



# The Religious Leader

NEWS FROM THE MINISTRY AND PROFESSIONAL LEADERSHIP STAFF GROUP • EARLY SPRING 2003

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## THE FRONT PAGE

### Categories

**D**uring my travels to seminaries to meet with ministerial candidates, one issue keeps surfacing with some regularity: The current status of the movement of the three "tracks" of ministry (parish ministry, ministry of religious education, and community ministry) toward one unified ministry. Over the years, differing individuals and groups within the Unitarian Universalist Association have considered this question. Perhaps most significant, the 1997 UUA Commission of Appraisal Report recommended abolishing the three separate ministerial categories, and that ministers be welcomed into preliminary fellowship with the potential for adding areas of specialization. Conversely, others have argued that the long sought after gains achieved by the separate establishment of the ministry of religious education and community ministry risk being lost because efforts to effectively ground and institutionalize these two categories of ministry have not been as successful.

Although this conversation has been going back and forth for several years, the interest surged in September 2000 when the MFC finally voted to grant preliminary fellowship without regard to category. Immediately following this vote, the MFC voted unanimously *not to put this proposal into practice* until the details for implementation had been worked out and approved by the MFC, and the UUA Board of Trustees, as necessary.

To track the historical evolution of this discussion would be impossible. To say that this has been a long and

complex journey would be an understatement. Yet, throughout this process, ministers and others committed to a strong and vibrant ministry have worked in good spirit and with integrity to resolve issues and concerns. At different junctures, some stakeholders have sensed a consensus with an opinion, to watch the consensus unwind with changes in leadership. At the same time, others have felt their respective voices were ignored, or were simply never requested. The task of identifying representatives of community ministry and the ministry of religious education, or devising a clear process to quickly disseminate information and gather back opinion has been challenging. Task forces appointed to move the process forward have made some recommendations that ultimately made the discussion even more complex.

Currently, candidates for our ministry must determine whether they seek preliminary fellowship in parish, religious education, or community ministry at the time they interview with the Ministerial Fellowship Committee. *This is not a change in how things have been done in recent years.* Yet, in recognition of the needs of a changing ministry, the Ministerial Fellowship Committee has come to expect that all candidates, no matter how or where they plan to serve, have the increased awareness and capacity to serve more broadly as professional ministers and religious leaders, as they share a common set of competencies with regard to ministerial formation.

After recent meetings of the UUMA Executive Committee, the

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TYPESETTING AND EDITORIAL BY  
ANNMARIE G. KLYZUB KALMAR,  
KALZUB DESIGN

Ministerial Fellowship Committee, and a UUMA appointed task force, it does not appear that all significant concerns have been adequately addressed, and, thus, it is not the right time to put the first proposal into action. Further, the next steps needed to unpack this logjam remain uncertain at this time, although conversations regarding how to resolve these challenges remain underway.

When candidates for ministry have inquired of me how to handle the uncertainty regarding this long and complex conversation, I have urged them to stay true to their sense of call to our ministry and be mindful that service to the Unitarian Universalist movement during dynamic times requires flexibility and the ability to offer broad and creative leadership. Thus, for a prospective parish minister

to have no idea of the trends and challenges of religious education, or to understand the need for public ministry, is no longer acceptable for the cause of Unitarian Universalism. For a prospective community minister or minister of religious education to minimize the reality that most people still perceive ministers as preachers, and choose not to develop this important skill or avoid nurturing a comparable mode of communication, will not serve our movement.

Finally, as this overall conversation regarding “tracks” continues to evolve, I will be updating the changes in future issues of *The Religious Leader*. ●

In the Faith,  
David Pettee, Ministerial  
Credentialing Director

## FROM THE DIRECTOR

### The Front Page

**A**lthough I'm not really that shy—in Meyers Briggs terms I'm an ENFP—I have decided to retreat, at least for a while, from the front page of *The Religious Leader* to provide space for articles of general interest and/or particular thoughtfulness. David Pettee's report on ministerial credentialing appears there in this issue. My hope is that people outside of Ministry and Professional Leadership (MPL) will also have brief articles, reflections, poems, or commentaries that they might want to share. I'm not promising that we will be able to publish all submissions, because of limitations of time and space, but I'd like to hear from you. If you are so inclined please send your article to me at [dhubner@uua.org](mailto:dhubner@uua.org) in MS Word noting that it is for The Front Page.

### Who Is a Colleague?

As we continue to form ourselves as the Ministry and Professional Leadership Staff Group I find myself drawn again and again to the question of who is a colleague and

what does that mean? How broadly do we draw that circle? How do we distinguish between the different gifts and arts of colleagues working in different settings? How is a community ministry like a parish minister, and how are they different? Are directors of religious education, UU musicians, church administrators, ministers in their different specialties, ministers and professional leaders of differing colors, ethnicities, or sexual orientations, and even UUA staff all colleagues in some essential way even though we have learned different things from our lives? Maybe it has something to do with what I am experiencing as a growing sense of maturity in me, or maybe I'm finding that I can trust life more, but I find myself quite comfortable and, in fact, pleased to be able to think of all those named above and more as my colleagues in my work.

Are we the same? No. Do we have the same skills? No. Do we see things the same way? No. Are we engaged in the same religious effort? Yes. Do we all contribute? Yes. Do we need each other? Yes. Can we figure out how to trust each other more and work more effec-

tively together? Yes. And that, I hope, is what we in MPL, with your help and blessing, will be all about.

## Even If You Don't Need the \$10,000

Elsewhere in this issue you will see reminder notices about the new Borden Sermon Award (the one with the three \$10,000 awards) and the Beacon Press sermon contest (which asks you to preach referencing a Beacon Press book). Please do read those articles and look at the UUA's site [www.uua.org/awards](http://www.uua.org/awards) or the UUMA's [www.uuma.org/Documents/SermonAwards.html](http://www.uuma.org/Documents/SermonAwards.html) for more information about this year's sermon contests. The last time I checked there

## Diversity of Ministry Team Update

**T**he Diversity of Ministry Team was initially created to monitor efforts to achieve a more diverse ministry regarding seminarians and ministers of color and Latina/os. The actions of the team, despite good intention, came under question partly due to a lack of transparency. Current members of the Diversity of Ministry Team include: David Pettee, convener and Ministerial Credentialing Director; Bill Sinkford, UUA President; John Weston, Settlement Director; and Margaret Beard, Director, New Congregation and Growth Resources; with participation from Danielle DiBona and John Gilmore, as representatives of DRUUMM.

Last fall, an important facilitated conversation regarding the purposes and function of the Diversity of Ministry Staff Team was held in Boston. Representatives from DRUUMM, LUUNA, the MFC, the UUMA Executive Committee, Starr King School, Meadville Lombard, and others were invited to participate.

were only twelve submissions in for the Borden award, so that makes the odds pretty good. Knowing us, I expect that there will be more submissions for each contest just before their deadlines. Please check the rules and deadlines but do send yours in soon!

## This Year's General Assembly

This year's GA in Boston (June 26–30, 2003) will be very special and probably huge. There are already about 3,000 attendees registered with an estimate that the total attending the full GA will be about 7,500. That would make it one of the biggest gatherings of Unitarian Universalists ever, if not the biggest ever. I under-

stand about small being beautiful, but that doesn't necessarily make big bad.

The Service of the Living Tradition will be at 10 a.m. on Sunday Morning June 29, 2003 at the Fleet Center. Gary Smith is the preacher. We are expecting an even larger crowd for it, thinking that members of "congregations in the area" (which, by my calculation, is from Montreal to D.C. and regions further west) might want to come to Boston for the weekend and enjoy some of GA and the service. Colleagues, please do what you can to encourage your congregations to participate. I promise it will be both fun and rewarding, if at times a little crowded. ●

—David Hubner,  
Director of Ministry and  
Professional Leadership

At the conclusion, the Diversity of Ministry Staff Team was charged to reexamine and modify its mission, develop new principles of good practice, and communicate the progress both widely and transparently.

The challenges of finding convenient meeting time coupled with untimely illness initially prevented a quick response to this important conversation. However, the issues raised at the conference are being taken seriously in efforts to support seminarians and ministers of color and Latina/os. As the Diversity of Ministry Team continues to modify its mission, we want to include the concerns and voices of those who have felt unheard, or uninvited. In thinking together about a more diverse ministry, we welcome your comments, and wonder how we might be helpful. Please feel free to contact anyone who is a member of the Diversity of Ministry Team. ●

In the Faith and on Behalf of  
the Diversity of Ministry Team,  
David Pettee

### THE RICHARD BORDEN SERMON AWARD

A Call for Sermons!

Rev. William G. Sinkford is pleased to announce:

#### The Richard Borden Sermon Award

Three \$10,000 Awards

Two \$2,500 Honorable Mentions

The extraordinary generosity of an anonymous donor providing these funds highlights the importance of the written word and the preaching ministry in our lives!

Deadline: March 15, 2003

Details available at  
[www.uua.org/ministry/  
bordenaward.html](http://www.uua.org/ministry/bordenaward.html)

Fellowshipped UU Clergy are invited to submit one sermon. UUA staff is ineligible.

## A Letter from David Pettee

Dear Students, Colleagues, and Friends,

**A**s one of the charter members of the West Regional Subcommittee on Candidacy (RSCC), I have had the good fortune of being present near the beginning of the implementation of the RSCC process for candidates seeking the Unitarian Universalist ministry. Along with many others, I have felt for years that the opportunity for a student in theological school, or a minister seeking transfer from another faith communion, to receive early, honest, and direct feedback from a committed group of Unitarian Universalists represents a critical part of ministerial formation.

Although efforts to organize an evaluation of the RSCC system have started more slowly than I have preferred, there have been significant changes and improvements to the RSCC system, which were approved by the Ministerial Fellowship Committee at its most recent meeting. None of the changes were structural, nor were they merely cosmetic. There were four concerns addressed: red light appeal process; RSCC recruitment and nomination process; RSCC reappointment process; and updating the job description for RSCC members.

RSCCs have been entrusted with the ability to grant green, yellow, and red lights regarding an aspirant's potential for our ministry. A green light moves an aspirant into candidate status; a yellow light indicates acknowledgment of good potential, but with at least one concern requiring a return visit to the RSCC to verify progress and growth; and a red light reflects the RSCC's consensus that an aspirant does not currently appear to have the potential to serve as a Unitarian Universalist minister. Although the capacity to appeal a red light decision has been available since the RSCC system was created, the specifics of how this would actually occur were less

defined. After considerable collaboration and reflection, the red light appeal process is now much more comprehensive, with an emphasis upon fairness, clarity, and consistency.

Most of the original charter members of all six RSCCs are still actively serving. Yet, as time has been passing on and RSCC members have chosen to leave, the process to recruit and nominate new members needed to be updated. Initially, seven groups within Unitarian Universalist leadership circles were contacted to recommend possible RSCC members. Changes to the nomination and recruitment process reflect the important desire to more effectively advertise the availability of RSCC vacancies, allowing RSCCs to reach out to a much broader cross section of Unitarian Universalist culture. This strengthens the RSCCs commitment to developing an anti-racist, anti-oppressive, and multicultural faith. So far, the response to advertising RSCC vacancies has been quite significant! Those who might be concerned about the potential for RSCCs to become insulated and perpetuate the same internal culture should feel very heartened.

The process to reappoint current members of each RSCC was also clarified and updated to reflect the need for transparency and accountability. The job description for RSCC members was also updated to reflect changes already in place, and more important, to reflect the fuller commitment to an anti-racist, anti-oppressive, and multicultural faith.

In thinking about a fuller evaluation of the RSCC system, tentative plans include the formation of a small task force to make a concerted effort to contact and capture the wisdom of the various stakeholders that are affected by the RSCC process. As with many evaluations, it is often a

challenge to reach every individual involved. This is particularly true with the RSCC system that is located and functions throughout North America.

Therefore, in the desire to include as many voices as possible, I earnestly welcome your comments and feedback regarding the functioning of the RSCC system. What do you see that is working effectively? What do you see that is interfering with the desire to support efforts to help prepare aspirants to be better prepared ministers? Particularly to those of you who have had the experience of meeting with an RSCC, no matter the outcome of the visit, what are your perspectives that would make this process work better? How are the efforts to make the Unitarian Universalist ministry more diverse in concert, or not, with the goals of the RSCC process?

As always, I welcome your feedback and suggestions for the best use of this quarterly column! ●

In the Faith,  
David Pettee

## From the Internship Clearinghouse

**T**hree of us, Ken Olliff as Internship Clearinghouse Coordinator, Nan Hobart as Field Education Director at Meadville Lombard, and Patti Lawrence as Field Education Director at Starr King, are jointly penning this month's column, arising out of a conversation that has been taking place among us. First, an exciting development: For the first time, the two UU schools and the Internship Clearinghouse will be co-sponsoring a workshop at this year's General Assembly on internships geared toward assisting lay leaders. Second, in answer to concerns expressed by both

students and congregations, we recommend the following:

- The Clearinghouse's on-line listing of internship sites has become an integral and easily accessible forum for information about available internships and is a major resource for students and schools. Thus, we would like to encourage all congregations, even those that have long-term relationships with specific seminaries, to list their information with the Clearinghouse so as to allow for an open internship search process ([www.uua.org/ministry/internship](http://www.uua.org/ministry/internship)).
- Widely divergent application and selection dates between congregations can be a stumbling block for students; thus, we would like to recommend that congregations use the following dates: Internship information should be posted with the Clearinghouse by early October but no later than November 1; Application deadline, December 1; Selection date, February 1; Acceptance date for internship candidates, February 15.
- In order to accommodate this shift and to allow congregations more time to begin planning a new internship program, starting this year the application deadline for the Internship Stipend Grant Program (which supports new teaching sites) will be significantly earlier—May 15, 2003. Thus, congregations will know ahead of time that they will have funding to help support an intern and can list themselves with the Clearinghouse in time to advertise for candidates. More information about this change will be mailed to congregations.

If you have questions, please don't hesitate to contact us. See you at GA! ●

Ken Olliff, Internship  
Clearinghouse Coordinator,  
[kolliff@uua.org](mailto:kolliff@uua.org), 773-426-8183

Nan Hobart, [nhobart@meadville.edu](mailto:nhobart@meadville.edu),  
773-256-3000, ext. 238

Patti Lawrence, [plawrence@sksm.edu](mailto:plawrence@sksm.edu),  
510-845-6232

## Liaison to Students Report

**T**he current liaison to students report is now available on the MFC website, [www.uua.org/Ministry/mfc](http://www.uua.org/Ministry/mfc). This quarter's report is from Karen Taleisin. We would like to thank the students for participating. ●

### FIRST YEAR MINISTRY THREE-DAY SEMINAR

May 1–4, 2003

Chicago, Illinois

The Seminar is primarily intended for those in the midst of their first year of settled ministry (others early in career who have not attended previously may also apply). Led by Michelle Bentley ([mbentley@uua.org](mailto:mbentley@uua.org)) and two deans, it will offer presentations and exploration on topics such as Leadership, Conflict Management, Power and Authority, Stress Management, Community Building—Inside and Out, Anti-Oppression, Personal Finances, and issues brought in by participants.

The Seminar is for Community, Religious Education, and Parish ministers.

Send an e-mail of interest to Jean Hartman ([jhartman@uua.org](mailto:jhartman@uua.org)).

Ministry and Professional Leadership will reimburse you for travel expenses and will cover housing, most meals, and other incidental seminar costs.

Your financial contribution is 1 percent of your salary and housing.

A letter has been or will be mailed to ministers in this stage of ministry regarding detailed Seminar information.

### OF INTEREST TO STUDENTS

**CPE:** Are you interested in doing Clinical Pastoral Education (CPE) with a UU supervisor? If so, contact Rev. Sheryl Wurl, Director of CPE at the University of Tennessee Medical Center in Knoxville, at 865-544-9703, [swurl@mc.utmc.edu](mailto:swurl@mc.utmc.edu) or via [www.utmedicalcenter.org/pastoralcare](http://www.utmedicalcenter.org/pastoralcare).

**Financial Aid Forms:** The 2003–2004 financial aid forms for ministry students are available on the website at [www.uua.org/ministry/preparation](http://www.uua.org/ministry/preparation). The forms may also be obtained from the RSCC offices and from Chris May at 617-948-6403 or via e-mail ([cmay@uua.org](mailto:cmay@uua.org)).

**Childcare Funding Available:** This year there is a small amount of money available for childcare for a ministry student who qualifies for financial aid. Be sure to note your expenses for childcare on your financial aid forms so that the Scholarship Committee can assign these funds appropriately.

**Meadville Lombard UU History On-line:** Study UU history on-line with Dr. Dean Grodzins, author of *American Heretic: Theodore Parker and Transcendentalism*. During the spring quarter, Meadville Lombard is again offering this popular course that examines themes in the history of the Unitarian and Universalist movements. History is not only the past, but also interpretations of the past. Students will discover how Unitarians and Universalists have interpreted their history and will work to develop new interpretations. The course begins March 31, 2003. To register, contact Deborah Griffin, [dgriffin@meadville.edu](mailto:dgriffin@meadville.edu) or 773-256-3000, ext. 234.

### MEADVILLE LOMBARD SUMMER INTENSIVES 2003

**Twentieth Century Liberal Theology, Jerome Stone, July 7–11, 2003:** This course examines major contemporary liberal theologians. The work of John Dietrich, John Dewey, Charles Hartshorne, Henry Nelson Wieman, Sharon Welch, James Luther Adams, and others will be considered.

**Creation-Evolution, the Sacred, and Creative Living, Karl Peters, July 14–18, 2003:** This science and religion course explores contemporary and ancient understandings of the sacred, the origins of the universe, and human meaning and purpose. It examines a variety of narratives regarding how our world was created and considers their creation. We will ask how science and religion can be yoked together to help us in our daily living and in the lives of churches.

**Liberal Religion and The Arts, John Tolley, July 21–25, 2003:** Registration for these classes will be available on-line at [www.meadville.edu](http://www.meadville.edu) beginning March 15, 2003. Questions can be sent to Deborah L. Griffin via [dgriffin@meadville.edu](mailto:dgriffin@meadville.edu).

### STARR KING SCHOOL FOR THE MINISTRY

**Summer Session News:** Through the GTU Summer Session collaborative we will offer “Exploring our Spiritual Selves Through Dream Work” with Jeremy Taylor (July 14–18, 2003) and “The Spirituality of the Beats” taught by Rev. Steve Edington (July 7–11, 2003). We will host “Science and Spirit: A Mathaphorical Tour,” with Dr. Sarah Voss (July 7–11, 2003); “Environmental Design and the Human Spirit” with Cary Dasenbrock (July 7–11, 2003); and “Teaching the Bible to Skeptics,” with John Buehrens (July 28–August 1, 2003). For information about the Graduate Theological Union Summer Session visit [www.gtusummersession.org](http://www.gtusummersession.org). For information about SKSM-sponsored summer courses, contact Cathleen via [cyoung@sksm.edu](mailto:cyoung@sksm.edu).

**We sold out of *In Their Own Words*,** our publication of the conversation that followed three days of meetings in January 2001, between members of the Black Unitarian Universalist Caucus/Black Affairs

Council and FULLBAC (their white supporters). The document will soon be available on the Continuing Education website.

**The Universalism site,** sponsored by the St. Lawrence Foundation, has been greatly enhanced by Darrel Richey, a Starr King student who served as the St. Lawrence Research Assistant last year. Darrel constructed what is probably the most extensive Universalist timeline in existence. To view it, go to [www.sksm.edu](http://www.sksm.edu), click on the Continuing Education link, then the Universalism button, then the button for the timeline. This year, Starr King School's St. Lawrence Research Assistant is Hannah Wells, a third-year student with a keen interest in our Universalist history.

**Michael Servetus' *The Restitution of Christianity* (1553),** is now completely translated into English from the Latin text. Published copies will be available in time for the fall 2003 commemoration of the death of Servetus in 1553, which takes place in Spain.

**Starr King On-line Courses:** Comparative World Religions (taught by Rev. George Williams) and on-line UU Polity (taught by Rev. Mark W. Harris) are scheduled for the fall of 2003. On-line UU History (taught by Dr. Alicia Forsey) will be offered again in the spring of 2004. For more information, visit <http://online.sksm.edu>; contact Cathleen Young at [cyoung@sksm.edu](mailto:cyoung@sksm.edu); or write to Dr. Alicia Forsey, Professor of Church History, Starr King School for the Ministry, 2441 LeConte Ave., Berkeley, CA 94709, 510-845-6232.

**Justice Issues for Teens,** a four-unit course for younger teens, is being developed by Lyn Cox in consultation with Michael Leslie (one of our technical consultants) and Dr. Alicia Forsey. The course will be available through the Church of the Larger Fellowship via Starr King School's website. Issues such as race, the prison system, peace, and the environment are going to be the first posted, but we hope this course will be so much in demand that we will have the opportunity to address additional topics, such as animal rights, economic justice, and class issues. Lyn and Michael (an ordained minister in the Presbyterian church) have experience with this age group.

## RELIGIOUS EDUCATION CREDENTIALING

### A Letter from Beth Williams

**I would like to introduce** you to Emily Farbman, our new part-time Religious Education Credentialing Assistant. Emily comes to us from New York where she was an assistant editor in the children's and gift divisions of an arts book publisher. She grew up as a Unitarian Universalist, attending the Unitarian Universalist Church of Arlington, VA. Emily looks forward to getting to know our many fine Unitarian Universalist religious educators. Included in her responsibilities are responding to inquiries about the Religious Education Credentialing Program and about scholarship assistance for lay religious educators. Don't hesitate to give Emily a call when you have a question about these issues. Here is a short report that she has written on

the status of the Religious Education Credentialing Program.

Since June 2001, the Unitarian Universalist Association, in cooperation with the Liberal Religious Educators Association (LREDA), has been working to articulate professional standards for lay religious educators and to develop a new program for the credentialing of lay professionals, to be administered by the Office of Religious Education Credentialing of the Unitarian Universalist Association Ministry and Professional Leadership Staff Group. The Religious Education Credentialing Program will replace the RE Leadership Landscape Options Plan, the Association's program for

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recognizing levels of achievement for religious educators since the early 1990s.

The goals of the program are to strengthen Unitarian Universalist religious education through the continued development and professionalization of lay religious educators and to provide a clear and effective system for standards and recognition of these achievements. Participants may achieve status in the program at three different levels based on academic achievement, integration of knowledge of lifespan religious education, and length of professional experience.

In the coming year, the Office of Religious Education Credentialing will be accepting applications for the new program. Through late winter of 2003, staff will be contacting qualified participants in the RE Leadership Landscape Options Plan to transition them into the appropriate level of the new program. The goal is to welcome new participants to apply to the program in early spring. The process for participating in the program begins with the submission of a Statement of Intent, including a short statement of professional aspirations, a resume, and a set of endorsements attesting to the applicant's suitability to a career in religious education. To qualify for achievement of a program status, a participant will submit documentation of academic and professional experience and completion of the required reading list, a portfolio that reflects understanding and accomplishment in the many areas of religious education leadership, a brief state-

ment that demonstrates the ability to articulate a personal religious philosophy, and recommendations from persons familiar with the participant's professional achievement.

Another important component of the Religious Education Credentialing Program is the establishment and maintenance of a relationship with a mentor through the LREDA Mentoring Program. Though still finalizing certain points and guidelines, LREDA envisions the relationship to be substantial in length of time, allowing for a consistent and personal source of feedback for the participant. Following a period of training to be completed possibly by the fall of 2003, the LREDA Mentoring Task Force hopes to begin assigning up to 45 mentors to program participants at all levels.

For more information on the Religious Education Credentialing Program or program transition plans, please contact Emily Farbman, Religious Education Credentialing Assistant, UUA, [efarbman@uua.org](mailto:efarbman@uua.org), 617-948-6418 or Beth Williams, Religious Education Credentialing Director, UUA, [bethwilliams@uua.org](mailto:bethwilliams@uua.org), 617-948-6417.

For more information on the LREDA Mentoring Program, please contact Liz Jones, LREDA Mentoring Task Force Chair, [ljonesd@aol.com](mailto:ljonesd@aol.com), 619-298-9978. ●

—Beth Williams,  
Religious Education Credentialing Director

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## SETTLEMENT

### Lest We Forget

**A few weeks ago** I received a call from a colleague with whom I had spoken some months earlier, when she was in a serious quandary about search and settlement decisions. Her choices at the time were complicated by her husband's relationship with both his work and hers. I suggested to her that she and her husband would both benefit by a visit to one of the clergy career centers we use.

Her recent call was to tell me that she had spent two days at the center, with her husband coming in for the second day. It was, she said, immensely clarifying. They both saw the course ahead more clearly now. She was full of gratitude for the financial assistance she had received from Ministry and Professional Leadership that made the visit possible.

In response to her thanks, I said: "It's wonderful to be to be thanked, and wonderful to be able to help, but the persons who really deserve your thanks are Bill Schulz and John Buehrens. During their presidencies, they raised the funds that have allowed Ministry and Professional Leadership to vastly expand grants for both continuing education and assistance of the kind you received."

I hope she did thank them, and that many others will, too.

### Basic Training for Interim Ministry

If you are interested in serving as an interim minister for the 2003–2004 year, please plan to submit the "Application for

Interim Ministry Position" by April 1. The application can be found as an appendix to the Settlement Office website publication, *In the Interim* (<http://www.uua.org/ministry/interim/>) or as option #4 on your own piece of the Settlement System, and is to be submitted on-line. If this interim ministry will be your first, or if you haven't done interim training for five years or more, please plan to take the UUA's Basic Training for Interim Ministry. Basic Training will take place June 23–24, 2003, the two days preceding CENTER Day, in Boston. We begin at 8:30 Monday morning, so plan to arrive Sunday night. We will finish at 5:00 Tuesday afternoon. The training will be conducted by members of the UUA's Accredited Interim Ministry and me.

The cost of Basic Training is 1 percent of the Total Cost of Ministry for the year to come. In return, the UUA provides your food (three meals 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 \$170 per night per person) and for half of your transportation costs to Boston and back.

### Pass It Along

Ministerial turnover within a congregation means, among other things, loss of institutional memory. Here is a harrowing instance of such loss:

A person with a history of pedophilia was present in the congregation. The outgoing minister had not only been aware of the person's presence, but had also worked out a covenant with him, a covenant by which the person abided. The minister moved on, and passed the information to the interim minister. One interim gave way to another, and by the time a successor minister was called, institutional awareness of the person's presence in the congregation had been lost.

It is only by happenstance that the new called minister learned of the pedophile's presence. Since then the minister and other leaders are renewing their covenant with the person, and considering how broadly to disseminate news of his presence in the congregation. There is no indication that during the period institutional awareness was lost, any child had been approached, much less abused.

Obviously, the necessary preventive maintenance failed to occur, and the wheels came off. What should be done to prevent such near-wrecks? Three things:

First, ministers, whether interim or called, who are departing a congregation must make arrangements to pass important information on to their successors.

Second, incoming ministers who receive such information from their predecessors must treat it with the greatest seriousness.

And third, ministers have no business keeping such information to themselves. The issue isn't just personal and pastoral, but institutional. The responsibility for assuring the safety of all persons in the congregation and shielding the church from liability certainly belongs to the minister, and even more to the board. In this case, it belongs to the religious educator and the RE committee.

I promised the layperson who informed me about this dismal chain of events that I would pass it on to all my colleagues, to heighten their awareness. Here it is. ●

—John Weston, Settlement Director

## PROFESSIONAL DEVELOPMENT

### The Mind of Winter

**O**utside my office the temperature is 5 degrees below zero. Even the youth are bundled from head to foot. It's the winter season!

The mind of winter reminds us to be still and reflect upon those parts of self that are in need of attention and TLC. When spring unfurls its wings, we want to reintroduce ourselves to our self and to the world as strong and free.

What are your growing edges? To what aspects of yourself and your ministry do you need to pay attention? Winter, the time of stillness and introspection, is a good time to ask these questions of self, and to begin addressing them.

The Professional Development Office, along with the CENTER committee of the UUMA, is here to assist you in your continuing education needs. I enjoy serving as the staff person to CENTER in partnership to help provide you with programming ideas for the mind, body, and spirit.

Did you know that The Professional Development Office of MPL financially assists ministers with one-third of the costs of a Continuing Education event, up to \$500 each church year? We do.

This church year alone, sixty UU clergy received counsel and/or financial assistance for continuing education opportunities from this office. The following list reports some of the opportunities of training, enrichment, and renewal for the mind, body, and spirit in which our colleagues engaged.

Number of Clergy	CE Event
11	Meadville Winter Institute featuring Rev. Parker Palmer
8	Alban Institute Workshops
4	Sabbatical projects
5	Doctor of Ministry degree programs
3	Association of Professional Chaplains Assoc./Psychological Association
3	Retired Ministers Retreat

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#### Coaching/Organizational Development

Other colleagues engaged in a wide range of continuing education settings, from courses on Shamanism and Mediation to attending the Shalem Institute Spiritual Retreat Center to Anti-racism and Oppression training to a conference on the Aging.

Please send me brochures from your retreat centers and courses. If you had a very valuable experience, please write it up and let us share these learning and deepening opportunities with others through this newsletter and through CENTER News.

With the threat of war lurking, and the other existential realities that weigh heavy, take this season, this time, to plan your CE goals for the short- and long-haul of doing ministry. Drop me a line or phone, I'm always happy to greet you.

In closing, let me share the following poem from *A Mind of Winter: Poems for a Snowy Season*, selected by Robert Atwan (Beacon Press, 2002). This is a lovely book I received from a friend over the holiday. ●

#### *A Winter Twilight*

A silence slipping around like death,  
 Yet chased by a whisper, a sigh, a breath;  
 One group of trees, lean, naked and cold,  
 Inking their crest 'gainst a sky green-gold;  
 One path that knows where the corn flowers were;  
 Lonely, apart, unyielding one fir;  
 And over it softly leaning down,  
 One star that I loved ere the fields were brown.

by Angelina Weld Grimke

—Michelle Bentley, Professional Development Director

## NOW ON-LINE AT THE UUA

### MFC Rules & Policies

The most up-to-date copy is available at [www.uua.org/ministry/mfc](http://www.uua.org/ministry/mfc).

The new compensation and benefits survey for UU congregations is operational on-line at [www.uua.org/ministry/surveyja/](http://www.uua.org/ministry/surveyja/).

## CONTINUING EDUCATION OPPORTUNITIES

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

Offerings by our colleagues include:

**Revival 2003**, Feb. 27 through Mar. 2, 2003, sponsored by UUCF, Washington, D.C., contact: <http://uucf.uua.org/revival/>.

**Meadville/Lombard Winter Institute** led by Rev. Parker Palmer, Feb. 20–22, 2003, Madison, WI, contact: [www.meadville.edu](http://www.meadville.edu).

**MSR Seminar** led by John Weston, Mar. 5–8, 2003, Boston, MA.

**Mid Size Church Conference**, sponsored by UUA Congregational Services, Mar. 6–9, 2003, Kansas City, MO.

**Accredited Interim Ministry Seminar** led by John Weston, April 7–10, 2003, Santa Fe, NM.

**First Year Ministry Seminar** led by Michelle Bentley and two deans, May 1–4, 2003, Chicago, IL.

**Basic Training for Interim Ministers** led by John Weston, June 23–24, 2003, Boston, MA.

**LREDA Fall Conference** with Sobonfu Some, Oct. 10–13, 2003, sponsored by LREDA, Sacramento, CA.

## CHURCH STAFF FINANCES

### Staff Compensation Survey

**T**he latest survey of wage and benefit patterns among UU congregations was completed in February. This data will be reviewed by the Committee on Compensation, Benefits, and Pension as it produces new basic salary recommendations for UUA trustees. The salaries will be announced via the UUA website in May, with a printed report published in time for the June 2003 General Assembly. We have asked for four GA workshops on the compensation theme.

#### Retirement Savings Update

By now, participants in the UUA Retirement Plan will have received their statements for 2003. It is important to open these envelopes promptly—even when we suspect the information inside will be unsettling. First, we should be sure that our employer-congregations have deposited their contributions that should have been made. Then, look to see that any additional voluntary contributions deducted from our wages have also been deposited.

For 2003, voluntary contributions are permissible of up to \$12,000 (\$14,000 if over age 50) when the employer has already made a contribution of 10 percent of salary, plus housing allowance in the case of clergy. Because ordained clergy are considered self-employed for purposes of Social Security, these additional voluntary contributions by ministers are exempt from income tax and Social Security taxes. Voluntary contributions by taxpayers not considered self-employed are subject to the 7.65 percent FICA tax paid by both employees and employers.

Even with the investment news so depressing, it is crucial to invest for the years after employment ends. We may work beyond age 65, but there is inevitably some point when one must draw upon personal sav-

ings and Social Security Retirement Benefits in order to meet the expenses of daily living.

Social Security Retirement Benefits are determined by the amount of wages on which the tax has been paid, and many workers retiring now at age 65 can expect little more than \$1,200 per month. Personal and retirement savings will provide most of the rest we will need to live on. Check out [www.ssa.gov](http://www.ssa.gov) for more information.

Saving through qualified retirement plans is advantageous in that the dollars contributed are not reduced by income tax in the year earned. Income taxes on the initial dollars, plus return on investment, are paid later when the funds are withdrawn. Also, there are no Social Security taxes due on retirement plan distributions.

A sixty-five-year-old UUA staff member is now receiving Social Security. She plans to have money withheld from her paycheck in the same amount as her monthly benefit check and have the withheld amount added to her UUA retirement account. Her wages reported on the W-2 form will go down and she will avoid income taxes on the amount of her additional voluntary contribution.

#### Investment Allocations

The U.S. stock market peaked in May 2000 and has been pretty much in retreat since then. Stocks of the dynamic start-up companies that were so popular in the late 1990s have declined the most. Those of the large companies in the S&P 500 index have suffered also. “Balanced” mutual funds that invest in both stocks and bonds have fared better, but still with generally negative returns. The international funds that were to help counteract any loss in U.S. markets have been impacted as well by the broad decline worldwide.

Experts have traditionally advised us to diversify and to hold our investments for the long term. This is not very comforting advice when all the funds in which we have diversified are showing negative returns and when there seems to be no positive recovery in sight. So, where to put our money now?

Those who will need to withdraw savings in five years or less should consider funds such as the Fidelity Managed Income Portfolio (FMIP) or money market funds for their retirement investments. The FMIP concentrates on bond-like investments and government bonds. On the upside, the FMIP is less vulnerable to stock market fluctuations than other funds in the UUA plan. On the downside, the annual return is likely to be about 4 percent, but still more than inflation.

Other investors who might find the FMIP attractive are those for

whom any loss of capital is too painful to endure and those who want to “park” their money now and switch it to stock funds when the market begins to climb again. The only difficulty with this second strategy is that market recoveries are very difficult to predict and, if we have missed the market during its initial rebounds, we have also lost much of the opportunity for growth.

#### **Predictions Are Bunk (This One Too)**

We subscribe to several investment-advisory newsletters. Brokerage houses send us their guesses about future activity. Business magazines and financial newspapers add their opinions to the mix. The lack of uniformity in the predictions is daunting.

I have little confidence that the U.S. economy will bounce back quickly, even though general unemployment and interest rates

remain low. Consumer spending is what is holding the U.S. economy above water this winter, but that is fueled largely by credit card debt and money taken from home equity, which are poor prescriptions for long-term economic health. Add in the impending war with Iraq and uncertainty about North Korea, and there is little reason to believe that the federal government will soon have the economy, or U.S. foreign policy, back on their feet.

However, this too shall change as the cycle begins to turn again. Whether the market upturn will come in 2003 or 2004—or later—is impossible to foresee. But history convincingly shows that frugality and saving now will eventually pay dividends, even when they seem uncertain or far away from this vantage point. ●

—Ralph Mero,  
Church Staff Finances Director

#### **GENERAL ASSEMBLY LUNCHEON**

##### **Community Ministers/Chaplains of Color, Latina/o, and other Underrepresented UU Clergy**

**Meet** the President of the Association of Professional Chaplains (APC).

**Discuss** the hope to add 300 more chaplains of multi-ethnic, multi-cultural background to APC within the next 10 years.

**Bring** the UUA into discussion with the Association of Professional Chaplains, the National Association of Jewish and Catholic and Methodist Chaplains, and the Association for Clinical Pastoral Education who have launched a Diversity Initiative to Promote Growth in the Number of *Persons of Color who Become Board Certified Chaplains*

Date and place will be announced in next issue of *The Religious Leader*.

For further information regarding this meeting or if you are not a person of the underrepresented population and would like to discuss Board Certification, please contact Rev. Dr. Michelle Bentley via [mbentley@uua.org](mailto:mbentley@uua.org).

#### **RESOURCES & POSSIBILITIES**

##### **New! From Skinner House Books:**

*Articulating Your UU Faith*, a five-session course by Barbara Wells and Jaco B. ten Hove.

This creative course guides participants through a series of exercises (reflection, discussion, and even the creation of a worship event) that equip them to discover and articulate their beliefs. Great for newcomers, and a wonderful next step for long-time Unitarian Universalists. ●

##### **Safe Congregations Conference**

The Safe Congregations Conference is March 8, 2003 from 1:00 to 4:00 p.m. at First Parish in Malden, MA. Learn what you need to know, what you need to do to have safe congregations. Presentations for parish ministers, religious educators and RE committee members, lay leaders, and

youth advisors are led by Massachusetts Bay clergy and safe congregation trained layleaders. Please make checks payable to Massachusetts Bay District. Send to MBD SCOT registration, 110 Arlington Street, Boston, MA 02116. Contact the office at [mbd@mbduua.org](mailto:mbd@mbduua.org) or Liz Strong at [estrong@uua.org](mailto:estrong@uua.org) with further questions. ●

##### **ICUU**

The ICUU (International Council of Unitarians and Universalists) is looking for a few good ministers who are experienced and fully fellowshipped.

The ICUU Committee on Ministerial Settlement helps arrange ministerial *volunteer opportunities* in UU congregations in other countries and helps with travel expenses. The congregation provides accommodations and local transportation.

Here is an opportunity to form personal friendships and perhaps gather materials for future sermons, papers, or research projects while helping an iso-

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lated group of religious liberals to feel stronger and more connected.

For more information, contact Rev. Polly Guild, 4 Kendal Common, Weston, MA 02493 or [polly@pollyguild.com](mailto:polly@pollyguild.com). ●

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## Spirituality Retreat

Ministers are invited to close out this church year with a time of deepening and spiritual growth. The 2003 Spirituality Retreat will take place June 21–24, 2003 at St. Stephen Priory in Dover, MA. This retreat will be a time of renewal for those seasoned in ministry and a chance for those new to ministry to explore spiritual practice for ministerial life and work.

The program will include theme talks from respected colleagues on ministerial spiritual practices; workshops on various spiritual disciplines such as yoga, sitting meditation, contemplative prayer, meditative journaling, art, or chanting; small groups; and free time, including 23 hours of silence from Sunday evening through Monday. Attendees will be asked to participate in spiritual direction groups.

For more information, please contact Christine Robinson via [crobinson@uuabq.org](mailto:crobinson@uuabq.org) or look for a registration and information flier that should arrive in your mail in late January. ●

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## UUMeN's Network Sermon Contest— \$500 Award

Sermons must be delivered in a UU congregation between April 1 and March 31 of each year prior to the award and should be 2,000–2,500 words and explore a men's issue related to the purpose and objectives of UUMeN (see below).

Mail two single-spaced copies to UUMeN (with cover letter but without identifying references in the text) to P.O. Box 3070, Madison, WI 53704-0070. The deadline is April 15 for each year. The contest is open to ministers and lay people; men and women are encouraged to participate.

The Unitarian Universalist Men's Network (UUMeN) is a membership organization for UU men. Women are also welcome.

Our purpose is to foster a mature, liberal religious masculinity. Our primary objectives are to develop a continental resource network; support the personal and spiritual growth of men at the local, regional, and continental levels; and work with other UU groups committed to social justice. ●

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## UUA Calendar Of Events

Make sure your event is known to your colleagues! Find out about what's coming up!

Are you searching for a training event that can improve your skills or a symposium to deepen reflection on a theological issue? Did you know that the UUA has a calendar of events available to you to list your upcoming event? Make sure that you visit the UUA's calendar at [www.uua.org/calendar](http://www.uua.org/calendar). You can fill out the simple form to list an event you're coordinating or sponsoring, or check out the calendar site for events coming up in your area or offering skills in which you are interested. ●

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## Did You Know?

The Church of the Larger Fellowship is a congregation by mail and cyberspace for all kinds of people (geographically isolated Unitarian Universalists, active members of local congregations who want even more, prisoners, folks who can't get out, Unitarian Universalists who live outside the United States, and religious leaders like you).

We offer: *Quest*, a monthly publication of sermons and other material; *uu&me!*, our children's magazine; religious education materials and consultation; a loan library of books, audio tapes, and video tapes; pastoral care; and e-mail lists and cyber community.

Please tell your congregations about us. That's how we spread the word. Send or e-mail us your four best sermons, especially holiday sermons, and audio/video tapes. Support us by buying our order of service covers

([www.uua.org/clf/covers](http://www.uua.org/clf/covers)), jewelry ([www.uua.org/clf/jewelry](http://www.uua.org/clf/jewelry)), *uu&me!* subscriptions (e-mail via [uumesubscribe@uua.org](mailto:uumesubscribe@uua.org)), and remember, we are a congregation like yours that exists through member support and fundraisers; and accept our thanks for all that you do for us and the larger cause.

Call 617-948-6166, e-mail [clf@uua.org](mailto:clf@uua.org), or visit our website [www.uua.org/clf](http://www.uua.org/clf). ●

—Jane Ranney Rzepka,  
Minister, Church of the Larger  
Fellowship, 25 Beacon Street,  
Boston, MA 02108

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## Beacon Press Sermon Award

Open to any Unitarian Universalist minister, lay leader, ministerial student, or layperson, this award will be granted to a sermon that reflects upon the text of any book published by Beacon Press and is currently in print, applying its lessons to a moral or spiritual challenge of today.

Sermons must have been delivered before a Unitarian Universalist congregation between February 1, 2002, and February 28, 2003. Entries are due March 3, 2003 (those received after this date will not be considered).

Sermons will be judged by a panel of UU ministers and lay leaders through a blind process. Entries must be typed and double-spaced, using one side of the paper. A single cover page should include the sermon title, author's name, address, telephone number, and church affiliation, and an indication of when and where the sermon was delivered. Apart from its title, no identifying information should be included in the body of the sermon.

The award carries an honorarium of \$500 worth of Beacon Press books. The award recipient will be invited to present the sermon in a worship service at General Assembly 2003. The sermon will be published on the Beacon Press website ([www.beacon.org](http://www.beacon.org)).

Send submissions to Sermon Award Committee, Beacon Press, 25 Beacon Street, Boston, MA 02108.

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For information about Beacon Press books that might be most appropriate, view the Beacon Press website ([www.beacon.org](http://www.beacon.org)). If you do not have access to the internet, call 617-742-2110, ext. 299 for a printed catalog. For other information contact Christopher Vyce at 617-948-6553 or [cvyce@beacon.org](mailto:cvyce@beacon.org).

Read the winning entry for the 2002 Beacon Press Sermon Award at [www.beacon.org/winner02.html](http://www.beacon.org/winner02.html).

The Beacon Press Sermon Award was made possible by a generous grant from the Unitarian Universalist Veatch Program at Shelter Rock. ●

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## The Mountain Retreat & Learning Centers, Inc.

The Mountain's Learning Center for Leadership announces new on-line course options at special rates available for a limited time only!

January 20, 2003: How to Take an On-Line Course, \$50 and Volunteer Management, \$175.

February 3, 2003: Media Relations 101, \$175 and How Church Systems Work, \$175.

Visit [www.mountaincenters.org/lcl\\_online\\_classes.html](http://www.mountaincenters.org/lcl_online_classes.html) or contact Helen Bishop via [helen.bishop@mountaincenters.org](mailto:helen.bishop@mountaincenters.org), or 1030 North Rancho, El Sobrante, CA 94803, 510-758-6065. ●

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## Ministry and Money: A Guide for Clergy and Their Friends

We are pleased to announce a new book from UU minister Dan Hotchkiss, *Ministry and Money*.

Drawing on the full spectrum of American religious life, Hotchkiss addresses important issues, offering practical assistance to clergy who wish to become more effective leaders by examining their own unique anxieties and convictions about money.

Visit [www.danhotchkiss.com](http://www.danhotchkiss.com) for more information. ●

Dan Hotchkiss,  
Alban Institute Field Consultant,  
327 N. Falmouth Highway,  
Falmouth, MA 02556,  
508-563-1377

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## Community Ministry

Interested in knowing what's going on in Community Ministry? Visit the website for The Society for the Larger Ministry at [www.slm.siteblast.com](http://www.slm.siteblast.com).

SLM is the membership organization for Unitarian Universalist Community Ministers. As a membership organization its purpose is to advocate, support, educate, and witness on behalf of the variety of Unitarian Universalist community ministries that exist across North America. Its membership includes clergy, seminarians, and lay ministers who typically work beyond congregational walls.

Annual meetings and special workshops are offered at General Assembly. This year's GA workshop is "Ethics in Community Ministry."

Dues are \$35 per year for regular membership, \$15 per year for seminarians or others requesting waivers. Dues are payable in July. Contacts are Jeanne Lloyd, Co-Chair, 860-658-6162, [jlloyd@uuma.org](mailto:jlloyd@uuma.org) and Maddie Sifantus, Co-Chair, 508-358-7091, [msifantus@aol.com](mailto:msifantus@aol.com). ●



## The Religious Leader

NEWS FROM THE UUA MINISTRY & PROFESSIONAL LEADERSHIP STAFF GROUP

UNITARIAN UNIVERSALIST ASSOCIATION  
25 BEACON STREET  
BOSTON, MA 02108

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