direct mail program provided through a third-party partner, Modern Postcard, as well as a site for Uncommon Denomination Covenanted Congregations (100 of our congregations covenant with the UUA to share learning and support resource development in marketing outreach.)

Measurement of campaign results, as well as analysis of how and why congregations grow, continues to be a challenge. The UUA, with the help of a lay leader from UU Church of Berkley is creating a diagnostic tool - Congregations Count - to help congregations assess their membership processes and focus on areas for "continuous improvement".

In October 2006, the UUA hired a full time Marketing Outreach Director. In January 2007 the UUA retained an ad agency, Swardlick Marketing Group, headquartered in Portland Maine. The agency and the UUA are collaborating on a strategic marketing plan that will include national awareness, membership growth and retention objectives. A DVD about Unitarian Universalism is in production for delivery in fall 2007. This DVD will serve as an outreach tool to visitors, friends and members and will be distributed widely to congregations and members.

## **Faith Communities Today:**

Following the UUA's 2005 Faith Communities Today survey of all UUA member congregations, several reports summarizing the data were posted on UUA.org, including an overview report, a growth and decline report, a report on Young Adults, and congregational size



reports for small, mid-size, and large congregations. Nearly 50% of UUA congregations responded to the survey. A previous survey was held in 2000, affording comparisons over time between the two surveys.

#### Membership Growth and Decline: 2000-2005

- 23% of UUA congregations decreased membership by 10% or more
- 34% of UUA congregations showed little change in membership (+/- 9%)
- 40% of UUA congregations increased membership by 10% or more

Only 11% of UUA FACT-2005 congregations reported no change in their worship services over the last 5 years, and 45% reported moderate or large changes.

UUA FACT-2005 respondents reported that their congregations' financial situations were healthier in 2005 than in 2000.

- 42% said their 2005 financial situation was 'Excellent' or 'good' (25% for 2000)
- 42% said their 2005 financial situation was 'Tight' (52% for 2000)

The three most likely undertakings to be rated as 'Key Activities' by UUA FACT-2005 Congregations were:

- Religious education classes (87%)
- Choirs or other music programs (84%)
- Clubs or other social activities (64%)

### **Planning for Growth and Vitality Weekend Workshops:**

For the Small Congregation, and for the Smaller Mid-size Congregation, these two key growth workshops continue to be offered as stand-alone workshops. In addition, Congregational Services is launching Planning for Growth pilot projects, partnering with several districts and in some cases regional groupings, including Central Midwest, Clara Barton, New Hampshire-Vermont and Northeast, and Prairie Star. The pilots entail, first, a new selection process to find committed growth teams from congregations to participate in the workshops and, second, the provision of follow-up consulting from our trained Planning for Growth consultants teamed in each case with a district liaison committed to the growth of the participant congregations.

### **Four District Partnership:**

The Joseph Priestley, Metro New York, Ohio Meadville, and Saint Lawrence Districts have entered a collaborative partnership with the staff of Congregational Services focusing on growth and for the purposes of:

- 1) Creating a framework for a paradigm shift from maintenance toward transformation within the four districts.
- 2) Establishing the four districts as a regional group for common work and support.
- 3) Creating a regional team made up of the current co-employed UUA/District Staff with one member of the team serving as coordinator.
- 4) Expanding the headquarters/district staff partnership to address underserved areas of congregational ministries on a regional basis.

## **Regional Growth Strategies:**

### Philadelphia/Wilmington Regional Growth Strategy

WellSprings, the new congregation in Chester County, PA, held its first public worship service in January 2007. The five congregations in western Chester County are considering a cooperative marketing outreach campaign for the Fall of 2008. Congregations in the Philadelphia/Wilmington region meet for leadership training and collective worship annually.

### Baltimore/Washington Regional Growth Strategy

This regional strategy is focusing on marketing outreach (three workshops focusing on various aspects of marketing outreach for congregational leaders) and Growth with Diversity (17 congregations committed to ARAOMC engagement). This regional also holds leadership training and collective worship on an annual basis.

### Partnership for Growth/UU Society of New Haven

With five congregations involved, this partnership focuses on growth of large mid size congregations.

### Multi-Site Congregations

There are two efforts at developing multi-site congregations in which the UUA is a partner: the Branches Project of the First UU Albuquerque Branches Project and the Riverside County (California) Multi Site Congregation Project.

## **Small Group Ministry:**

In collaboration with the Small Group Ministry Network, resources and information for small group ministry/covenant groups are available online

## **Large Congregations Program:**

The UUA Large Congregations Program was established in 1998 to better serve the UUA's largest congregations (those with 550 or more adult members). This office seeks to identify appropriate resources and develop strategies to deliver them to large congregations in partnership with the Association and its districts. There are presently forty-five large congregations served by this program, as well as a score of larger midsize congregations, which receive services aimed at helping them manage the size transition. As one of only two denominations known to maintain a distinct office for large congregations, the UUA is a pioneer in this area of American church life.

During the 2006-2007 church year, on-site consulting was provided to eleven congregations. These consultations have included leadership training events, reviews of congregational systems, staffing audits, and other services. In a typical month, the office responds to an average of ninety-eight requests for consultation by telephone, email and web conferencing. Specific concerns addressed through on-site and electronic consultations include: leadership development, governance, growth and extension, personnel and staffing issues, ministry, religious education, strategic planning, congregational finances, conflict management and an assortment of localized concerns. A growing number of larger midsize congregations seek support from this office around transitional issues and inquiries from congregations beyond the UUA have increased as other denominations have become aware of this specialized program.

In addition to working directly with congregations, the office maintains liaison with the Association of Senior Ministers of Large UU Congregations (SMOLUUC) and LREDA-Large, the Liberal Religious Educators' Association group devoted to supporting religious educators serving either large congregations or large church schools. The office also serves as a resource on large church issues to district and headquarters staff. During the current church year, the office supported three district-sponsored programs – on growth, governance and staffing – collectively drawing participants from well over 60 congregations.

The office monitors trends among large congregations in other denominations, looking for models and methods that can be applied in a Unitarian Universalist context. An important tool in this regard has been the Alban Institute's "Exploring the Large Church" events, which have brought together a network of large church leaders from a dozen denominations, which has enhanced the sharing of information and insights on societal trends, governance, staffing and stewardship.

The third national UUA Large Church Staff Conference, which was held in Fairfax, Virginia last November, drew a capacity crowd from among the professional staff of the Association's large congregations. The theme for this conference was "Building Healthy Staff Teams," while the program was rounded out with a series of workshops and networking events

The Large Congregations Team is an inter-departmental panel which includes UUA staff and representatives from key large church constituencies. It meets on a regular basis to examine the needs of large churches, review the UUA's efforts to serve them, and establish priorities for our ongoing work in with large congregations.

### **Young Adult and Campus Ministry:**

The Office of Young Adult and Campus Ministry serves our member congregations on several levels—directly (through consultation, training and grants), by developing resources for their use in doing this important ministry, by supporting districts in their services, and through leadership development with individual young adults in partnership with the Continental Unitarian Universalist Young Adult Network (C\*UUYAN).

Our consulting program continues to be available to congregations. Trained consultants and staff members worked directly with congregational leaders and young adults in a number of congregations to build and strengthen young adult and campus ministry programs. Regional Campus Ministry Trainings were offered or planned in seven locations around the continent this past year, with at least five more on the schedule for the fall.

Almost \$62,000 in grants has been awarded in the past year to congregations and districts. These grants supported a variety of staff positions, new ministries and innovative approaches to young adult and campus ministry. A total of \$541,763—from the Mind the Gap campaign, the UUA operating budget, and the Billings Fund—has been awarded since 2000 through the grant programs of the Office of Young Adult and Campus Ministry.

Over the past several years, worship has been identified as a significant area in which young adults are developing (and inspiring the development of) new and creative ways for congregations to operate. In 2007, the Office of Young Adult and Campus Ministry sponsored

the 1st UUA Conference on Contemporary Worship, entitled "Spiritually Vital and Alive." Held from Feb 22-24 at the First UU Church of San Diego, CA, the conference's purpose was to help UU congregations imagine new and interesting ways of worship. The conference was attended by 140 people. Highlights of the conference included a spectacular keynote presentation by Dr. Marcia McFee, eleven different worship opportunities, and fifteen outstanding workshops.

Leadership development has been an important theme this year. C\*UUYAN leadership was challenged this year to deal with several incidents that brought to light serious issues regarding safety in UU communities (both young adult and intergenerational communities). Together with the Office of Young Adult and Campus Ministry, C\*UUYAN leaders developed policies to respond to infractions in our Code of Ethics for Peer Leaders and wrote a letter—sent to congregations in the fall of 2006—that reinforced C\*UUYAN philosophies with regard to safety, alcohol and substance use and other important boundary issues in UU communities.

Working with the Youth Office, the Office of Young Adult and Campus Ministry has supported the Groundwork Anti-Racism/Anti-Oppression program, a training and organizing collective of youth, young adults and adult mentors. Groundwork trainers have been working at capacity providing anti-racism trainings to congregations, campus ministry groups and districts throughout the US and Canada. In addition, the second Training of Trainers for the Groundwork program was held this year, welcoming 14 new trainers into the program.

Finally, the third annual Sexuality Education Advocacy Training (SEAT) was held in 2007. SEAT was developed by a partnership between the Washington Office for Advocacy, the Youth Programs Office and the Office of Young Adult and Campus Ministry, working together with Advocates for Youth. This year, the training welcomed participants from the United Church of Christ this year in a well-attended training in Washington, DC. Participants had the opportunity to lobby Congress on the issue of comprehensive sexuality education.

## DISTRICT SERVICES STAFF GROUP

*The UUAs district staff share the same mission as the entire UUA staff. It is to:*

- 1. Support the health and vitality of Unitarian Universalist congregations as they minister in their communities.*
- 2. Open the doors of Unitarian Universalism to people who yearn for liberal religious community.*
- 3. Be a respected voice for liberal religious values.*

District staff members contribute to this mission in a myriad of ways, and almost always in partnership with others. Primarily they do it by serving as leaders, consultants, advocates, and educators in our association of congregations, often the “first call for help” by congregations needing UUA resources.

There are twenty districts of the UUA. All have a *District Executive* who serves as the Association’s local presence and is often the first person to be contacted about UUA services. Many districts also have *Program Consultants* who serve the District in particular program areas based on local priorities, most often in the area of lifespan faith development or growth. District Executives and Program Consultants work in close alignment to the district board and the director for district services at the UUA to ensure the greatest needs of congregations are met.

Areas of competency in district staff include leading mission/vision work with congregational leadership, providing lay leadership development training in such areas as healthy congregations, growth, lifespan faith development, worship, stewardship, navigating size transitions, board governance, and building strong congregational staff relationships. District staff are also fully engaged in assisting congregations through changes in ministerial leadership, the settlement of part-time ministers, organizing and leading district assemblies, long-range planning with the district board, and perhaps most importantly, mission and vision work with the congregations they serve.

This past year district staff members created, organized, or led over 300 workshops throughout the continent. Topics included such things as *Church Growth* which focused on the unique challenges to growth in each congregational size category and how to overcome them; *Healthy Congregations* which were designed to help congregations identify patterns of behavior that might be preventing them from achieving their potential; *Lay Leadership* that explored the various ways congregations can organize their programming to ensure skilled leadership exists and encourage continuity of leadership over time; *Membership* which focused on attracting, engaging, and retaining members and exhibiting “radical hospitality” to the seeker; *Social Justice* designed to assist congregations in effectively doing social justice and outreach work with the greatest impact; Creative Worship that seeks to explore and expand the different ways of leading meaningful worship in different size congregations.

Additionally district staff members:

- Assisted in the planning and implementation of UU University, a leadership development opportunity that occurred in the days immediately before GA.

- Helped identify congregations that might be considered “Breakthrough Congregations” and be given the opportunity to share at General Assembly *how* they’ve grown in depth and numbers.
- Updated and supported the InterConnections website, the website designed specifically for lay leaders of UU congregations.
- Promoted the creation, distribution, and effective use of multi-media resources for lay leaders such as *DriveTime Essays Volume 2: The Best of InterConnections*; A DVD by *Breakthrough Congregations* with clips of their video presentation from GA; The DVD entitled *Ideas for Growth* highlighting best practices in membership growth by the Jefferson Unitarian Church in Golden, Colorado; and the *UU University DVD* with video clips by Rev. Dr. Peter Steinke, last years keynote speaker.

## IDENTITY-BASED MINISTRIES

*Identity-Based Ministries strives to make Unitarian Universalism a more welcoming, inclusive and affirming faith for all people who yearn for liberal religious community. Our programs intentionally affirm identity, build community, and develop leadership among Unitarian Universalists from traditionally marginalized communities in the areas of ability/disability, class, gender and gender identity/gender expression, race/ethnicity, and sexual orientation.*

In FY 2007, Identity-Based Ministries advanced several programmatic initiatives and received increased requests for workshops, curriculum and educational resources. Highlights of the year include the following:

***Building the World We Dream About***, the anti-racist/multicultural welcoming congregation curriculum focusing on race and ethnicity is ready for field testing. A sample of the curriculum was presented at the “Now Is the Time – Leading Congregations to a Multiracial/Multicultural Future” Conference in February 2007.

The Office of Accessibility Concerns (OAC) now provides ***Assistive Listening Equipment Demo Kits*** for congregations to test equipment for use in the sanctuary, meeting and religious education classrooms, and in pastoral settings before making buying decisions. OAC has also made “Singing the Journey” available in Braille and electronically, and “our Chosen Faith” and the “UU Pocket Guide” are available on audiotape and electronically. Accessibility and anti-ableism education is being disseminated by Identity-Based Ministries staff through seminary coursework and district presentations sponsored by this staff group.

Several initiatives in the Office of Racial and Ethnic Concerns are serving to advance multiracial/multicultural ministries among religious professionals, seminarians, lay leaders, and members of Unitarian Universalists congregations. A multicultural ministry strategy has been developed with the Diversity of Ministry Team to match ministers of color and Latina/o and Hispanic ministers with congregations focused on multicultural growth. In April Identity-Based Ministries in partnership with Ministry and Professional Leadership sponsored the a Ministers and Seminarians Retreat for Unitarian Universalist ministerial colleagues and candidates who identify as People of Color and/or Latina/o and Hispanic to build collegial and mentoring relationships. Programming for multiracial families and families of color was piloted at the Thomas Jefferson District Anti-Racism Conference in March. A resource guide developed by James Coomes and Rev. Leslie Takahashi-Morris with funding from Identity-Based Ministries formed the basis for this special program track that included activities for parents, children and youth.

Beyond Categorical Thinking (BCT), a program for congregations in ministerial search, fulfilled 41 workshop requests this year. A workshop redesign was piloted and plans are to train facilitators in presenting the revised workshop in FY 2008. In addition BCT resource materials are being revised to include case studies based on ministerial and congregational experiences, and to provide equitable educational resources on the identities – race/ethnicity, sexual orientation, ability/disability -- addressed in the workshop.

## LIFESPAN FAITH DEVELOPMENT STAFF GROUP

*Guided by Unitarian Universalist Principles and the UUA's goal of becoming an anti-racist, anti-oppression, multicultural organization, we provide lifespan resources for education, worship, advocacy, and social action that nurture UU identity, spiritual growth, a transforming faith, and vital communities of justice and love.*

This has been an exceptionally dynamic year with major progress on two important services for our congregations: the consultation on youth ministry and the development of Tapestry of Faith lifespan curricula. In addition, we have also continued to provide consultation, training, and web and print resources.

### **The Consultation on Ministry To and With Youth:**

*Goal: To re-vision and increase support for Unitarian Universalist ministry to and with youth by involving youth and adults throughout the Association in dialogues about youth ministry.*

- This two-year process, which culminates in July 2007, has been successful beyond our expectations. The levels of enthusiasm and participation on the part of Unitarian Universalist religious professionals and lay persons, adults and youth, have been both significant and encouraging. As of General Assembly 2007, over 4000 Unitarian Universalist youth and adults have taken part in this consultation process, over 160 separate events have been held covering every district in the Association as well as Canada. Hundreds of youth returned surveys as did hundreds of youth advisors. At all these forums, participants offered their visions of what Unitarian Universalist youth ministry should look like. This has been a massive exercise in listening that should bear fruit for Unitarian Universalism for decades to come.

Desired outcomes of the consultation include: 1) youth ministry that goes beyond a one-size-fits-all model, 2) youth ministry resources that better serve local congregations, 3) mutually respectful and empowering partnership of youth and adult leaders, 4) forums for youth identity development and institutional change through anti-racism and anti-oppression work, 5) meeting the spiritual needs of youth, and 6) effective communication and networking within and between all areas of the Association.

Work this year on the Consultation on Ministry To and With Youth included:

- **New Desired Outcome:** The Task Force on Youth Ministry decided to add an additional desired outcome for the work of the consultation. It became very clear from the data of both the youth survey and the congregational conversations that many youths' spiritual needs are not being met and that congregations are struggling to support the spiritual formation of youth. To make spiritual development a priority, the Task Force decided to add "meeting the spiritual needs of youth" to its list of desired outcomes.
- **Task Force on Youth Ministry:** The Task Force on Youth Ministry held two meetings this year. In July, 2006, the taskforce studied and interpreted data from the congregational conversations and the youth ministry survey. They also trained to lead the District Gatherings and Stakeholder Conversations scheduled throughout the year. At their second meeting in March, they prepared for the Summit on Youth Ministry to be held in July 2007. They planned the process for the Summit and prepared the data collected throughout the



Consultation process for Summit participants. They also began to think about how the recommendations of the Summit on Youth Ministry will be implemented.

- District Gatherings: A major goal of the Consultation on Ministry to and with Youth is to engage every district in the Unitarian Universalist Association in a conversation on Youth Ministry and this was a success! All 20 UUA districts participated in conversations, with nearly 1000 Unitarian Universalist youth and adults taking part. At these gatherings, participants reflected on the data collected from congregational conversations and the youth survey, discussed how both their district and the Association as a whole could better support youth ministry.
- Stakeholder Conversations: Another major goal of the Consultation to and with Youth is to engage with as many stakeholder groups as possible. This effort was also a great success. The Consultation developed resources for stakeholder conversations and worked with the following stakeholder groups (in rough chronological order):
  - YRUU Leadership: The YRUU Leadership held the first stakeholder conversation at their Youth Council meeting in July 2006. All 70 participants were in small working groups for much of their week-long event to discuss their perspectives on youth ministry.
  - Canadian Unitarian Council: YRUU remains a bi-national organization. The Canadian Unitarian Council has committed to do its own re-visioning work around youth ministry in partnership with the Consultation on Ministry to and with Youth. They held their “Terre Commune” (French for Common Ground) Winds of Change gathering over Labor Day weekend. It brought together 40 youth and adults to talk about youth ministry in Canadian congregations and how it can be related to the work that is being done in the United States.
  - Religious Educators/Liberal Religious Educators Association: Religious educators are a key stakeholder and they have participated in a number of venues. At the LREDA fall conference, religious educators participated in the consultation, holding two conversations. About 40 religious educators participated in a focused conversation before the start of the conference. Later, the entire 200-person conference engaged in a discussion of youth ministry. The Religious Education Credentialing Committee also engaged in a conversation later in the year. Religious educators also participated widely in congregational and district conversations.
  - UU Camps and Conferences: CU2C2 held a self facilitated conversation at their annual meeting, which prepared their member groups to have similar conversations at their respective camps and conferences.
  - District Staff: All members of the UUA’s district staff took part in a conversation at their Big Complex Meeting in New Orleans. They studied the data that had been collected so far, reflected on changes they would like to see and gave advice on how to further the objectives of the consultation.
  - UUA Boston Based Staff: Many Staff Groups have engaged in conversations about their roles in youth ministry, including Stewardship and Development, Ministry and Professional Leadership, International Programs, Congregational Services, Identity-Based Ministries, and Communications, and staff who work on Anti-Racism, Anti-Oppression and Anti-racist Multiculturalism. Nearly 100 UUA staff members have taken part in these conversations.
  - Commission on Social Witness: The Commission on Social Witness discussed the role of youth in the social justice work of the Association, how this work can be

- intergenerational and how the new congregational Study Action Issue process can involve youth.
- Interweave: This group of Bisexual, Gay, Lesbian and Transgender Unitarian Universalists held a conversation at their annual convocation, this year with the theme, “Interweaving Generations.”
  - Ministers and the Unitarian Universalist Ministers Association: the Consultation Task Force members produced resources for ministers to have conversations about youth ministry in UUMA chapter meetings. Both the UUMA Executive Committee and the Ministerial Fellowship Committee engaged in conversations about the roles of ministers in ministering with youth.
  - Diverse and Revolutionary Unitarian Universalist Multicultural Ministries: DRUUMM held two conversations, one at each of their two Youth and Young Adult Summits in the spring. Both youth and adults of color attended these events to discuss ministry with youth, specifically youth of color.
  - Youth Advisors: Because there is no organized body of youth advisors, it was decided to engage their experiences and input through an online survey. 380 adults who work with youth responded. The survey addressed both how supported they were in their work and what they think is needed in youth ministry.
  - Young Adults and the Continental Unitarian Universalist Young Adult Network: The CUUYAN leadership held a conversation about their role in ministry with youth at one of their regular meetings.
- Details from these gatherings and conversations: A tremendous amount of information has been gathered through all of these surveys and conversations. Data is available on the Consultation on Ministry to and with Youth website at [uua.org](http://uua.org). The Task Force is sharing more about has been learned at General Assembly 2007, including a workshop, a booth in the exhibition hall, and a report during plenary.

### **Tapestry of Faith:**

Goal: To develop and publish programs and resources for all ages that nurture Unitarian Universalist identity, spiritual growth, a transforming a faith, and vital communities of justice and love.

We are very pleased with the quality and pace of curriculum development this year. We have remained on target with our Tapestry roadmap and are very excited about the depth and creativity in these new programs for all ages. Some highlights:

- Twelve curricula and two supplemental resources have been written to date; 13 curricula and two resources are writings in progress as you read this.
- 37 authors have been engaged in writing for Tapestry to date, and these authors are a diverse, talented, and experienced group of professionals.
- Seven consultants have been engaged to enrich the curricula in specialties such as music, art, story-writing, drama, and accessibility.
- A new staff person to direct the development of youth programs joined LFD on June 4<sup>th</sup>. We are very pleased to welcome religious educator Jessica York as the Youth Programs Director in the Curriculum Office. Her leadership will accelerate the production of youth curricula for grades 6 through 12.
- LFD has worked closely and with great enthusiasm with staff members of IT and OEC to prepare for online publication of these programs. The technicalities of publishing

curricula on the UUA's new content management system have exceeded original assessments, and we really regret the delay in electronic publishing. A special set of software, tailored specifically for our needs was created and tested successfully in April. We are now pouring programs developed or field tested in the last two years into the new system. This is a labor-intensive process. Fortunately the new curricula are being written specifically to the new format and will not have to be transferred. When the process is completed, our programs will be available online, searchable and printable by program or session in a user friendly downloadable Word format. Look for new Tapestry curricula to be online for field test this fall, available to all congregations to try. And from then forward, new curricula will be posted regularly.

### Tapestry of Faith Children's Programs

The first set of children's curricula, *Living Faith* Grades K-1, 2-3, and 4-5 have been written and are being edited and prepared for on-line field tests to begin January 2008. A call for field testers has been launched. Since this is the first of the Tapestry children's programs, we are very eager to see wide congregational participation in the online field test (formal evaluation) and beta test (informal evaluation) available to all congregations.

***Living Faith*** Programs include:

*We'll Build a Land: Creating Home* (K-1)

Authors: Jessica York and Christy Olsen, 16 Sessions.

*We Give Thanks: Lived and Living Faith* (2<sup>nd</sup> – 3<sup>rd</sup> Grades)

Authors: Dr. Jenice View and Gabrielle Farrell, 16 Sessions.

*For the Journey: Building a Toolbox of Faith* (4<sup>th</sup> – 5<sup>th</sup> Grades)

Authors: Katie Erslev with Rev. Paul S. Sawyer, consulting, 16 Sessions.

Inter-Session/Intergenerational/Wide age span Programs:

*Miracles*: Authors: Dr. Miriam W. Smith and Rev. Chris Craethnenn, 8 Sessions.

*Gather the Spirit*: Authors: Richard S. Kimball and Dr. Christine Rafal, 8 Sessions.

***Seeking Truth*** Programs:

Writing began in May for this second series of Tapestry curricula for children in Grades K-6. The authors gathered in Boston in to launch the development of this series. Draft manuscripts are due in the fall of 2007 for field test and beta test during the 2008-2009 congregational year.

*Seeking Truth* programs include:

*The Welcome Table: Friendship and Fairness* (K – 1<sup>st</sup> Grade)

Authors: Gaia Brown and Aisha Khadr Hauser, 16 Sessions.

*Moral Tales: Justice and Goodness* (2<sup>nd</sup> – 3<sup>rd</sup> Grades)

Authors: Rev. Alice Anacheka-Nasemann & Elisa Davey Pearmain, 16 Sessions.

*Through the Open Window: Self and Others* (4<sup>th</sup> – 5<sup>th</sup> Grades)

Authors: Dr. Jenice View, Natalie Fenimore, and Gabrielle Farrell, 16 Sessions.

*Amazing Grace: Virtue and Sin* (6<sup>th</sup> Grade)

Author: Richard S. Kimball, 16 Sessions.

*Tree of Life*: Intersession/Intergenerational/wide age span Program:

Author: Katie Erslev. 8 Sessions.

Tapestry Children's Programs Resources:

These resources will be available online to help teachers enrich their curricula with music and art no matter what their personal skill levels are in these areas. Both authors focus on the spiritual dimension of artistic experience and expression.

*Spirituality and the Arts*. Author: Dr. Nita Penfold.

*Music with Children*. Author: Nick Page.

### Tapestry for Youth

Two programs previously written and field-tested are being prepared for the publication in the new CMS: *Families* (junior high/ high school) and *Exploring Our Identities through Poetry* (high school). A resource manual, *Coming of Age*, is being prepared for print publication. The recommendations of the Summit on Youth Ministry will influence future youth program development.

### Toolkit Series Book

A Toolkit Book (the third in this series of resources to support faith development programming in our congregations) is in the Publication Office scheduled for an October 2007 printing:

*Stories in Faith: Exploring Our UU Principles and Sources through Wisdom Tales* by Gail Forsyth-Vail contains 21 stories drawn from our Principles and Sources for use by teachers, worship leaders, and families.

### Adult Programs

Three programs heading into the testing phase, with congregations already signing up:

- *Spirit of Life: Spirituality for Unitarian Universalists* by Rev. Barbara Hamilton-Holway
- *Spirit in Practice: Practices for Unitarian Universalist Spiritual Life* by Rev. Erik Walker Wikstrom
- *Building the World We Dream About* by Dr. Mark Hicks is an anti-Racism/anti-oppression program for congregations.

### Programs field tested this year and being revised for online publication in the coming church year

- *Principled Commitment: A Program for Unitarian Universalist Couples* by Melanie Davis, Stephanie Haymaker, Rev. Craig Hirshberg, and Rick Bellingham
- *Our Whole Lives: Sexuality Education for Young Adults (18-35)* by Rev. Dr. Michael J. Tino, Laura Stuart, MPH, Rev. Sarah Gibb Millsbaugh, and Ethan Field
- *Sexuality and Our Faith: a Companion to Our Whole Lives for Young Adults (18-35)* by Mandy J. Keithan (UU) and Lynn Young and Rev. T. Michael Rock (UCC).
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### Published online

- *Owning Your Religious Past: 25<sup>th</sup> Anniversary Web Edition* by Bonnie (Stauffacher) Withers
- An updated, comprehensive guide to adult programs by the UUA, Skinner House, Beacon Press, and independent publishers.
- 

### Authors selected for forthcoming adult programs

- Leadership and Faith, Rev. Margaret L. Beard
- Unitarian Universalist Theology, Rev. Dr. Thandeka
- Unitarian Universalist Morality and Ethics, Rev. Dr. William Murry and Rev. Ginger Luke.

## Web Resources

Web resources play an increasingly central role in supporting faith development for children, youth and adults. The following are some new resources developed and posted this year.

- *Synapse*: Synapse is a print and online magazine by and for Unitarian Universalist youth. The 2006 print edition combined two previous issues on Spirituality and Leadership. The theme of the Fall 2006 web-only issue was Community Building and the Spring 2007 web issue was titled Healing the Fractures In Our Communities, addressing sexual violence and healing from violence within and outside our communities.
- “Darfur: What can I do?”: An online resource with information about the genocide in Darfur, and what youth can do to take action. Written by Zoe Engberg.
- “Pronouns and Gender”: An online resource to help people understand the different pronouns used by people with various gender identities.
- Families on [www.uua.org](http://www.uua.org). Family ministry materials were reorganized and transferred to the new UUA website. As material is generated from Tapestry of Faith, it will be added to the Family resources.
- **New and Recommended Resources** for Fall/Winter: From the Lifespan Faith Development staff group. This is a comprehensive, compilation of resources with hyperlinks for religious educators. Topics from this edition include resources about: Racism & Classism; Social Action & Service Learning; Curricular Resources; and Family Resources.
- “**Taking time for the stories of our lives**” explores time, families, wisdom stories, and the value of taking time.
- Resources for UUA Board Responsive Resolution: Congregations can learn more about racism and classism. Provided on-line **resources for children, families and religious educators**, including **resources on cultural (mis)appropriation**.

## Pamphlets

Three new pamphlets are in the new UUA Bookstore catalog: *UU Views of Evil* and *UU Views of the Sacred* (both with Paul Rasor, editor, and contributors, James Ford, Abhi Janamanchi, Liz Lerner, Judith Meyer, Patrick O’Neill, and Victoria Safford,) and *Family Prayers: a Sampler* (Irene Praeger, editor).

## Worship Web

We are very proud of the continual development of this much appreciated resource. This year we have had two part-time worship web coordinators working with LFD staff to add new material and help move the website to the newly designed [uua.org](http://uua.org). Development of a UU liturgical calendar and expansion of the depth and breadth of online worship resources are ongoing. We are building a network of links to related worship materials, publicizing Worship Web to a larger audience of ministers, religious educators, and lay leader, and continually seeking contributions for a variety of worship settings.

## Trainings

- Our Whole Lives: Sexuality Education for Adults: 7 teacher trainings held.
- We are preparing for an OWL Training of Trainers for OWL Young Adults which will take place in July 2007.
- The Chrysalis Training Program is an excellent source of training for both youth and adults engaged in youth ministry in our congregations. This year there were 19 trainings: six Basic

Advisor Trainings, one Advanced Advisor Training, two Leadership Development Conferences for youth, three peer Chaplain Trainings for youth, four Groundwork Youth Anti-Racism / Anti-Oppression Trainings and three Spirituality Development Conferences for youth.

- Training of Trainers for two Chrysalis leadership training programs were held outside of San Antonio, TX: Leadership Development Conference (LDC) and Groundwork: Anti-Racism / Anti-Oppression. Sixteen new LDC trainers and 15 new Groundwork trainers were trained to facilitate trainings in our districts. A new Groundwork Training Manual was also developed.
- Youth Social Justice Training conference: Nearly forty youth and adults gathered in New Orleans in February for the Youth Social Justice Training (YSJT), organized in partnership with the Unitarian Universalist Service Committee, which provided financial, logistical and programmatic support. Programming focused on education reform, including how the education system in New Orleans was affected by Katrina. Participants left with tools to advocate for education reform in New Orleans and in their own communities.
- Our Whole Lives: This was a busy year for Our Whole Lives teacher trainings, with 26% more teacher trainings than last year. There were 10 child level trainings, 31 youth level trainings, and 7 adult level trainings for a total of 48 trainings. This represents over 700 teachers trained this year.

Note: *Our Whole Lives* continues to be identified as the premier comprehensive sexuality education program in the United States, and continues to generate media and community interest.

### Workshops

- "Teaching as the Creation of Stories," North Dallas Religious Educators, Dallas, Texas, August 12, 2006. LFD
- "Children, Youth, and Unitarian Universalist Faith," Dallas, Texas, August 11, 2006. LFD
- "Faith Development of Children and Youth", a workshop for the Northeast Liberal Religious Educator's Association, Littleton, MA, September 15, 2006. LFD
- "Growing in Faith", a presentation at the inaugural Clara Barton Excellence in Religious Education Conference, Marlborough, MA, November 21, 2006. LFD
- "Worship as Transformational Learning," First Annual UU Contemporary Worship Conference, San Diego, CA, February 2007.
- *Our Whole Lives* Teacher Training, Perkins School for the Blind, February, 2007.
- "Teach it, Preacher," UUMA Ministry Days, Portland, OR, June 2007
- "Teach Your Grown Ups Well," UUA General Assembly, Portland, OR, June 2007
- Pacific Central District Age Range Discussion: Members of the Youth Office helped facilitate a discussion about the district's age range for youth programming. Youth Office helped them craft a plan to narrow that range to 14 to 20 years (from 12 to 22).

### Groups We Support

- The Family Matters Task Force (FMTF) met by phone this year due to scheduling conflicts. The FMTF is working from its March 2006 plan and is sponsoring and leading two workshops at General Assembly: "Time as a Family Value" and "Stirring the Oatmeal: Serving all Families."
- Children's' Defense Fund. Unitarian Universalist Children's Sabbaths materials were revised and included in the fall 2006 Children's Sabbath Guidebook.
- YRUU Steering Committee: The YRUU Steering Committee has worked to prepare Youth Council to receive the recommendations of the Summit on Youth Ministry, They also

continued to expand YRUU's focus on anti-racism and anti-oppression work, selected an interim Working Action Manager (a youth social justice position to forward YRUU social justice positions at General Assembly and in the wider community), and appointed representatives to the Youth Ministry Associate and Assistant Youth Ministries Director hiring committees.

- General Assembly Youth Caucus: Youth will again be a major presence at GA. Their programming is focusing on anti-racism / anti-oppression, identity development and community building. They are participating in the Open Space Technology sessions to help establish goals for the Association.
- Youth Council: Youth Council's major focus was the Consultation on Ministry to and with Youth, Anti-Racism / Anti-Oppression, Youth Adult Relations, Social Justice, Governance / Structure, Outreach, Communication and US / Canadian Connections.
- Diverse Revolutionary Unitarian Universalist Multicultural Ministries (DRUUMM) Youth and Young Adults: The Youth Office provided both financial and some logistical support for the activities of DRUUMM YaYA. They held two spring summits this year, one on each coast, and the DRUUMM YaYA Steering Committee met throughout the year.
- Youth & Young Adult White Anti-Racist Allies: White anti-racist youth and young adults held one summit this year. It focused on creating the structures needed to sustain white anti-racist work.
- The UU Religious Education History Group is hosted and supported in spirit by LFD. The group met in May to review works submitted and evaluate their future plans.

#### E-mail lists and online communities

LFD manages and participates in the following list-serves: UU-Parenting, REACH-L, Adult RE, OWL-L, OWL Trainers, OWL-adult, OWL-child, Advisor-L, Bgltqq-youth, UU-Scouting, Youth Consultation, YRUU-Announce, YRUU-L, YRUUsacs, and YRUUsj.

## **MINISTRY AND PROFESSIONAL LEADERSHIP STAFF GROUP**

*Ministry and Professional Leadership Staff Group members are committed to serving Unitarian Universalism through care for the competence, strength, health and well-being of our religious professionals. To that end, MPL continues to interact with other staff groups, professional organization leaders, UUA committees, congregational leaders, and individual ministers, religious educators, musician, and administrators to assess and address needs.*

In addition to initiatives reported below, MPL has worked closely with the Ministerial Fellowship Committee to revise and re-write its rules and procedures, adopted a protocol for endorsing and supporting UU military chaplains, and engaged a ministerial intern to begin working in September on assessing the needs of community ministers so that MPL might devise a plan to serve them more adequately. MPL has also worked with the Professional Leadership Coordinating Council to adopt a mission and begin setting goals, and continues to explore ways to address anti-racism, anti-oppression, multi-cultural issues to enhance MPL work.

### **Religious Education Credentialing:**

The office of Religious Education Credentialing continues to strengthen religious education and faith development in Unitarian Universalist congregations through support of the Religious Education Credentialing Committee (RECC) and the administration of the Religious Education Credentialing program. This year four religious educators were awarded credentials by the RECC, bringing the total of credentialed religious educators to 39. There are currently 52 participants in the Religious Education Credentialing program. The foundations of the program were solidified by the completion of the RECC Rules and Policies.

The expertise of the office was used to assist other professionals serving Unitarian Universalist congregations in its consultation on the development and administration of the Unitarian Universalist Musicians Network's certification process.

Trainings in professional religious education leadership offered this year included Interim DRE Training, a "training of trainers" for regionally based Interim DRE training, and the Renaissance Module program of training for religious educators. Twenty nine Renaissance module trainings were conducted in 19 UUA districts and Canada.

### **Transitions:**

Some 77 congregations sought to call (or in some cases hire) a minister to full-time service this year. As of mid-April, 52 ministerial candidates have been named. While up to another half-dozen candidates may be named before the season's end, the year is unusual in seeing so many search committees unable to find their candidate. While it appears that smaller congregations in downtown and exurban locations are at relatively greater risk, three of our largest and strongest congregations were among those not finding their candidate.

More congregations were served by interim ministers this year—106—than in any year in the office's history but one. Assuming 850 congregations served by full-time ministry continent-wide, interim ministers are serving more than 1 in 8. (That makes sense: the average duration of



ministry among us is 8.4 years.) So great was the demand that four ministers-to-be were prevailed upon to serve in an interim capacity.

The Transitions Office is exploring ways to make the process of finding and hiring or calling a minister better meet the needs of both smaller and larger congregations.

### **Ministerial Credentialing:**

The Ministerial Credentialing Office's high priority is to support a credentialing process that at its core is anti-racist, anti-oppressive and multicultural. The office strongly supports the Ministers of Color plan, designed to strengthen and sustain current and forthcoming ministers of color and those from historically underserved communities. Candidates have been invited to a Ministry Days workshop, "Visioning an Anti-Racist, Anti-Oppressive, Multicultural Ministry." The Ministerial Fellowship Committee and Regional Sub-Committees on Candidacy will receive training regarding class issues.

The Regional Sub-Committees on Candidacy have met with 554 aspirants in seven years. In February, representatives from the CUC and UUA met to look for a way to sustain the Canada RSCC. Since they were unable to find a structure that would provide quality experiences for committee members and potential ministers, the Canada RSCC was disbanded.

The Internship Clearinghouse is offering new initiatives, including two workshops specifically focused on helping ministers become more effective supervisors. An email list is available for supervisors to support development of community, collegial support and guidance, discussion, and exchange of ideas related to supervising interns. "Becoming a Teaching Congregation" will be offered again this year. The Internship Stipend Grant Program continues to effectively support new internship sites.

### **Professional Development:**

This office provides training programs that assist clergy, congregations, and agencies to make plans for ongoing ministerial development, and makes available grant funds for professional development. Major programs of the 2006-07 year:

The Spiritual Directors' Network, [www.uusdn.org](http://www.uusdn.org), is a website that Religious Leaders can visit for information about spiritual directors located nearby.

New - the Addictions Ministry has planned several events during Ministry Days and during GA.

The UUMA CENTER Committee held a Summit in March with stakeholders in the formation and training of ministerial students and the long-term development of ministers. The hope is that a task force will arise from this meeting and that connections between stakeholders will take root and be ongoing. CENTER members designed goals for immediate, developmental, and long-term work.

Ministers and Seminarians of Color/Latino/a gathered for the conference *Finding Our Way Home*, in Washington, D.C. in April. Thirty-eight ministers and ministerial students gathered to share experiences and discuss the future of this work in Unitarian Universalism.

The Sankofa Project Archives website -- [www.uusankofa.org](http://www.uusankofa.org) -- will offer photos, life narratives, sermons, and more from Unitarian Universalist ministers, students, and lay leaders of African, Caribbean, Native/American Indian, Asian Middle Eastern/Arab, Latin/Hispanic, and Multicultural/Multiethnic descent.

### **Church Staff Finances:**

During the fiscal year 2006-2007, the Office of Church Staff Finances directed significant efforts towards the development and successful launch of the new UUA Health Insurance Plan. Along with life, long-term disability and dental plans, the health plan continues to be successful, and all is well here.

The Office began a campaign to urge retirement plan participants to divest from their plan investments that are in the Sudan. Plan participants responded by making significant exchanges out of the suspect investments.

The Office worked with the Compensation, Benefits and Pensions Committee to develop the 2008 salary range recommendations that will be effective for church years beginning between January 1, 2008 and December 31, 2008.

College scholarships totaling \$7,050 were provided to children of UU ministers, and debt reduction grants of \$101,500 were awarded to 63 ministers. This year the average outstanding seminary loan balance was \$48,570, with 26 ministers carrying loan balances in excess of \$50,000 and 13 of those with balances in excess of \$70,000.

## **COMMUNICATIONS STAFF GROUP**

*The Communications Staff Group serves the Association of Congregations by publishing and distributing books and periodicals that inform, inspire, and educate their readers; by developing and maintaining a UUA presence in cyberspace via the World Wide Web and email; and by raising the visibility of Unitarian Universalism in the public arena.*

In April, 2006, a new director of communications was named, and the Information and Public Witness Office joined Periodicals and Publications in the Communications Staff Group. In July, 2006, the Office of Electronic Communication was added to the staff group. The reconstituted staff group has resulted in improved communications for the Association, both internally and externally.

### **Office of Information and Public Witness:**

The work of the IPW office focuses on reaching the media, coordinating local support for congregational visits by the president of the Association, and handling requests for public relations help from churches. IPW staff worked with other public witness staff on several major events, including MLK, Jr. Day, Iraq protests, Darfur, Global HIV-AIDS, Truth and Reconciliation, and Sexuality Education Advocacy Training (SEAT). Staff led the Public Witness team for a two-day retreat in January to develop strategic goals for the coming years. The office also provided public relations support for regional marketing campaigns, and has been working with an interdepartmental marketing team to develop new outreach materials.

The office has been responding to an increased number of crisis communications requests this year. Several of our churches have been the targets of vandalism, and the IPW staff has advised them on responding to media inquiries, reaching out to their communities, and using these opportunities to witness for their values.

In addition to public witness work and media outreach, the office also handles general information requests and manages historical material in the Association's archives. Staff developed original content for the Visitors' section of the new UUA website, catalogued the materials in the Greeley Library, and created a searchable database of the 1800+ items. By the end of this summer the IPW staff will have lead tours of 25 Beacon St. for visiting youth groups from more than 50 congregations across the country.

### **Office of Electronic Communication:**

Over the last year the OEC reviewed and revised its mailing list procedures and continued to help UUs develop lists to serve a variety of needs. Staff developed a *Standards and Styles Guide* for all content providers to UUA.org that includes a glossary of UU acronyms and web terminology. Staff participate in the Association's public witness team and produced major web-based items for the 2006 General Assembly, the UUA-UUSC Gulf Coast Relief Fund, in support of immigrants rights, in recognition of the continuing death toll in Iraq, and in support of equal marriage ballot legislation across the country.

The major achievement of this year was the re-launch on April 2, 2007, of the Association's website, UUA.org. In development for nearly three years, this project involved the creation of

new designs by a cross-departmental staff group; integration of the designs into a new content management system which now hosts our website; design and development of custom applications for the new site; instruction for nearly thirty content authors and editors on how to use the new technology; and the migration of thousands of pages of content from the old UUA.org to the new website.

The new UUA.org, replacing a website instantiated in 1996, is designed to provide entry portals for visitors, members, and leaders (both lay and professional). New drop-down menu choices offer focused information for those interested in the spiritual life, congregational life, events, news, and more. The many photographs of our members and leaders help us show the richness of congregational life, and inspirational quotes and multiple uses of our flaming chalice symbol help to convey our religious tradition to all who encounter the new UUA.org.

### **Periodicals:**

The Periodicals Office produces the Association's principal periodicals:

- \* The quarterly *UU World* magazine, produced in behalf of UU congregations as a benefit they provide for their members.

- \* The weekly *uuworld.org: liberal religion and life*, its partner publication, which serves not only Unitarian Universalists everywhere but also makes quality journalism reflecting UU interests and values available to people wherever the Internet reaches.

- \* *InterConnections*, the newsletter and Web resource library for congregational leaders that's filled with practical guidance for dealing with the challenges all of our congregations face.

The Periodicals Office reorganized its staff structure this year, hiring a business manager and assistant to refine its advertising and customer service work. Among their projects: a new advertising opportunity in *UU World*, 50-word "Congregational Announcements," which will help congregations to celebrate the special people and milestones in their life. The first Congregational Announcements will appear in the Fall 2007 issue.

The weekly online magazine, *uuworld.org*, launched a marketing campaign to draw new readers. The magazine purchased text ads on the Google AdWords network and launched several low-cost "viral marketing" initiatives on MySpace and other popular social-networking sites. The magazine is introducing its first online columnists this summer: the Rev. Meg Barnhouse, well-known for her Skinner House meditation manuals and for her "Radio Bubba" public radio program, and Doug Muder, a regular contributor to *UU World*.

The *InterConnections* newsletter marked its tenth anniversary this year. With the launch of the new UUA.org, the *InterConnections* Resource Library is being updated and integrated into the new website's Leadership Library.

### **Publications:**

Skinner House Books published 14 new titles this year. Aimed primarily at Unitarian Universalists, Skinner House books are read by a broad audience. The Skinner House backlist includes some 100 active titles, and many out-of-print Skinner House titles are now archived on our web site at [uua.org/skinner/outofprint](http://uua.org/skinner/outofprint). This is the fifth year that Skinner House has distributed selected titles to the trade-independent and chain bookstores, libraries, and other non-UU markets. This year 50 Skinner titles are being distributed to the trade.

## 2006-2007 Skinner House Titles

*The Abundance of Our Faith: Award-Winning Sermons on Giving, Plus Suggestions for Group Discussion*, Terry Sweetser and Susan Milnor, Editors

*Amethyst Beach: Meditations*, Barbara Merritt

*Coming of Age: A Treasury of Poems, Quotations and Readings on Growing Up*, Edward Searl, Editor

*Crisis and Change: My Years as President of the Unitarian Universalist Association, 1969-1977*, Robert Nelson West

*Did I Say That Out Loud? Musings from a Questioning Soul*, Meg Barnhouse

*Evensong for Families: An Eight-Week Series of Gatherings*, Barbara Hamilton-Holway

*Gatherings: Small Group Ministry for Men*, Tony Bushman and Bill Hamilton-Holway

*In Praise of Animals: A Treasury of Poems, Quotations and Readings*, Edward Searl, Editor

*Magic Wanda's Travel Emporium: Tales of Love, Hate and Things in Between*, Joshua Searle-White

*Magic Wanda CD*, read by Joshua Searle-White

*Meet Jesus: The Life and Lessons of a Beloved Teacher*, Lynn Tuttle Gunney

*Reason and Reverence: Religious Humanism for the 21st Century*, William R. Murry

*The Seven Principles in Word and Worship*, Ellen Brandenburg, Editor

## Lifespan Faith Development Publishing

*When Youth Lead: A Guide to Intergenerational Social Justice Ministry, Plus 101 Youth Projects*, Jill M. Schwendeman

## UUA Publishing

*Beyond Fundraising: A Complete Guide to Congregational Stewardship*, Wayne B. Clark

*2007 UUA Directory*

## UUA Bookstore

The UUA Bookstore carries books and resources from Skinner House, Beacon Press, and many other publishers, including a number of self-published Unitarian Universalists. In addition to selling directly to customers by phone, mail, fax, the Internet, and email, the Bookstore welcomes customers to its store located on the first floor of UUA headquarters in Boston. The

Bookstore's email newsletter features new books, excerpts from titles of interest, discounts and announcements. Customers can reach the Bookstore online at [www.uua.org/bookstore](http://www.uua.org/bookstore) or toll free at 1-800-215-9076

## **BEACON PRESS**

For over 150 years, Beacon Press has helped both Unitarian Universalists and general, progressive readers make choices that matter. While Beacon's mission is familiar to many in the denomination, much of the press's work over the past year represents new and innovative initiatives, especially in the realm of online outreach.

Last year, [www.beacon.org](http://www.beacon.org) was totally redesigned; most importantly, the website now accepts direct orders through a shopping cart feature, a new stream of revenue the press is working to maximize. New online resources for UUs include discussion guides and a bimonthly e-newsletter. Over the past year, Beacon also established and promoted its new affiliate program, a way for like-minded organizations to offer books to their members at a discount without purchasing or shipping the books themselves. Beacon contributes a percentage of sales resulting from these referrals to support the work of the affiliate organization. Current UU Beacon Affiliates include Friends of the UUA and the Unitarian Universalist Service Committee.

In June of 2007, Beacon Press commemorates the 35<sup>th</sup> anniversary of the Supreme Court decision that arose from the press's publication of the *The Senator Gravel Edition of The Pentagon Papers*—the first full edition of the top secret Defense Department studies that exposed decades of U.S. decisionmaking in Vietnam. Beacon and The Unitarian Universalist Veatch Program at Shelter Rock are collaborating to present a program at the 2007 General Assembly featuring the following speakers: UUA President **William Sinkford**, **Daniel Ellsberg**, former Senator **Mike Gravel**, and former UUA President **Robert West**. **Amy Goodman**, host of "Democracy Now!" will moderate. **"The Pentagon Papers Then and Now: UUs Confronting Government Secrecy" will occur Saturday, June 23, from 2:45 to 4 p.m. Reception and signing to follow.**

Last year's staff report noted that Beacon had taken back paperback rights to **Victor Frankl's** classic memoir of the holocaust, *Man's Search for Meaning*, which was mentioned in a *New York Times* feature on "Amazing Girls" in April of 2007. The Beacon Press editions are now the dominant editions in the market, selling over 100,000 copies annually.

In February of 2007, the *New York Times Book Review* recognized **Mary Oliver**, Pulitzer Prize-winning poet and the 2006 Ware Lecturer at GA in St. Louis, as, "far and away, this country's best-selling poet." Her most recent collection of new poems, *Thirst*, was published in October of 2006 to great acclaim. Oliver's newest book project will be published in October of 2007; *Our World* intertwines the prose of Mary Oliver with nearly fifty black-and-white photographs by **Molly Malone Cook**, Oliver's partner of more than forty years, who died in 2005.

This year's **Ware Lecture**, scheduled for **Saturday, June 23, at 9 p.m.**, will be delivered by **Rashid Khalidi**, author of *The Iron Cage: The Story of the Palestinian Struggle for Statehood* and *Resurrecting Empire: Western Footprints and America's Perilous Path in the Middle East*. *Publishers Weekly* named *The Iron Cage* one of the 100 best books of 2006. While touring, Khalidi was interviewed in forums from First Parish UU Church in Cambridge, MA, to "The Charlie Rose Show" on PBS.

Beacon is excited to announce the recent acquisition of **Thomas DeWolf's** *Inheriting the Trade: A Northern Family Confronts Its Legacy as the Largest Slave Trading Dynasty in U.S. History*, which will be published on the 200<sup>th</sup> anniversary of the abolition of the slave trade—

January 1, 2008. The book stems from a documentary produced and directed by DeWolf's relative, Katrina Browne. "Traces of the Trade" will be screened at GA on **Friday, June 22, from 10 to 11:30 p.m.** The book and film comprise an urgent call for meaningful and honest dialogue about racial reconciliation, presenting a persuasive argument that the legacy of slavery is not simply a Southern issue but an enduring American one.

***Can We Talk About Race?: And Other Conversations in an Era of School Resegregation***, a new book by **Dr. Beverly Daniel Tatum**, president of Spelman College and the author of the best selling ***Why Are All the Black Kids Sitting Together in the Cafeteria?*** is based on a series of talks she gave last year as part of the inaugural Simmons College / Beacon Press Race, Education and Democracy Lecture and Book Series. Dr. Tatum has already appeared on "Paula Zahn Now," "The Today Show," and "The Diane Rehm Show" on NPR to promote this vital new book.

Another recent release is **Sherrilyn Ifill's *On the Courthouse Lawn: Confronting the Legacy of Lynching in the Twenty-first Century***, a much-needed reminder that nearly 5,000 black Americans were lynched between 1890 and 1960, and that the effects of this racial trauma continue to resound. Ifill's GA program, "**Breaking the Silence: Confronting the Legacy of Lynching**," will be **Friday, June 22, from 10:45 a.m. to noon.**

May 17, 2007, marked the three-year anniversary of same-sex marriage in Beacon's home state of Massachusetts. As Rev. William Sinkford put it, ***Courting Equality: A Documentary History of America's First Legal Same-Sex Marriages***, with text by **Patricia A. Gozemba** and **Karen Kahn** and over one hundred photographs in full color by **Marilyn Humphries**, "Bears witness to the determination, the love, and, ultimately, the jubilation of thousands of ordinary people who believed in an extraordinary dream."

While Beacon typically announces new books, in 2006, the press successfully launched an entirely new series. Queer Action, edited by activist and journalist **Michael Bronski**, will be a new series of LGBT-themed books that will serve as hands-on guides for living. **Sue Hyde**, author of one of the first titles in the series, ***Come Out and Win: Organizing Yourself, Your Community, and Your World***, will participate in a GA program titled "**Queer Youth and Young Adult Advocacy**" on **Friday, June 22, from 1 to 2:15 p.m.**

A workshop that includes **Welton Gaddy** and **Barry Lynn: "First Freedom First"** will take **place Friday, June 22, from 1 to 2:15 p.m.** First Freedom First is a partnership of two organizations—Interfaith Alliance Foundation and Americans United for Separation of Church and State—that, in the Spring of 2008, will provide important material for a new book by Beacon Press.



## **STEWARDSHIP AND DEVELOPMENT**

***Stewardship & Development Vision:*** *A Unitarian Universalist culture of abundance financially nurturing our congregations, our organizations, and our Association.*

***Stewardship & Development Mission:*** *Helping Unitarian Universalists make their dreams come true through the Association they love.*

Stewardship & Development staff have had the privilege of working with more than 16,437 individual donors and 1,043 donor congregations this year, each of whom has a shared commitment to Unitarian Universalism, unique reasons for giving and dreams for our future. The staff group also works in collaboration with member congregations and UU entities to provide “umbrella giving,” which enables the Association to offer “one-stop giving” to donors who wish to give to more than one UU organization. Donors contact the UUA Stewardship & Development office to arrange gifts of all kinds, including stock gifts, bequests, trusts, and other gifts to congregations, UU theological schools, the UU Service Committee, and other UU entities.

### **Major and Special Gifts:**

Among the many major and special gifts received this year, three in particular emphasize the creativity and generous spirit of our donors. The Kaufmann Mental Health fund was established to partially subsidize the cost of therapy for seminarians as they begin their journey to become ministers. The Lois and Ken Carpenter Growth Fund provided nearly \$1 million to support congregational growth. Also, the Mary Bonner Peace Internship program was begun; an intern who focuses on peace issues will be hired by the Washington D.C. office for advocacy this year. We are pleased to report, too, that Simmons College awarded the first Alice Schulman Class of 1956 Scholarship to a Simmons College freshman who had been active in her UU congregation.

Overall, the *Now is the Time!* comprehensive campaign to grow our faith is progressing well through the planning and lead giving phase, with over half of the necessary cash gifts secured as of April 2007. We are collaborating with the Swardlick Marketing Group to launch the public phase of this campaign which begins at the Portland General Assembly.

Two of our regional President’s Roundtables have completed successful fundraising campaigns for marketing projects designed to strengthen Unitarian Universalism in their areas. The Orange County/South Bay Roundtable raised close to \$100,000 and enjoyed a successful marketing campaign in September 2006, which resulted in significant increases in new visitors and members to their congregations; they are considering a second collaborative project for their region. The San Francisco Bay Area Roundtable raised over \$260,000 and will kickoff their marketing campaign in September 2007. The other six Roundtables are at various points in their processes for inter-congregational collaboration.

In the wake of Hurricane Katrina, the Association and the UU Service Committee formed the UUA-UUSC Gulf Coast Relief Fund last year, which raised \$3,659,513 for long-term relief projects in the Gulf Coast region. This fund closed on March 31, 2007. On April 1, 2007, we opened the UUA-UUSC Gulf Coast Volunteer Fund to support UUs and others who wish to volunteer in the Gulf Coast region. We have contacted approximately 60,000 households who we believe will be interested in donating to this fund, and will also be actively soliciting

contributions at General Assembly. Funds raised will be transferred to the UUSC, net of the approximately \$25, 000 in direct fundraising costs associated with the appeal.

### **Association Sunday:**

*Association Sundays* are being organized to strengthen the bonds of common purpose among our congregations, and to combine our resources to make Unitarian Universalism a voice of liberal religious values in the world. Association Sunday will include a worship service in which all participating congregations will address the same topic of growth and take a special collection for new growth outreach projects funded through the UUA. As part of the Now is the Time! campaign, the first Association Sunday, scheduled for October 14, 2007, is focusing on Growing our Faith through Growing our Numbers. Four subsequent Association Sundays (one per year) will be devoted to growth in spirit, growth in diversity, growth in witness, and growth in leadership. Funds raised this year will support national marketing and growth outreach projects. (A portion of the funds will be set aside for grants to congregations and other UU entities for their own growth outreach projects.) The goal is to have all of our congregations participating in this celebration of our common purpose. A few congregations have already participated as pilots in April and May. Mailings have been sent to all of our member congregations informing them of this special Sunday. The staff group has also made follow-up calls and sent emails to all congregations. Publicity materials and a worship resources packet will be sent to all participants. Ribbons indicating participating congregations are available at General Assembly.

### **Annual Program Fund:**

The Annual Program Fund Committee is made up of a General Chair and Vice Chair, nineteen UUA Board-appointed district representatives, and liaisons appointed by the UUA Board, District Presidents' Association, the Liberal Religious Educators' Association, and the UU Ministers' Association. The committee works year round to promote generous congregational stewardship toward the fulfillment of their covenant of support to one another as an association of member congregations. The APF staff supports the committee in meeting the annual goals set by the Board through active encouragement, provision of information regarding Fair Share giving, and ongoing communication with congregation and district leaders. The APF Committee met twice in Boston, in October and in March, for community-building, training, and the exchange of ideas in support of each other and their mission.

Congregational giving kept a steady pace through the year, reaching the half-way mark by the beginning of February, nearly a month earlier than expected. Through the collective efforts and diligence on the part of all concerned, income projections indicate are on track for reaching 99.2% of the goal for this fiscal year. As of April 10, 2006, contributions totaled \$4,780,741, or 71.2% of the \$6,717,684 goal for fiscal year 2006- 2007. This compares to contributions of \$4,774,877 at this time last year.

### **Friends of the UUA:**

Stewardship and Development is grateful to the many thousand Friends of the Association. The generosity of all Friends of the UUA enables our Association to fulfill its stewardship obligation to secure the future of our faith for the next generation of Unitarian Universalists and to welcome those who are seeking a progressive religious home. As of April 9, 2007, donations to Friends totaled \$1,167,233, or 73% of the \$1.6 million goal. It is projected that contributions to Friends of the UUA will come close to achieving its goal this year.

**Legacy Gifts (formerly Charitable Gift and Estate Planning):**

The Legacy Gifts staff expects to complete at least 50 new gifts and bequest commitments exceeding \$2.2 million by the end of June 2007. More than \$1.25 million of that amount is designated to benefit congregations and UU entities once the donors are deceased. The Legacy Gifts Office has received several bequest intentions this year which pledge very significant umbrella gifts. These wonderfully generous individuals join countless others who have helped secure the future financial resources for Unitarian Universalism.

This year has been phenomenal for unrestricted gifts and bequests income; as of April 12 the Association has received 27 gifts totaling approximately \$904,000, more than twice the \$425,000 budgeted income. In addition, restricted bequests and charitable remainders received from matured life income gifts include 9 gifts totaling to congregations and other UU entities, 13 gifts fulfilling pledged to previous capital campaigns, and the a planned gift pledged to the *Now is the Time!* campaign.

Additional information about all Stewardship & Development programs is available online at [www.uua.org/giving](http://www.uua.org/giving).

## **FINANCIAL SERVICES STAFF GROUP**

In serving and interacting with all Association staff groups and districts, Financial Services is responsible for developing and maintaining the UUA's financial records and reporting; issuing timely payments to staff, volunteers and vendors; accounting, administration and reporting for the General Investment Fund; billing, collecting and reporting to the Congregational Properties and Loan Commission on the financial status and results of the building loan program; and the administering of the financial aspects of the UU Organizations Retirement Plan. The Board of Trustees appointed Timothy Brennan as the Association's new Treasurer and Vice President of Finance in June of 2006.

## **OPERATIONS / FACILITIES STAFF GROUP**

The role of the Operations / Facilities staff group is to support the UUA staff, as well as the Association's members, by providing services for the daily operation and overall maintenance of the UUA's properties in Boston. These properties include the Association's offices at 25 Beacon St. and 41 Mt. Vernon St. as well as the guest accommodations and meeting spaces at the Eliot and Pickett House at 6 and 7 Mt. Vernon Place.

**Eliot & Pickett House:** The Eliot and Pickett House offer comfortable and affordable bed and breakfast accommodations to Unitarian Universalists who wish to tour historic Boston and New England or will be attending to official business at the Association's offices. Ongoing improvements and maintenance to the facility continue, including a handicap access ramp and an additional accessible bedroom, with rooms being regularly re-carpeted and painted on a planned schedule. Boston meeting rooms and lodging are especially available during the mid-summer months and also throughout the year at reasonable prices. The Eliot and Pickett House also welcomes youth and young adult groups from UU congregation who travel to Boston to explore our Unitarian Universalist roots. The daily room rate for a single is \$70 and for a double is \$100, with an opportunity for seasonal discounts. Room rates will be increased moderately during the 2008 fiscal year.

Please contact Morgan Ryan for information at (617) 948-4679 or by email at [e&p@uua.org](mailto:e&p@uua.org).

## **INFORMATION TECHNOLOGY SERVICES**

Information Technology Services (ITS) is tasked with providing technical tools and support to folks engaged in business and service delivery, and to manage and safeguard the constituent data of the Association. This involves developing and maintaining the Association's infrastructure of computers, networks, and databases; furnishing software services such as email, website applications, content and document management, GA registration, ministerial settlement, and secure remote access; and providing world-class consulting and help desk service to over 250 regular users of our systems. Thanks to the strong partnership between the ITS staff and the members of the Communications staff group, in April of this year the Association launched the completely redesigned [uua.org](http://uua.org) website.

**REPORT ON UUA EQUAL EMPLOYMENT OPPORTUNITY**  
**April 17, 2007**

The 1973 General Assembly resolved that the UUA report annually on its efforts to provide employment opportunities to women and racial "minorities" at all levels of its staff, said report to include a statistical summary similar in scope and content to those reported by Federal agencies and most US corporations.

**STATISTICAL SUMMARY**

	All Employees			Grades 1-7			Grades 8+			Ungraded			
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Other
American Indian / Alaskan Native	1	0	1	0	0	0	1	0	1	0	0	0	0
Asian	4	1	3	0	1	0	2	1	1	0	1	0	0
Black or African American	15	8	7	0	9	6	3	0	5	1	4	0	0
Hispanic or Latino	3	1	2	0	1	1	0	0	0	0	0	2	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More Races	2	1	1	0	0	0	2	1	1	0	0	0	0
White	175	50	124	1	9	3	6	0	134	42	91	1	32
<b>TOTAL</b>	<b>200</b>	<b>61</b>	<b>138</b>	<b>1</b>	<b>20</b>	<b>10</b>	<b>10</b>	<b>0</b>	<b>144</b>	<b>45</b>	<b>98</b>	<b>1</b>	<b>36</b>

2007	All Employees			Leadership Council			First/Mid-Level Officials and Managers			Professionals			Technicians			Sales			Administrative Support Workers			Craft Workers			Service Workers				
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Other	
American Indian / Alaskan Native	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	4	1	3	0	0	0	1	0	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black or African American	15	8	7	0	2	1	1	0	2	1	0	0	0	0	0	0	0	0	1	0	0	5	1	4	0	0	0	0	0
Hispanic or Latino	3	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More Races	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	175	50	124	1	11	5	6	0	50	25	25	0	51	10	41	0	0	0	1	1	0	61	8	52	1	0	0	0	0
<b>TOTAL</b>	<b>200</b>	<b>61</b>	<b>138</b>	<b>1</b>	<b>13</b>	<b>6</b>	<b>7</b>	<b>0</b>	<b>53</b>	<b>26</b>	<b>27</b>	<b>0</b>	<b>56</b>	<b>12</b>	<b>44</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>70</b>	<b>10</b>	<b>59</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>5</b>

The UUA practices equal opportunity and affirmative action for women and persons of color in the recruitment process for all staff positions. Under the current affirmative action policy, a review of hiring and termination vis-à-vis race and gender is conducted annually. Copies of the affirmative action policy and past reports are available on request from the Affirmative Action Officer and the Human Resources Director.

**REPORT ON UUA EQUAL EMPLOYMENT OPPORTUNITY**  
**April 17, 2007**

**PERCENTAGES**

	<b>All Employees</b>	<b>Grades 1-7</b>	<b>Grades 8+</b>	<b>Ungraded</b>
<b>American Indian / Alaskan Native</b>	0.5%	0.0%	0.7%	0.0%
<b>Asian</b>	2.0%	5.0%	1.4%	2.8%
<b>Black or African American</b>	7.5%	45.0%	3.5%	2.8%
<b>Hispanic or Latino</b>	1.5%	5.0%	0.0%	5.6%
<b>Native Hawaiian or Other Pacific Islander</b>	0.0%	0.0%	0.0%	0.0%
<b>Two or More Races</b>	1.0%	0.0%	1.4%	0.0%
<b>Female</b>	69.0%	50.0%	68.0%	83.0%

**STAFF GROUP ANALYSIS**

STAFF GROUP	All Employees			American Indian or Alaskan Native			Asian			Black or African American			Hispanic or Latino			Native Hawaiian or Pacific Islander			Two or More Races			White						
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female				
<b>Advocacy &amp; Witness</b>	15	3	12	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	13	3	10	0			
<b>Congregational Services</b>	10	4	6	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	3	6	0			
<b>District Services / Field Staff</b>	34	9	25	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	33	9	24	0			
<b>Identity Based Ministries</b>	6	1	5	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	4	1	3	0			
<b>Lifespan Faith Development</b>	10	1	8	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	1	8	1			
<b>Ministry &amp; Professional Leadership</b>	16	4	12	0	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	14	4	10	0			
<b>Communications</b>	27	11	16	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	26	10	16	0			
<b>Administration</b>	6	2	4	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	5	1	4	0			
<b>Stewardship &amp; Development</b>	16	3	13	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	15	3	12	0			
<b>Information Technology Services</b>	10	6	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0			
<b>Financial Services / General Assembly</b>	13	4	9	0	0	0	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	11	4	7	0			
<b>Operations / P&amp;E</b>	12	9	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	2	1	0			
<b>Beacon Press</b>	25	4	21	0	0	0	1	0	1	0	0	0	0	1	0	1	0	0	0	0	0	23	4	19	0			
<b>TOTAL</b>	200	61	138	1	1	0	4	1	3	0	15	8	7	0	3	1	2	0	0	0	2	1	1	0	175	50	124	1

The UUA practices equal opportunity and affirmative action for women and persons of color in the recruitment process for all staff positions. Under the current affirmative action policy, a review of hiring and termination vis-à-vis race and gender is conducted annually. Copies of the affirmative action policy and past reports are available on request from the Affirmative Action Officer and the Human Resources Director.