



The Religious Leader

NEWS FROM THE MINISTRY AND PROFESSIONAL LEADERSHIP STAFF GROUP • FALL 2003

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FROM THE DIRECTOR

“A Perfect Summer, If You’re a Fungus”

The article header on page C10 of today’s New York Times—quoted above—somehow particularly caught my attention and fancy, so I decided to share it here as a new church and work year begins. To my understanding, it is almost a Universalist prayer.

I hope your summer was perfect in its own way . . . and hope that the coming year will also be as perfect in its own way for each of us as we minister to and are of service to our congregations and in our world. The perfect, as we have learned, sometimes takes its own unconventional forms. May we be faithful enough to remember and find comfort and hope in that. ●

The Wave!

The best part of GA for me was watching 9,000 or so Unitarian Universalists at The Service of the Living Tradition fully engage themselves in doing The Wave just before the service began. On one level I was professionally concerned. How does one stop The Wave and start a service? If Conrad Wright is here, what is he thinking? On another, more heartfelt level, it was simply wonderful to see so many coreligionists having so much energy and fun that they simply wanted to celebrate being together. We obviously need more chances to sing songs of ourselves.

As a tactical matter, as the time to start the service approached and I thought I should do something to

help launch the service, I decided to stand up, let the wave do about two more cycles, and then say something loud when it hit the left extremity of the seating area. That seemed to work. I wonder why I wasn’t taught that in theological school? ●

Welcome to Readership: Members of the UUMN and AUUA

Starting with this issue, we are expanding distribution of *The Religious Leader* (TRL) to include the members of the UU Musicians Network (UUMN) and the Association of UU Administrators (AUUA), as we work to develop ways in which the Ministry and Professional Leadership Staff Group can fulfill its mission to be of service to, facilitate communications between, and strengthen the sense of collegiality among UU ministers, religious educators, musicians, and administrators. ●

My Colleagues in MPL

Compared to last year at this time—when the Department of Ministry had just become the Ministry and Professional Leadership Staff Group, Ellen Brandenburg and Kenn Hurto were moving on to other things, and six new staff members were in the process of joining us (Griff Bell, Michelle Bentley, Emily Farbman, David Pettee, Tracy Withy-Browne, and Beth Williams)—this summer has been relatively calm. In June we said goodbye to Peter Boullata who

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OCTOBER 15, 2003.

TYPESETTING AND EDITORIAL BY ANNMARIE
G. KLYZUB, KALZUB DESIGN

has moved on to parish ministry, but otherwise have been able to use the summer to reflect on what we have learned about how to most effectively work together in our new configuration and with our new sense of direction.

As with church work or work in the larger community, we needed the break. We are here all summer, but the pace is different—more reflective and calm. The pace for all of us will have sped up again by the time you receive this, but before I miss the chance, let me say again how delighted I am to be able to work with my colleagues here. They are dedicated, smart, committed, and kind people. It is an honor and joy to work with them. ●

From Bill Sinkford, President

To: Colleagues and Candidates for Ministry from Traditionally Marginalized Groups

The staff Diversity of Ministry Team (DOMT) has been controversial. For the past year, we have been trying to work with the colleagues from traditionally marginalized groups to find common ground so that DOMT can do the important work of ensuring that all available resources are brought to bear in your support.

At their last two meetings, questions were again raised (by DRUMM) about whether this group should continue. The issues, as I've heard them, involve questions of accountability and authorization. They also reflect fear that staff of a predominantly white, admittedly racist institution can ever authentically make decisions that are in the best interests of persons of color and Latino/a persons, even when that institution is headed by a person of color.

I understand both the issues and the fear. But my job, as President, is to do the best I can, in this very imperfect world, to ensure that the staff serves you and works to live out one of the central com-

No More Surveys . . . But We Do Want Your Ideas

I can't really promise that we will never send you another survey. We need the kind of information that such solicitations request for lots of good reasons. But we want *The Religious Leader* to reflect the breadth and depth of the ideas and commitments that support your work and our shared faith. Please send me articles, poems, reflections by you, or reflections that you simply like and think would be worthwhile to those we serve so that we may include them in TRL. ●

mitments of this faith: to transform UUism into an anti-oppression, anti-racist, multi-cultural religious community.

I have decided that the DOMT needs to continue to meet. The work of support for colleagues from traditionally marginalized groups will continue. And it is my judgment that it will be healthier to do that work in a formal setting, with at least some accountability, than to do it informally, "around the water cooler," with no transparency.

I'm including below the statement of charge and practice under which DOMT will function. I hope you will see it as a genuine attempt to honor and maximize both transparency and right relationship.

To use Dr. Bill Jones' phraseology, we've "cussed and discussed" these issues for almost ten years now. It is time to direct our energies to the work.

I want to communicate this decision directly to the entire community; hence, this article in *The Religious Leader*. Thank you for your willingness to stay engaged.

We will move forward together, or not at all. ●

In Faith,
Rev. William Sinkford

The DOMT Mission and Practice

Mission: The Diversity of Ministry Team (DOMT) is charged with pursuing one of the central missions of the Unitarian Universalist Association: to achieve an anti-racist, anti-oppressive, and multi-cultural ministry. DOMT consists of three Ministry and Professional Leadership staff members (DOMT staff members): Ministerial Credentialing Director David Pettee, convener; Professional Development Director Michelle Bentley; and Settlement Director John Weston. Other DOMT members include President William Sinkford, and Marta Valentin of the Identity Based Ministries staff group. The Diverse and Revolutionary Unitarian Universalist Multicultural Ministries (DRUUMM) has chosen to participate in DOMT as observers and not as members. Danielle DiBona is a representative from DRUUMM.

Not yet appointed is a second DRUUMM representative, a ministerial candidate from a historically marginalized community, and a minister or ministerial candidate not a member of DRUUMM.

The DOMT will collaborate with the Identity-Based Ministries Staff Group, DRUUMM, and ministerial students and ministers not represented by DRUUMM, in welcoming, recruiting, and advising seminarians and ministers from historically marginalized communities; in identifying and working to remove institutional barriers that prevent their fullest participation in the ministerial credentialing process and the achievement of successful ministerial settlements or professional ministerial employment; and in maintaining their access to ongoing professional development.

Practice: The DOMT staff members will seek to maintain direct and regular contact with every student and minister of color, Latina/o, Asian and Pacific Islander, Native American, and member of a historically marginalized community until the award of final fellowship, or longer if desired by the minister, for the purpose of identifying institutional barriers and obstacles.

Where the DOMT learns of an institutional barrier and obstacle, a DOMT staff member or other DOMT member will discuss options of response with the affected student or minister, and only with advance permission, discuss the issue with the DOMT, including the option to confer with other UUA staff and other designated contact persons as appropriate.

The DOMT staff members welcome feedback and recommendations from other DOMT members to assist the DOMT staff members in performing their work more effectively, such as recommending scholarship opportunities, CPE sites, and particular internship congregations to candidates and continuing education opportunities and congregations to ministers for settlement. When a candidate is beginning an internship, or a minister a ministry, the DOMT may recommend to field staff a start-up seminar tailored to the situation. Upon notice of a change in the candidate's or minister's status, the DOMT, with the individual's advance permission, may wish to discuss this change within the DOMT meetings. ●

MINISTERIAL CREDENTIALING/INTERNSHIP CLEARINGHOUSE

A Letter from David Pettee: Categories/Specialties Update

Dear Students, Colleagues, and Friends,

At the April 2003 meeting of the UUA Board of Trustees, an important decision was made regarding the ongoing conversation about ministerial categories/specialties. The UUA Board voted to pass a resolution encouraging the Ministerial Fellowship Committee to move forward without delay with its intent to grant preliminary fellowship without regard to category. Additionally, the Board noted that, consistent with UUA Bylaws, the UUA Board policy states that supervision and responsibility for all stages of fellowshiping will remain with the Ministerial Fellowship Committee.

Many wonder what this means. For the time being, nothing changes. Candidates preparing to meet with the Ministerial Fellowship Committee must still declare whether they seek preliminary fellowship in parish, religious education, or community. However, what the Board

resolution did do was formally affirm the intent of the Ministerial Fellowship Committee to move forward, as well as specifically charge the MFC with implementing the change, which clarified who was ultimately responsible for this process.

During Professional Days and General Assembly, five workshops were offered by representatives of the UUMA Categories Task Force, the MFC, and the Board of Trustees to discuss the Board's decision in greater depth, answer questions, and carefully record all suggestions and concerns. The workshops were well attended, lively, and useful.

Despite the important conversations that took place in June, the MFC has not yet met to consider the board resolution or to review the UUMA Categories Task Force draft report or to process the information and feedback

gathered during Professional Days and General Assembly. While it is too premature to predict how the implementation of this new resolution will take place, there is the hope that most will agree that there has been ample opportunity to express concerns and suggestions. Further suggestions and ideas can still be sent care of mfc@uaa.org.

Please do not hesitate to contact me with any further questions regarding ministerial categories! ●

In the Faith,
David Pettee,
Ministerial Credentialing Director

From the Internship Clearinghouse

Internship alert! The internship search and selection process will be getting an earlier start this year. The Internship Clearinghouse and Rev. Nan Hobart and Patti

Lawrence, field education directors at Meadville Lombard and Starr King respectively, are recommending that internship sites use the following dates:

- Sites list themselves on-line with the Clearinghouse (www.uaa.org/ministry/internship): no later than **November 1, 2003**
- Application deadline for candidates: **December 1, 2003**
- Selection date for sites: **February 1, 2004**
- Acceptance date for candidates: **February 15, 2004**

For internship sites: To accommodate this earlier schedule, we are moving the application deadline for the Internship Stipend Grant Program (which provides one-half of an intern's stipend for new teaching congregations) to **October 1, 2003**. The application and more information can be found on-line at

www.uaa.org/ministry/internship. I am happy to hear from you if you are planning to apply.

For candidates: Don't forget to list yourself and your internship preferences on-line with the Clearinghouse before you begin contacting sites. The listings for internship sites for 2004–2005 will be available by November 1, and you'll have until December 1 to submit applications. Please don't hesitate to contact me if you have any questions about the process of finding (or designing) an internship.

And for those of you who are doing or hosting an internship this year, drop me a line and let me know how things are going!

Best wishes for the coming year and I look forward to talking with you. ●

Faithfully,
Rev. Dr. Kenneth A. Olliff,
Internship Clearinghouse
Coordinator

NEWS FOR STUDENTS

MEADVILLE LOMBARD THEOLOGICAL SCHOOL JANUARY INTENSIVES 2004

Registration for these classes is available on-line at www.meadville.edu until October 17, 2003. Questions can be forwarded to Deborah L. Griffin, dgriffin@meadville.edu, (773) 265-3000, ext.234.

Week of January 12–16, 2004

E 399/599INT Liberal Religious Ethics
Rev. Dr. Carol Hepokoski, Faculty,

H349INT Unitarian Universalist Polity
Rev. James Hobart, Adjunct Faculty, 1/2 unit credit.

M420INT Church Administration for Ministers
Rev. Dr. William R. Murry, Faculty, 1/2 unit credit

M370INT Community Ministry
Rev. Dr. Leslie Westbrook, Adjunct Faculty

M531INT Systemic Thinking and Therapy—
Advanced Topics
Rev. W. David Arksey, D. Min., Adjunct Faculty.

Week of January 19–23, 2004

M308INT An Introduction to Liberal Religious Education
Rev. Roberta Nelson, Adjunct Faculty

M367INT Justice, Ministry & Advocacy—The Social Roles of
Religion: Arts of Ministry III
Rev. Dr. Richard S. Gilbert, Adjunct Faculty

TS 413INT Introduction to Process Theology
Rev. Dr. Kenneth Olliff, Adjunct Faculty

Week of January 26–30, 2004

TS435/535 Losing Bodies, Saving Souls: Foundations and
Critical Study of Liberal Theology I
Rev. Dr. Thandeka, Faculty

E/M540INT Evil, Trauma and Ambiguity
Dr. Susi Pangerl, Faculty
D. Min. students. M. Div. need permission of instructor.

M471INT Sexuality Issues for Ministers
Debra W. Haffner, M.P.H., M. Div., Adjunct Faculty

STARR KING SCHOOL FOR THE MINISTRY

Starr King On-line Courses: This fall, the Continuing Education Department will be offering on-line UU Polity, taught by Mark W. Harris. On-line UU History (Alicia Forsey) will be offered again in the spring of 2004, along with a new on-line course, Our Theological House: An Introduction to Theology for Unitarian Universalists (developed by Rebecca Parker; on-line instructor to be announced). Visit <http://online.sksm.edu> or contact Cathleen at cyoung@sksm.edu for more information. You may also write to Rev. Alicia McNary Forsey, Ph.D., Professor of Church History, Starr King School for the Ministry, 2441 LeConte Ave., Berkeley, CA 94709; 510-845-6232.

Wilbur History Colloquium Publication: Watch for the publication of papers presented at the fifth Earl Morse Wilbur History Colloquium, held January 23–25, 2003, at Starr King School. The publication will be entitled “The Role of the Dissenter in Western Christianity: From Jesus Through the Radical Reformation.” At the colloquium, keynote speaker John Dominic Crossan was joined by other scholars in presentations on the continuing relevance of dissenting faith traditions, how various dissenting groups have survived and changed, and how patterns of cultural behavior have repeated over the centuries.

The Universalism Site: The Universalist website has become an invaluable resource. Hannah Wells, the 2002–2003 St. Lawrence Research Assistant, writes, “On the Writings Page, there are nearly 20 links featuring the writings of such figures as James Rely and Hosea Ballou, as well as seven vintage pamphlets espousing Universalism that span a century, including their original graphics. The Liturgy Page has over 20 new links covering the style and substance of prayer books, orders of service, hymnody, and sermons over the centuries. The Education Page offers an excellent resource for religious educators. With ten new links, there are resources, articles written by Angus Maclean and Dorothy Spoerl, as well as some curricula used in recent decades and contemporary academic work produced about Universalist religious education. The Resources Page offers 12 links ranging from scholarly resources to websites and historical societies. All of the St. Lawrence scholars at Starr King School for the Ministry have very much enjoyed the work of collecting historical Universalist texts, and ask that the word be spread about this extensive and rich resource. Enjoy!” To view the site, go to www.sksm.edu and click on the Continuing Education link. From there go to the Universalism button and prepare to be amazed!

Information Available On-line: For inquiries into the Earl Morse Wilbur Rare Book Collection, please see <http://online.sksm.edu>. Selected articles and papers can also be found on our website.

RELIGIOUS EDUCATION CREDENTIALING

A Letter from Beth Williams

Recently I had the privilege of attending the pilot modules of the new professional development program created by the Unitarian Universalist Musicians Network. In our first session, we brainstormed ways in which music contributed to the ministry of a congregation. Here are some of the ways we came up with:

Music facilitates growth through creative expression; enables persons to participate in church in a different way; it is a channel of accessibility; engages heart and mind in a spiritual connection; provides a space for an affective relationship within worship; can be both pastoral and prophetic; builds community; enhances religious education lessons; promotes healing; attracts new members; facilitates outreach to the larger world; creates sacred space; teaches religious history and heritage; is incarnational; enhances and supplements the spoken and written word; both challenges and comforts; lets the spirit in.

I invite you to reflect on how your professional leadership contributes to the ministry of your congregation. ●

The RE Credentialing Program

The UUA Religious Education Credentialing Program, the new program of professional standards for lay religious education professionals, is up and running and raring to go. At this writing there are 20 religious educators enrolled in the program, representing all three levels and 13 UUA districts. Approximately five additional applications for admission are currently under review. We look forward to the first meeting of the Religious Education Credentialing Committee, which will take place in Sacramento in October before the LREDA Fall Conference and the first matching by LREDA of mentors with RE Credentialing Program participants. For more information about the Religious Education Credentialing Program and application materials, visit www.uua.org/programs/ministry/reco/recp.html or contact Emily Farbman, RE Credentialing Assistant, at efarbman@uua.org or 617-948-6418 or Beth Williams, RE Credentialing Director at bethwilliams@uua.org or 617-948-6417.

Congratulations to Mindy Whisenhunt who has transitioned from the RE Leadership Landscape Options program to the Religious Education Credentialing program as Credentialed Religious Educator and to Beth Casebolt who has been granted Level One Religious Educator status in the Religious Education Credentialing Program. ●

Professional Development Opportunities of Interest to Religious Educators

LREDA Fall Conference, October 10–13, 2003, Sacramento, CA. Sobonfu Somé presents *Welcoming Spirit Home: Creating Rituals to Celebrate Children and Community*. For more information and registration, visit www.uua.org/lreda.

Meadville/Lombard Theological School Graduate Winter Intensives

H349INT: Unitarian Universalist Polity: The Practice of Church and Ministry, January 12–16, 2004, Rev. James Hobart.

M308INT: Introduction to Liberal Religious Education: Philosophy of Liberal Religious Education, January 19–23, 2004, Rev. Roberta Nelson.

For more information and registration, visit www.meadville.edu.

Meadville/Lombard Winter Institute, February 19–21, 2004, University of Wisconsin campus at Madison, WI. Dr. Sharon D. Welch presenting *New Paradigms for Global Ethics and Global Citizenship*. For more information, contact Joan McDougall at jmcdougall@meadville.edu or 773/256-3000, ext. 222.

Starr King School for the Ministry On-line Graduate Courses

HS 4010: Unitarian Universalist History, Spring Semester 2004, Dr. Alicia McNary Foster.

ST 4296: Our Theological House: An Introduction to Theology for Unitarian Universalists, Spring Semester.

For more information, visit www.sksm.edu.

A reminder that modest amounts of financial aid are available for many professional development opportunities for those serving Unitarian Universalist congregations as lay religious education professionals. Additional continuing education funds are available for religious educators enrolled in the UUA Religious Education Credentialing program. For more information and an application form, please contact Emily Farbman, RE Credentialing Assistant, at efarbman@uua.org or 617-948-6418. ●

—Beth Williams,
Religious Education Credentialing Director

SETTLEMENT

Ministerial Settlement Office

The August 2003 edition of the bible of the Settlement Office, the *Settlement Handbook for Ministers and Congregations*, is now available on the Settlement website in both HTML (for viewing) and PDF (for printing out). Among its new features is an updated table, A–E, of the minimum recommended Total Cost of Ministry to be offered by congregations of various sizes and locations.

The major feature of this quarter's column is my annual report on "The Year in Ministerial Settlement" just closed. This is the second year in a row in which the average Total Cost of Ministry received by ministers starting new positions has declined from the year before. It is also the second year in a row in which the number of interim ministries has declined. The national economic slowdown does not stop at the church door!

It is also true, however, that in the year just closed only four congregations in search were offering D and E TCMs. The year to come contains greater promise. ●

The Year in Ministerial Settlement, 2002–2003

Final Report, August 15, 2003

The table below describes the characteristics of the Unitarian Universalist ministers who, in 2002–2003, agreed to begin full-time called or contracted ministries with Unitarian Universalist congregations. It also describes the characteristics of the ministers who, in earlier years, vacated these positions now newly filled. A brief report on the interim ministry program is appended. Ministries of less than fulltime are handled by the Districts. ●

The Year in Ministerial Settlement, 2002–2003

	MINISTERS ENTERING POSITIONS			MINISTERS PREVIOUSLY DEPARTING		
	Male	Female	Total	Male	Female	Total
Age 20–29	2 (40%)	3 (60%)	5 (7%)	0	0	0
Age 30–39	10 (43%)	13 (57%)	23 (32%)	4 (40%)	6 (60%)	10 (15%)
Age 40–49	9 (50%)	9 (50%)	18 (25%)	4 (36%)	7 (64%)	11 (16%)
Age 50–59	6 (27%)	15 (73%)	22 (31%)	11 (44%)	14 (56%)	25 (37%)
Age 60–69	2 (100%)	0	2 (3%)	11 (65%)	6 (35%)	17 (25%)
Age 70–79	0	1 (100%)	1 (1%)	2 (67%)	1 (33%)	3 (4%)
Age 80–89	0	0	0	1 (100%)	0	1 (1%)
Totals	29 (41%)	42 (59%)	71 (100%)	33 (49%)	34 (51%)	67 (100%)
Age						
Mean	42.2	44.5	43.5	56.9	50.8	53.8
Median	42	44.5	43	56	52.5	55
Longevity in Fellowship						
Mean			6.1			15.0
Median			3			11.0
Longevity with congregation						
Mean			n/a			7.7
Median			n/a			7
Ministers of color and other historically marginalized communities			5			2
Out bisexual, gay, lesbian, and transgender ministers			11			5
Mean Total Cost of Ministry	\$68,080	\$63,816	\$65,643			

REASONS FOR DEPARTURE OF OUTGOING MINISTERS

Reason	Number	Percent
Retirement	12	18%
Disability	2	3
Death	0	
Resignation	36	54
Extension minister not called	1	1
Pressured termination	16	24

LONGEVITY OF OUTGOING MINISTERS BY CONGREGATION SIZE

Size	Number	Mean	Median
I (<150)	34	7.3	6
II (150–249)	16	8.2	6.5
III (250–499)	13	9.5	9
IV (500–749)	3	6.7	5
V (750+)	1	2.0	2

An additional 53 ministers have been hired as interim ministers. Nineteen ministers are serving a second year at an interim site, for a total of 72 interim ministries to be conducted. This represents a 27 percent decrease in the number of interim ministries from the average of the preceding three years, to the lowest level in 6 years. Two ministers of color are beginning interim positions.

CONTINUING EDUCATION OPPORTUNITIES

Practical suggestions for continued learning, sabbatical planning, life and skill enhancement may be found in the listing posted on the Ministry web page (www.uua.org/ministry/). There you will find the basic information of workshops, conferences, and seminars.

Professional Development in Ministry

The 2003–2004 church year is here! I hope things for you are going great—you love your job and are excited about your career.

Be prepared—job burnout can sneak up on you with a creeping sense of dread. Or burnout may hit like a ton of bricks. No matter how it happens, job burnout can wreak havoc on your career and the health of you and your family. It has happened to me.

Job burnout is not unusual for healthcare providers. Many of us handle life and death situations on a daily basis and work with people whose lives and illnesses frighten them. Some of our parishioners and patients are overworked from long hours and staff cutbacks.

Those of us whose work it is to think about continuing education for UU ministers have developed a *Resource for Continuing Education Planning for UU Ministers* to help you plan for the nurturance of your mind, body, and spirit, for the long haul of doing ministry. (Developed by Rev. Kenn Hurto [2/14/02]) with revisions and additions by CENTER, UUMA Exec, and UUMA Ministry and Professional Leadership/Professional Development [edited 4/8/03]).

The following is an excerpt from the *Resource*:

Throughout our ministerial lives, the following areas will call our attention and need to be continually developed and balanced:

- The Worship Arts
- Religious Education
- Pastoral Care/Presence
- Spiritual Practice
- Congregational Life: Interpersonal
- Congregational Life: Organizational
- Public Ministry and prophetic witness
- Family relationships
- Anti-oppression, anti-racism, multiculturalism
- Continuing education planning

Although each individual ministerial path is unique, some issues tend to arise at particular points throughout ministerial formation:

- Apprenticeship years—0 to 3 years
- Early Career—3 to 7 years
- Early Mid-Career—7 to 20 years
- Later Mid-Career—20 to 30 years
- Late Career—20 to 40+ years
- Post Career

The complete and detailed *Resource* document may be found on the web at www.uua.org/programs/ministry/development. I hope you will look to this *Resource* for your continuing education planning for UU ministry. ●

Continuing Education Grants

For a healthier you! During the 2002–2003 fiscal year, 137 ministers and/or teams of religious professionals received CE grants. Last year, \$64,980 was allocated. It will be allocated again this year for the continuing education needs of individuals, teams, religious educators, and continuing education programs.

Our practice is to make grants based on a split of the total continuing education expenses between the minister's professional expenses from the congregation or institution, with the UUA providing about one-third of the total cost, up to \$500 per church year. The application for a continuing education grant may be made by letter, e-mail, or fax to me, Michelle Bentley, Ministerial Professional Development Director.

In your application please provide:

1. A brief description of the proposed CE program and how it will enhance your ministry;
2. an estimate of the total cost (registration, travel, food, and so on);
3. where you want the check sent, your phone number, and e-mail address.

It takes two to three weeks from approval of the grant for the check to be issued.

Here is a list of some of last year's exciting and diverse funded projects: a preaching seminar with James Forbes; an extemporaneous preaching workshop; the history colloquium at Starr King School; the midwinter institute of Meadville Lombard; the Midwest Symposium of the Center for Family Process (Bowen's Family Systems Theory); anti-racism, anti-oppression, multicultural training, youth and young adult anti-racism training; Retired Ministers chapter meetings UURMAPA; spiritual retreats; engaged buddhism; the mid-size church conference; Southeastern Education and Historical Civil Rights Tour; extended CPE program; New Ministers' Pilot Projects; First-year Ministers' Seminar; Jewish theology for a Doctor of Ministry degree program; Sexual Ethics and Abuse course; sabbatical projects (for example, visiting large churches outside of the UUA to help plan the next steps up and Exploring Southern Europe and studying the link between art, ancient and modern, and spirituality); Alban Institute's Mediation Skills Training, and Navigating the Long-Pastorate; and so many more.

Begin planning today your Continuing Education for this church year and for several years to come! Continuing education experiences nurture the mind, body, and spirit. ●

Mr. Borden Is Back!

Yes, the Richard C. Borden Sermon Award returns. The very generous donor intends to endow this Sermon

Award with a \$1,000,000 gift. Thank you! I'm told that each of the winners of last year's award used some of their money for continuing education purposes. Sermon submissions will be accepted from January 1 through March 15, 2004 (midnight, Pacific Standard Time). The official announcement will be posted in November to the *UU World*, *The Religious Leader*, and to the MPL web page, as well as other sources. ●

The Ministerial Fellowship Committee (MFC)

This year I am pleased to serve, along with David Pettee, as the liaison from the Ministry and Professional Leadership Staff Group to the MFC (and the RSCC). David Hubner will continue in his official role as the Executive Secretary. My particular role is the support and development of those ministers journeying through renewals and final fellowship. ●

There's More That We Can Do Together

Last night, as I watched and listened to the reports and live footage of the massive power outages to parts of the East and Midwest and Canada, I marveled at all we human beings can be: civil, caring, kind, calm,

peaceful, neighborly. If we homo sapiens really wanted it, there could be no stopping us until we clothed, fed, educated, cared for all the babies and gave clean air, water, and sun to all of Creation—The massive power of neighborliness. I welcome your continuing education ideas and suggestions. ●

First-Year Ministers' On-line Seminar, April 12–23, 2004

If you are entering your first settlement (Community, Parish, Religious Education) or missed this seminar last year, this seminar is for you! *Because* the Deans and 22 participants had a good learning experience doing the seminar on-line last year, and the facilitators learned how to make it an even richer experience for this year, and because it saved almost \$8,000 in these very lean budget years, the first-year ministers' seminar will again be on-line. Following the completion of the seminar, ongoing e-mail discussion support groups will continue through GA, followed by several opportunities at the 2004 General Assembly for formal gatherings and socializing. Cost per participant is \$50. Professional Development will subsidize all other costs. *Mark your calendars now!* ●

—Michelle Bentley
Professional Development Director

CHURCH STAFF FINANCES

Compensation Progress Notes, Addendum

Salary Recommendations for 2004

In the last issue of *The Religious Leader*, we reported “ministers, educators, administrators, musicians, and other church staff—and their employer/congregations—should all be pleased by the new salary figures endorsed by the UUA trustees.” The new salary ranges are now available on the website www.uua.org/programs/ministry/finance. Click on “Compensation” for the current recommendations. Hard copy can be obtained from Joyce Stewart in the UUA Office of Church Staff Finances, jstewart@uua.org or 617-948-6421.

While grounded in the UUA compensation survey data, the 2004

salary recommendations also take into account the prevailing wages paid to executive, administrative, and educational staffs of nonprofit organizations in the U.S. This invites congregations to match the salary ranges offered to and accepted by employees of nonprofits who have skills and responsibilities similar to those shown by church workers. At the same time, congregational staff can point to wages paid to other professionals in secular employment as guides for their own compensation.

The salary ranges are structured according to the sizes of the congregation and the prevailing wage rate patterns in the communities where congregations are located. The church

size categories are under 150 members, 150 to 249, 250 to 499, 500 to 749, and over 750 members. There are five “Geo Index” or wage rate categories within which congregations will find their city or community.

As before, the new ranges contain Minimum, Midpoint, and Maximum recommendations for each church staff position. It is assumed that qualified new employees will be hired at the Minimum or above, and that the pay of a satisfactory employee move toward the Midpoint amount. The Maximum is the amount considered a reasonable goal for that position, but there will be situations where long-term or exceptional staff is paid at levels above the Maximum.

Important note: These ranges represent the base salary only, plus a clergy housing allowance in the case of ordained ministers. The figures do not include other payroll costs such as insurance premiums, retirement contributions, and, for ministers, an adjustment “in lieu of employer’s FICA” of 7.65 percent of salary and housing. Nor do the salary ranges include a professional expense allowance, which is recommended for religious professionals.

Benefits

Of equal importance to fair salary ranges are the employer-paid benefits provided to eligible employees. In 1995, the delegates to the UUA General Assembly unanimously called on congregations to provide health insurance protection for all staff working halftime or more. The cost of this insurance is usually borne by the congregations, although health insurance premiums may be split 80/20 or 75/25 in some instances.

According to Ron Green, the UUA’s professional compensation consultant, the UUA compensation survey of January 2003 showed 71 percent of ordained UU parish ministers receiving payment for all or part of their health insurance through their employment. This could be direct payment of premiums by the employer or reimbursement of premiums previously paid by the employee or family member. Congregations reported such payments for only 41 percent of DREs, 49 percent of church musicians, 55 percent of administrative staff, and 57 percent of staff overall. Many church employees are covered for health insurance through their spouses or domestic partners, or through other programs

such as Medicare, with the congregation not contributing to those costs.

We regularly learn of church staff who have no health insurance protection at all and whose employer/congregations do not include this as a benefit in any form. The absence of health insurance can be a financially crippling problem for these individuals and for their families.

Congregations are expected to enroll their eligible staff in the UUA Retirement Plan managed by Fidelity Investments, and to contribute an amount equivalent to 10 percent of the wages paid to the minister(s) or other employees. Employees may make additional voluntary pretax contributions once the employer has contributed 10 percent, up to the limits of U.S. federal law. Unlike in typical 401(k) plans, the basic contribution is by the employer, not the employee.

Participation in the UU sponsored dental, term life, and long-term disability insurance program with MetLife is available to staff who work halftime or more. Usually, the premiums are paid by the congregations as benefits, although the premiums may be paid by the employees on a salary reduction basis.

Insurance Reminder

All church staff who are enrolled in the UU group term life and/or long-term disability insurance policies are reminded to report any increases in their salary or housing allowance. The face value of the life and disability coverage is based on wages; any changes must be reported promptly to Tracy Withy, Insurance Administrator, at twithy@uua.org, 617-948-6401.

For Additional Information

The closest sources of assistance on salary and benefits information are the volunteer compensation consultants trained and supported by the UUA to assist congregations. These consultants can meet with local societies to assist them in creating plans for achieving fair compensation guidelines. The roster of these consultants is on the UUA website (www.uua.org/programs/ministry/finance).

Fair compensation is both a social justice issue and a sound management practice. Congregations that provide fair pay and benefits can feel proud of how their staff is treated, and they learn over time that adequate compensation is a key ingredient in attracting and retaining staff that contribute to excellence in worship and religious programming.

Living Tradition Fund

We hope that when all GA pledges are paid, we will realize \$150,000 to disburse from the Living Tradition Fund between July 2003 and June 2004. Most of this money is awarded through Debt Reduction Grants to colleagues struggling with seminary loan payments. Some is given out through other financial aid grants and scholarships.

In addition to the offering at the GA Service of the Living Tradition, funds are raised through ordination and installation services at local congregations, and from some memorial gifts. Checks must be made out to the UUA Living Tradition Fund and mailed to PO Box 843154, Boston, MA 02284-3154. ●

—Ralph Mero,
Church Staff Finances Director

RESOURCES & POSSIBILITIES

UU Musicians Network Annual Conference

When some 170 UU musicians gathered in San Antonio, TX, August

5–10, 2003, it was part revival, part graduate conducting seminar, and part leadership development week. The theme of this year’s annual summer conference, “Focus on Worship,” inspired several unusual worship styles, including a high-octane jazz vespers

led by Jason Shelton (Nashville, TN) and Mark Freundt (Greenville, NC), as well as an emotionally probing Sunset Sung Liturgy, which combined vocal improvisation by Rev. Gretchen Woods (Corvallis, OR) with organ improvisation by Bill Ross, Music

Director of the host San Antonio UU Congregation and conference chair.

Marking the UUMN's twentieth anniversary, UUA President William Sinkford addressed the organization's annual business meeting, where he noted that music and musicians in the UUA had kept the language of reverence alive during those times when prevailing philosophies suppressed such expressions. Rev. Sinkford preached at the Sunday worship as well, a service that merged the conference, with its 120-voice choir, with the San Antonio congregation in soul-stirring worship.

The UU Musicians Network's Professional Development Group offered three pilot courses, each dealing with an aspect of developing congregational music programs. Well attended—nearly one-third of the attendees took in at least one course—these courses allowed the musicians to share insights and successful program ideas. Although the UUMN is only in its second year of an organized professional development regimen, these courses served as prototypes for educational modules in a future accreditation track to be developed with the UUA.

Although there was a congenial discussion of projects that employed music as social outreach, the topic of the variously defined position “Minister of Music” drew controversial responses. It was helpful that seven ordained, fellowshipped UU ministers were in attendance; their contribution to the music ministry discussion proved particularly valuable.

Conference attendees received the UUMN's latest publication, “A Handbook for Staffing a Music Program in UU Congregations” (available through UUMN Services), and the UUMN Board commissioned a volume of UU music suitable for children and children's choirs.

Announcing the 2004 Unitarian Universalist Musicians Network Annual Conference, “Let Freedom Ring,” in Arlington, Virginia, August 3–8, 2004 hosted by the Joseph Priestly District and The First UU Church of

Arlington. Ysaye Barnwell will be the featured clinician. More information will appear on the UUMN website www.uua.org/uumn. ●

Come to Negros Island

Come to Negros Island, the Philippines, February 22–28, 2004, for a study tour conference hosted and planned by the Unitarian Universalist Church of the Philippines, the International Council of Unitarians and Universalists, and the UU Partner Church Council.

A registration fee of \$250 will cover everything but travel to the conference & room. For registration and program details, visit the UUPCC (www.uua.org/uupcc) or ICUU (www.uua.org/icuu) websites. ●

Report from the July 1, 2003 Community Ministry Summit

Immediately following General Assembly this past June, an important gathering relevant to the current and future status of community ministry took place at the First Unitarian Society of Newton, MA. The “summit” was facilitated by Nancy Bowen and included the leadership of the Society for the Larger Ministry, the UU Community Ministry Center, and the UUMA Community Ministry Focus Group, with representatives from the UUA Ministry and Professional Leadership Staff Group, the UUA Board of Trustees, and other invited guests.

This gathering represented the first formal occasion for representatives of these three community ministry organizations to meet to “understand the distinct mission of each organization and to explore opportunities for cooperation in service to the health and vitality of

Unitarian Universalist community ministry.” Attendees had the opportunity to review and discuss concept papers to identify points of agreement, overlap, and disagreement, to consider current unmet needs for community ministers, and to begin cooperative planning to address identified needs and concerns.

One very important outcome included agreement to work together to build a Coalition for Community Ministry (CCM) to cement the efforts to clarify the public voice of UU community ministry. Additional partners in the Coalition will include representatives from the Ministry and Professional Leadership Staff Group. Next steps involve the further development and use of a list-serve for the CCM to support steering committee members in their efforts to develop memorandums of understanding to help establish an infrastructure for the coalition.

This is an exciting development in the long history of community ministry within the Unitarian Universalist tradition and presents a critical moment to cooperatively advance the interests of community ministry and community ministers ever forward. Do not hesitate to contact representative from the four organizations involved in the coalition to learn more about opportunities to support the work of community ministry. ●

The Association of UU Administrators (AUUA)

At its annual business meeting in June 2003 the AUUA voted to proceed with plans for certification following a preliminary year of research and reflection. With the support of the Department of Ministry and Professional Leadership and encouraged by the work done by LREDA and the UUMN, as well as by administrators' professional groups of other denominations, the AUUA has established a committee to develop a program of

continuing education culminating in certification at three possible levels. The committee met in August to begin this work and hopes to present a draft program at the next annual meeting of the AUUA, June 2004. Anyone interested in further information may contact the committee chair, Rebecca Birnie, River Road Unitarian Church, 6301 River Road, Bethesda, MD 20817-5888 (rbirnie@rruc.org), or AUUA President, Sandy Leyenaar, First Church Unitarian, 19 Foster Street, Littleton, MA 01460-1521 (fculittle@fculittle.org). ●

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APF/UUMA Stewardship Sermon Award

The Annual Program Fund/UU Ministers Association Stewardship Sermon Award is given annually for the sermon judged most effective in exploring and promoting financial support of Unitarian Universalism on the local and/or Association level. Submission deadline is April 1, 2004.

The minister whose sermon is selected will receive a \$750 cash award and will be invited to deliver the sermon during a worship service at the 2004 General Assembly. The sermon will be put on the UUA website and printed for distribution.

Submission criteria is available on the web at <http://www.uua.org/giving/apf/sermon.html>.

Entries may be submitted electronically as a MS Word attachment to apf@uua.org, or a hard copy may be mailed to Mary L. Miles, Director, Annual Program Fund, Unitarian Universalist Association, 25 Beacon Street, Boston, MA 02108. ●



The Religious Leader

NEWS FROM THE UUA MINISTRY & PROFESSIONAL LEADERSHIP STAFF GROUP

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