

**Memo of Understanding  
Among  
The Unitarian Universalist Association, Starr King School for the  
Ministry, and Meadville-Lombard Theological School  
April 30, 2013<sup>1</sup>**

The purpose of this Memo of Understanding is to ensure right relations among the Unitarian Universalist Association (UUA), Starr King School for the Ministry (SKSM), and Meadville-Lombard Theological School (MLTS) in keeping with the UUA Board Policy 2.10:5. Although each of the three institutions must maintain a primary duty of care to its own core mission, shared values include nurturing transformational leadership, covenantal responsibility, recognizing the potential of every person to serve, and connecting service, spirituality and justice.

The UUA recognizes the distinct value of Unitarian Universalist identity schools, which uniquely:

- Serve Unitarian Universalism and prepare people for UU ministries as core to their mission;
- Act as stewards and creative transformers of UU heritage;
- Embody UU values;
- Further UU theological scholarship;
- Resource the life of UU leaders and institutions; and
- Engage UU with the broader community of higher education and multi-religious work.

The UUA will:

1. Through the POTE the UUA will maintain a view to the overall ecology of theological education, and convene stakeholders for ongoing conversation about the future of identity-based Unitarian Universalist theological education
2. Focus its financial resources effectively in support of UU identity schools:

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<sup>1</sup> Originally created October, 2012

- The UUA through its Panel on Theological Education (POTE), pledges a predictable source of unrestricted income to SKSM and MLTS. For FY13-FY18 the POTE will designate \$200,000 annually to each school (or a combined total of 60% of its grants, whichever is greater).
  - The UUA will make strategic use of scholarships to support seminarians at the identity schools.
  - The UUA will work to expand the endowments devoted to theological education.
  - Continue to support emerging UU scholars with grants.
3. Maintain its role in setting and upholding requirements for the fellowshiping and credentialing of UU religious professionals.
  4. Provide ecclesiastical endorsements for civilian and military chaplains.
  5. Provide search and settlement processes for fellowshipped UU ministers.
  6. Maintain a Church Staff Finance Office that offers comprehensive retirement plans, insurance products and compensation consultation for congregational staff, as well as sustentation funds for ministers and retirees.

MLTS and SKSM will:

1. Develop and resource the Masters of Divinity curriculum and degree standards, related masters programs, and doctoral programs.
2. Establish the missions of SKSM and MLTS and maintain accreditation with the ATS.
3. Hire faculty, admit students, graduate students and evaluate faculty.
4. Raise funds for endowments, annual support and financial aid.
5. Maintain buildings, properties.
6. Provide academic scholarship, libraries and archives.

7. Treasure and teach Unitarian Universalist history, theology and heritage in the interest of strengthening and transforming UU identity.

Together, the UUA, MLTS and SKSM will:

1. Foster lifelong communities of formation for UU religious leaders
2. Lift up what is positive and good about the contributions of identity seminaries to the vitality of the UU faith.
3. Maintain regular communication for consultation, conversation and mutual awareness through the POTE.
4. Relate to the various organizations representing UU religious professionals, including the UUMA, LREDA, UUMN, etc. And foster wider relationships with other denominations and organizations.
5. Support internships and praxis opportunities for parish and community ministries.
6. Create and support religious education curricula.
7. Produce and publish scholarship that creatively advances Unitarian Universalism and its values.
8. Foster anti-oppressive commitments and engagement and support people from historically marginalized groups.
9. Provide a UU voice in public witness on social justice issues -- being faithful to a vision for what is possible.
10. Recruit excellent and diverse UU religious leaders.
11. Work to assure the financial sustainability of UU identity schools.
12. Advance the UU movement in multiple dimensions.

Signed this 30<sup>th</sup> day of April, 2013 by

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The Rev. Peter Morales, President, Unitarian Universalist Association

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The Rev. Rebecca Parker, President, Starr King School for the Ministry

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The Rev. Lee Barker, President, Meadville-Lombard Theological School