



The Religious Leader

NEWS FROM THE MINISTRY AND PROFESSIONAL LEADERSHIP STAFF GROUP • PRE-GA 2004

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GA 2004

This issue of *The Religious Leader* is, you will soon see, filled with information about the upcoming Long Beach General Assembly. Last year's GA in Boston was wonderful in content, scale, and energy. I expect that Long Beach will be as filled with energy, ideas, and joy. I hope to see you there! For the overall schedule and full information please look to the GA portion of the UUA website at www.uua.org/ga.

Service of the Living Tradition (SOLT); Friday, June 25, 2004, 8 p.m.

The SOLT will be both familiar and different this year:

Familiar: A Great Preacher and a Great Sermon—We are delighted that the Rev. Rosemary Bray McNatt will be preaching. Her sermon is "Count It All Joy."

Familiar: A Time of Recognition and Thanks—The SOLT at its heart is a heartfelt celebration of those who have devoted their lives and leadership to Unitarian Universalism.

Different: SOLT Is Now on Friday Night at 8:00 p.m.—The change in the day of the service from Sunday to Friday was made by the GA Planning Committee (bless them for all the competing needs they try to balance) in response to a growing recognition that we have been missing a great opportunity to spread the UU word in the communities hosting GAs by not having a public worship service inviting people in to learn about who we are and what we believe. Sunday morning is simply the best time to do that. (Do plan to attend the new Sunday Morning Worship at 10 a.m.) Once that decision was made, Ministry and

Professional Leadership worked with the Planning Committee to figure out another time for the SOLT, knowing that although the SOLT has been on Sunday for the past several years, it has also moved to other days in other GAs. Looking at the schedule, Friday night made the most sense. The Committee was able to comply with our request that there not be competing events during the SOLT's time slot. We are aware that we will be conducting the service on the Jewish Sabbath and have had initial conversations with UUs for Jewish Awareness about appropriately recognizing that.

Different: Recognition of Credentialed Religious Educators—We will be recognizing the highest level of credentialed religious educators in the SOLT. This had been our practice years ago when Accredited Directors of Education were so recognized in the SOLT. As it was then, very similar levels of professional preparation and scholarly achievement are required of the religious educators and ministers being recognized. It seemed particularly appropriate to recognize these credentialed religious educators now to affirm our efforts in MPL to celebrate, facilitate, and strengthen the connections between UU ministers and religious professionals as they work together to support our congregations and our work in the world. We really do need to celebrate each other more, not less.

See you on Friday night . . . and again on Sunday morning!

Thanks to the MPL Staff

As another church year winds down, let me take a little space here to, as publicly as possible, thank all the

STAFF GROUP DIRECTORY

FIRST INITIAL LAST NAME@UUA.ORG
(EXAMPLE: DHUBNER@UUA.ORG
UNLESS OTHERWISE NOTED)

GRIFFITH BELL
MFC ASSISTANT
617-948-6452

MICHELLE BENTLEY
PROFESSIONAL DEVELOPMENT DIRECTOR
773-643-6988

A'LLYN ETTIEN
ASSISTANT TO THE DIRECTOR OF MINISTRY
617-948-6406

EMILY FARBMAN
RE CREDENTIALING ASSISTANT
617-948-6416

JEAN HARTMAN
PROFESSIONAL DEVELOPMENT ASSISTANT
617-948-6437

NANCY HEZLITT
SETTLEMENT ASSISTANT
617-948-6408

DAVID P. HUBNER
DIRECTOR OF MINISTRY
617-948-6407

CHRISTINE MAY
MINISTERIAL CREDENTIALING ADMINISTRATOR
617-948-6403

RALPH MERO
CHURCH STAFF FINANCES DIRECTOR
617-948-6404

DAVID PETTEE
MINISTERIAL CREDENTIALING DIRECTOR
617-948-6402

JOYCE STEWART
RETIREMENT PLAN SPECIALIST
617-948-6421

JOHN WESTON
SETTLEMENT DIRECTOR
SETTLEMENT@UUA.ORG
617-948-6409

BETH WILLIAMS
RE CREDENTIALING DIRECTOR
BETHWILLIAMS@UUA.ORG
617-948-6417

KIM WILSON
INTERNSHIP CLEARING HOUSE COORDINATOR
KWILSON@UUA.ORG
203-421-0148

TRACY WITHY-BROWNE
INSURANCE PLAN ADMINISTRATOR
617-948-6401

MINISTRY AND PROFESSIONAL
LEADERSHIP STAFF GROUP
25 BEACON STREET, BOSTON, MA 02108
FAX: 617-742-2875
LOCATED: 41 MOUNT VERNON, 4TH FLOOR

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TYPESETTING AND EDITORIAL BY
ANNMARIE G. KLYZUB, KALZUB DESIGN
KALZUB@ROOTCOM.NET.

members of the Ministry and Professional Leadership team for their ongoing work. They work hard and well in support of all those ministers and religious professionals who serve in UU congregations and in the world. They juggle lots of demands. They and I make mistakes now and then. (One of my mottos has always been "When the perfect comes we are all in deep trouble.") They are kind. They are smart. And they have to put up with me. My thanks to them and appreciation of them are real.

GA 2004 Events of Interest to Ministers and Professional Religious Leaders, Sponsored by Ministry and Professional Leadership and Related Organizations

CENTER Day, Wednesday, June 23 Hyatt Regency Hotel, rooms TBA

Session A: 1:30-2:45pm

A4: Final Fellowship for Community Ministers: Revs. David Hubner and Jean Lloyd

A5: First Year Ministers' Seminar: Rev. Michelle Bentley

A6: For Ministers Entering Search: Rev. John Weston

A9: Preparing to Meet with the Religious Education Credentialing Committee: Ms. Elizabeth Motander Jones, Rev. Beth Williams

A14: What's New with the RSCC?: Rev. David Pettee

Session B: 3:00-4:15

B13: What Is Interim Ministry?: Rev. John Weston

Friday, June 25

Becoming a Teaching Congregation:
Revs. Kim Wilson and Nan Hobart;
Long Beach Convention Center
203C: 11:00 a.m.

*Staff Compensation in Real World
Congregations:* Ms. Frankie Price Stern,
Rev. Silvio Nardoni; Long Beach
Convention Center 102B: 11:00 a.m.

*Have You Ever Considered Going into
the Ministry?:* Rev. David Pettee, Ms.
Christine May; Long Beach
Convention Center 203B: 11:00 a.m.

Are We Still in the Stock Market? Ms.
Joyce Stewart, Mr. George Mellman;
Hyatt Regency, Shoreline Room:
1:30 p.m.

Demystifying Clergy Compensation:
Revs. Ralph Mero and John Weston;
Long Beach Convention Center
103A: 1:30 p.m.

Becoming a Teaching Congregation:
Revs. Kim Wilson and Nan Hobart;
Long Beach Convention Center
202C: 1:30 p.m.

*Risk Awareness in Recruiting and
Hiring:* Revs. Harlan Limpert and
John Weston; Long Beach
Convention Center 203C: 3:15 p.m.

*Staff Compensation in Real World
Congregations:* Ms. Frankie Price
Stern, Rev. Silvio Nardoni; Long
Beach Convention Center 203A:
5:00 p.m.

UU Emergency Preparedness: Revs.
Rosemary Bray McNatt, Joel Miller,
and Danita Noland; Long Beach
Convention Center 306: 5:00 p.m.

Service of The Living Tradition:
Sermon: "Count It All Joy"—The
Rev. Rosemary Bray McNatt; Long
Beach Convention Center Hall C:
8:00 p.m.

Saturday, June 26

A Conversation with the MFC: Ms.
Phyllis Daniel, Ms. Betty Bobo
Seiden, Revs. Jory Agate and Mark
Belletini; Long Beach Convention
Center 102B: 11:00 a.m.

Demystifying Clergy Compensation:
Revs. Ralph Mero and John Weston;
Long Beach Convention Center
102A: 11:00 a.m.

*Risk Awareness in Recruiting and
Hiring:* Revs. Harlan Limpert and
John Weston; Long Beach
Convention Center 203C: 11:00 a.m.

Church Office Basics: Ms. Sandy
Leyenaar, Ms. Florence Jessup; Long
Beach Convention Center 203C:
1:30 p.m.

*Community Ministry with Inmates as
Social Action:* Rev. Tom Lewis; Long
Beach Convention Center 203A:
1:30 p.m.

Faith Lecture: "From Hospitality to Shalom—Pedagogical Strategies"—Dr. Elizabeth Conde-Frazier; Long Beach Convention Center 301: 1:30 p.m.

Personal Finances and Professional Ministry: Ms. Patti Lawrence, Ms. Joyce Stewart; Long Beach Convention Center 308: 1:30 p.m.

Align, Ye UUs, Your Assets with Your Values: Rev. Sydney Morris, Ms. Ann Gary; Long Beach Convention Center 201A: 3:15 p.m.

Are You Ready for an Administrator?: Rev. John Morehouse; Long Beach Convention Center 203C: 3:15 p.m.

Everybody Sing—Accessible Songs for Congregation or Choir: Ms. Donna Fisher, Ms. Elizabeth Norton, Ms. Joyce Poley; Long Beach Convention Center 204: 3:15 p.m.

Have You Ever Considered Going into the Ministry?: Rev. David Pettee, Ms. Christine May; Long Beach Convention Center 102A: 3:15 p.m.

When Religious Education Moved West: Revs. Charlotte Cowtan, Frank Robinson, Eugene Navias, and Dr. Elizabeth Strong; Long Beach Convention Center 203A: 3:15 p.m.

Ministry, Issues of Retirement, and Yes, Money Matters!: Revs. Joyce H. Smith and Peter Weller; Long Beach Convention Center 103A: 5:00 p.m.

Trauma and Spirituality: Revs. Joel Miller and Aaron Payson, Ms. Rosemary Chinnici; Hyatt Regency, Seaview Room C: 5:00 p.m.

So You Want to Be a Professional Religious Educator?: Rev. Beth Williams; Long Beach Convention Center 305: 5:00 p.m.

A Conversation with the MFC: Ms. Phyllis Daniel, Ms. Betty Bobo Seiden, Revs. Jory Agate and Mark Belletini; Long Beach Convention Center 103C: 8:30 p.m.

Sunday, June 27

Panel on Theological Education Lecture: "Secularization Troubles: The

Sociology of Liberal Protestantism"—Mr. Christopher Hinkle; Long Beach Convention Center 202B: 4:45 p.m.

Meet the Religious Education Credentialing Committee: Ms. Elizabeth Motander Jones, Ms. Gail Forsyth-Vail, Ms. Sue McGovern, Revs. Kirk Loadman-Copeland and Betty Jo Middleton; Long Beach Convention Center 103A: 8:30 p.m.

UU Ministers' Partners Annual Meeting: Mark Gibbons, Joyce Gilbert; Hyatt Regency, Seaview Room C: 8:30 p.m.

Monday, June 28

Financial Planning for Ministerial Families: Revs. Ralph Mero and Don Southworth; Long Beach Convention Center 203B: 8:30 a.m.

Redesigning Fellowship: A Work in Progress: Revs. Stephen Papa, James Zacharias and Jory Agate, Ms. Phyllis Daniel; Long Beach Convention Center 102C: 8:30 a.m. ●

Ministerial Credentialing/Internship Clearinghouse—

David Pettee, Christine May, Griffith Bell, Kim Wilson

From the Ministerial Credentialing Office

First off, I am delighted to report that Rev. Kim Wilson was hired as the new Internship Clearinghouse Coordinator in mid-February! It was hard to say goodbye to Ken Olliff, who had been such an enduring and important presence, and responsible for getting much of the Internship Clearinghouse on-line. Please read Kim's column to learn more about her, and some of the exciting projects she will be working on, including the workshop she will be co-leading at General Assembly, "Becoming A Teaching Congregation," which will be offered twice.

It seems difficult to imagine once again that Professional Days and General Assembly planning is in full

swing. Although the sheer size and breadth of last year's GA was momentous as a first-timer on staff, I am particularly looking forward to Long Beach because of several important conversations. In particular, the Regional Sub-Committee on Candidacy system came under a long and intensive review last year. The results and recommendations offered from the RSCC Evaluation Panel will be discussed during Professional Days at a workshop titled "What's New with the RSCC?" This workshop may be of particular interest to those preparing to interview with an RSCC, or who have regular contact with students and aspirants early in their ministerial formation process. The changes that affect

PROFESSIONAL CONTACT DIRECTORY

UUMA

KENDYL GIBBONS, PRESIDENT
PRESIDENT@UUMA.ORG

JANETTE LALLIER, ADMINISTRATOR
ADMINISTRATOR@UUMA.ORG (THIS IS NEW
BUSINESS E-MAIL ADDRESS FOR JANETTE)

UUMN

KEN HERMAN, PRESIDENT
KEN@FIRSTUUSANDIEGO.ORG

DONNA FISHER, ADMINISTRATOR
UUMN@UUMN.ORG

LREDA

MAKANAH MORRIS, PRESIDENT
REVS2UU@AOL.COM

SHANNON HAWKINS, ADMINISTRATOR
LREDA@UUA.ORG

AUUA

SANDY LEYENAAR, PRESIDENT
FCULITTLE@FCULITTLE.ORG

GAIL DONKIN, ADMINISTRATOR
ADMINISTRATOR@AUUA.ORG

aspirants and the RSCCs will be going into effect as of July 1, 2004.

The annual workshop offering at General Assembly for those considering going into the ministry will be offered twice this year, given the apparent growing interest of people who desire to be ministers. Titled "Have You Ever Considered Going into the Ministry?", this workshop would be of interest to anyone with a calling to professional ministerial leadership. If you are aware of any individuals in your congregations whom you think have excellent potential for becoming a UU minister, please encourage them to come. For some, just coming through the door into the workshop is a "crossing the threshold experience." Year after year, some of the same people keep returning until the call to ministry can no longer be ignored!

Last year at this time, I took a snapshot from the files of the Ministerial Credentialing Office, and will do so again now. As best we can assess it, there are approximately 360 aspirants or candidates for ministry. This number is always changing, as we sift out the files of those who have been inactive for more than three years, and add those who take the next step to becoming an aspirant for the ministry. The percentage of the number of women preparing for ministry still seems to be slightly increasing, at about 67 percent, with the percentage of men at about 32 percent. The number of individuals who identify as transgender remains below 1 percent. To date, there have been about 325 RSCC interviews across the six RSCCs. At the most recent meeting of the MFC in Chicago, for the first time, the number of candidates with the experience of an RSCC interview outnumbered those who had not seen an RSCC, due to when they started the credentialing process. MFC members noted that more candidates seemed more prepared and were particularly impressive. This information confirms for me that those candidates who were not required to see the RSCC would benefit significantly by choosing to do so.

The Ministerial Fellowship Committee will continue to meet three times a year, September in Boston, December in Berkeley, and March/April 2005 in Chicago. The demand to get in line to see the MFC remains constant, and Chris May and I encourage candidates to make an appointment ten months before the meeting date. As always, the September meeting is most popular, followed by the December meeting, given that a successful outcome best positions for entrance into the search and settlement process.

If you will be attending Professional Days and/or General Assembly, please make a point to stop me and say hello! See you in Long Beach! ●

In the Faith,
David Pettee,

Ministerial Credentialing Director

From the Internship Clearinghouse

KIM WILSON, INTERNSHIP CLEARINGHOUSE COORDINATOR

I'm very happy to have been hired as the UUA's new Internship Clearinghouse Coordinator.

Having been an intern myself less than four years ago, I still remember pretty clearly what a tender and important time it was in my own ministerial formation. I also know it was a large undertaking for the congregation that hosted me (Morristown Unitarian Fellowship in New Jersey) and for my supervisor (Rev. Paul Ratzlaff). I feel privileged to be in a position now to help guide and support students, congregations, and supervisors through the internship process. My thanks to David Pettee, who has helped me get up and running, and to my predecessor, Ken Olliff, who left the Clearinghouse in such good order.

I work out of my office in Madison, CT, where I also serve as part-time minister for Shoreline

Unitarian Universalist Society. Whether you're a student, a colleague, an internship committee member, or you're just curious, I welcome your calls and e-mails regarding any aspect of the internship process. (See below for contact information.)

The Internship Clearinghouse website has become an important and easily accessible resource for both congregations and students, can be found at www.uua.org/programs/ministry/credentialing/internship. We continue to encourage all congregations to list their information with the Clearinghouse to allow for an open internship search process. We also ask that congregations contact us when they have chosen an intern so we can keep the website up-to-date. I will be continuing to update and improve the site in the months to come. Please feel free to contact me with any input or suggestions you may have.

I invite you to check out www.uua.org/programs/ministry/credentialing/internship/index for information about the Internship Stipend Grant process for 2005–2006. I'm glad to report that the following congregations have been awarded Internship Stipend Grants for 2004–2005:

- First Unitarian Church of Duluth, MN
- Unitarian Universalist Church of Davis, CA
- Orange Coast Unitarian Universalist Church, Costa Mesa, CA
- Unitarian Universalist Fellowship of Sunnyvale, CA
- First Unitarian Church, Denver, CO (renewal)
- Unitarian Universalist Church of the Lehigh Valley, Bethlehem, PA (renewal)
- All Souls Unitarian Universalist Church, Kansas City, MO (renewal)

I also want to let you know about several projects that I'm working on. One that both David Pettee

and I are excited about is a new website we're developing that will list summer ministry opportunities. We're also planning to upgrade the student profiles page so that, using a password, supervisors and intern committees (only) will be able to access the names of potential candidates. The third project is a revised Internship Manual, which I hope to have out sometime this fall. Suggestions for improving the manual are most welcome.

The GA workshop that was jointly led last year by Ken Olliff,

Nan Hobart as Field Education Director at Meadville Lombard, and Patti Lawrence as Field Education Director at Starr King was such a success that Nan, Patti, and I will be offering a similar workshop again this year. Called "Becoming a Teaching Congregation," it will be primarily geared toward assisting lay leaders.

I'll also be available during GA to meet with students, colleagues, and lay people. If you haven't arranged to meet with me in advance, please check in with the Ministry and Professional

Leadership booth at GA to set up a time when we might meet. If you're going to Long Beach, I hope to see you there! ●

Yours in Faith,
Kim D. Wilson,
Internship Clearinghouse
Coordinator;
kwilson@uua.org;
office hours: Tuesdays, Wednesdays,
and Fridays, 3:00–5:30;
203-421-0148 (voice and fax);
mailing address: 160 Princess Drive,
Madison, CT 06443

A Commentary from Chris

By the time this arrives in your mail the first part of my sabbatical will have run its course. This is to let you know that, after seven years at the UUA, I will be taking some time to refresh, renew, and generally relax. The day after General Assembly marks the beginning of the second, and longer, piece of the sabbatical. I will return to the office August 10. In my absence David Pettee and Griff Bell will take over for me. I have great confidence in their ability to handle my workload.

Appointments with David Pettee at GA

If you would like an individual appointment with Rev. David Pettee at General Assembly please call Chris May, at 617-948-6403 or send e-mail to cmay@uua.org. David's schedule is usually full by the time GA begins, so please make an appointment in advance.

Religious Education Credentialing—Beth Williams, Emily Farbman

What's New in the Religious Education Credentialing Program

Many congratulations to the following religious educators who were credentialed by the Religious Education Credentialing Committee at their February, 2004 meeting:

Helen Bishop, Credentialed Religious Educator
Gaia Brown, Credentialed Religious Educator
Michelle Richards, Level Two Religious Educator

We welcome the following religious educators who have been accepted into the Religious Education Credentialing Program and are working toward various levels of achievement. Their commitment to excellence in religious education and professional development are recognized through these efforts:

Meg Anzalone	Tamara Casanova
Sara Cloe	Nan Kleiber
Amy Randall	Tandy Scheffler
Cathy Seggel	Benette Sherman
Barbara Stoddard	Marge Thomas

RE Credentialing at Pre-GA Professional Days

Wednesday, June 23, 1:30–2:45 p.m., Center Day Workshop A9: Preparing to Meet with the Religious Education Credentialing Committee; presenter: Liz Jones, RECC Chair. This workshop is an opportunity to meet some of the committee members and learn about the RE Credentialing process and the RECC interview.

Thursday, June 24, 10 a.m., LREDA Professional Day Workshop IB: The Portfolio You Didn't Know You Had; presenter: Gaia Brown, recently Credentialed Religious Educator. This workshop is meant to help you discover your ready-made successes to include in your RE Credentialing portfolio.

Thursday, June 24, 1:30 p.m., LREDA Professional Day Workshop IIC: Ask Beth; presenter: Beth Williams, RE Credentialing Director. Learn answers to some frequently asked questions about the RE Credentialing program.

RE Credentialing at GA Service of the Living Tradition

We are proud to begin recognizing Credentialed Religious Educators at this year's Service of the Living Tradition during General Assembly. Please join us on Friday, June 25, 2004 at 8:00 p.m. in Hall C of the Long Beach Convention Center as we celebrate with our colleagues in their significant accomplishments. Note that those awarded Level One and Level Two Religious Educator status in the Religious Education Credentialing program this year will be recognized at the LREDA Annual Meeting on this same day at 1:30 p.m. in the Hyatt Regency Ballroom D.

New RE Credentialing Program Services

The RE Credentialing Lending Library and the Recredentialing-I List Serve (a closed list) are now up and running. Contact Emily Farbman, RE Credentialing Assistant, at efarbman@uaa.org for more information.

On-line DRE Settlement System

We are very pleased to announce that the UUA On-line DRE Settlement system is now available through the UUA website. It may be accessed directly at www.uaa.org/programs/ministry/reco/settlement/ or as a link on the UUA Religious Education Credentialing program web page. The system is designed to address the search needs of those Unitarian Universalist congregations who are seeking a UUA credentialed lay (non-ordained) religious education professional. The system is fully available to UUA credentialed religious educators at all levels. It is partially available to current participants in the UUA RE Credentialing program. Partial availability means that a religious educator may view profile records submitted by congregations, but may neither set up his or her own profile record, nor indicate interest in a congregation through the system. This system looks and operates much like the UUA Ministerial Settlement system. It is a joint administrative effort of the UUA Office of Religious Education Credentialing and the UUA Settlement Office. With this system, we look forward to helping outstanding lay professional religious educators, and the Unitarian Universalist congregations that need them, begin new and rewarding professional relationships in religious education. For questions about the system, contact us at dresettlement@uaa.org or 617-948-6418.

RECC News from Liz Jones, RECC Chair

Beginning with the October 2004 meeting, the Religious Education Credentialing Committee will invite a religious educator who has been granted a Level II or Credentialed status to be an observer of our meeting. The observer will be asked to provide both oral and written feedback to the committee on our process.

The RECC has built a time for comments into the October 2004 meeting. On the last day of the committee's meeting, Friday morning, October 22, individuals will be allowed to make short oral comments to the committee. This time was scheduled so that anyone attending the

LREDA Fall Conference would not have to plan an extra night's stay in Chicago. The following guidelines will be used: Requests to speak for no more than three minutes must come to Beth Williams by September 22. No more than ten people will be permitted to speak at this meeting. A written component of up to one page may accompany comments. Speaking times will be assigned.

Comments will be received for consideration only. The expectation is that people will come for the entire time, and that it will be a public meeting. Other observers will be admitted as space permits. More details about the exact time and location will be available later in the summer. Please contact Beth Williams, Religious Education Credentialing Director for more information.

Renaissance Is on the Move

After four years at Meadville Lombard Theological School, under the able direction of Rev. Frances Manly, the Renaissance program is returning to its home at UUA headquarters on July 1, 2004. In keeping with the current era of interdisciplinary collaboration, the program will be supported by two staff groups: Ministry and Professional Leadership and Lifespan Faith Development. Beth Williams and Judith Frediani will be co-directors of the program, overseeing the smooth functioning and the professional standards of this important resource. Administration of the program will be located in Ministry and Professional Leadership and program development will be coordinated from Lifespan Faith Development. To schedule a Renaissance module: Until July 1, 2004, continue to contact Frances Manly, Meadville Lombard Theological School, renprogram@aol.com, 716-837-9230. Beginning July 1, 2004, contact the RE Credentialing Assistant, UUA, recassistant@uaa.org, 617-948-6418. After July 1, module content questions can be directed to: Judith Frediani, UUA, jfrediani@uaa.org, 617-948-4373, and all other questions about Renaissance program administration can be directed to: Beth Williams, UUA, bethwilliams@uaa.org, 617-948-6417.

Meadville Lombard Theological School Announcement

The new MA in Religion from Meadville Lombard is an opportunity for laypeople and professionals to engage in the study of liberal religion and/or theology in order to develop religious leadership for Unitarian Universalist congregations and for the world community. It is an academic program that may be taken as a residential program, a modified residency program, or a combination thereof. Areas of concentration include but are not limited to: religious education, pastoral care, theology, religious ethics, church history, arts of ministry, and religion and the arts. Applications are now being received for the upcoming 2004-2005 academic year. Please contact the Director of Admissions at admissionsmeadville.edu for more information, or stop by the Meadville Lombard booth at General Assembly. Current and prospective Religious Education Credentialing participants, please take note of this timely opportunity.

Involve Training

For those interested in professional development related to children with special needs, education specialist Sally Patton is offering four upcoming Involve Trainings as follows: July 11–16, 2004, RE Week at the Mountain, contact Jessica York, yorkj3@bham.rr.com; September 28–29, 2004 in Newton, MA, contact Gail Forsyth-Vail at gail@northparish or Esther Rosado at Erosado@firstparish.org; October 1–3, 2004 in St. Louis, MO, contact Dori Davenport at DoriDuure@aol.com or Nancy Combs-Morgan at ncombsmorgan@yahoo.com; November 5–7, 2004 in Portland, OR, contact Tandik Rogers at tandik@yahoo.com. Involve Training is the training of leaders/facilitators to work with congregations on becoming more welcoming to children with special needs. ●

Beth Williams,
Religious Education Credentialing Director

News from the UUMN

On June 23, 3:00–4:15 p.m., the Unitarian Universalist Musicians Network will present Center Day Workshop B9: Professional Development for Your Musician: What UUMN Certification Means for You and Your Congregation; presenters: Jason Shelton and Beth Norton. This workshop is geared toward parish ministers and discusses the benefits of a focused professional development program for UU church musicians.

The UUMN Twenty-Second Annual Summer Conference “Let Freedom Sing!” will be held in Washington, D.C., August 3–7. The conference, hosted by the UU Church of Arlington, VA, features Ysaye Barnwell as Lead Clinician. Jeannie Gagne and Stan Strickland will present “The Body Sings,” a workshop on jazz improvisation in worship. August 3 will be devoted to a professional development workshop sponsored by the UUMN Professional Development Leadership Group. Contact Bob Griffith, Conference Chair, at 703-892-2135 or musdir@uucava.org for information.

News from the AUUA

The Association of UU Administrators will meet at General Assembly for the Association's annual business meeting on Wednesday, June 23, 3:30 p.m. and for Administrators' Professional Day, Thursday, June 24, 8:00 a.m. to 4:00 p.m.

Professional Day will include a panel presentation and discussion on “Church as Business” coordinated by Mel Hardy, Administrator of All Souls Church, Unitarian in Washington, DC, and a presentation from the AUUA Committee on Certification, chaired by Rebecca Birnie, Administrator, River Road Unitarian Church, Bethesda, MD. The AUUA will also present the very popular GA workshops entitled “Are You Ready for an Administrator?” and “Church Office Basics” again this year.

The Association of UU Administrators Committee on Certification has made tremendous progress in the development of a certification program for administrators. Supported by a grant from the UUA

Funding Panel, and with encouragement by the Ministry and Professional Leadership Staff Group, the committee has been able to meet three times this year, and has begun the process of gathering feedback on the first draft. The work will continue through next year with a goal of implementing the program as soon as possible.

The Association of Unitarian Universalist Administrators is a continental network of people working as paid administrators in local UU congregations, district offices, or UU affiliated organizations. We provide professional support, GA workshops and Professional Day, the Administrators Email List, a quarterly newsletter, district and national meetings, and the AUUA Guidebook (the “bible” for administrators). Networking and resource sharing can create relationships and enhance professional skills. Membership dues are scaled based on congregation size. For more information go to the AUUA website at www.auua.org.

Settlement—John Weston, Nancy Hezlitt

Interim Ministry Hopefuls Take Note

This year, like last year, finds the number of interim ministries available at a low ebb. My guess is that no more than twenty ministers who are not Accredited Interim Ministers (AIMs) or AIMs in Training (AIMITs) will be able to do interim ministry this year, I am sorry to say. As you probably are aware, the UUA's interim ministry program looks first to the placement of AIMs and AIMITs, i.e., those who take the extended training, attend the seminars, serve in interim ministry positions year after year, and relocate every year or two. The rationale: AIMs and AIMITs can only be there for the congregations if the congre-

gations are there for them. Given the sharpened sensitivities AIMs and AIMITs bring to their work, this is as it should be.

Nevertheless, I take no pleasure in spreading this dismal news.

Interim Ministers-to-Be Take Note

For ministers who are expecting to enter upon their first interim ministry, or first in five years or more, please enroll for Orientation to Interim Ministry, to take place at Long Beach on Monday and Tuesday, June 21 and 22 at the Westin Hotel. We begin at 8:30 Monday morning, so if you

are traveling, plan to arrive Sunday night. We will finish at 5:00 Tuesday afternoon. The faculty this year are AIMs' Barbara Child, Margaret Keip, and Richard Nugent.

The cost of the orientation is 1 percent of the Total Cost of Ministry for the year to come (pledges are accepted—due Nov. 1, 2004). In return, the UUA provides your food (three meals on Monday and Tuesday's breakfast and lunch), course materials, and program, and reimburses you for your room cost for Sunday and Monday nights (up to \$70 per night per person), and for half of your transportation costs to Long Beach and back. Register by June 1 with Nancy Hezlitt at settlement@uua.org.

Ministers who wish to attend the orientation in the hopes of landing an interim later in the summer are welcome to attend. The cost will be \$200 in advance for food, course materials, and program. These ministers cover their own travel and hotel costs.

Meetings at General Assembly

In Long Beach I hope to have a half-hour private meeting with every minister who has settlement concerns, about either the present or the potential future. 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@uua.org and Nancy Hezlitt will be glad to schedule you. At the Westin I will maintain an office in the Lomita Room, Thursday through Monday.

In addition, during Center Days I'll be doing a workshop for ministers entering search, and another on the nature and intended effects of interim ministry—for settled ministers. You and your questions and concerns are welcome at both! ●

John Weston, Settlement Director

Professional Development—Michelle Bentley, Jean Hartman

Professional Days at General Assembly

It's near the end of the church year and time to get serious about the plans/work for Professional Days and General Long Beach. Over the course of the year there are several fronts that I'm particularly excited about because they've been collaborative efforts with District Executives, ministerial colleagues, and lay leaders. In fact, I'm feeling pumped up about these continuing education events and opportunities:

1. UUMA CENTER Committee, planned the upcoming Professional Days, and I have the joy of working with the 2005 Theme Day speakers. Lakota Iliff Professor and his Latina partner, Drs. George Tinker and Loring Abeyta will speak in 2005 on the timely topic "America's History of Violence."
2. The Ministerial Fellowship Committee is working with MFC members to review and update the MFCs *Reading List* and *Competencies* areas through an anti/racist/oppressive/multicultural lens. In addition, soon students will be required to submit an essay reflecting their anti-racism/oppression/multicultural theology.
I/We also had the opportunity to review the Preliminary Renewals of many ministers and their myriad ministries. This is always a treat.
3. 2004 First-Year Minister's On-Line Seminar. 28 first-year-ministers participated in the two-week seminar April 12–23, 2004. The live discussion sessions featured conversations on the following subject

areas: "Rhythms of the Church Year" with Rev. Ed Searl, "Leading Transformational Change" with Dr. Angela Merkert, "Reconciliation: A Spiritual Discipline" with Ms. Paula Cole-Jones, and I facilitated a session on the "Nuts and Bolts of the Renewal Process, and issues related to the Apprenticeship Years: Soul Work, The First Call, Ministerial Identity, Learning about Power and Authority, Learning Political Savvy, Understanding the Minister's Role, Life Care and Management, and the Art of Relationships. Even though the Seminar is officially over, new ministers continue through email to discuss issues of concern: accountability, appropriate clerical attire, and identity and role.

4. The Public Witness Seminar, May 16–19, 2004, was held at the All Souls UU Church in Washington, D.C. Bill Sinkford has made PW one of his priorities. Even though some of the UUA staff needed to be available to address the media as the "Same-Sex Marriage Shifted Into High Gear" our full house of participants continued on and learned more about the UUA's PW Strategic Plans and gained skills in the anthropology of journalism with mock-video interviews, advocacy training where we crafted messages to elected officials on Capital Hill, wrote op-ed and press releases, and more. This was a joint effort with DE Richard Speck, Meg Riley, John Hurley, Bill Sinkford, Rosemary Bray McNatt, and Fred Garcia.
5. Diversity on Ministry Team. As a member of this team made up of affiliate organizations, Bill Sinkford, and three MPL staff members (I'm still not used to being called UUA staff), we listened to colleagues' comments about accountability, transparency, and mission. We took those comments seriously and with

the blessing of a couple of ministers of a historically marginalized community, we worked to help remove institutional barriers that prevented their full participation in the ministerial credentialing, fellowship renewal, or settlement processes.

6. The Borden Sermon. Five winners are not yet known, but will be soon. If you submitted a sermon, good luck. The winning sermons will again be posted on the UUA web page.

7. There's always more to say . . . see you at Professional Days and GA

Continuing education money was tight this year—so, make your Professional Development Plans for the 2004–2005 church year well in advance.

See you at Professional Days and During GA! ●

Michelle Bentley,
Professional Development Director

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.

Some offerings by our colleagues include:

Professional Chaplains, contact: Timothy Madison at 618-549-0721, ext. 65243 or tim.madison@sih.net

Pathways to Peace: The wisdom of listening, the power of commitment, July 7–13, Barcelona, Spain, sponsored by Parliament of the World's Religions, contact: CPWR, P.O. Box 1630, Chicago, IL 60690 or visit www.cpwr.org.

Church Staff Finances—Ralph Mero, Joyce Stewart, Tracy Withy-Browne

On the Insurance Front . . .

We cannot ignore the deteriorating health insurance situation in the U.S. Every month brings fresh evidence to our office of ministers and other church staff struggling to obtain or afford health insurance for themselves, partners, and families. It is inexplicable that we let state and federal politicians virtually ignore the 42 million Americans without health coverage, plus the rapidly increasing premiums, co-pays, and deductible costs borne by insured employees and their employers.

And the last Congressional Medicare “reform” that added limited prescription coverage at a cost of perhaps \$500 billion, turns out to be a sweetheart deal to enrich the drug companies. Indeed, the hospital and pharmaceutical industries have reaped such profits in the past five years that some market analysts are now downgrading their stocks and predicting the worst of the bandits will be called to account.

In the words of Edward Frost, “there are, however, bright lights on this otherwise dismal horizon.”

First, an anonymous donor has contributed funds to the UUA for a contest open to UU ministers and lay persons on sermons or presentations on the U.S. health insurance situation, health care delivery, and the possibilities of a universal health care system.

Prizes of \$1,000, \$750, \$500, and \$250 will be awarded in June 2005. The sermons or presentation must have been delivered to a UU congregation, church, district, or other group between September 1, 2004 and March 1, 2005. The winning sermon or talk will be pre-

sented at the 2005 UUA General Assembly. More details will be announced later.

Secondly, we are exploring the feasibility of the UUA sponsoring self-funded health insurance program for the clergy and staff of local congregations. There is no certainty that this will be viable, but we have had to abandon all hope that a private health insurance carrier will agree to cover the persons who work for our 1,042 congregations spread across the U.S. Nor is there another religious denomination with a health plan that we might join. It appears that our only alternatives are a UUA self-funded plan or no plan at all.

In the coming months we will be gathering information about the potential universe of church staff who might be interested in a UUA plan, and the number of congregations willing to participate. We will need to survey all ministers and staff that work half-time or more for data about age, gender, zip codes, and so on, and also collect data about current medical conditions.

This is no small operation. Such a feasibility study could take the better part of a year. For the moment, I encourage all colleagues to do their own research on this subject, get to sermon writing, and think about how congregations can learn to see staff health insurance as a critical social justice issue.

I am collecting individual stories from colleagues willing to describe their struggles with the health care crisis in which we all live. Please share.

Ralph Mero,
Church Staff Finances Director

Report from the Ministerial Fellowship Committee

PHYLLIS DANIEL, CHAIR

The March meeting of the Ministerial Fellowship Committee, held in Chicago, was once again preceded by a day of work on our task of redesigning fellowship. This practice, which will be followed again in September, has made it possible for the Committee to make significant progress. The working group reviewed feedback from stakeholders and made recommendations for parameters for a self-designed continuing education plan required for recognition in a specialty, as well as a proposal for constituting a Specialties Review Panel. Other recommendations were made and discussed. The document, approved by the full committee, can be seen at www.uua.org/programs/ministry/mfc/news. The committee seeks reactions and comments, and can be reached at mfc@uua.org. The proposal will be discussed in workshops at General Assembly, where comments and feedback will be welcomed.

Liaisons to candidates for this meeting were Ann Willever and Nancy McDonald. Daily inspirations were provided by Rev. Wayne Arnason. Newly appointed members Dr. James Brown, Rev. Geoff Rimositis, Dr. P.D. Wadler, and Rev. James Zacharias were welcomed.

Two panels interviewed a total of 21 candidates; 18 ministers were granted final fellowship and 27 moved along in the renewal process.

The committee voted to add to the requirements for the candidacy packet the following: "Please write a short reflection paper explaining how your analysis of anti-racism, anti-oppression, and multiculturalism is reflected in your ministry."

We elicited responses from a variety of UU leaders (professors,

identity-based groups such as DRU-UMM and LREDA board, MPL, and so on) for reading list suggestions and received many back. With the understanding that the reading list should in some ways represent the canon for the Unitarian Universalist ministry, we will be breaking up the reading list for review and suggestions by the next meeting.

Following a discussion concerning the impact of a decision of Continue Present Status in the renewal process, we decided that the mentor should be notified of such a decision. Renewal forms will be modified to include a check-off box verifying that the mentor has been sent the completed renewal forms, and the mentor's declaration form will contain a statement verifying that the mentor has seen these forms. Information about the process will include this new procedure.

A portion of the business meeting, with a pre-announced agenda, was open to observers, although none attended.

We invite the participation of GA attendees at workshops on Ministry Days (Thursday, June 24, 1:00–3:30 p.m.) and during General Assembly. On Saturday, June 26, "Conversation with the MFC" will address concerns and questions of those planning to come before the committee at some point, as well as progress on fellowship redesign. This is a repeating workshop, scheduled for both 11:00 a.m.–12:15 p.m. and 8:30–9:45 p.m. On Monday, June 28, a workshop will be devoted to further exploration and discussion of fellowship redesign, 8:30–9:45 a.m.

The next meeting of the committee will be September 23–26, 2004, in Boston. A portion of the business meeting on September 26 will be open to observers; that agenda will be posted on the MFC website, cited above, in August. Future meeting dates are December 2–5, 2004 in Berkeley, CA and March 31–April 3, 2005. ●

Get Your Best Sermons & Columns Published!

Quest, the monthly publication of the Church of the Larger Fellowship, regularly features sermons and writings by Unitarian Universalist ministers. They are always looking for new material that is accessible to a wide audience. Send them your unedited sermons. CLF's professional editors will adapt for the written page. E-mail to clf@clfu.org or mail to CLF, 25 Beacon St., Boston, MA 02108.

Scholarship Awards for Advanced Studies

The UU Scholars Program, funded by the UUA Panel on Theological Education, is offering grants for the 2004–2005 academic year to scholars doing advanced work in liberal religious studies. The purpose of the program is to help persons train for graduate level teaching in subjects pertaining to Unitarian Universalism.

Candidates must have completed an M.Div. degree or its equivalent, have an ongoing commitment to Unitarian Universalism, and be enrolled in an academic doctoral program.

Application deadline is June 1, 2004. For application information please contact A'Llyn Ettien, Assistant to the Director of Ministry, UUA, 25 Beacon Street, Boston, MA 02108 or e-mail aettien@uua.org. ●

Attention Ministers, Religious Educators, & Ministerial Students

Pre-registration for 2004 Professional Days at the Hyatt Regency, Long Beach closes June 10, 2004. Register today! ●

Visit www.uuma.org or call 617-848-0498 for information and registration materials.

UUMA/LREDA Professional Days is at Long Beach, California, June 22–24, 2004. ●

Voter Mobilization Efforts

In 2003, UUA President Bill Sinkford called for UU involvement in voter mobilization efforts, stating, “We want to see this nation’s promise of democracy restored, and to do what we can to ensure that everyone’s vote gets counted.”

With a strong commitment to partnership and non-partisanship, the UUA has joined other religious communities to form Faithful Democracy, an interfaith coalition providing resources, information, and suggested activities to increase informed voters in the 2004 elections. Partnerships are beginning with UU congregations and community organizations through the Earth Day Network’s Campaign for Communities. Sarah Craft, UUA Voting Project Coordinator, is available to provide contacts, answer questions, and help you get started on a successful voter mobilization drive. She wants to hear how your congregation has been active. Call Sarah at 202-296-4672, ext. 22 or e-mail her at voting@uua.org. For more information on how you and your congregation can get involved, visit www.uua.org/voting and www.faithfuldemocracy.org. ●

Community Ministry at CENTER Days & GA 2004

Community Ministry Reception at CENTER Days; Tuesday, June 22 from 6:00–8:00 p.m.; Hyatt Regency
Final Fellowship for Community Ministers; Wednesday,

June 23 from 1:30–2:45 p.m.; Location TBA; Presenters: David Hubner and Jeanne Lloyd

Spotlight on Community Ministries; Wednesday, June 23 from 3:00–4:15 p.m.; Location TBA

Annual Meeting: Society for the Larger Ministry; Friday, June 25 from 3:15–4:00 p.m.; Long Beach Convention Center Room 102C

SLM Workshop: Called to Community—Community Ministry’s Transformative Potential; Saturday, June 26 from 8:30–9:45 p.m.; Long Beach Convention Center Room 202B

UUCMC Workshop: Community Ministry With Inmates as Social Action; Speaker: Tom Lewis; Saturday, June 26 from 1:30–2:45 p.m.; Long Beach Convention Center Room 203A

UUCMC Workshop: Tending the Fire II: The Community Ministry Story; Sunday, June 27 from 4:45–6:00 p.m.; Long Beach Convention Center Room 103C; Speakers: Rev. Kurt Kuhwald, Margi McCue

Exhibit hall: Community Ministry Corridor; The Society for the Larger Ministry is once more coordinating the community ministry booth in the exhibit hall. Sharing the endcap booth so far are SLM, the UU Community Ministry Center, the UUMA Community Ministry Focus Group, the UU Urban Ministry (Boston), and Faithful Fools. We are looking for ministers and ministries to contribute to the financial cost and the running of the booth. Please contact Maddie Sifantus (msifantus@aol.com or 508-358-7091) or come by the booth early in GA to sign up to person the booth. If you are having a booth on your own, please consider letting the GA office know that you wish to be in the Community Ministry Corridor, a new concept we are striving for this year, which would locate community ministries and social justice groups near each other in the display area. ●

Seminarians of Color

DRUUMM (www.druumm.org) is sponsoring a dinner and worship for incoming and current Seminarians of Color at General Assembly. If you are interested in attending, please e-mail info@druumm.org for more information. ●

“Called to Community”: A Community Ministry Book

Called to Community is the working title of the community ministry book now in the process of being written and edited. Please contact Dorothy Emerson, editor, for more information at RevEmerson@aol.com. ●

CM Coalition Moves Forward

Building on the success of the Community Ministry Summit on July 1, 2003, the Community Ministry Coalition met again at the UU Community Ministry Center Conference, “Healing from Oppression: Interpersonal, Identity-based, and Political,” held in San Francisco, March 5–7, 2004. The coalition is made up of four organizations: The Society for the Larger Ministry (SLM), the UU Community Ministry Center (UUCMC), the UUMA Community Ministry Focus Group (CMFG), and the UUA Ministry and Professional Leadership Staff Group (MPLSG). These organizations were represented by David Hubner (MPLSG), Dorothy Emerson and Deborah Pope-Lance (CMFG), Margi McCue and Kurt Kuhwald (UUCMC) and Maddie Sifantus and Jeanne Lloyd (SLM). Also included was the coalition facilitator, Rev. Nancy Bowen.

The purpose of the meeting was to follow through on and review sev-

eral joint initiatives: development of a Memorandum of Agreement between the four organizations; review of a joint grant submitted to the UU Funding Program for the development of a second CM Summit in 2005 and organizational needs; recognition of SLM for addressing CM issues in correspondence to the UUA and MFC this past year; recognition of MPLSG for redesigning the UUA database to include more information about community ministers; and plans to continue monthly conference call meetings and to meet together face to face at GA 2004. ●

Would a Parish Nurse Program Work in Your Church?

Are you becoming overwhelmed with the health concerns of your parish? Do hospital visitations, health advocacy, and health counseling take up a significant part of your day? Regardless of the size of your congregation, a parish nurse can provide the needed support for the work of the parish minister, as well as aug-

ment the shared ministry with professional, non-invasive nursing care.

Parish nursing is an idea born out of the understanding of the healing ministry of the church and the need to return to health care that focuses on the whole person.

Parish nurses provide the missing link between monolithic healthcare institutions and the members of their congregations. For information on starting your Parish Nurse Program, contact M. Sunny Aldridge, RN, MS, Unitarian Universalist Church of Akron, at suneridge@adelphia.net.

A Challenge for Unitarian Universalists

I recently attended the National Pastors Conference in San Diego. One of the workshop leaders, Stanley Grenz, declared that we need to be a people who understand the times. He defines the times as being postmodern. In doing this he is not talking about the intellectual/academic debate around postmodernism. Rather, he talks about the culture in which we live as being postmodern; it is a culture whose common experiences are no longer wedded

to western culture (such as Shakespeare and the Judeo/Christian scriptures). The media, other cultures and religions, and diverse ethnic makeup of western countries all contribute to creating a postmodern ethos. While much of postmodernism has been about deconstructing modernism, Grenz focused more on what he called the emerging "positive" dimension of the postmodern condition. It is a transition of values:

- From mechanistic to wholeism
- From the normative "center" to the celebration of difference
- From autonomy to community (or persons in relationship)
- From air-tight explanations to a sense of mystery
- From hegemony of science to the quest for spirituality

While Grenz was speaking to evangelicals, I believe these transitions are key to the future of Unitarian Universalism; are we up to the challenge? ●

Ken Brown
District Executive
PSWD



The Religious Leader

NEWS FROM THE UUA MINISTRY & PROFESSIONAL LEADERSHIP STAFF GROUP

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