

Welcome to the Faith Development Office Webinar



Before we get started.....

Please mute your microphone
and turn off your camera.

Find the Meeting Chat box and
introduce yourself.



“Housekeeping”

Audio problem? Mute audio on your computer. Call in by phone.

We'll have time for questions at the end.

Recorded webinar, slides and transcript
will be posted online:

www.uua.org/re/teachers/webinars



Welcome!

Radically Shared Ministry

April, 2016



Presenters

**from Thomas Jefferson UU Church,
Charlottesville, VA**

Leia Durland-Jones
Director of Faith Development

Christina Rivera
Director of Administration & Finance

Rev. Erik Wikstrom
Lead Minister



Host

Pat Kahn

Director of Children and Families Programs,
UUA Faith Development Office

Tech Support

Gail Forsyth-Vail

Director of Adult Programs,
UUA Faith Development Office



“Wake, Now, My Senses” (adapted)
Rev. Thomas Mikelson



General Assembly 2015

Moving From Clergy-Centric to Collaborative Ministry

UUA GENERAL ASSEMBLY	THURSDAY, JUNE 25
Thursday 4:45 – 6:00PM	
#267 BRIDGING: A MOMENT, A PROCESS, A LIFELONG COMMITMENT 4:45 – 6:00PM D137-138 What does it mean to “bridge” into young adulthood? We’ll hear stories of the bridging ritual and discuss the process of moving into young adult UU life. Beyond the bridge metaphor there’s a hang glider, a rappelling kit and a rope ladder! Together we’ll commit to supporting our young people. <i>Rev. Annie Gonzalez Milliken</i> <i>Hannah Roberts</i> <i>Kirbey Geissler</i> <i>Halley Norman</i>	#271 SOCIAL WITNESS SERMON CONTEST AWARD 4:45 – 6:00PM D135-136 COMMISSION ON SOCIAL WITNESS Rev. Rob Keithan, the winner of The Social Witness Sermon Contest, will preach his sermon “Sex, Religion, Abortion, and Justice”. The CSAI for 2012-2016 is “Reproductive Justice: Expanding Our Social Justice Calling.” <i>Rev. Rob Keithan</i> <i>Rev. Christina Sillari</i>
#268 BUSINESS MINI-ASSEMBLY II* FINANCIAL SECRETARY & CAMPAIGN FINANCE 4:45 – 6:00PM B110-112 All business of the General Assembly is conducted during General Sessions. Mini-Assemblies offer opportunities in small sessions for delegates to speak on issues, find out more about individual business items before voting, and propose amendments to the business item. #269 MOVING FROM CLERGY-CENTRIC TO COLLABORATIVE MINISTRY 4:45 – 6:00PM PORTLAND BALLROOM 254 Is the clergy-centric model we inherited from our Protestant ancestors the best one for modern UUs? What would radically shared ministry look like? What does it mean when we say, “every member is a minister”? In this workshop we’ll explore a new way of “doing church” where there is no one chief of staff but a collaborative team. <i>Leia Durland-Jones</i> <i>Rev. Erik Wikstrom</i>	#272 CHANGING THE CONVERSATION FROM GUN CONTROL TO PUBLIC HEALTH ISSUE 4:45 – 6:00PM D133-134 FIRST UNIVERSALIST CHURCH OF DENVER, GUN VIOLENCE PREVENTION TASK FORCE View excerpts from Janet Fitch’s award-winning film, <i>Changing the Conversation: America’s Gun Violence Epidemic</i> . Learn ways various social action groups have formed to educate, advocate, and act. Hear examples from across the country of reaching out to fellow UU congregations and like-minded organizations to form coalitions. <i>Janet Fitch</i> <i>Kathleen Visovatti</i>
#270 SEXUALLY SAFER CONGREGATIONS: BUILDING A NEW COMMITMENT 4:45 – 6:00PM OREGON BALLROOM 204 BOARD OF TRUSTEES AND RELIGIOUS INSTITUTE More UU congregations must renew or create a public commitment to policies & practices to prevent sexual abuse, sexual harassment, and professional misconduct. Religious Institute has created key criteria for a congregation to be recognized as sexually safer. The rationale for the new program, the key criteria, model policies, and the process to undertake will be shared. <i>Rev. Debra Haffner</i>	#273 LAMENT: HEALING RITUALS OF SORROW AND REGRET 4:45 – 6:00PM PORTLAND BALLROOM 255 HARVARD DIVINITY SCHOOL AND UU COLLEGIUM Lament is integral to healing: it helps people express intense feelings of sorrow or regret so they can “carry on” including with social justice work. We will explore theologies of lament and offer Unitarian-Universalist-friendly rituals to integrate into spiritual practices and worship services. Come experience rituals of lament and share those that are important to you. <i>Rev. Myriam Renaud</i> <i>Rev. Darrick Jackson</i> <i>Karen Bray</i>
	#274 DARING TO “BRING” MULTICULTURALISM INTO WORSHIP 4:45 – 6:00PM OREGON BALLROOM 201 MULTICULTURAL GROWTH AND WITNESS What is multicultural worship? How do we incorporate music from different cultures in ways that are respectful of those cultures? We will look at diverse models of engagement: one service in several modes – humanist, traditional, and contemporary. We will look at balanced multisite models. How do song, story, and ritual transform or influence how we worship? <i>Rev. Jacqueline Clement</i> <i>Rev. Kathleen Owens</i> <i>Jennifer Hayman</i> <i>Dr. Mark A. Hicks</i>



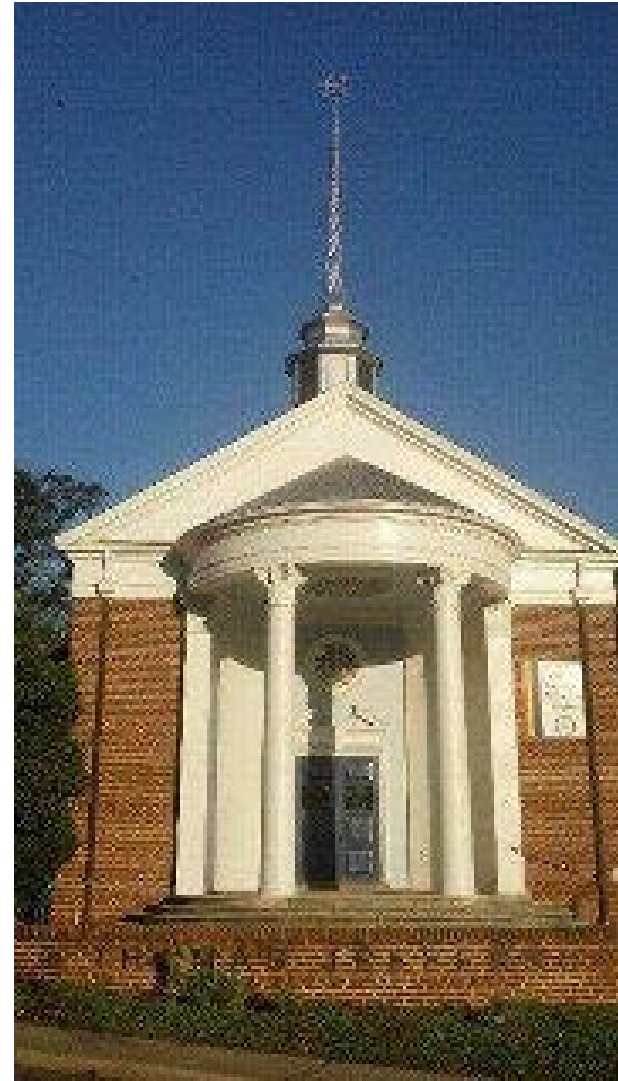
Where We Started

2011 – RevWik is called & begins collaborating with Leia

2012 – DAF position created as direct report to Board

2013 – Installation of the Ministers

2014 – Began talking w/ Board





We've been at this for a while ...

Over 65 years...

- ▶ 1949 LREDA Committee Recommended Personnel Policies to the UUA
- ▶ 1957 LREDA "The Director of Religious Education - An Analysis of Requirements and Responsibilities"
- ▶ 1962 UUA Department of Ministry Advisory Committee: Sub-Committee on Standards
- ▶ 1963 UUA Board's Commission on Standards and Certification for Religious Educators
- ▶ 1967 UUA Accreditation Committee for Directors of Religious Education
- ▶ 1969 LREDA Council Concerning Education for Professional Religious Leadership



We've been at this for a while ...

again...

- ▶ 1974 LREDA Task Force on Continuing Education
- ▶ 1976 Ministerial Education Commission's Interim Report
- ▶ 1977 "Study on Turnover: Experiences Which De-Humanize D.R.Es Rutgers psychologist Gerald Bailey's Job Experience Survey
- ▶ 1978 The Benson Committee Report
- ▶ 1979 UUA Committee on Lay Religious Education Leadership
- ▶ 1989 UUA Board Issues and Concerns Among UU Religious Educators.
- ▶ 1989 Commission on Appraisal, "The Quality of Religious Life in UU Congregations"
- ▶ 1990 Follow-up to Rev. Katharine Winthrop's "The Wheel of Power: The Politics of Religious Education at LREDA Fall Conference



We've been at this for a while ...

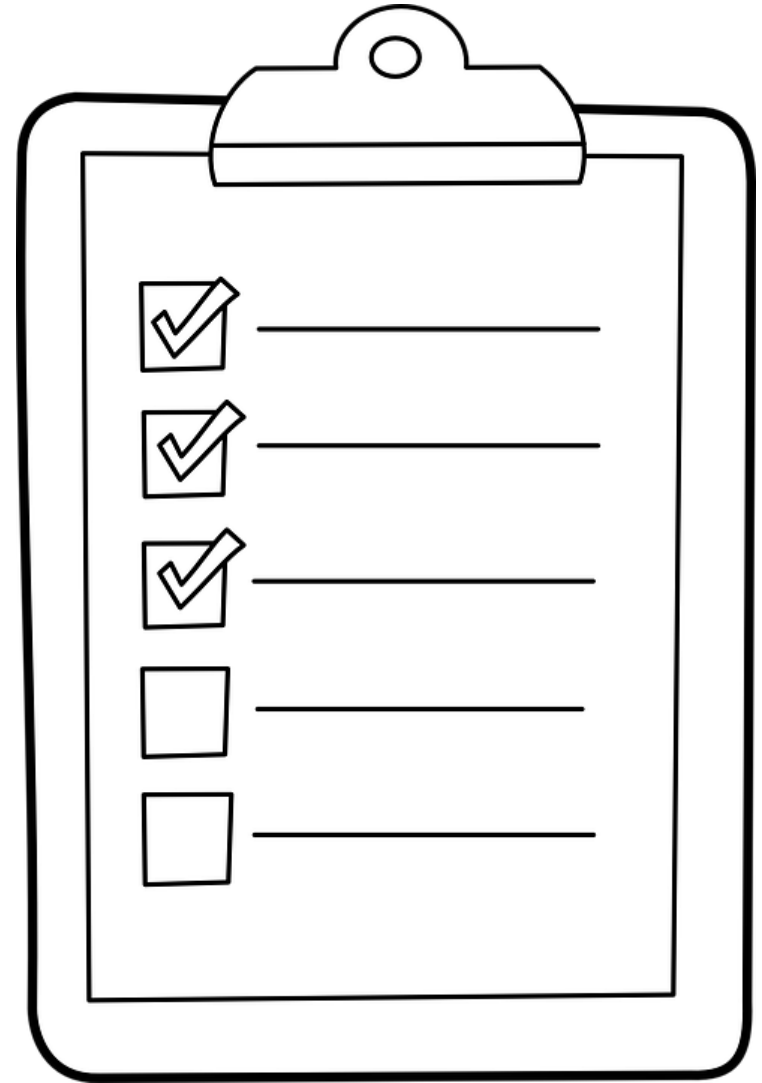
...and again

- ▶ 1992 Our Professional Ministry: Structure, Support and Renewal
- ▶ 1994 UUA Landscape RE Leadership Options Landscape Plan
- ▶ 1997 LREDA Professional Standards Task Force
- ▶ 1997nterdependence: Renewing Congregational Polity
- ▶ 2001 LREDA Professional Standards Committee
- ▶ 2002 LREDA/UUA Joint Task Force on Professional Standards
- ▶ 2003 Religious Education Credentialing Program
- ▶ 2010 LREDA Religious Education Futures
- ▶ 2011 Strategic Review of Professional Ministries
- ▶ 2013 LREDA/UUMA/UUMN Task Force for Excellence in Shared Ministry



We hope we'll gain a better understanding of ...

- Why is this work so important;
- What challenges might we face along the way; and
- Where we think this journey will take us.





Shared Ministry

- Don't rock the boat
 - Insincere
- Totally meaningless
- Do what I want you to do
 - Unprofessional
 - You're not ordained
 - Who are you anyway
 - That's your job not mine
- Who died and made you god
- I'm the minister and I'm in charge
 - Fellowship mentality
 - controlling

Collaboration

- Play nice
- Silo work
- Marginalization
- Code words



Working definitions

- Shared Ministry is the net result of religious professional collaboration. It is religious leaders working together as agents of transformation in shared service.
- Collaboration is more than simple cooperation it is a “deep, collective working together toward an identical goal.”

For more, see: *The Excellence in Shared Ministry Report*



LREDA Guidelines: Professional Staff Relations

Trust, Partnership and Collegiality

“Essential to the well being of any congregation is a harmonious and coordinated relationship among all staff members. [...] Each professional staff member has special competence within her or his particular sphere of expertise. In the conduct of congregational responsibility, she or he shall have freedom and support to exercise professional discretion. Each professional staff member shall protect and encourage one another’s gifts and specialties.”



Why is this so important?

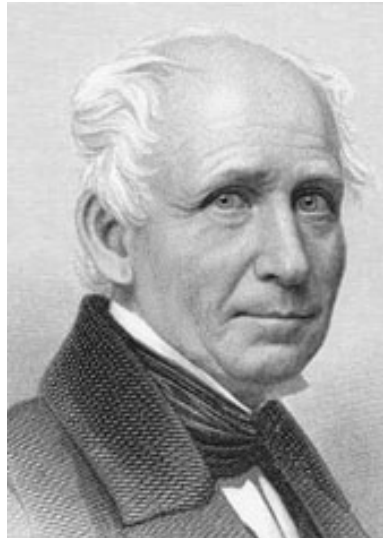
Our Universalist theology calls us to it.

Our anti-oppression theology calls us to it.





Our Universalist Theology calls us ...





Our anti-oppression theology calls us ...

www.uua.org/directory/staff/multiculturalgrowth

UNITARIAN UNIVERSALIST ASSOCIATION

HOME > UU DIRECTORY > UUA STAFF > MULTICULTURAL GROWTH AND WITNESS

MULTICULTURAL GROWTH AND WITNESS

Multicultural Growth and Witness

- Congregational Advocacy & Witness
- LGBTQ Ministries
- Multicultural Ministries
- Witness Ministries

Staff by Last Name

Administration

Beacon Press

Communications Staff Group

Congregational Life

General Assembly and Conference Services

HR

Information Technology Services

Internal Services

International Resources

Ministries and Faith Development

Program & Strategy

Stewardship & Development

UU Funding Program

The mission of the Multicultural Growth & Witness staff group is to empower Unitarian Universalist congregations and community leaders to minister effectively in our multicultural world. We are here to help Unitarian Universalists:

- Create justice-seeking religious communities inclusive of people of all races, ethnicities, sexual orientations, gender identities/expressions, abilities, ages, and economic and educational backgrounds
- Live our faith through service, education, witness, advocacy, and congregation-based community organizing
- Dismantle racism, heterosexism, classism, and ableism at home and in our larger society and stand on the side of love

Multicultural Growth & Witness is made up of two major offices: **Multicultural Ministries** and **Witness Ministries**. Multicultural Ministries includes the office of Lesbian, Gay, Bisexual, Transgender, and Queer Ministries ([LGBTQ Ministries](#)).

- [Multicultural Ministries](#)
- [Witness Ministries](#)
- Fax: (617) 948-6469

Resources

- [General Social Justice Resources](#)
- [Racial Justice and Multicultural Ministries](#)

3:59 PM 4/11/2016



There are practical reasons, too ...

We all can use more of our gifts

Our work can be even more fulfilling





What challenges might we face?

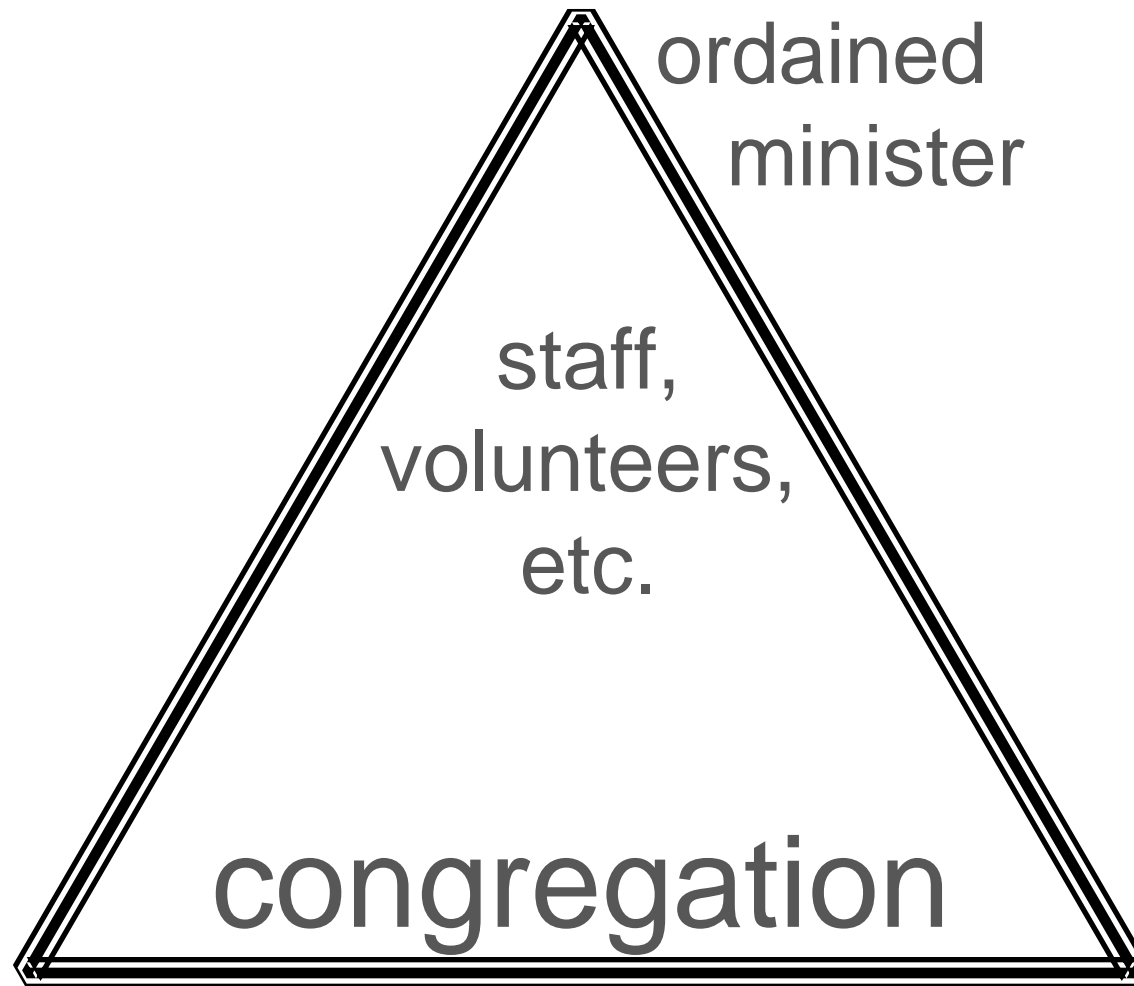
The “minister”
as C.E.O.

The trouble of
changing
paradigms





The Minister as C.E.O.





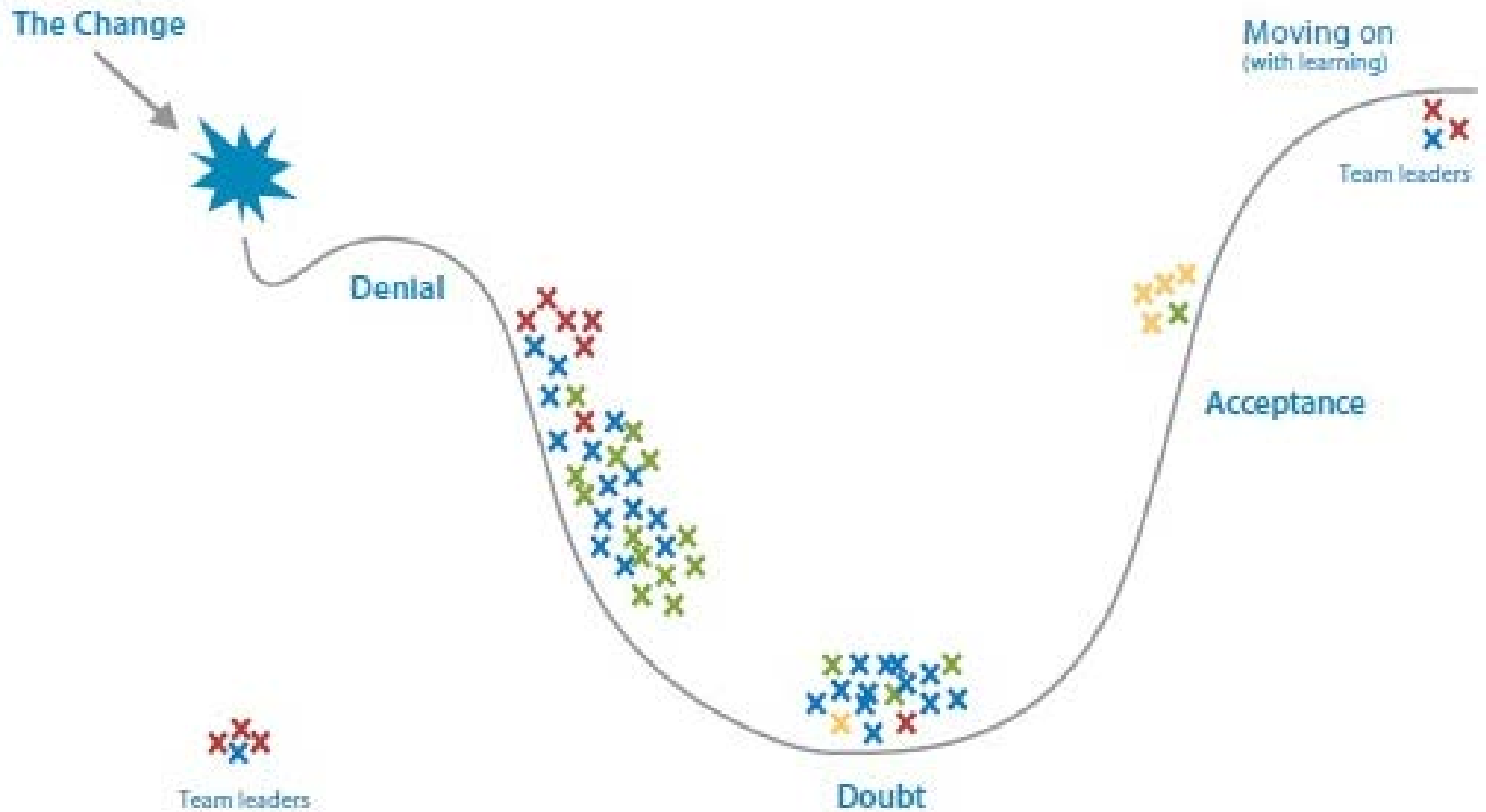
The Problems of a Paradigm Shift

- Those in power rarely choose to share that power
- The tendency to “get ahead of the curve”



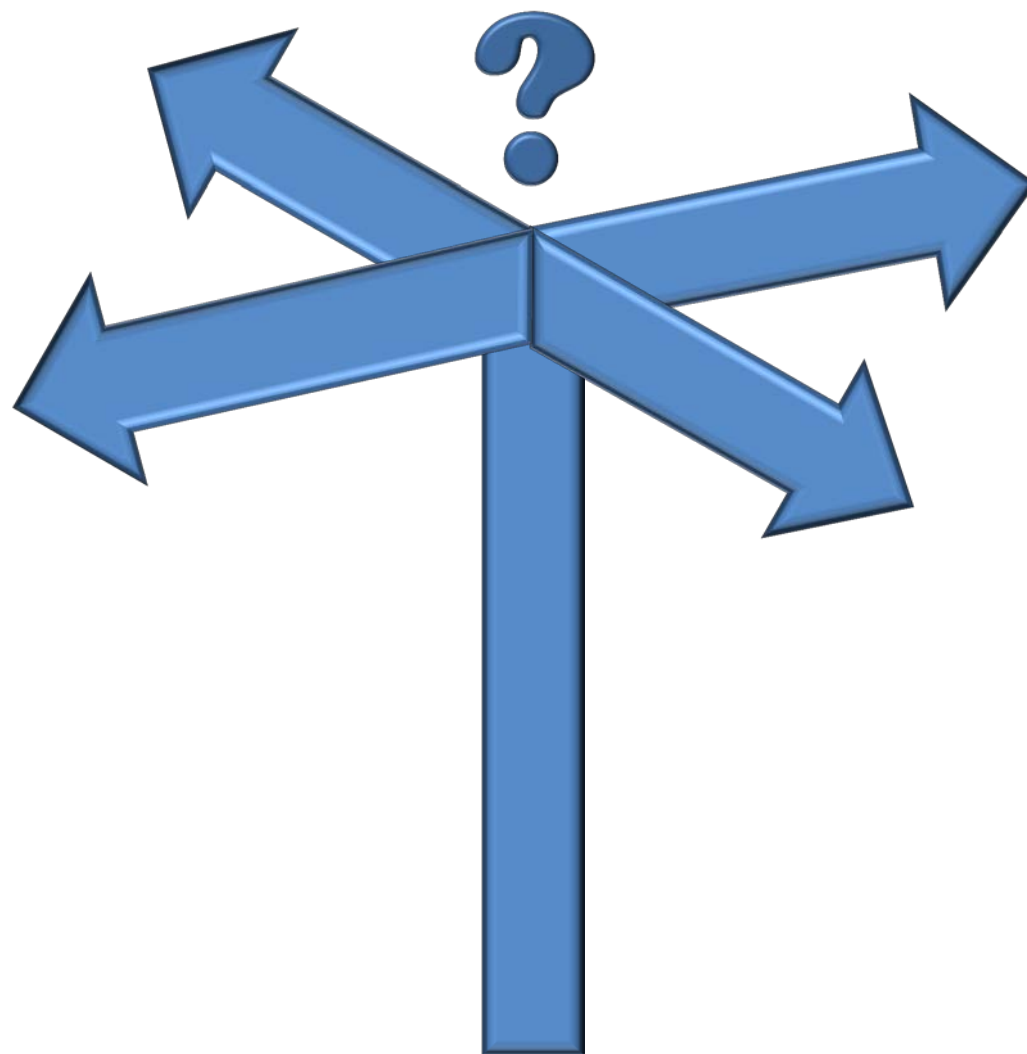


The Change Curve





Where might this take us?





What would it look like?

- Prophethood and priesthood of all
- Minister less tired
- Power held by a wider diversity of socio-economic groups
- Co-creation
- Deeply knowing each other
- Shared ownership
- Mutual respect
- Less transition
- Less lonely
- Less blamed
- Diverse identities creating MG MC worship services
- Maximizes gifts
- Multi-lingual



What resources would we need?

Brainstorming indicated three “types” of resources:

- Relational Resources
- Resources Related to Training and Development
- Institutional Resources



What resources would we need?

Relational Resources

- Courage and a shared vision
- Accountability and trust
- Patience
- Letting go of the fear of scarcity
- Clear goals
- Clear communication



What resources would we need?

Training and Development Resources

- Staff Development
- Leadership Development
- A *budget* for the training of lay leaders
- New training for ordained ministers
- Talent Development
- A Volunteer Coordinator



What resources would we need?

Institutional Resources

- More attention to succession planning
- Institutional Memory
- Fair compensation for all positions
- Radical re-alignment of financial responsibilities
- Consulting rather than called clergy
- A strong focus around anti-oppression (reflection on our own places of power)
- A new term for ordained clergy (instead of minister)



Discussion and Q & A



Closing Words



We are going, heaven knows where we are going, but we know within.
And we'll get there, heaven knows how we will get there, but we know we will.

-- Osibisa

Singing the Journey, #1020



Upcoming Webinars

Nuts & Bolts of Implementing Themes in RE

Dayna Edwards, Leah Purcell,
Annie Scott, and Robin Pugh

**Tues. May 17 at 1 pm Eastern
or, Wed. May 18 at 9 pm Eastern**

Four Kinds of Fun

Gail Forsyth-Vail and Pat Kahn

**Tues. June 14 at 1 pm Eastern
or, Wed. June 15 at 9 pm Eastern**



Thanks for attending the
Faith Development Office webinar.

This webinar has been recorded
and will be posted online at
www.uua.org/re/teachers/webinars