

2019 PROFESSIONAL DEVELOPMENT DAY
Tending to Structures That Matter

Wednesday, July 24, 2019
9:00 am – 3:00 pm MT
Session with Candidates only 3:30 – 5:00 pm MT

Presenter: Mr. Barb Greve, MDiv, MLCRE

Whether the congregational structure is built of bricks or people or bytes, how it is structured matters. In our time together we'll explore the myriad ways that covenanted faith communities organize themselves, make decisions, and influence lives. Worship, music, education, justice, and governance weave together into the fabric of our collective. As weavers of this fabric, religious professionals must know the tools available to ensure a fabric for the ages. Power dynamics, change theory, mission/vision, collaborative leadership, conflict management, and stewardship skills can all be tools in your toolbox by the end of this workshop.

Pre-class assignment: To be completed before the PDD on 7/24/19

1. Familiarize yourself with your congregation's governance structure, including bylaws, policies, and procedures. How are decisions made, formally and informally? What are the ethical priorities contained in the infrastructure of the institution?
2. Create a power map of your congregation that will be shared during the workshop. Bring 5 copies of your power map to the PDD to be shared in a small group setting, with one MLCP candidate/small group. The power maps created by the candidates will be the basis for the small group work.

Resources for learning about power mapping (feel free to find/use additional sources – these are a starting place for those who need/want them):

<http://greenlining.org/wp-content/uploads/2013/02/PowerMapping.pdf> (Democracy for America Training Academy)

<https://beautifulrising.org/tool/power-mapping> (Beautiful Rising)

<https://organizingforpower.org/tools/> (Organizing for Power, Organizing for Change)

3. Read: Self-Differentiated Leadership by [Nancy Heege](#)
(<https://www.uua.org/leadership/blog/self-differentiated-leadership>)

Post-class assignment (due 1 Feb 2020) to be emailed to dre.barb@gmail.com and cc: mlcertification@uua.org

1. Identify a conflict or opportunity currently existing in your congregation and provide 3 possible pathways forward using the tools learned during the workshop. You may submit a prose text/paper, a flow-chart with explanations, or an outline with explanations.
2. Given all that you've learned, in 1-2 pages describe the strengths and challenges of your congregation's governance structure.

Evaluation

Course instructor will read and respond to post-course assignment by March 1, 2020.

About the Presenter:

Mr. Barb Greve teaches in the Interfaith Studies Certificate Program at the Chaplaincy Institute (chaplaincyinstitute.org). Greve serves as a hospice chaplain and is Co-Moderator of the Unitarian Universalist Association of Congregations (UUA). A Master-level credentialed religious educator, Greve has served for the past twenty years as an intentional interim director of lifespan religious education, a professional youth advisor, and a member of the UUA staff. He received his Master of Divinity from Starr King School for the Ministry in 2007 and served as the chair of the school's Board of Trustees from 2014 to 2017. He is one of the cofounders of TRUUsT (Transgender Religious Unitarian Universalists Together) and a tri-founder of the Guild of Interim Religious Educators. Raised in the First Parish in Framingham, Massachusetts, where he maintains his membership, Greve loves committee and board meetings, believing that doing the "business" of our faith is important.



With over 20 years of institutional change work, Barb brings his passion for justice and institutions together through his teaching and living. Barb is published in *GenderQueer: Voices from Beyond the Sexual Binary* (Alyson Press), *Homosexuality & Religion: An Encyclopedia* (Greenwood Press) and *Women: Images & Realities, A Multicultural Anthology* (McGraw Hill).