



UU Ministry

Pre-GA 2001 - UUA Department of Ministry Packet

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From the Director of Ministry

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DIRECTOR'S NOTES

Dear Colleagues,
 It was a noble experiment to try publishing the Ministry Packet on the UUA website, with just a brief two-sheet synopsis mailed out to alert you to the new material on line (and to entice you to log on and take a look.) We mailed paper copies to those who requested it. It was a great idea in theory. It was ecologically sound, high-tech, and made the packet available to all faster than the paper production version. On the other side of the balance sheet, it became impossible to enclose things like pamphlet samples. Like many innovations, it was driven by practical forces – the packet line had been cut by a third in this year's budget. But like reading a book on screen, it was too much to absorb as pixels. Few of us actually went through the whole thing on line, and those who did let us know that the experience wasn't appreciated!

So back to paper, and to this pre-GA edition of the Ministry Packet. The on-line version will remain as an archive and a resource. The budget has been restored for the next fiscal year.

This is my final packet cover letter, and my final weeks as Director of Ministry. Two years ago, when I was considering being a candidate for the office of UUA President, I knew that it would be important for me to state from the outset that I would not continue in this position, regardless of the outcome. I wanted colleagues to know that you could make a clear choice of candidate without concern for what impact it would have on your relationship with the Department. I wanted to provide for a smooth institutional transition. That we now have in place for July 1. John Buehrens has named David Hubner Acting Director of Ministry, and Kenn Hurto the Acting Ministerial Development Director. I have every confidence in the Department of Ministry staff. Another staff change is that Jane Greer has moved to the World magazine staff, and Shikarro Sampson is Administrative Assistant to the Director.

Colleagues have asked about what lies ahead for the candidates. As for me, I'll either be UUA President or I'll be looking for my next ministry. Either one is appealing! John Weston is listing the two candidates as a single option on interim

search lists, in hopes that a brave congregation will decide to take whichever one of us is “first runner up.”

Nobody said ministry was for the faint-hearted, but compared to my other calls, being Director of Ministry is a grueling job. The demands are never ending. Restoring staff this year to prior levels, so that there has been a full time administrative assistant, has made an enormous difference. But the real rewards for me have been in the differences we have been able to make in ways we can support and extend our ministry, in the dedication and delight of a great staff team, and the enormous dedication of clergy and lay volunteers. My sincere thanks to all of you, for your kind words and support of not just our efforts here, but for your ministries, which bring faith, hope, love and justice to our world, so in need of our blessing. It has been an honor and a privilege to serve our ministry and our larger faith over the past eight years.

Yours in faith,

Diane



New Books & Articles

Article on James Luther Adams

Our thanks to Alice Blair Wesley for discovering and obtaining permission for us to reprint George Pickering’s article “James Luther Adams: Religious Liberalism at the Intersection of History and Biography”. Look for it on the UUA website under Ministry. If you need a paper copy please contact Jean Hartman.

New Publications by UU Ministers

- *Get a God! More Conversations With Coyote*, Webster Kitchell
- *Awakening the Soul: A Book of Daily Devotions*, Edited by John C. Morgan
- *This Piece of Eden: Meditations*, Vanessa Rush Southern

- **Resurrecting Grace**

Rev. Marilyn Sewell, editor
Beacon Press

This August, Beacon will publish Rev. Marilyn Sewell's latest anthology, *Resurrecting Grace: Remembering Catholic Childhoods*. It's a wildly entertaining collection of memoir about the often painful and humorous experience of growing up in the one true faith. This small confessional of personal pieces from women and men about the Church, the saints, the nuns, hidden desires and overt transgressions, and of course the guilt, the guilt, the guilt, is one for proud Catholics, former and recovering Catholics, and Catholics by association. Editor Marilyn Sewell, a Unitarian minister who was raised in the Catholic faith, approaches her subject with a kind of reverent humor. The book is arranged thematically, around topics like “The Sins of the Flesh,” “Sister May I?” and “Suffering and Sacrifice,” and includes pieces by Rosemary Bray, Louise Erdrich, Mary Gordon, Frank McCourt, Michael Patrick McDonald and a host of others.

Proverbs of Ashes

Rebecca Ann Parker & Rita Nakashima Brock
Beacon Press

And in November, Beacon will publish *Proverbs of Ashes* by Rebecca Ann Parker (president of Starr King School for the Ministry at Graduate Theological Union and an ordained United Methodist minister in dual fellowship with the UUA) and Rita Nakashima Brock. In an emotionally gripping and intellectually rich combination of memoir and theology, Rita Brock and Rebecca Parker show how emphasizing Christ's obedience to God and sacrifice on the cross sanctions violence, exacerbates its effects, blesses silence about the abuse of human beings, and hinders the process of recovery-giving the fullest and most powerful critique to date of the theology of atonement.

Brock and Parker, writing alternating chapters, witness to the legacies of violence in their own lives, and in the lives of those they have known and loved. Beginning with the powerful story of an abused woman who felt her sacrifice was demanded by God-an all too common story, as she discovers-Parker tells of her journey to confront her own impulses towards self-sacrifice. Brock reveals the terrible, isolating costs of racism suffered silently and depicts the quiet but devastating aftermaths of war. But Brock and Parker also seek out communities that resist violence and foster love-communities that begin to give them the strength to question the destructive ideas they have internalized.

The Bible According to Noah

Gary Kowalski
Lantern Books

The Bible According to Noah is a work of both fact and fiction, scholarship and imagination, critically examining the attitudes toward the earth embodied in the Hebrew and Christian scriptures and the creatively rewriting the Bible from a more earth-centered and environmentally friendly perspective. Animals and their lore – from gibbons that sing to greet the rising sun to squirrels who tap maples to harvest the sweep sap – play an important role in this new Bible.

For our ecological crisis is in part a spiritual crisis, a failure to fully appreciate the richness of life and the intricate interconnections that enable all species to flourish. Kowalski's book, by respectfully reinterpreting the Judeo-Christian tradition, is intended to help restore the balance.



This Edition of the Packet

On the next page you will find a listing of many of the programs and workshops that the Department of Ministry and organizations with which we work will be offering at GA this year in Cleveland. Please review it and consult the program guide for locations and more information about each offering.

Also please note in each section of this packet comments about GA programs and opportunities.

It is our experience that we will have last minute editions to the listings we know about here, so please check at the Ministry Department booth in the display area for other possibilities.



Ministerial Education

Ellen Brandenburg, Director - Phone: (617) 648-6402 - Ebrandenburg@uua.org

Chris May, Administrator – (617) 948-6403 – cmay@uua.org

Ken Olliff, Internship Clearinghouse – (617) 948-6415 – kolliff@uua.org

STUDENT NEWS

April 2001

Dear Students, Colleagues and Friends,

We all know that preparing for the ministry is not an easy process; we know it means digging deep both personally and intellectually; we know it can be frightening, joyous, tedious, time-consuming, and expensive. What students often don't realize is that in the midst of what may seem like chaotic transition, they will lose their church. Particularly for persons who are developing as ministers within their home congregation, the transition from lay person to clergy signals painful losses as well as gains.

The development of ministerial identity involves taking on a new role, and with that role comes power, authority, and a whole new set of responsibilities. Students, whether you like it or not, the people in your home congregation will begin to see you differently; they will attribute to you, by virtue of your mere student-hood, certain powers, knowledge, and wisdom you may or may not possess! You need to be very careful with what you are being given. Here are some ways of being responsible in your new role:

First, if you're an active member of a congregation with a minister, sit down with him/her and have a conversation about your

changing role and what it means for both of you and the rest of the congregation. Begin to establish a collegial relationship based on expectations outlined in the UU Minister's Association Guidelines.

Second, seriously consider getting yourself off committees that have the possibility of coming into conflict with the settled minister of the congregation. Avoid situations that have the potential of putting you in an awkward or adversarial position relative to your colleague. You may be confident that you have a totally supportive relationship – but things can change. Committees to avoid: Board of Trustees, Committee on Ministry, Search Committee, Finance Committee, Worship Committee. The same goes for your spouse or partner, if you have one.

Third, let your friends in the church know that your role is changing. Don't listen to gossip or complaints about the minister, and refuse to be involved in disagreements that are not your own. The potential for triangulation is high, so play it safe.

I don't mean to over-emphasize the vulnerability that accompanies being a student, nor do I want to suggest you should plan on being lonely and miserable in your own church! I do want to emphasize how

important it is to learn, starting right now if you haven't already, what it means to be a good colleague. This isn't an exact science but there are guidelines and wisdom on the subject. The UUMA Code of Professional Practice is a good place to begin. Yes, it is painful to be "set apart," but you will become part of a new fellowship that is simply incredible!

Sincerely,
Ellen Brandenburg
Ministerial Education Director



Dear Colleagues,

Well, the internship process for the 2001-2002 year seems to be winding down. Congregations are making offers and interns-to-be are making decisions. However, if your plans aren't finalized yet, don't despair! There are still some opportunities available.

One of the projects that I've been working on this spring is developing an online database of available internship sites, and we now have the first version of it up and operational. You can find the listing of sites at www.uua.org/ministry/sites.html. The "preview" page gives an overview of internship sites - name, location, stipend, etc. Each listed site then has a "detail" page which gives more in-depth information - contact information, intern responsibilities, a description of the site, additional benefits - whatever information the congregation gives to the clearinghouse. You can email for information directly or browse the

congregation's website, and see what the congregation says about itself. Thus, the "Clearinghouse" is now online!

When you have a minute, take a look at site and let me know what you think. We're still very much in the development stage, and your input is crucial. What have we left out? What should be configured differently? There is a link to my email at the top of the page, so please drop me a note.

I hope this summer is restful and restorative for you. As always, give me a call or send an email if I can be helpful.

Faithfully,
Ken



Liaison to Students, March 2001 **Barbara McKusick-Liscord**

My interview with the Ministerial Fellowship Committee was in September 2000 and I served as student liaison in March 2000. I would like to share with you some tips for preparation including attitudes of mind and spirit that I found helpful in the MFC process. My candidacy came after the start of Regional Sub-Committees, so you'll need to weave my suggestions into the process as it exists for you today.

Your interview with the Ministerial Fellowship Committee is just one more step in your preparation for ministry. Yes, it is a high step that takes preparation and causes anxiety, but the interview is not an end in and of itself. Your preparation for your interview can be an integrative process and

further practice for good ministry. I have two basic suggestions: 1) start early and 2) ask for help along the way. I also offer two philosophical attitudes that helped me focus and carry on through: 1) the interview, just like good ministry, is relational and 2) ministry is about serving the greater good.

Starting early assures a depth of preparation that will bolster your confidence during the interview. When you first become a candidate, take a look at the packet that is required to be delivered to the MFC. You'll notice that there are numerous areas of competency, each with its own page. Fill in each competency page as you take courses and read books that relate to that area of competency. This will save you a lot of grief when it comes down to packet deadline time. Of course, I did not do this. I just wished I had!

Also, start reading books on the MFC reading list during your semester breaks. You might not want to read the UUA Bylaws on the beach, but the biographies, history and social justice selections are inspiring. You can also work many of the books into course papers or internship projects. Take a few notes on the books after you read them, to refresh your memory later just before seeing the Committee. I did do this and was glad I did. If your seminary training was weak in the area of world religions, you may want to add *TheWorld's Religions* by Huston Smith to your personal MFC reading list.

Go to "Meet the MFC" sessions at General Assembly or in your local area. It's nice to have some real faces to picture as you imagine yourself in the interview. This begins the relational aspect of the experience. They will explain the interview process so that you'll know what to expect. The information that they share is also available from the Department of Ministry.

The MFC emphasizes that you should "know thy packet as thyself." They

will have spent a great deal of time reviewing your packet. This is one of the areas, where it is a good idea to ask for help. About a month before my interview, I gave my completed packet to several ministers, my Intern Committee and to a manager and colleague from my corporate business past. They let me know which themes they saw popping up. During your interview, committee members may indirectly ask you about these themes. They want to assure themselves that your awareness about these issues will prevent problems in your ministry.

I found it helpful to work with a study group. In my case, I periodically met with two other candidates throughout the four months prior to the interview. In addition to the substantive stuff of preparation, we offered each other the support of fellow travelers. We shared questions about the packet preparation and shared our packets with each other. We did mock interviews for each other. We delivered and critiqued our sermons. We shared what was happening in our lives. We prayed and meditated together. Ministry is ultimately about companionship and preparing for the MFC is one way to practice that. Ministry is also about joy and it is fun to have some friends accompanying you on this hike.

As with anything, your attitude in approaching the MFC makes all the difference. Some have said that you are better off postponing the interview, if you find yourself in the midst of personal circumstances that have thrown you off balance. This is a determination that only you can make, but talk it over with people who know you well. My husband was diagnosed with cancer about six weeks before my interview. His surgery was scheduled for a date shortly after my interview. I lost some preparation time, but I gained in perspective. My MFC interview

was not a life and death matter. It would be what it would be. My focus on my husband's care and our meditation practice to cope with the cancer diagnoses helped reduce my anxiety about the MFC interview. No matter what the MFC had to say about my place on the path of ministry, I would learn and live. The results of my husband's upcoming surgery were not so certain.

I also thought of my MFC interview as practice for interviews with parish search committees. Like members of search committees, members of the MFC want to know whether or not they would want you as their minister. Preparing to meet members of the MFC was like preparing to meet a congregation. I read their biographies, which were sent to me with a copy of my final packet. I felt that I knew them just a little bit before I arrived. I noticed common interests and differences that fascinated me. I included them in my early morning loving kindness meditations. By the time of my interview, I was really looking forward to meeting them. After I left my MFC interview, I felt bereft that our time together was so short!

Beginning with your first questioner, you'll find that members will greet you warmly. My interview and experience of working with the MFC as a student liaison confirmed what others have said. MFC members are caring and committed to do everything they can to help make candidates feel more comfortable in a situation that is naturally anxiety provoking. The interview, just like your ministry, is a relational endeavor. This is as true for the committee as it is for you. Members of the committee feel excited when a candidate does well. They really do suffer when someone does not do well.

Ministry is about preparing well, asking for help in a spirit of companionship, and it is a relational endeavor. Ministry is also about serving the greater good, beyond

our individual career goals. Candidates and members of the MFC have the same interests at heart. In the weeks immediately preceding the interview, one of the ways that I coped with the anxiety of the process was remembering that my goal is to be the best Unitarian Universalist minister that I can be to serve our congregations well. The MFC process is just one of the ways that our movement helps fulfill that purpose. I am lucky to know several wonderful and experienced ministers who had received categories III and IV when they first went before the MFC. I admire their commitment to learning from that experience and going on to magnificently serve congregations and our movement. Make sure that you see the MFC early enough in your process so that you will have time to fulfill their requirements before you need to look for a ministerial position. The Department of Ministry will let you know appropriate timing as it relates to your process.

I wish you well on your journey. By the way, my husband's cancer surgery went well and prognosis is excellent. Blessed be!



“The Heart of the Mind: Spiritual Philosophy and the Work of Love”
with philosopher Jacob Needleman

This workshop, sponsored by Starr King School for the Ministry, is based on Professor Needleman's book *A Little Book of Love*. The aim of the course is to explore the meaning of love between people who are in the midst of a spiritual search on whatever path, religious or otherwise. We will explore questions such as: How can we support each other's search while at the same time living together, sharing a life in which we must

respond to all the joys and sufferings, the wishes and exigencies of everyday life in the world around us? How can two people help each other search for the truth? The course is therefore an examination of the meaning of sustained love and the deeper purpose of the work of living together within the embrace of love.

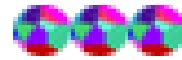
“The Heart of the Mind” will be presented on three consecutive afternoons—July 18, 19, and 20—and costs \$250.

The Graduate Theological Union (of which Starr King School for the Ministry is a member school) will also be offering an array of one-week courses beginning June 18, 2001, and ending Aug. 6.

Accommodations are available. For a GTU Summer Session catalog, email Cathleen Young at CathleenContEd@earthlink.net.

You can also contact Cathleen to reserve a copy of proceedings from a January 2001 gathering of participants in the Black Affairs Council and FULLBAC who were active in black empowerment issues in the late 1960s and early 1970s. The publication will be available this summer.

The Continuing Education department regularly offers UU History and Polity online, and new courses planned for spring 2002 include UU Women in the 19th and 20th Centuries, World Religions, and Community Ministry. For more information, contact Rev. Alicia McNary Forsey, Ph.D., Professor of Church History at <http://online.sksm.edu>. Or write to Cathleen Young at CathleenContEd@earthlink.net or Starr King School for the Ministry, 2441 LeConte Avenue, Berkeley, California 94709. Tel. (510) 845-6232, Fax (510) 845-6273.



MEADVILLE/LOMBARD THEOLOGICAL SCHOOL Summer Intensives, 2001

Week of June 25, 2001

TS416INT Science and Spirit: A
Mathaphorical Tour

*The Rev. Dr. Sarah Voss, Adjunct faculty
Meadville/Lombard Theological School*

This course offers a “Wonder”-filled introduction to topics in the religion and science dialogue. Using metaphors drawn from mathematics as a starting point, this smorgasbord approach traverses much territory and leaves plenty of “pointers” (resources) for those who want to explore a topic in more depth. Areas “toured” include ways of relating science and spirit, the history of the science/religion dialogue, artificial intelligence, human/machine life, the impact of chaos theory on religion, holographic and other world views, various cosmologies, biology, genetics, and “moral” math. Designed to be user-friendly to the non-mathematician; a precursor of this course was a prize winner in the 1998 Templeton Religion and Science Course Program.

Week of July 2, 2001

H491INT Unitarian Universalist Women’s
History

*The Rev. David Bumbaugh and The Rev.
Dr. Carol Hepokoski, Faculty,
Meadville/Lombard Theological School*

In this seminar, we will explore UU women’s history, consider various issues within women’s history, and examine some of the ways in which the emergence of women’s history challenges our understanding of Unitarian Universalist

history. Our concentration will be on the liberal religious women who developed critical analyses of religious, cultural, and social issues. Pre-requisite: Course in UU History recommended, but not required.

Week of July 9, 2001

TS537INT Twentieth-Century Liberal Theology
Jerome A. Stone, Ph.D., University of Chicago, Adjunct Faculty, Meadville/Lombard Theological School

This course is designed to help students a) to understand some of the major theological trends of the twentieth century that could be considered as “liberal theologies” in the broad sense, and, b) to deepen their individual theologies by understanding these trends. To this end the students, through readings, discussion, oral presentations and papers will explore the thought of major types of liberal theology, including humanism, process theology, and religious naturalism. The course will concentrate on John Dietrich, John Dewey, Sharon Welch, Charles Hartshorne, Henry Nelson Wieman, James Luther Adams, and other writers. Each student will also relate her/his personal theology to a practical issue arising from the student’s practice of ministry.

The course is intended primarily for Doctor of Ministry students. M.Div. students need permission of the instructor or Dr. Susann Pangerl, Director of the D.Min. program, to take the course.

Week of July 16, 2001

M586INT Advanced Theory of Pastoral Counseling
Susann Pangerl, Ph.D., LCPC, Faculty, Meadville/Lombard Theological School

This course offers; 1) a critical reflection on the clinical theories of self-psychology,

intersubjective and motivational systems as frameworks for pastoral counseling, and 2) an examination of the implications of the above theories for the practice and theory of pastoral counseling. Class discussions of prior assigned readings will focus on the models of change implicit within these clinical theories and the theological frameworks out of which the students work. Students will develop an integrative paper detailing their theory of change, utilizing theological and clinical resources.

The course is designed primarily for D. Min. students and those seeking AAPC or NBCC credentials. M.Div. students need permission of instructor.

All classes will be held at Meadville/Lombard Theological School, 5701 S. Woodlawn Avenue, Chicago, IL 60637. Enrollment for these courses is limited to 20 participants.

Costs: \$1,100 per course for 1 unit credit (3.33 semester hours or 5 quarter hours); \$385 to audit. Non-refundable registration fee: \$50.00 per course. Send letter of registration and registration fee(s) to the Office of the Registrar, (773) 256-3000 x 243; email dgriffin@meadville.edu.

****IMPORTANT****

If you would like an individual appointment with Ellen Brandenburg at General Assembly please call her assistant, Chris May, at (617) 948-6403 or send an email to cmay@uua.org. Ellen’s schedule is usually full well before the time GA begins, so please make an appointment in advance

****IMPORTANT****

Settlement Matters

News from the UUA Ministerial Settlement Office

by the Rev. John H. Weston, Director (617) 948-6409

e-mail: settlement@uaa.org

website: <http://www.uaa.org/ministry/settlement>

Nancy Hezlitt, Settlement Assistant for Congregations (617) 948-6408

Susanna Whitman, Settlement Assistant for Ministers (617) 948-6558

Fax: (617) 742-2875

Agricultural Report

As of this writing (April 20), 56 search committees have identified their candidates. It's harvest season in the Settlement Office!

Meeting at General Assembly

I hope to have a half-hour private meeting at GA with every minister having settlement concerns. Top priority is ministers serving more than a hundred miles from Boston who have a completed application and Ministerial Record at the time they request the appointment. Please notify the Settlement Office of your wish at settlement@uaa.org. Susanna Whitman or Nancy Hezlitt will schedule you.

Interim Ministry Hopefuls Take Note

I am sorry to say that the news is not encouraging. As of April 13, 62 congregations have submitted applications to hire an interim minister for next year. This does not include those 16 or so who are keeping the interim ministers they already have. I doubt that the total of congregations seeking new interim ministers will much exceed 65, compared with last year's 85.

Already I have received 93 applications from ministers wishing to do an interim. Unless my estimates are way off--and they may be--please consider this an early warning that interim ministry will not provide for ministers as well as it has done in the last couple of years.

This is the place to say that the UUA's interim ministry program first

looks to the placement of those ministers who qualify as AIMs and AIMITs, i.e. those who take the extended training, attend the seminars, serve in interim ministry positions year after year, and relocate—annually! AIMs and AIMITs can only be there for the congregations if the congregations are there for them.

New Interim Ministers Take Note

Basic Training for Interim Ministry will take place in Cleveland at the Holiday Inn Select City Center Lakeshore on Monday and Tuesday, June 18 & 19. All ministers planning to do their first interim ministries this year are required to attend. We will start at 8:30 a.m. sharp both mornings; thus you will likely need to fly in Sunday evening. We wrap up at 9:00 p.m. Monday and 5:30 p.m. Tuesday. The Settlement Office has reserved a block of semi-private rooms for Sunday and Monday nights. Register with us.

The cost of the training is 1% of your next year's TCM (pledges are accepted—due Nov. 1, 2001). In return we cover room, board, materials, and program costs, and we reimburse you for one-half your roundtrip transportation cost. The “faculty” consists of AIMs.

Settlement Handbook Revised

The sacred scripture of the UUA's Ministerial Settlement Office, the *Settlement Handbook for Ministers and Congregations*, has been revised. It is available online by link from the Settlement website (<http://www.uaa.org/ministry/settlement/>) and in hard copy from the office

(settlement@uaa.org). Many thanks to the UUMA exec, the ministerial settlement representatives, and a number of large congregation ministers for their assistance!

Most of the revisions reflect Settlement Office practice over the last two years. Thus there are not many surprises. Ministers who have not recently familiarized themselves with the revised search procedures should note these highlights:

Search Committees' Procedures

- The Settlement Office provides committees with the Ministerial Records of all ministers expressing interest in their congregations. Only upon request does the settlement director prioritize the list. (There have been no such requests this year.)
- The Settlement Office provides committees with interpretive summaries of the Department of Ministry files of their pre-candidates, once the minister has reviewed the summary.
- Committees may seek to recruit ministers directly. In other words, small and mid-size congregations can reach out as large congregations do. The Settlement Office will continue to recruit as well.

Ministers' Procedures

- The Settlement Office will send a minister's MR to every committee the minister wishes. (Ministers are asked to keep the number of such requests to 15).
- The Settlement Office provides ministers notice of where and when their MRs have been sent by means of the on-screen "My List" function. (The Settlement Office no longer mails such notices).
- The Professional Appearance Rule no longer applies to a candidating interview for a congregation's interim ministry.
- Ministers may entertain recruiting overtures from search committees. If they choose to go forward in the process they must complete their MRs and have them sent by the Settlement Office.

Money

- Starting with settlements beginning Oct. 1, 2001, and after, the Settlement Office's TCM letter code will be indexed to reflect economic conditions in the congregation's locale. Thus a congregation in a high-wage rate area wishing to offer, say, a "C" package, will have to offer a higher TCM than a congregation in a average-wage rate area, and a congregation in a low-wage rate area won't have to offer as much. These changes are consonant with the geo-indexed salary & housing allowance recommendations adopted by the UUA Board of Trustees.

Opportunities for Ministry
April 27, 2001

The Ministerial Settlement Office serves ministers and congregations by providing counsel, leadership, and resources. Our goal is to nurture a ministry of excellence by means of a thorough, fair and dignified search process.

Year 2000 Total Cost of Ministry Letter Code

The UUA adopted new recommended Salary and Housing Allowance (“S&H”) recommendations effective July 1, 2000. Based on these, the Ministerial Settlement Office has developed a new Total Cost of Ministry (“TCM”) letter code effective for ministry positions starting October 1, 2000 and later. In those cases where the congregation offers a range of TCMs dependent on one or more criteria, the letter reflects a congregation’s highest stated Total Cost of Ministry.

The UUA recommends that no minister receive S&H of less than \$37,000 per year for full-time ministry. The letter “S” thus reflects Substandard compensation when shown in connection with full-time positions. “P” refers to Part-time positions offering less than a TCM of \$53,900.

Canadian congregations are listed in Canadian currency.

<u>S&H</u>	<u>TCM</u>	<u>Symbols</u>
P=part-time below \$37,000	\$ 53,900	
S=full-time below 37,000	53,900	+ committee has received names
A=at or above 37,000	53,900	X committee has selected a candidate
B=at or above 44,000	63,100	% multi-denominational
C=at or above 52,000	73,600	& not in UUA
D=at or above 63,000	88,000	@ contact District Executive
E=at or above 80,000	110,400	# no more names wanted

Settlement@uaa.org

John Weston, Ministerial Settlement Director 617/948-6409
Nancy Hezlitt, Settlement Assistant for Congregations 617/948-6408
Susanna Whitman, Settlement Assistant for Ministers 617/948-6558

For Extension Ministry
Contact: Malia Crawford, mcrawford@uaa.org 617/948-6270

City and State (Type of Ministry)	Congregation	TCM (if known)	Current Interim	Date Open
+Anchorage, AK (Interim)	Anchorage UU Fwshp	A		9/01
+Huntsville, AL (Interim)	UU Ch of Huntsville	B		8/01
#Tuscaloosa, AL	UU Fwshp	S	Jennifer Innis	8/01
XChandler, AZ	Valley UU Ch	C	Linda Bunyard	8/01
@Green Valley, AZ	UU Cong. of Green Valley	P		9/01
@Peoria, AZ	West Valley UU Ch	P		9/01
@Surrey BC (PT)	So Fraser Unit Cong	A		
+Vancouver, BC	Unit Ch	D	Andrew Backus (Cont.)	8/01
W. Vancouver, BC	No Shore Unit Ch		Norbert Stewart	9/02
Auburn, CA (Consultant)		P		
Laguna Beach, CA (Interim)	UU Fwshp	P	Marcia Olsen	9/01
+Mission Viejo, CA (Interim)	UU Ch of So. County	S		9/01
Modesto, CA	UU Fwshp of Stanislaus County		Leslie Heyboer	8/01
Oakland, CA	First Unit Ch		Robert Latham	8/02
+Palo Alto, CA (Interim)	UU Ch of Palo Alto	C		8/01
Pasadena, CA (Dir of Outreach)	Neighborhood UU Ch	B		9/01
XPoway, CA	Chalice UU Cong	S		8/01
+Redwood City, CA (Interim)	UU Fellow.	B		8/01
San Francisco, CA (Asst. Min) Executive Director	First UU Soc.	A		7/01
San Luis Obispo, CA	UU Fwshp	B	Anne Hines	9/02
XSan Rafael, CA	UU Cong. of Marin	D	Marge Keip	8/01
XSanta Barbara, CA	Unit Soc	E	James Grant	9/01
@Santa Clarita Valley, CA	UU Cong. of Santa Clarita	P		9/01
XSanta Paula, CA	UU Ch	S	Lex Crane	9/01
XSolana Beach, CA	UU Fwshp of San Dieguito	C	Enid Virago	9/01
+Stockton, CA (Interim)	First UU Church of Stockton	A	Sean Dennison	601

Ventura, CA	UU Ch		Judith Cohen	9/02
+Denver, CO (Interim)	First Unit. Ch	C		8/01
+Denver, CO (Interim)	First Univ. Ch.	C		8/01
@Littleton, CO	Columbine UU Ch		Sandra Lee	
+Manchester, CT (Interim)	UU Soc. East	B		9/01
XMadison, CT (1/2 time)	Shoreline UU Society	B		8/01
@New Haven, CT	First UU Soc			8/00
XNew London, CT	All Souls Ch UU	A	Steve Landale	8/01
XStamford, CT (2/3 time)	UU Soc	B	Harry Green	9/01
XStratford, CT	UU Ch of Greater Bridgeport	A	Alexander Riegel	9/01
+West Hartford, CT (Interim)	The Univ. Ch of W. Hartford	D		8/01
XWashington, DC	All Souls Ch, Unitarian	D	David Keyes	8/01
+Wilmington, DE (Assoc Interim)	First Unit Soc	B	Diana Heath	8/01
Fort Myers, FL	UU Ch		Janet Newman	1/02
XNaples, FL	UU Cong	B	Peter Lanzillotta	9/01
XNo. Palm Beach, FL	UU Ch	B	Robert Kaufmann	9/01
Pensacola/Valpariso, FL	UU Ch		Roy Phillips	9/02
+Port Charlotte, FL (Interim)	UU Fwshp of Charlotte Cty	A	Suzanne Nazian	9/01
Miami, FL	First Unit. Ch			
+Tampa, FL	UU Ch of Tampa	S		9/01
@Venice, FL	UU Cong	P		8/01
+Vero Beach, FL (Interim)	UU Fwshp of Vero Beach	B		1/01
XAtlanta, GA	Northwest UU Cong	C	Kurt Kuhwald	8/01
+Lawrenceville, GA (Interim)	UU Cong. of Gwinnett	A		9/01
Davenport, IA	Unit Ch	B	Frances Dew (Cont.)	8/02
XDes Moines, IA	First Unit Ch	B	Annie Holmes	9/01
Coeur D' Alene, ID	No. Idaho UU			9/02
+Chicago, IL (Interim)	Second Unit Ch	A	Nannene Gowdy	9/01
Palatine, IL	Countryside Ch	C	Elizabeth Kerman	8/02
+Park Forest, IL (Interim)	Unit. Univ. Comm. Ch	S		7/01
+Springfield, IL (Interim)	Abraham Lincoln UU Cong.	A		8/01
+Louisville, KY (Interim)	First Unit.	S		8/01
+New Orleans, LA (Interim)	Comm. Ch. UU	S		9/01
+Barnstable, MA (Interim)	UU Ch of Barnstable	A		8/01
XBoston, MA	First & Second Ch	E	Doris Hunter	9/01
Bridgewater, MA	First Parish UU		Richard Fewkes	8/02
Brockton, MA (Interim)	Univ. Unit. Ch	P		7/01
+Carlisle, MA (Interim)	First Religious Soc.	C		8/01
Deerfield, MA	First Ch			
@Dorchester, MA (Part-time)	First Parish Church			
@Essex, MA (Part-time)	First Univ. Ch of Essex			
XFairhaven, MA	Unit Soc	A	Judith Downing	9/01
+Gardner, MA	First Unit Soc		Dacia Reid	8/01
XHarvard, MA	First Cong Unit Ch	B	Paul L'Herrou	9/01
Hingham, MA	Second Parish		Clyde Grubbs	8/02
+Lancaster, MA (Interim)	First Ch of Christ, Unit.	A		9/01
+Lexington, MA (MRE)	Follen Ch Soc	A	Cathy Bowers	8/01
+Lincoln, MA (Assoc. Min. for Ed)	First Parish	C		9/01
+Malden, MA (Interim)	First Parish in Malden, Univ.	P		9/01
XMedfield, MA	First Parish UU	B		8/01
+Melrose, MA (Interim)	UU Ch	C		9/01
+Nantucket, MA (Interim)	Second Cong Mtg Hse Soc UU	B		7/01
+Needham, MA (Interim)	First Parish in Needham, UU	B		9/01
+Northborough, MA (Interim)	First Cong. Unit. Ch	S		9/01
XNorth Easton, MA	Unity Ch	A	Bonnie Devlin	
+Northampton, MA (Interim)	Unit. Soc. of Northampton & Florence	B		9/01
Norwell, MA	First Parish		Jan Knost (Cont.)	9/02
+Pittsfield, MA (Interim)	Unit. Univ. Ch	S		8/01
@Rockland, MA (Interim)	Channing Ch		Dorothy Kimble	9/01
+Rockport, MA (Interim)	First UU Soc	S	Wendy Bell	7/01

+Stow/Acton, MA (Interim)	First Par Ch UU of Stow & Acton	A	Deborah Pope-Lance	8/01
@Sterling, MA (P-T Assoc. Min.)	The First Church in Sterling	P		
XSwampscott, MA	UU Ch of Greater Lynn	D	Frank Carpenter	8/01
Taunton, MA	First Parish Ch		Robert R. N. Ross (Con)	9/01
XWellesley, MA	UU Soc of Wellesley Hills	D	David Boyer	8/01
+West Roxbury, MA (Interim)	Theodore Parker Unit. Ch.	P		7/01
+Columbia, MD (Interim)	UU Cong. of Columbia	B		8/01
+Bethesda, MD (MRE) (Interim)	Cedar Lane UU Church	A		8/01
Germantown, MD	Sugarloaf Cong. of Uus	S	J. Vander Weele (Cont.)	8/02
+Kennebunk, ME Interim)	First Parish UU Church	A		8/01
Portland, ME (Associate)	First Parish in Portland			9/02
Bloomfield Hills, MI (MRE)	Birmingham Unit. Ch			9/01
+E. Lansing, MI (Interim)	UU Ch	B	Wayne Robinson	8/01
XFarmington Hills, MI	UU Ch	B	Robert Renjillian	8/01
+Fenton, MI (Interim)	Epiphany Comm Ch UU	S		9/01
+Rochester, MI (Interim)	Paint Creek UU Cong.	S		8/01
+Southfield, MI Interim)	Northwest UU CH	A		8/01
@Virginia, MN	First Unit Ch			9/00
+Kirkwood, MO (Interim)	Eliot Unit Chapel	C		8/01
Springfield, MO	First UU Ch		Bill Murchison	9/01
+St. Louis, MO (Interim)	First Unit. Ch of St. Louis	D		8/01
Charlotte, NC	Unit. Univ. Church			9/02
XDurham, NC (Assistant Min.)	Eno River UU Fellow.	A		8/01
XGreensboro, NC	UU Ch	C	Angeline Theisen	9/01
@Kitty Hawk, NC	UU Cong of the Outer Banks			9/00
@Morhead City, NC	Unitarian Coastal Fellow.	P		
+Wilmington, NC (Interim Assoc)	UU Fellow.	B		8/01
XExeter, NH	First Unit Soc	A	Jim Bank	
+Keene, NH (Interim)	Keene UU Ch	S		7/01
XManchester, NH	UU Ch	A		9/01
+Milford, NH (Interim)	UU Cong	A	Louise Ulrich	8/01
+Plymouth, NH (Interim)	Starr King UU Fwshp	A		9/01
XPeterborough, NH	Unit Ch	A	Robert Nase []	9/01
@Baptistown, NJ (Interim P-T Consultant)	First UU Fwshp of Hunterdon Cty.	A		7/00
+Cherry Hill, NJ (Interim)	Unit. Univ. Church	A	Vanessa Southern	9/01
+Plainfield, NJ (Interim)	First Unit. Soc. of Plainfield	B		7/01
Ridgewood, NJ	Unit Soc	C	Maj-Britt Johnson	8/02
XSummit, NJ	Unit Ch	D	Oren Peterson	9/01
+Las Cruces, NM (Interim)	The UU Ch of Las Cruces	A		8/01
Los Alamos, NM	UU Ch		Elizabeth McMaster (Cont.)	8/02
+Las Vegas, NV	UU Cong	A	Gail Collins-Ranadive	9/01
@Elmira/Corning, NY (Half-time)	UU Fellowship	P		
+Garden City, NY (Interim)	UU Cong Central Nassau	S		8/01
@Glens Falls, NY	UU Cong. Of Glen Falls			
+Jamestown/No. Chautauqua, NY	Yoked Ministry	S		8/01
Little Falls, NY	St. Paul's Univ Ch		Suzanne Black	8/01
Manhasset, NY (Senior)	UU Cong at Shelter Rock		O & J Nieuwejaar	9/02
+Manhasset, NY (Assoc)	UU Cong at Shelter Rock		Heather Lynn Hanson	9/01
+Mt. Kisco, NY (Interim)	UU Fwshp of No. Westchester	A	Ron Sala	8/02
New York, NY (Assoc.)	Community Ch		Jennifer Brower	9/02
XNew York, NY	Fourth Univ	D	Richard Nugent	8/01
+No. Chautauqua/Jamestown, NY	Yoked Ministry	S		8/01
XRochester, NY	First Univ Ch	B	William Metzger	8/01
XSchenectady, NY	First Unit Soc	C	Mary Hnottavange	8/01
+Utica, NY	UU Ch	A	Mary Wellemeyer	8/01
XWhite Plains, NY	Community Unit Ch	C	John Nichols	9/01
+Cincinnati, OH (Interim)	Heritage UU Ch	S		8/01
+Cincinnati, OH (Interim)	St. John's Unit. Ch	A		8/01
XMarietta, OH	First UU Soc	S	Ralph Tyksinski	9/01
+Strongsville, OH (Interim)	Ssouthwest UU Ch	S		8/01
XToledo, OH	First Unit Church	D	Lillie M. Henley	9/01

Bartleville, OK(P-T)	Unit. Univ. Ch	P		
XOklahoma City, OK	First Unit Ch	B	Fern Stanley	8/01
XTahlequah, OK	UU Cong	S		
XTulsa, OK (Assoc)	All Souls Unit Ch	B	Jeanne Mills	8/01
@Etobicoke, ON	Unit. Fwshp of NW Toronto	A		
XKingston, ON	Unit Fwshp	A	Ann Fox	9/01
XRuthven, ON	UU Ch	A		9/00
Gresham, OR	Eastrose Fwshp			9/02
Roseburg, OR	UMPQUA UU Ch			9/02
Bethlehem, PA	UU Ch of Lehigh Valley	B	Sue Turner	9/02
XDevon, PA (Senior)	Main Line Unit Ch	E	Judith Walker-Riggs	8/01
+Devon, PA (Associate)	Main Line Unit Ch		Lillian Nye	
+Devon, PA (MRE) (Interim)	Main Line Unit Ch	B	Kathie Davis Thomas	8/02
+Doylestown, PA (Interim)	Pebble Hill Church (Independent)	A		ASAP
@E. Stroudsburg, PA	UU Fellow. Of Poconos	P		
+Lancaster, PA (Asst/Assoc)	UU Ch of Lancaster			9/01
XPhiladelphia, PA	Unit Soc of Germantown	B	Paul Hull	9/01
XYork, PA	The UU Cong of York	A	Carol Taylor	9/01
+Warrington, PA (Interim)	BuxMont UU Fellowship	A		8/01
XProvidence RI	First Unit Church	C	Elizabeth Kerman	9/01
@Woonsocket, RI (PT)	First Univ Ch			9/00
+Greenville, SC (Interim MRE)	Greenville UU Fellowship	S		8/01
@Hilton Head Island, SC	Unit Fwshp			9/00
+Spartanburg, SC	UU Ch of Spartanburg	S		
@Nashville, TN	Greater Nashville UU Cong			
XKnoxville, TN	Tennessee Valley UU Ch	B	Joan Kahn-Schneider	8/01
+Oak Ridge, TN (Interim)	Oak Ridge UU Church	B		8/01
Beaumont, TX	Spindletop Unit. Ch, Inc.			8/01
+Fort Worth, TX	Westside UU Church	S		9/01
Salt Lake City, UT	So. Valley UU Soc			
+Alexandria, VA (Interim)	Mt. Vernon Unit. Ch	C		9/01
+Arlington, VA (MRE)	UU Ch of Arlington			7/01
XCharlottesville, VA	Thomas Jefferson Memorial Ch	B	Kim Beach	8/01
XNorfolk, VA	Unit Ch of Norfolk		Judith Morris	9/01
XRichmond , VA	First Unit Ch	C		8/01
@St. John, VI (PT)	UU Fwshp of St. Thomas			9/00
+Norwich, VT (Interim)	UU Cong. of the Upper Valley	A		8/01
W. Brattleboro, VT	All Souls Ch UU		Deborah Mero	9/01
@Bainbridge Island, WA (PT)	UU Fwshp			9/02
@ Freeland, WA (PT Consulting)	UU Cong of Whidbey Island			9/02
XMarysville, WA	Evergreen UU Ch	A	Alexander Holt	9/01
XOlympia, WA	Olympia UU Cong	B	Shirley Ranck	8/01
@Port Angeless/Sequim (PT)				9/02
+Spokane, WA (Interim)	UU Ch of Spokane	B		8/01
Brookfield, WI	UU Church West		Sam Schaal	8/02
+Madison, WI (Interim)	First Unit. Soc.			8/01
XMadison, WI	James Reeb UU Cong	S	Paul Daniel	9/01
Menomonie, WI	Unit. Soc. of Menomonie			9/02
XMukwonago, WI	United UU Soc	S	Peter Morrison	8/01
@River Falls, WI	UU Society of River Falls			
XWausau, WI	First UU	A	Charlotte Saleska	8/01
Charleston, WV	UU Fwshp of Kanawha Valley		Leonard DeRoche	8/02
@Laramie, WY	UU Fwshp of Laramie			

COMMUNITY MINISTRY

Princeton University
Princeton, NJ
Dean of Religious Life

See: http://jobs.princeton.edu/openjobs/pu_jobdesc.asp?ReqNo=01-0001368

Smith College
Northampton, MA
Dean of Religious Life

See: www.smith.edu/hr/careers/sjobs.html#196

The Mountain Retreat and Learning Centers
Highlands, NC
Director of Retreat Center

See: <http://www.mountaincenters.org/jobs.html#retreatdir>

Camp Unirondack
Lowville, NY
Summer Chaplain

Must be in or completed with training to become UU minister and have completed CPE

For information: <http://www.unirondack.org>

Contact: director@unirondack.org

St. Lawrence University
Canton, NY
University Chaplain

See: www.stlawu.edu

Joseph Priestley District
Acting Campus Ministry Coordinator
Contact: mes@hbdlaw.com

INTERNATIONAL MINISTRY

For general information about international settlement opportunities, and for a letter of good standing required to be on recommended lists for international positions, contact Diane Miller.

Church Finance News

UUA DEPARTMENT OF MINISTRY

Office of Church Staff Finances

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Saving and Investing – One Perspective

Had we known then what we know now, we would have acted differently. If we had known a year ago that the US stock market was going to nosedive, obviously it would have been wiser to move our retirement savings into the Fidelity Managed Income Fund, protecting them from the precipitous decline we have seen since the past 12 months.

A more relevant question for today is “What should we do now?” The answer depends on “How many years before I retire?” Or “How long a recovery period can I accept before I need to begin drawing money out of my retirement accounts?” Another important factor is our general expectation for the future of the economy and the profitability of market investments.

Some investors attempt what is called “market timing,” which means jumping out when it looks like share values will decline and jumping back in when values begin to rise again. Very few have been able to undertake this successfully, and investors who miss the rapid upturns during only a few days a year usually have disappointing returns over the long haul.

Several approaches could be considered in investing in the stock market right now. One is to imagine that the market will recover before we need to take money out, and thus any shares purchased in coming months will be considered a bargain when they rise to a higher price in the future. This is a comforting approach that has been validated several times in the last 25 years. I had a friend who sold all her shares in the Fidelity Magellan Fund when the market fell

about 500 points in 1987. Within 15 months, the share values had surpassed what they were before, and she sacrificed participation in one of the most profitable rallies of all time.

A less optimistic alternative is to imagine that the US stock market will stay depressed for quite a while, perhaps two or three years. It could take five years for some sectors to recover to what they were in March 2000. This expectation might tell us to sell shares that have dropped in value and transfer the funds into the fixed income fund where they are unlikely to fall further.

The problem with this tactic is that we will have violated the first principle of long-term investing, which is to buy low, ride out the storms, and sell high. Selling shares now that were purchased last year at prices 30 percent more than their present value is to “lock in” our losses, and that is the most common and costly mistake that many novice investors make.

A third approach would be to leave one's present stock investments where they are but to direct new purchases into fixed income assets like the Fidelity Managed Income Fund, which are not subject to stock market fluctuations and have a consistently positive return. At least the new dollars being invested won't decline in value, and while those shares are growing we wait for the ones that have shrunk in value to come back again.

I am absolutely not qualified to give advice about investments. And most of those who have published their advice during the past year have been notoriously wrong. None of us can predict even the short-term future in a market whose

course is determined by millions of personal decisions by persons of different motivations. But we can look at long-term investment patterns and have some expectation that the trends are likely to be repeated over time.

In back issues of these pages I have recommended several books on investing and personal finance that are still worthwhile. Let me know if you would like a recent list I have compiled.

Broader Economic Issues

Economic inequality and insecurity are becoming more pronounced. Even during the boom of the Clinton years, only a minority of Americans really prospered. The after-tax income of middle- and lower- class Americans is less today than in 1972. Wealth is more concentrated in the hands of a tiny elite; virtually all the new growth in wealth has gone to the richest 1% of the population. In 1976, the top 10% of Americans owned 49 % of all wealth. In 1999, the top 10% owned 73 %.

In 1995, 15.5 % of Americans had a zero or negative net worth; that means their debts were greater than the value of their savings and all their possessions. In 1995, those with zero or negative net worth had increased to 18.5 %. One and one-half million bankruptcies were declared in 2000. A large percentage of Americans spend 105 % of their total annual income, saving nothing and financing their lifestyle on credit cards and home equity loans spent on vacations and automobiles.

According to the journal *Business Ethics*, close to 30 % of all employees are now making a poverty-level wage. According to the Center on Budget and Policy Priorities, “Between 1997 and 1999 the bottom two-fifths of earners saw their income decline, while the richest one percent saw their income more than double.” A rising tide lifts all the yachts.

We need little reminding about the crisis in energy consumption in North America and the relentless waste that has become our daily habit. SUVs and low-mileage trucks outsell economy cars hands down. The electric power deficit will trigger crises and fatalities this summer. The current US Administration is advocating oil drilling instead of the conservation practices that must be in place before this century is over. It is

clear that the less economically developed nations simply cannot replicate the wasteful energy use patterns that those in the northern hemisphere are addicted to. It will not be long, relatively speaking in the earth’s history, before liquid petroleum will largely be rationed for lubrication rather than burned as fuel.

Changes in food production and farming practices can also be viewed with alarm. Genetically modified seeds may strip billions of their agricultural independence and also cause famines if monoculture crops are hit by blight. Third-world farmers are sold seeds that require heavy applications of chemical fertilizers and will not reproduce for next year’s crop. Farmers must buy new seeds each year from firms like ADM and Monsanto, firms that advertise a humanitarian image on public television - and pour millions into political campaigns — while imposing a new economic dependency around the world.

Foot-and-mouth disease has already caused the slaughter of countless hooved farm animals in England and Europe. The local agricultural economy in some areas may be completely eliminated, with families permanently losing their land and livelihood. Truly this holds the potential for a plague of Biblical proportions if the virus spreads to countries where millions rely for basic existence on their flocks and herds.

Much of the world’s economic troubles can be traced to an expanding culture of greed vs. awareness of the common good. Paying CEOs millions per year in salaries and stock options while their corporations lay off thousands of employees is shameful. In 1998, Walt Disney paid Michael Eisner \$5.7 million in salary and \$569 million in long-term compensation while shareholder dividends sharply declined. Norman Augustine, CEO of Lockheed Martin, oversaw layoffs of 3,100 while he took home \$23 million. Allied-Signal paid its top boss \$11 million while firing 3,250 workers that same year.

The current minimum wage is \$5.15 per hour, which adds up to \$10,712 annually. One would need \$8.08 per hour to earn a “living wage” of \$16,806 that would supposedly provide a very minimal standard of living, although even that seems much too little. A \$23-million salary equals \$11,057 per hour, and a person at that level would earn \$16,585 in 90

minutes, while the minimum wage workers at that firm struggle to get by month after month. Plus, many high-income persons pay proportionately less in taxes than do those at the bottom of the income scale, which makes the present plan to reduce income taxes for the wealthiest Americans pretty hard to defend.

One fair and simple way to reduce US taxes would be to permit wage earners to deduct their social security taxes (FICA) on their tax returns. This could also equalize earnings if low wage earners were allowed to deduct 100 % of their FICA and higher wage earners something less, say 50 % for persons earning over \$50,000 per year. Treating social security taxes like home mortgage interest would be a huge advance in tax policy and progressive thinking.

Student Debt

There is continued grave concern about seminarians accumulating student debt of \$30,000 to \$50,000. Some recent graduates have loans over \$70,000 and are trying to make payments of \$750 per month. Fortunately, the regional subcommittees of the Ministerial Fellowship Committee are asking prospective candidates to examine their financial resources before becoming entangled in excessive debt. We cannot stress strongly enough the terrible danger to one's financial well-being and possibility for success in ministry if we enter this career saddled with large student loans.

Paul Johnson of Princeton, NJ, will lead a workshop at the Cleveland General Assembly on "The High Cost of Becoming a Minister" on Sunday, June 24, at 7:15 pm. Anyone considering our ministry should be encouraged to attend.

District Compensation Project

The basic salary recommendations included in the 2000 Compensation Report are generally well received by congregations. In the fall of 2001, districts will receive a plan to honor and recognize their local societies that have accomplished these goals. Dr. Barbara Brown, Central Midwest District compensation consultant and Board president is leading this effort. She is at UMSLOD@aol.com.

The plan for honoring and recognizing fair compensation congregations will be the subject

of a General Assembly workshop on Friday, June 22, at 1:00 pm. Contact Ron Green at rongreen@aol.com or (781) 275-3811 if you need information about becoming a fair compensation congregation or need a consultant to work with your local society.

Volunteer compensation consultants are available to work with local congregations on this project at no charge. Visit the website www.uua.org and look under Church Staff Finances for more information on the compensation guidelines and recommendations.

UUA Retirement Plan

As of December 31, 2000, 1,948 participants were enrolled in the Association-sponsored Retirement Plan, representing 544 local societies and UUA staff. The three socially responsible funds in the Plan represent 28 % of the Plan's total assets.

The account balances held by middle-age or older persons are much lower than is desirable, documenting that too many of our clergy and church staff are not saving enough under this arrangement. Participants age 51 to 65 had account balances averaging \$74,564 on December 31, 2000. Persons older than 65 had an average balance of \$111,217. Many participants will receive less than \$1,000 per month if these balances don't improve by the time of their retirement. The maximum US social security retirement benefit in 2001 is \$1,536 per month. Local congregations are asked to contribute 14 % of employee wages into the plan, with employees urged to make additional voluntary contributions if the church's contribution is at least 10%.

The IRS recently announced new rules governing drawing money out of qualified retirement plans and IRAs. Persons nearing retirement can contact Fidelity Investments at (800) 343-0860 for information about the Minimum Required Distribution that must be withdrawn after age 70-1/2, or at retirement, whichever comes later.

Group Insurance Plans

The UU group dental, term life, and long-term disability insurance policies for staff of local congregations continue to be popular

and financially sound. Recent claims experience suggests there should be no rate increase when the policies are renewed in October 2001. Contact Adebola Kehinde for more information or to notify her of any change in salary or clergy housing allowance, as this affects the value of the life and long-term disability coverages.

Socially Responsible Investing

Ralph Mero is the staff liaison to the new Committee on Socially Responsible Investing that got underway in February. More and more congregations and individuals are seeking this information for their endowment investments. James Gunning is the chair. His email address is james.gunning@worldnet.att.net.

The *Green Money Journal*, a publication of Co-op America (www.coopamerica.org), lists the following mutual fund families as some that follow socially responsible principles:

Ariel Funds, (800) 292-7435; Citizens Funds, (800) 223-7010; Domini Funds, (800) 762-6814; Green Century Funds, (800) 934-7336; Pax World Funds, (800) 767-1729; TIAA-CREF Funds, (800) 223-1200; the Vanguard Calvert Fund, (800) 871-3879; Walden Funds, (800) 282-8782.

Any of these will send a free prospectus and application, along with a report on previous performance. No load funds charge no commission on dollars deposited, meaning that the whole amount invested goes to work for the shareholder. Mutual funds sold by brokerage houses, banks, or insurance companies typically charge both commissions and higher management fees, and these can be a drag on total performance.

“A Fresh Approach to Socially Responsible Investing” is the topic of a GA workshop in Cleveland on Monday, June 25, that will be led by UUA Financial Advisor Larry Ladd and Lucia Santini Field of Walden Asset Management.

Financial Education and Information

Ministers will agree that most seminaries are woefully deficient in providing information to their students about managing their money and

church finances, especially about stewardship and fundraising. This is not meant as a criticism of any particular seminary, but the exceptions are few and far between.

Meadville/Lombard and Starr King sponsor occasional financial education seminars for students, but more than intermittent offerings are necessary on this topic. We have recruited several professional financial advisors to work with ministers whose personal finances are heading for serious trouble. The Office pays a token honorarium to the professionals for this service, and we would like to know about other financial advisors willing to cooperate in this way.

Two Cleveland GA workshops examining this topic will be “Will Your Minister Be Able to Retire?” on Saturday, June 23, and “Making Sense of Your Money” on Monday, June 25, both by Ralph Mero.

Progressive Religious Partnership

Tired of people assuming that only the religious right has something to say about political issues? The Progressive Religious Partnership is a new interfaith organization being convened by People for the American Way. The organizing meeting was held in Washington, DC in early April with about 20 UUs in attendance. John Buehrens is one of the key denominational leaders involved.

For more information contact pfaw@pfaw.org, www.pfaw.org, or (202) 467-4999. PRP will be outspoken on reproductive choice and same-gender relationships and families, as well as many other economic and social justice issues.

Saving the Arctic National Wildlife Refuge

Religious Witness for the Earth is a network of people of faith dedicated to bearing public witness on critical environmental issues and global climate change. Rev. Fred Small is one of the organizers of this attempt to halt oil and gas exploration in the ANWR. Additional information about RWE is available from www.religiouswitness.org or info@religiouswitness.org.

**Service of the Living Tradition
(bring your checkbook)**

Delegates attending the Sunday morning General Assembly worship service on June 24 should anticipate another urgent appeal for contributions to the Living Tradition Fund. This

is a major yearly source of money for debt reduction grants, seminary scholarships, and aid to retired ministers. Congregations can be urged to consider how they might help this important cause. Persons not at the GA can send checks to UUA Living Tradition Fund, Lock Box 845706, Boston, MA 02284-5706.

Pre-GA 2001

Ministerial Development

Updated 1/11/01

UUA Office for Ministerial Development – 25 Beacon St., Boston, MA 02108
Rev. David P. Hubner, Director – (617) 948-6405 -- dhubner@uua.org
Jean Hartman, Assistant – (617) 948-6437 -- jhartman@uua.org
Fax: (617) 742-2875

News, Notes, Reviews, Ideas & Updates



A Warm Welcome to Kenn Hurto

We are delighted that Kenn Hurto has agreed to come to Boston and serve as Acting Ministerial Development Director starting this August, freeing David Hubner to be the Acting Director of the Department of Ministry. Kenn brings years of experience in our ministry, the UUMA, and CENTER along with a long and deep commitment to the study of congregational systems and professional development.

Program Review: “Leading Change in Your Congregation”

Whenever possible we will publish capsule reviews from colleagues about continuing education programs in which they participated. Thanks to Mary Harrington, Marblehead, MA for this initial report on Gil Rendle’s Alban program "Leading Change in Your Congregation" Mary writes,

I can honestly say this was the best continuing education program I have ever attended on any subject in any field. If you could bring him to Ministry Days, or to any UU regional trainings, I can't recommend him highly enough. But it was also very valuable to be with colleagues from other denominations too. To my enormous surprise, I enjoyed the Lutherans the

most. Much of what he covered is in his book, so I would certainly recommend that too, but being there, having time to listen and reflect and apply and get feedback, was the best.

The MFC’s New Ministers Pilot Project — Update

The New England New Ministers Pilot Project group – part of the MFC’s effort to shift the developmental work done in the first years of a ministry from an annual paper-based evaluation to one that includes evaluation with periodic peer work with a trained senior colleague — had its first meeting on March 19 with two other meetings planned this spring. Participants in the group include Bonnie Tarwater, Robin Zucker, Sara Ascher, Barbara Fast, and Adam Tierney. Johanna Nichols has volunteered to be group coordinator. We are working to establish groups in other areas.

Assessing Our Leadership — Update

The Assessing Our Leadership Working Group (Kenn Hurto, Coordinator; Linda Topp Editor; Jay Atkinson; Nancy Bowen; Jean Cook Brown; Betsy Darr; Tom Disrud; Mark Gallagher; David Hubner; and Bev Smrha) is moving along nicely toward its aim of producing a new draft of the Assessing Our Leadership Guide by GA 2001. Plan to watch for it at GA and to

attend their presentations at Ministry Days and their workshop at GA on Sunday, June 24, at 2:30.

Financial Resources



UUA Continuing Education Grants

Grants are available to support continuing education programs for UU ministers or ministerial teams for about one-third of the total cost of a CE program (including registration, travel, meals, etc.) up to a maximum of \$500 per year. As of the end of March, we had made grants from this fund this year totaling \$37,340 to individuals (\$12,660 is still available). Additionally, we have allocated another \$45,000 in grants to support CE programs. *Contact:* David Hubner, 25 Beacon Street, Boston, MA 02108 Fax (617) 742-2875 Email dhubner@uua.org.

Lilly Endowment Grants

Lilly Endowment Inc.'s National Clergy Renewal Program in its current grant cycle will provide 100 grants of up to \$30,000 to ministers and congregations to support renewal programs/sabbaticals for the minister. Up to \$10,000 of each grant may be used by the congregation to provide ministerial services when the minister is

away. No specific model for a renewal program is required, but the plan must be developed jointly by the minister and congregation leaders. During its last cycle, UU ministers — Arline Sutherland, Terry Burke, Randy Becker, and David Grimm — received grants. Applications for the grants must be postmarked by July 20, 2001. To get an application booklet please contact the Lilly Endowment by emailing to clergyrenewal@yahoo.com, calling 317-916-7302 or writing to the Lilly Endowment, 2801 North Meridian Street, PO Box 88068, Indianapolis, Indiana 46208-0068.

Continuing Education Opportunities



A Sampler of UU-Sponsored Conferences and Workshops.

What follows is a selected listing of events from the UUA Calendar. Get updated information and check contact details at <http://www.uua.org>

Date	Event	Place	Contact
2001			
April 25-29	Start-up Seminar for New Ministers – David Hubner & UUA Staff	Boston, MA	Jean Hartman jhartman@uua.org
May 4-6	Our Whole Lives for Adults – Roger Peltier	Newton, MA	Mass Bay District Office
May 9-12	Public Ministry Conference – John Buehrens, Fred Garcia, Forest Church, Kathleen McTigue, David Cohen, David Hubner	Riverdale, NY	Jean Hartman jhartman@uua.org
May 18-20	Planning for Growth: Small Congregations	NHVT District	extension_ed@uua.org
June 18-19	Basic Training for Interim Ministers	Cleveland, OH	nhezlitt@uua.org
June 21-26	UUA General Assembly	Cleveland, OH	
July 31-Aug. 5	UU Musicians Network Annual Conference	The Mountain, NC	William James Ross
Aug. 15-21	Extension Ministry Training	Boston, MA	extension_@uua.org_
Oct. 19-22	Liberal Religious Educators Fall Conference	Toronto, Canada	Kate Throop
Nov. 1-4	UUA Large Church Conference, “Changing Congregations, Changing Cultures” – Dr. Gilbert Rendle, Alban Institute	Portland, OR	extension_ed@uua.org
2002			
Feb.	Meadville/Lombard Winter Institute with Thomas Groome	Madison, WI	M/L Theological School
Mar. 6-16	Continental Convocation of UU Ministers	Birmingham, AL	pboullata@uua.org

UU Seminaries, Camps, and Conference Centers. Check the websites of the UU seminaries, camps, and conference centers to review their program offerings related to professional development:

UU Sources		
Meadville/Lombard Theological School Chicago, IL	www.meadville.edu (773) 256-3000 Bill Murry, President	Modified Res. Program – D.Min. Winter Institute Minister in Residence
The Mountain Retreat & Learning Centers Highlands, NC	www.mrlc.org (828) 526-5838 Tom Warth, President/CEO	Learning Center for Leadership Programs Retreats
Murry Grove Association Lanoka Harbor, NJ	www.murrygrove.org (609) 693-5558 Ellen Chulak, Exec. Director	Intensive Retreats Special Programs

Starr King School for the Ministry	www.sksm.edu (510) 845-6232 Alicia Forsey	Online Courses Seminars
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Other Good Resources. There is, of course, a whole world out there of other good resources, materials, and programs that can help us to strengthen and direct our ministries. The list that follows is only a sample. Please let me know of other good possibilities.

Other Sources		
Alban Institute Bethesda, MD	www.alban.org (800) 486-1318	Alban has a great website now listing all its courses, programs, consultants, and publications.
Auburn Theological Seminary New York, NY	www.aurunsem.org (212) 662-4315	Auburn (Presbyterian), located at Union Theological Seminary, specializes in continuing education for ministry.
College of Preachers Washington, DC	www.collegeofpreachers.org (202) 537-6380	The College of Preachers (Episcopal) offers week-long programs on preaching.
Duke Divinity School Center for Continuing Education Durham, NC	www.divinity.duke.edu (888) 845-4216	Duke's (Methodist) continuing education program is very strong.
Evangelical Lutheran Church in America Chicago, IL	www.elca.org/dm/edopps	The ELCA's search engine for educational opportunities lists programs from many sources.
Jewish Theological Seminary New York, NY	http://learn.jtsa.edu	JTS's (Conservative) web page is a model for using the web well for all levels of learners.
Princeton Theological Seminary Center for Continuing Education Princeton, NJ	www.ptsem.edu (800) 622-6767	Princeton (Presbyterian) also has an excellent and extensive series of continuing education programs.
The Shalem Institute for Spiritual Formation Bethesda, MD	www.shalem.org (301) 897-7334	The Shalem Institute offers spiritual guidance and direction.

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Department of Ministry – People Finder

CONCERN	CONTACT
Aid Funds for Emergencies and Loans	Diane Miller/ Ralph Mero
Aid Funds for Ministers' Survivors, Dependents, Women	Ralph Mero/Mary Louise Pauley
Address and Telephone Changes	Jean Hartman/Shikarro Sampson
Chaplaincy Endorsements, US Military	David Hubner
Clinical Pastoral Education	Ellen Brandenburg
Compensation Planning and Review	Ralph Mero
Conflict Management	Diane Miller
Continuing Education/Professional Development	David Hubner
Contributory Pension Plan	Ralph Mero/Mary Louise Pauley
Council on Church Staff Finances	Ralph Mero
Doran Grant for Retired Ministers	Ralph Mero/Mary Louise Pauley
Emeritus/Emerita Status	Shikarro Sampson
Entry-level Start-up Seminars	David Hubner
Evaluations	David Hubner
Extension Ministry	John Weston
Insurance Programs: Health, Life, Disability	Ralph Mero/Adebola Kehinde
International Ministry Opportunities	Diane Miller
Interim Ministry Program	John Weston/Nancy Hezlitt/Susanna Whitman
Internships	Ellen Brandenburg
Internship Clearing House	Ken Oliff
Large Congregation Task Force	Diane Miller
Letters of Recommendation, Good Standing	Shikarro Sampson
Ministerial-Congregational Relations	Diane Miller
Ministerial Fellowship Committee	Diane Miller/Robin Bartlett
~Students in Process	Ellen Brandenburg
~Interview Schedule	Ellen Brandenburg
~Contingencies Prior to Preliminary Fellowship	Ellen Brandenburg
~Contingencies After Preliminary Fellowship	Diane Miller/Robin Bartlett
~Policies, Rules, and General Business	Diane Miller
~Renewals and Status Review	David Hubner/Robin Bartlett
~Misconduct and Complaint Procedures	Diane Miller
Ministerial Settlement	John Weston/Nancy Hezlitt/Susanna Whitman
New Minister Assistance Fund/Debt Reduction Program	Ralph Mero/Mary Louise Pauley
Obituaries/Death Notification	Jean Hartman/David Hubner
Ordinations/Installations	Shikarro Sampson
Panel on Theological Education	Ellen Brandenburg/Christine May
Personal Financial Management	Ralph Mero
Professional Ethics	Diane Miller
Prospective Theological Students	Ellen Brandenburg/Christine May
Retirement Planning and Counseling	Ralph Mero
Sabbaticals	David Hubner/UUMA Coordinator
Service Gratuity	Ralph Mero/Mary Louise Pauley
Service of the Living Tradition	Diane Miller/Shikarro Sampson
Student Scholarship Aid	Ellen Brandenburg
Transfer Applicants	Ellen Brandenburg
UUMA Membership Records	Peter Boullata
UU Scholars Program	Ellen Brandenburg/Christine May
UUMA Chapter Visits	David Hubner

Pre-GA 2001
Department of Ministry – Staff Directory
Unitarian Universalist Association, 25 Beacon Street, Boston, MA 02108 (617) 742-2100

Note: If you wish to bypass the UUA switchboard you may use the direct dial numbers noted below.

PERSON/TITLE	EMAIL ADDRESS	EXT.	DIRECT DIAL NUMBER
Robin Bartlett – MFC Assistant	rbartlett@uua.org	452	617-948-6452
Peter Boullata – UUMA Administrator	pboullata@uua.org	414	617-948-6414
Ellen Brandenburg – Ministerial Education Director	ebrandenburg@uua.org	402	617-948-6402
Jean Hartman – Ministerial Development Assistant	jhartman@uua.org	437	617-948-6437
Nancy Hezlitt – Settlement Assistant – Congregations	settlement@uua.org	408	617-948-6408
David P. Hubner – Ministerial Development Director	dhubner@uua.org	405	617-948-6405
Adebola Kehinde – Assistant Plan Administrator – CSF	akehinde@uua.org	401	617-948-6401
Christine May – Ministerial Education Assistant	cmay@uua.org	403	617-948-6403
Ralph Mero – Church Staff Finance Director	rmero@uua.org	404	617-948-6404
Diane Miller – Director of Ministry	dmiller@uua.org	407	617-948-6407
Ken Oliff – Internship Clearing House Coordinator	kolliff@uua.org	415	617-948-6415
Mary Louise Pauley – Church Staff Finance Assistant	mpauley@uua.org	421	617-948-6421
John Weston – Ministerial Settlement Director	settlement@uua.org	409	617-948-6409
Susanna Whitman – Settlement Assistant for Ministers	settlement@uua.org	558	617-948-6558

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Department of Ministry – Application Forms & Notices

PAGE

**Application for College Scholarships for the Children of UU Ministers
Autumn 2001 through Spring 2002 School Year**

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Notices & Announcements

The following announcements have been provided by UUA departments, UU organizations and affiliates.

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Did you know?

It's ministers who tell people about the Church of the Larger Fellowship

Why?

Because, in addition to what other congregations offer, we provide-

- on-line resources
- a loan library of books, video and audio tapes
- RE support
- *Quest*, a monthly newsletter with sermons, RE materials, and inspirational pieces (also available on tape)
- good works with prisoners and psych ward residents, support for tiny congregations, and ministry to religious liberals around the world.
- *uu&me!*, a UU kids' magazine, and other publications for parents
- a UU connection for those who are geographically isolated, homebound, or otherwise unable to get to church

Thanks for getting the word out!

And keep submitting those sermons for *Quest!*

**Join us at GA
at the CLF Booth and . . .**

**CLF Annual Meeting
Friday, 4:45pm
Vice President's Suite
Cleveland Renaissance Hotel**

**CLF Worship Service
"Cantankerous Recalcitrants"
Rev. Jane Rzepka preaching
Saturday, 7:15 pm
Convention Center,
Room 230A**

Church of the Larger Fellowship

Jane R. Rzepka, Minister
25 Beacon Street, Boston MA 02108
617-948-6166, Fax 617-523-4123
Email: clf@uua.org

UU Young Adult Religious Professionals



Network Meetings

General Assembly – Cleveland OH

Saturday, June 23rd

2:30-3:45 PM

Sheraton Hotel West Ballroom

Contact: Tera Little (626)282-0857 or teralittle@worldnet.att.com

ConCentric 2001: C*UUYAN Business & Networking Meeting

Saturday, July 28th

Camp Seven Hills near Buffalo NY

Contact: Josh Pawelek (860)657-0336 or jpawelek@uua.org

MINUTES August 6, 2000 Camp Mardela, Washington DC



- Last year at ConCentric 2000 we held a meeting of about 20 young adult religious professionals—ministers, divinity students, UUA staff, UU organization staff, directors of religious education, church staff—and talked a lot about "why" a network community would be important to us, and then "how" we would want to see it exist. Here are some of the notes from those conversations:

WHY: to participate in a supportive community of young adult religious professionals; to share stories of successes, failures and challenges; to strengthen UU campus ministry; to develop anti-oppression organizing strategies; to grow the young adult presence within UUism; to have a great time with great people who care about UUism; to enhance our capacities for self-care; to paint ourselves into the picture of UUism's future.

HOW: Create a listserv of our own (PYRA-subscribe@yahogroups.com); analyze needs of young adults both in school and out of school; assess the spiritual needs of lifelong UU's and newcomers; be in relationship with various UU organizations that serve young adult needs: YA/CM office, ASPIRE, LINC, C*UUYAN; participate in and design anti-oppression programming, and much, much more.

This is an exciting, dynamic group of committed, emerging UU leaders. If you're a young adult religious professional, please consider attending the meetings advertised above.

If you and your partner are both clergy or ministerial students or some combination thereof, and at least one is UU, then you are cordially invited to the annual gathering of the:



Unitarian Universalist Clergy Couples

**Tuesday, June 19, 2001
8:30 a.m. – 4:00 p.m.
Sheraton City Centre, Fuldheim Room
Cleveland, Ohio**

Schedule:

8:30 a.m.	Continental Breakfast
9:00	Opening Worship
9:30	Check-in
11:30	Lunch (on your own)
1:00 p.m.	Odyssey by Tom & Carolyn Owen-Towle
2:00	A Visit with a representative from the Department of Ministry
3:00	Business meeting
3:45	Closing worship
4:00	End

Costs for 2001: \$30 dues per couple (\$15 per person)*
\$14 annual meeting costs (\$7 per person)*

Childcare: If you need childcare, please let us know **by June 1** and we will be glad to try to help arrange it.

***waivers/reduced fees for students upon request**

***Make checks payable to: Rev. Robert L Morriss, 10115 Branding Iron Drive,
Cheyenne, WY 82009 or bring your check to the meeting.***

Questions: Call Bob/Makanah at 307-637-4407; revs2UU@aol.com

To Church Officials and Committee Members

Boston meeting rooms and lodging are available especially during the mid-summer months and also throughout the year at reasonable prices.

The Eliot & Pickett Lodging House has space available for your committee meetings and for lodging during your tour of historic New England and our Unitarian Universalist roots.

Please feel free to ask us about information and reservations.
(617) 948-4679 or by email at e&p@uua.org



REVITALIZE YOUR CONGREGATION WITH SMALL GROUP MINISTRY / COVENANT GROUPS

There is an exciting grass-roots movement spreading throughout UU congregations across the continent. It is responding to the needs of our members for intimacy, a deeper sense of community, and spiritual growth. It adds a dimension to our congregational life that has been missing. “Small Group Ministry” or “Covenant Groups” provides an opportunity for ongoing sharing, caring, spiritual reflection and action that is transformational. These are just a few comments from members who belong to small groups:

- “Small Group Ministry is the spiritual development group that I’ve been hoping to find for a long time.”
- “SGM has re-connected me to the church community.”
- “SGM has helped me to be excited about Sunday and going to church.”

To find out more, you can download the following papers from the website:

<http://members.mint.net/uuccaug> Two papers by the Rev. Glenn H. Turner, retired District Minister of the NED-UUA:

- Transforming Our Churches With Small Group Ministry and
- Designing and Implementing a “Small Group Ministry” for Your Congregation.
- A Small Group Ministry Resource Book - by the Rev. Calvin Dame, minister of the UU Community Church of Augusta, Maine

An extensive source of opinions, ideas, and approaches to SMG is “Covenant Group News” and its archives. Subscribe at www.swuuc.org in the section labeled “Rev. “Bob Hill’s Page.” Its’ free. Rev. Hill is the DE of the Southwest UU District and edits the Covenant Group News. Bob Hill will moderate a panel during Center Day in Cleveland on this form of ministry. The title: SMALL-GROUP ORGANIZATION: WHAT PRACTITIONERS HAVE LEARNED.

Submitted by: the Rev. Glenn H. Turner, the Rev. Calvin Dame, the Rev. Robert Hill, and Roger Comstock, acting District Executive in the NED of the UUA



Gather the Spirit!

Youth and Young Adult Sunday

When you think of those between the ages of 14 and 35 what comes to mind?

How many youth become adult leaders in your congregation and our faith?

How many of the children in your congregation go on to become adult UU's *anywhere*?

How many young people are searching for a spiritual home in our communities?

There are many bridges that youth and young adults must cross in order to enter our communities as adults and embrace Unitarian Universalism for a lifetime. All youth and young adults leave childhood behind to embark on a spiritual path. Where this path leads them depends on their experience in our congregations. Are youth and young adults finding the ministry they need in your congregation?

Youth and Young Adult Sunday is an opportunity for us to work together to make sure that this happens in all of our congregations. As a minister in one of our congregations you play a very important role. We hope that you will read the following announcement with the same spirit of hope and excitement that youth and young adults have for their future and our faith!

April 12, 2001

To our Ministers:

On behalf of the youth and young adults in congregations throughout our Association we are excited to announce **Youth and Young Adult Sunday, to be held on October 20th, 2002 in conjunction with the Campaign for Unitarian Universalism.** On this Sunday we will celebrate our young people and honor our growing Youth, Campus, and Young Adult Ministry. A special collection during the service will give members the opportunity to support the future of these ministries. The funds raised will be added to the youth and young adult funds raised by the Campaign for Unitarian Universalism. The combined goal of these two efforts is \$4 million in support of Youth, Campus and Young Adult Ministry! Working in partnership with the Capital Campaign, we have the opportunity to do something wonderful for our faith.

We are asking for your support and participation in this event. Working together we can embrace young Unitarian Universalists throughout our Association. The Campaign for Unitarian Universalism challenges us to "Gather the Spirit, Harvest the Power." Though our goal of \$4 million dollars is significant, it is small compared to the spirit and energy that is building in our youth and young adult movements.

We have the spirit. We have the power. What we need is your support to help it manifest!

There are many ways that you can support Youth and Young Adult. We hope that you will join us in this exciting opportunity. We have included some basic information about this event, including our contact information. In the meantime, we would love to speak with you about your questions, ideas, and enthusiasm. You may also read more about this event and our latest news at www.uua.org/sunday2002.

In faith,

Peter Bowden and Alison Miller
Youth and Young Adult Sunday Co-Coordiators



The Campaign for Unitarian Universalism

Gather the Spirit!

Youth and Young Adult Sunday

Information Sheet / April 2001

Youth and Young Adult Sunday, October 20th, 2002

Connecting Youth and Young Adults to the Power of Unitarian Universalism

Youth and Young Adult Sunday

Youth and Young Adult Sunday is a special fundraising effort happening in congregations throughout our Association. On this Sunday we will celebrate our young people and honor Youth, Campus, and Young Adult Ministry. A special collection during the service will give members the opportunity to support the future of these ministries. The funds raised will be added to the youth and young adult funds raised by the Campaign for Unitarian Universalism. The combined goal of these two efforts is \$4 million in support of Youth, Campus and Young Adult Ministry.

The kick-off & announcements

The official kick-off for the Campaign for Unitarian Universalism and Youth and Young Adult Sunday is this June at our General Assembly Meeting. Print and electronic announcements will immediately follow the Ministry Packet. As this effort is based on the participation of congregations and the scheduling of a special Sunday service, you are the first to receive the official news of this event. Please visit our website for the most recent news, information, and resources: www.uua.org/sunday2002

The next step

It is our hope that following these announcements either you, someone on your staff, adult member, youth or young adult will pursue scheduling a Sunday in your congregation. You are in a position to facilitate this process. If you are excited about the opportunity, please schedule your Sunday and let us know you're on board! If you have any reservations, please give us a call or email. We would like you to understand the importance of this campaign and the various ways you can participate before an excited youth or young adult approach you for your help.

You and your congregation will have support

Everything that you need to hold a Youth and Young Adult Sunday will be provided to you. With access to our Associations electronic communications media we will be able to collect a huge cook book of service ideas, resources, sermons, and worship materials so that you and your Sunday team can hold a service that is meaningful for your community. We will provide you with PR material to get your congregation on board, graphics and templates for orders of service, and more. We will work with a group in advance to determine what it is that each congregations will require. If you have ideas, please share them with us.

This is a very exciting opportunity of all of us

Given the existing enthusiasm we know this event is going to be a huge success. If you have questions, ideas or would like to join our team of Youth and Young Adult supporters, please contact us. We look forward to speaking with you over the coming months!

Peter Bowden
617 948-6198
pbowden@uua.org

Alison Miller
617 948-6105
amiller@uua.org

Write to us at:
Sunday 2002
25 Beacon Street
Boston, MA 02108



◆ JLR ◆

Spring 2001 Issue *Now Online*

Some sample essays...

Is Christianity Sufficient? by Chris Hinkle

The 2001 Minns Lectures by Alice Blair Wesley

Beyond Tolerance (Expanded Version) by Ronald Cram

www.meadville.edu/jlr.htm

**Deadline for Submissions for the
Fall 2001 Issue: October 1, 2001**

For further information or for submissions, contact:

Kenneth A. Olliff, Editor
kolliff@hds.harvard.edu

UUA DIRECTORY FORM

Corrections, Additions, Changes for 2001-2002 Ministry Listings

Listed below are the categories of information listed in the Ministry Section of the UUA Directory. If you have any changes or corrections that have not already been sent in to the Department of Ministry, please update this form and return it now.

For the past two years, as the UUA changed to a new database, you were mailed a form that included the information about you in the new database, asking you to review it and make corrections. Now that the database is established, we rely on you to provide us with changes as they take place.

LIST NEW OR CORRECTED INFORMATION HERE AS YOU WISH IT TO APPEAR IN THE MINISTRY SECTION OF THE UUA DIRECTORY.

PLEASE LIST ONLY CHANGES, CORRECTIONS AND ADDITIONS; YOU DO NOT NEED TO RETURN ANY INFORMATION WHICH IS ALREADY CORRECT IN OUR RECORDS.

Name _____

Address _____

Each entry is given up to three lines for **Office or Study Telephone, Home Telephone, Fax Telephone, and E-mail address**. Please note any Area Code Changes. *Indicate what the listing is, i.e. home.*

Please use this space if you have telephone, fax or E-mail that you wish to keep unlisted but available to the Department of Ministry and UUA staff:

unlisted information: _____

Current Position - This need not be a ministry that qualifies as a settlement - you may list your current work or ministry or educational pursuits. You may be listed as "retired" or have your emerita/emeritus standing with a congregation listed here.

Month and Year position began _____

Title of the position _____

Name of congregation or other institution

Town, state or province _____

Previous Positions - *This section lists ministries that have qualified as settlements according to MFC Rules and definitions. Ordinarily this will be your prior ministries listed in reverse chronological order with a maximum of five entries. If you have several interims they may be grouped as one entry, e.g. 1988-94 Interim Ministries. **Include beginning and ending dates (month and year) for any settlements you are correcting or adding.***

Preparation/Degree - *Send documentation for your file of any new degree*

Category of Fellowship, Date of Fellowship (*month and year*), **Date of Ordination** (*month and year*)

Name of minister returning this form: _____

Any questions or comments about your directory listing or this form?

Any additional information you want us to have?

Is there anything in the UUA Directory information that you would NOT want included if the UUA Directory is posted on-line? If so, indicate clearly which of the above content you wish to have UNLISTED ON WEBSITE.

Mail or Fax to
(as you had in the earlier form)
Unitarian Universalist Association
Department of Ministry
Attn: Robin Bartlett
25 Beacon Street
Boston, Massachusetts 02108
Fax: (617) 742-2875

