



# The Religious Leader

NEWS FROM THE MINISTRY AND PROFESSIONAL LEADERSHIP STAFF GROUP • SPRING 2004

## IN THIS ISSUE

1

### Office of the Director

Seed Catalog Sermon

1/4

### Ministerial Credentialing/ Internship Clearinghouse

From the Ministerial Credentialing Office  
From the Internship Clearinghouse

4/5

### Religious Education Credentialing

What's New in the Religious Education  
Credentialing Program

6

### Settlement

Basic Training for Interim Ministry  
Size Matters

7/8

### Professional Development

Shaping Our Bibliography Resources  
Continuing Education Opportunities

9

### Church Staff Finances

Steps Toward Financial Health

10/12

### Resources and Possibilities

New Discussion Guide for *Understanding  
the Bible*

Update from the Diversity of Ministry Team  
Major UU Community Ministry Conference  
The St. Lawrence Foundation for Theological  
Education

Same-Gender Marriage in Massachusetts  
and the U.S.

DOs and DON'Ts of Strategic  
Communication

March on Washington for Women's Lives

AUUA: Professional Support for Administrators

Report from the Ministerial Fellowship  
Committee

## Office of the Director—David Hubner, A'Llyn Ettien

### Seed Catalog Sermon

**I**t is the middle of January as this is written, and it is very, very cold. On some deep level now I have the urge to write a Seed Catalog Sermon celebrating the arrival of those annual missives, those distinctive calls to hope, that are mailed to us about now from White Flower Farm, Burpee, and Thompson & Morgan. I don't actually garden, but others in my family do, so the early announcement of spring the catalogs bring is without any real burden. It is not at all a bad situation. I hope you have something similar working for you about now.

The beginning of this year is also a time when I have been unexpectedly reminded of the strength, beauty, honesty, vitality, and hope of the religious tradition we have inherited and now share and shape:

There are big banners hanging on the State House side and the front of 25 Beacon Street right now proclaiming the UUA's support for the right to marry as the Massachusetts' Legislature mulls what to make of and do about the decision of our Supreme Judicial Court concerning same sex marriage. That is so cool!

I participated this week in part of Leslie Westbrook's Meadville Lombard Winter Institute semi-

nar on community ministry and was reminded just how creative, how dynamic and how genuine are the calls we UUs are feeling now—ministers, religious educators, other professional and lay UU leaders—to make sure that we live our religious values in the world and not make our congregations sanctuaries from the world. That, too, is wonderful!

We UUs, just like the seed catalogs, are talking quite seriously about growth, and that growth is not just something concerned only about numbers but also about bringing more depth, diversity, and understanding to our tradition and our hope to the world. That is so neat!

It is terribly hard for this guy from New Jersey to be this hopeful—somewhere deep within I know that my car could be stolen at any moment—but this is, I'm pretty sure, a good time for us, a time for growth and flowering, a time for us to be generous with and faithful to all that we have received and all we share. ●

Regards,  
David Hubner,  
Director of Ministry and  
Professional Leadership

## Ministerial Credentialing/Internship Clearinghouse—

David Pettee, Christine May, Griffith Bell

### From the Ministerial Credentialing Office

**W**hen you read the column from the Internship Clearinghouse Coordinator, you will learn that Ken Olliff left

his position to take on an opportunity in Chicago. I do wish him all the best, and remain grateful for his wisdom, counsel, and commitment

## 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 MPL  
617-948-6406

**EMILY FARBMAN**  
RE CREDENTIALING ASSISTANT  
617-948-6418

**JEAN HARTMAN**  
PROFESSIONAL DEVELOPMENT ASSISTANT  
617-948-6437

**NANCY HEZLITT**  
SETTLEMENT ASSISTANT  
617-948-6408

**DAVID P. HUBNER**  
DIRECTOR OF MINISTRY & PROFESSIONAL LEADERSHIP  
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

**TRACY WITHY**  
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

THE RELIGIOUS LEADER IS PUBLISHED FOUR TIMES  
A YEAR BY THE MINISTRY AND PROFESSIONAL  
LEADERSHIP STAFF GROUP. PLEASE SEND COPY  
FOR THE PRE-GA EDITION IN MS WORD TO  
JEAN HARTMAN (JHARTMAN@UUA.ORG) BY NO  
LATER THAN APRIL 15, 2004.

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

to interns, internship committees, and supervisors for the last three years. He will be missed. As an update, we are in the hiring process and I hope that we will be able to introduce the new Internship Clearinghouse Coordinator in the next issue. In the meantime, I urge anyone who has an internship related question to contact me directly, and I will do my best to answer any and all questions.

Last year, the Regional Subcommittee on Candidacy (RSCC) system was evaluated for the first time since it was officially launched back in 2000. The RSCC Evaluation Panel spent almost a year evaluating the system, interviewing a broad range of stakeholders. We then took seriously the critical task of reviewing all the data to develop recommendations to make the RSCC system work more effectively. It was a long but important process that I believe was both fair and comprehensive.

I particularly wish to thank the members of the RSCC Evaluation Panel for their hard work and commitment: Eugene Pickett, chair; David Sammons; Michelle Bentley; Roger Comstock; Alice Syltie; Robert Lavender; Marta ValentinDonna Morrison-Reed; Ken Reeves; and Chris May, for her administrative support.

At their December 2003 meeting, the Ministerial Fellowship Committee reviewed the draft of the final report, and the UUA Board of Trustees had the opportunity to learn about the recommendations of the RSCC Evaluation Panel at their January 2004 meeting. We will make the full report available on the MFC web page in the near future.

The evaluation confirmed a clear overall sense that the RSCC system is succeeding. Overwhelmingly, we found approval of and support for the RSCC process. There is also objective evidence that the system is working. The numbers of "IV" and "V" ratings granted by the MFC have

dropped substantially since the inauguration of the RSCCs.

The RSCC Evaluation Panel proposed sixteen specific recommendations to improve the RSCC system. I won't highlight every recommendation at this juncture, but here are a few of the more important changes that will take effect July 1, 2004.

All RSCCs, while continuing to perform necessary evaluative functions, are encouraged to place greater emphasis on the guidance of aspirants, and experiment with ways to provide ongoing support.

The light rating system in determining candidacy status has been eliminated, and, instead, the RSCCs will communicate at the time of the interview (and in the letter sent after the interview) whether candidacy status is granted, granting of candidacy status postponed with the requirement of a return interview, or candidacy status is denied.

The UUA Committee on Committees has been encouraged to address issues of diversity when making appointments for future RSCC vacancies.

RSCC members will need to receive training to address the perception of bias that favor parish ministry over community ministry and the ministry of religious education, against those with a Christian orientation, and against those preparing for service as military chaplains. Additionally, RSCC members will need to receive ongoing training in anti-racism, anti-oppression, and multiculturalism during each term of service on an RSCC.

Those wishing to become aspirants will need to be interviewed by a UUA field

staff person or the staff person's designee. This used to be a requirement, and what has been learned is that without directed contact with a member of the field staff, candidates are often unclear about very important role and function played by field staff.

Each aspirant will now be required to submit a financial plan before the interview for review by the RSCC committee.

Alternative retreat programs or formats can now be considered in addition to the retreat models currently used. Alternatives might include RSCC members making regular visits to theological schools attended by UU students, RSCCs developing workshops to be offered at district meetings and at General Assembly, and increased use of the internet for information, communication, and training.

Aspirants will not be expected to prepare and deliver a sermon or presentation at the time of the RSCC interview.

Candidates are now encouraged to share their RSCC interview letters with Intern Committees, Supervisors, CPE Supervisors, and other persons who assist in formation.

I welcome any questions or comments about these changes! I remain available for consult either by phone, often by e-mail, and if you happen to be in Boston, feel free to contact Chris May at [cmay@uua.org](mailto:cmay@uua.org) to set up a meeting time. Additionally, don't forget to review the letters from liaisons to candidates at MFC interviews at [www.uua.org/programs/ministry/mfc/news.html](http://www.uua.org/programs/ministry/mfc/news.html). ●

In the Faith,  
David Pettee,  
Ministerial Credentialing Director

## From the Internship Clearinghouse

### "A SWAN SONG"

I googled "swan song" in preparation for writing this final Internship Clearinghouse column. Legend has it, although apparently it's not true, that a swan sings an exquisitely beautiful song just before dying. I'm not at all happy with the imagery associated with this—this column is hardly my most beautiful "song," nor is leaving the UUA a death-like experience—but I suppose this is my swan song nonetheless.

I've been working with the Internship Clearinghouse and for the UUA for three-and-a-half years now, and it's amazing how much has changed in a relatively short period of time.

Technology is responsible for some of this change, especially the fact that the web has provided a public forum for potential interns and internship sites to connect with each other. This has been a major improvement, and in many ways consistent with our liberal religious values. When I started with the Clearinghouse, there was a stack of papers on my desk listing congregations that were interested in having interns. In order to find out which churches were available, students had to call me and ask. I think the process is much more democratic now and puts the UUA in a much more appropriate facilitative role.

Relationship-building has played a key part as well. The UUA, Meadville Lombard, and Starr King have developed a close collaboration on internships that has resulted in numerous improvements: better communication concerning the MFC's expectations for internships, a common timeline for the application and selection process, and, perhaps most important, a sense of common purpose and shared priorities. These relationships have also helped to raise the profile of internships in the denomination and have

underscored their importance in training high quality ministers.

Finances have been a mixed bag. The economy at the end of 2003 was not what it was in 2000, and the effects have been felt by students, congregations, and the UUA alike. The last two years have seen a slight decline in the total number of internship sites available, but also an increasing commitment from churches to pay their interns better. The average compensation offered today by churches is close to \$1,200 per month, which is a major improvement from three or four years ago.

And, encouragingly, models for ministerial internships have become more diverse. A sizable portion of congregations are open to designing "hybrid" internships that bring together facets of both parish and community ministry. An even greater number of students indicate that they are interested in pursuing these kinds of internships. If internships are a reliable indicator, it would seem that the distinction between community and congregational ministry is becoming increasingly blurred.

I'm pleased with what we've accomplished in improving relationships between the theological schools, students, congregations, and the UUA regarding internships.

---

### PROFESSIONAL CONTACT DIRECTORY

#### UUMA

KENDYL GIBBONS, PRESIDENT  
[PRESIDENT@UUMA.ORG](mailto:PRESIDENT@UUMA.ORG)

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

#### UUMN

KEN HERMAN, PRESIDENT  
[KEN@FIRSTUUSANDIEGO.ORG](mailto:KEN@FIRSTUUSANDIEGO.ORG)

DONNA FISHER, ADMINISTRATOR  
[UUMN@UUMN.ORG](mailto:UUMN@UUMN.ORG)

#### LREDA

MAKANAH MORRIS, PRESIDENT  
[REVS2UU@AOL.COM](mailto:REVS2UU@AOL.COM)

SHANNON HAWKINS, ADMINISTRATOR  
[LREDA@UUA.ORG](mailto:LREDA@UUA.ORG)

#### AUUA

SANDY LEYENAAR, PRESIDENT  
[FCULITTLE@FCULITTLE.ORG](mailto:FCULITTLE@FCULITTLE.ORG)

GAIL DONKIN, ADMINISTRATOR  
[ADMINISTRATOR@AUUA.ORG](mailto:ADMINISTRATOR@AUUA.ORG)

The web has been an invaluable tool for facilitating an open and fair internship search process. I'm encouraged by the commitment that congregations have shown in dramatically raising the compensation of their interns. And I'm glad that the "hybrid" model is becoming more prevalent and is helping to break down artificial barriers between congregations and the larger community.

There is, of course, more to be done. There still aren't enough internships in the places where students often need them; student indebtedness is far higher than it should be;

and the knowledge and expertise that some churches have developed in being a teaching congregation is not as widely shared as it should be.

Internships are an essential part of the process of preparing for Unitarian Universalist ministry. I've often emphasized to groups that I've worked with that an internship constitutes a full 25 percent of a person's preparation for ministry; and, in terms of the impact it has on a person's future ministry, its significance is even greater. I hope that we'll continue to support internships as a religious movement.

On a personal note, the reason for leaving this position was a job offer at the University of Chicago. I've certainly grown in these three years along with this position. I'm excited about this new opportunity and set of challenges, but I'll miss the UUA and working with all of you. Thank you for the good work that you do •

Faithfully,  
Ken Olliff

Internship Clearinghouse Coordinator

P.S. In my post-UUA life,

I can be reached at olliff@gmx.net.

I look forward to keeping  
in touch.

### Public Witness Seminar

Seminar, co-sponsored by the UUA Office of Professional Development of Ministry and Professional Leadership and The Joseph Priestley District, will be held May 16, 2004 (4 p.m.) through May 19, 2004 (1 p.m.) at All Souls' Unitarian Universalist Church, Washington, D.C. Learn how to effectively witness for Unitarian Universalism in the public square and in the media.

- Fred Garcia, President of Logos Consulting Group: a daylong practicum
- John Hurley, UUA Office of Information: case studies of success and failure
- Rev. Welton Gaddy, Executive Director of the Interfaith Alliance: "Tales from the Media Trenches"

Build skills for an effective voice for your UU values in media relations, live interview (TV), print interviews, writing and placing op-eds, and legislative advocacy.

The seminar will also provide opportunities to interface with Washington, D.C. media and advocacy leaders. Participation is limited to 30. Total cost, including shared room and included meals, is \$350. Single rooms are an additional cost. To register, send a \$100 deposit to Jean Hartman at the UUA, 25 Beacon Street, Boston, MA 02108 (jhartman@uua.org, 617-948-6437) by March 15, 2004. For more information, contact Rev. Michelle Bentley, Professional Development Director, at 773-643-6988 or mbentley@uua.org.

### Religious Education Credentialing—Beth Williams, Emily Farbman

## What's New in the Religious Education Credentialing Program

#### Lending Library

We are pleased to announce that all Religious Education Program participants will soon have access to a lending library of all books and other resources on the Religious Education Credentialing Program reading lists. Please contact Emily Farbman, RE Credentialing Program Assistant, at recassistant@uua.org on or after March 31, 2004 for more information and procedures on how to use the library. The Religious Education Credentialing Program Lending Library was made possible by the generosity of an anonymous donor to promote excellence in religious education and accessibility in professional development.

#### Reading Lists

The Religious Education Credentialing Program reading lists now allow participants to request an alternative to

any and all books and resources contained on the lists. All requests for reading list alternatives must be approved by the Religious Education Credentialing Committee well before program completion. Contact Emily Farbman, RE Credentialing Program Assistant, at recassistant@uua.org for more information.

#### Religious Education Credentialing Web Page

The following documents are now available in PDF format: *RE Credentialing Program Equivalency Guidelines* and *What to Expect from the Religious Education Credentialing Committee Interview Meeting*. The RE Credentialing Program Learning Experiences and Materials Grids are now available for each program level. On-line links to these resources, as well as the Reading Lists, are available at [www.uua.org/programs/ministry/reco/resources.html](http://www.uua.org/programs/ministry/reco/resources.html).

### Meadville/Lombard Winter Institute

We will be conducting a pilot project for RE Credentialing Program participants during Meadville/Lombard Winter Institute and Add-On Day with Sharon Welch. The project, a joint effort of Dr. Welch and the Institute and the RE Credentialing Office, is meant to provide participants with a process to significantly reflect on their learnings from the Institute and Add-On Day, and include these reflections in their RE Credentialing Portfolios. It will include preparatory reading, a short presentation during the Institute, written reflection and sharing during the Add-On Day, and a short paper to be submitted later. Those interested must register for the Add-On Day. The registration form may be downloaded from [www.meadville.edu/winter.pdf](http://www.meadville.edu/winter.pdf). Register for the project by contacting Beth Williams, RE Credentialing Program Director, at [recdirector@uua.org](mailto:recdirector@uua.org) or 617-948-6417.

### Congratulations

Congratulations to the following religious educators who are working towards various levels of achievement in the Religious Education Credentialing Program. Their commitment to excellence in religious education and professional development are recognized through these efforts.

Anne Bancroft  
Helen Bishop  
Gaia Brown

Kim Beyer-Nelson  
Dawn Star Borchelt  
Jan Devor

Tamara Casanova  
Leia Durland-Jones  
Susan Freudenthal  
Jennifer Halperin  
Karen Lapidus  
Lorrie Marston  
James Myers  
Dawn Pitman  
Amy Randall  
Layne Richard-Hammock  
Robin Slaw  
Cathy Tauscher  
Kathy Walker  
Jean Wiant

Kevin Drewery  
Natalie Fenimore  
Connie Goodbread  
Pat Kahn  
Cindy Leitner  
Lisa McDaniel-Hutchings  
Thomas Pistole  
Greta Porter  
Dana Regan  
Michelle Richards  
Alice Springer  
Linda Volkersz  
Jan Weinstein  
Joyce Zaugg

A reminder that The Barbara Marshman & Ann Fields Memorial Scholarship is awarded annually to a religious educator who is engaged in a program of graduate study and is serving a Unitarian Universalist congregation. Please note that any such religious educator is eligible, not only participants in the Religious Education Credentialing Program. This \$500 prize is given through the generous contributions of those who wish to memorialize and honor the work of these two great religious educators, and through the ongoing financial support of the UUA. Application deadline is May 1, 2004. Please contact Emily Farbman, RE Credentialing Program Assistant, at [recassistant@uua.org](mailto:recassistant@uua.org) for application information. ●

Beth Williams,  
Religious Education Credentialing Director

### 2004–2005 Financial Aid Application Forms

The 2004–2005 Financial Aid Application Forms are now available at [www.uua.org/programs/ministry/credentialing/preparation/index.html](http://www.uua.org/programs/ministry/credentialing/preparation/index.html). You may also contact your RSCC administrator or the Ministerial Credentialing Office administrator, Chris May, at [cmay@uua.org](mailto:cmay@uua.org) or 617-948-6403. The deadline for application is April 15, 2004.

### Richard Borden Sermon Award

In an effort to promote excellence in UU sermons, Rev. William Sinkford is pleased to announce the second year of the Richard Borden Sermon Award. All UU ministers and those students and others who have successfully interviewed with the MFC and will receive fellowship in June are invited to participate and submit a sermon of their choice. UUA staff members are not eligible.

**The top three submissions will be awarded \$10,000 each. Additionally, two honorable mention prizes of \$2,500 each will also be awarded.** Please see the announcement and guidelines on-line at [www.uua.org/programs/ministry/news/bordenaward.html](http://www.uua.org/programs/ministry/news/bordenaward.html).

Sermon submission deadline is March 15, 2004.

### Starr King School for the Ministry

**On-line:** On-line UU History (Alicia Forsey) will be offered again in the spring of 2004, along with two new on-line courses: "Our Theological House: An Introduction to Theology for Unitarian Universalists" (developed by Rebecca Parker, on-line instructor to be announced) and "World Religions" (instructors to be announced). For the latest information concerning on-line courses, visit our website at <http://on-line.sksm.edu>, or contact Cathleen at [cyoung@sksm.edu](mailto:cyoung@sksm.edu). You may also write to Rev. Alicia McNary Forsey, Ph.D., Professor of Church History, Starr King School for the Ministry, 2441 LeConte Ave., Berkeley, CA 94709; 510-845-6232.

**Summer Session:** This summer, in association with the GTU Summer Session collaborative, Starr King School will sponsor "Exploring our Spiritual Selves Through Dream Work" with Jeremy Taylor. We're also planning to offer independent courses, not confirmed as of this writing. For current information about summer courses, please visit our website often ([www.sksm.edu](http://www.sksm.edu)).

## Basic Training for Interim Ministry

**I**f you are interested in serving as an interim minister for the 2004–2005 year, please plan to submit the “Application for Interim Ministry Position” by April 1, 2004. The application can be found as an appendix to the Settlement Office website publication *In the Interim* ([www.uua.org/ministry/interim/](http://www.uua.org/ministry/interim/)) or as menu 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 attend this year’s Orientation to Interim Ministry. The Orientation will take place June 21–22, 2004 the two days preceding Professional Days, in Long Beach. We begin at 8:30 Monday morning, so plan to arrive Sunday night. We will finish at 5:00 Tuesday afternoon. I will conduct the training along with members of the UUA’s Accredited Interim Ministry.

The cost of the Orientation 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 \$70 per night per person) and for half of your transportation costs to Long Beach and back.

## Size Matters

**I**t’s been a long time since I’ve had to do battle with a teenager over personal liberties. I remember the first time I did it (and the second, and the third). I was struck by the fact that the groans I got—“Oh, Dad”—sounded a whole lot like the groans I had emitted thirty years earlier. The difference was that while my young fellows were groaning because their parents wouldn’t go out to a long movie (and I mean a loooong movie) while their sons hosted a party, my groans were over far more innocent issues: 10:00 bedtime, or 10:30? A milk shake after the movie with my date, or my father waiting outside the theater in the family Ford? I can still hear my mother’s lament, “You’re only 13. Leave some things until you’re older!” That’s what I said, too.

There is something of the same thing going on among congregations. “With 110 members, we’re verging on program size,” declares the Congregational Record of a church in search of a minister. “We’re looking for the minister to take us there.” It goes on to proclaim the congregation’s determination to develop a church council and a multitude of committees, standing and otherwise. Where the human resources to staff all these bodies will be found it does not say. I get tired just thinking about it.

I can’t help but believe that those pastoral-size congregations, which are unwilling to inhabit the size they are, will pay a steep price for their ambition: unreasonable

expectations of leaders—lay and ordained, then disappointment, exhaustion, burnout.

“Hey, folks, this is church!” I want to say. “What about ‘for everything there is a season?’”

The UUA’s size criteria, based on number of members, are partially at fault here. We divide “mid-sized” (our equivalent to “program-size”) congregations into Mid-sized I, beginning at 150 members, and Mid-sized II, beginning at 250. *Members*. On the other hand, respected church consultants Alice Mann (*Raising the Roof*) and Gary McIntosh (*One Size Doesn’t Fit All*) suggest that program size doesn’t begin until there are 150 to 200 people at worship. *At worship*. Add ‘em all up, they say—folks in the sanctuary, folks in the choir, children and teachers in RE—and, until you’ve got 150 to 200 on an average Sunday morning, you’re pastoral in size.

Is there anything wrong with that, some shame in being pastoral in size? Only if there’s something wrong with being 13, or 7, 24, 42, 58, 73—whatever you are. Some other time you may be some other age, but right now you are what you are. Live it! Live it, lest you miss being what you are entirely.

*Reb Zyshin was dying. His followers gathered around his bedside, weeping. Mustering his last strength, Reb Zyshin heaved himself up on his elbows and looked around him. “When I get to Heaven,” he said, “the Divine Presence will not ask me why I was not Moses. It will ask me why I was not Zyshin. ●*

John Weston,  
Settlement Director

### First Year Ministers’ On-line Seminar

An on-line seminar will be held April 12–23, 2004, sponsored by the Professional Development Office and hosted in the On-line Conference Center of The Wayne E. Oates Institute, [www.oates.org](http://www.oates.org). Registration Deadline is March 19, 2004.

This on-line seminar is primarily intended for those in the first year of settled ministry (others early in career who have not attended previously may also apply). Rev. Dr. Michelle Bentley and three deans, Ms. Paula Cole Jones, Dr. Angela Merkert, and Rev. Ed Searl, will lead it. We will review written presentations and discuss important issues. This seminar also offers a chance for new ministers to get to know colleagues and establish relationships. It is our hope that ministers of religious education, community, and parish will find commonalities and unity within their diversity. In addition, we will gather for a luncheon and a workshop together during the UUMA Professional Days at Pre-GA Long Beach, CA. The total cost is \$60. For more information, contact Michelle Bentley at [mbentley@uua.org](mailto:mbentley@uua.org) or 773-643-6988.

## Shaping Our Bibliography Resources

**Send out greetings of peace** to you at the start of a new year! In the new year many people have the resolution to get in shape! Usually this means changing one's diet and exercise regime. For instance, instead of a diet of sugar, salt, and caffeine, one would choose a diet of healthier choices such as fruits, vegetables, organic products, and plenty of water. Also, a choice is made to get out and exercise versus the sedentary lifestyle of a couch potato or a sitting-behind-one's-desk potato.

In the year 2004 CE, I ask the question, "What information is needed by the UU leader to get in shape!?"

In the last issue of *The Religious Leader*, David Hubner, wrote an article entitled "The Narcissistic Leader." A review of this article may conjure topics you want to reflect upon in the new year. He states:

So what kind of leader are you? What kind of leader am I—if that's not too narcissistic a question? What kinds of leaders are needed in a healthy UU congregation or in an organization serving the community? I'm more and more convinced that among the key factors in effective religious leadership are the linked abilities to be able to: (a) get above the turmoil to see what is happening so one can offer leadership that is effective, substantive, and compassionate and (b) be aware enough of one's own leadership style or styles to recognize one's own blind spots and strengths, so one can count on support and corrective suggestions (i.e., criticism) in order to grow and become a better leader over time. (p. 1)

As the Professional Development Director in the Department of Ministry and Professional Leadership, I share resources with ministers within the UUA fellowship. The resources are made available for religious leaders who are looking for information to support their ministries and to grow a better leader. Check out the many resources on the UUA website, [www.uua.org/programs/ministry/development/](http://www.uua.org/programs/ministry/development/).

Today, I want *us* to reflect upon these resources and "exercise" and "get them into shape."

Currently, the resources in the bibliography on leadership contain topical books that cover a variety of subjects applicable for today's minister, from conflict management to the growing congregation. For example: Anne Marie Nuechterlein and Celia Allison Hahn, *The Male-Female Church Staff: Celebrating the Gifts, Confronting the Challenges*, Alban Institute, 1990. The book offers an analysis of multiple staff, male-female leadership models, challenges and possibilities.

In an effort to update and broaden our understanding and resource list on leadership we will begin including resources on social analysis, pastoral care, religious education, congregation life, interpersonal and organizational development, public ministry and prophetic witness, anti-

racism, oppression, multiculturalism, and others that may be applicable to ministry. This list will include the classical as well as new works. For instance, Ronald Takaki, *Iron Cages: Race and Culture in Nineteenth Century America*, Oxford University Press, revised edition, May 2000. "The sort of book one has in mind when saying, 'If Americans really knew their own history' . . . A stimulating and intelligent approach to the history of capitalistic, expansionist society." *Boston Globe*. A pathbreaking work that offers a cohesive study of the foundations of race and culture in America.

Your opinion is needed. With you, the membership, collectively giving your recommendations, we may have a comprehensive bibliography on religious leadership that is as broad and deep and diverse as our membership. A broadened definition of leadership may help us be in "better shape" for the leadership role that the world so desperately needs.

What one book or author or documentary or film provides insight to your ministry? What book(s) or author(s) supports your leadership abilities? What book, classic or contemporary, is a must for a minister in their personal library? Your suggestions and support are greatly appreciated. Please send your *complete and annotated recommendations* to me at Michelle W. Bentley, 5700 S. Woodlawn Ave., Chicago, IL 60637 or [mbentley@uua.org](mailto:mbentley@uua.org).

Peace, Love, Jobs, and Justice,  
Michelle Bentley,  
Professional Development Director

### Continuing Education Opportunities

Practical suggestions for continued learning, sabbatical planning and life and skill enhancement may be found in the listing posted on the Ministry web page ([www.uua.org/ministry/](http://www.uua.org/ministry/)). There you will find basic information about 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](mailto:tim.madison@sih.net).

*Healing from Oppression: Interpersonal, Identity-Based, & Political*, March 5–7, 2004, San Francisco State University, Dr. Selena Sermeno and Dr. Charlie Clements, presenters. Contact: Margi McCue, President, UU Community Ministry Center at [mccue@pdx.edu](mailto:mccue@pdx.edu).

*Course Selections on Healing Ministry*, May 2003–2004, various locations and levels, sponsored by the Association of Professional Chaplains. Contact Linda Smith at 303-467-7829 or visit [www.HTSpiritualMinistry.com](http://www.HTSpiritualMinistry.com).

*Pathways to Peace: The Wisdom of Listening, the Power of Commitment*, July 7–13, 2004, Barcelona, Spain, sponsored by Parliament of the World's Religions. Contact CPWR, P.O. Box 1630, Chicago, IL 60690 or visit [www.cpwr.org](http://www.cpwr.org).

---

---

## Celebrating the Music/Ministry Partnership

2004 marks a milestone for our part of the staff team at First Parish in Concord. As Senior Minister and Music Director we have been working together as partners in ministry for a decade. These ten years have been a rewarding and fruitful time for us and for the congregation as a whole. These kinds of anniversaries are occasions for gratitude, but are also times to wonder what makes this partnership work? No doubt about it, there is much that has been serendipitous about this relationship. But there are specific habits we have formed and disciplines we have developed that work to strengthen this partnership:

### Regular Contact

The two of us meet together every other week for an hour to plan, catch up, debrief, vent, envision. This meeting happens in the context of a wider meeting structure that includes the whole church staff. We meet weekly to plan worship services with all the members of the worship team. Together we consider all the aspects of upcoming worship services: sermon topics, readings, music, who will be participating, what special events might be scheduled during the service. We also debrief on the Sunday service just past. In addition to the worship meeting each week, we have a brief weekly “check-in” meeting with all the staff members on campus. The main task of this meeting is to review the calendar, but it is also a valuable time to see one another face to face and find out what the important tasks, concerns, and celebrations are for each member of the staff. Our Program Staff has an extended meeting every two weeks or so to discuss topics that require more time. These meetings are for long-range planning, visioning, sharing resources, and, sometimes, for “self care.”

### Shared Vision

We spend a great deal of our scheduled time as a team leaning into the future. What do we hope this congregation might look like months and years from now and how can we get there? We’ve tried consciously to move as much of our job descriptions as possible into vision, and, as a leadership team, we work hard to collaboratively shape a vision. We come to the circle without

portfolio. It is not our job just to represent music or religious education or any other one facet of ministry.

### Trust

Though Gary knows precious little about music, Beth listens to his comments about music with respect. And in the last round of worship planning, it was Beth who put flesh on the bones of some sermon ideas Gary had. She had a beautiful anthem called “Velvet Shoes” and Gary had been collecting poems about snow. The resulting worship was wonderful and showed through to the congregation that the integration in worship they feel is not by accident. We respect each other. It is not about whom gets credit.

### No Triangles

If there is any rule among our staff, it is *no triangles*. This includes triangles among staff and triangles with members of the congregation. We are both recovering conflict avoiders, but we have made it a practice to name issues when they arise, as gently and respectfully as possible to each other, not to someone else. Of course the trust that we have built up over the years facilitates this. This partnership is important to both of us and we know that.

### Sense of Humor

We laugh a lot at ourselves and with one another. We laugh with pure joy and we laugh at the sometimes-absurd situations we encounter in this work and in this world. When Beth is feeling especially intense or earnest about a project or an issue, she can depend upon Gary to see something humorous in the situation and help her maintain her perspective. The team we have makes our ministries a pleasure. We do not have to go it alone. We build on each other’s strengths and marvel at how far we have come together.

Gary Smith, Senior Minister and  
Elizabeth Norton, Music Director

---

## Steps Toward Financial Health

**A**chieving financial health is not the same as having more money. More money may help, but millions of people whose income does not increase substantially from year to year live contented lives. And many people who have great wealth report they are worried or depressed.

According to the Bureau of Labor Statistics, U.S. households have a median yearly income of \$42,228. Most of these families say having more income would improve their well-being. However, the happiness curve seems to flatten out at about \$50,000, and increments above that level are often accompanied by a diminishing return in feelings of fulfillment.

Here are some steps that people can take to improve their financial health, and these can be relatively painless if they are adopted as new ways to think about and handle our finances.

Having a system of organizing our records helps retain a sense of financial control. This can be as simple as a set of file folders or as complete as software like QuickBooks or Managing Your Money. The point is to keep important information in one place so it can be reviewed quickly. Using software takes time on the front end but can be more efficient at income tax time.

Some people find the monthly or semi-monthly chore of bill-paying dispiriting. Paying each bill immediately on receipt may lessen the sting.

Save all receipts whenever cash or credit cards are used. Each month, check the latter against the expenses listed on the credit card statement. Try keeping a daily log of all expenses in a small notebook. Good months for sampling expenses are March, June, September, and December.

Pay yourself first. This is the maxim of those who save regularly, every month, month in and month out. It is imperative to set aside something for savings immediately after we are paid and before the bills are paid. Spending first and saving later is the prescription for nonsaving.

Have an emergency cash reserve. A minimum of three month's living expenses plus enough for an airline ticket for a family emergency should be available without having to use a credit card or dip into savings.

Have your paycheck deposited into your checking account, and three days later have five percent of your deposit transferred into your reserve in a money market mutual fund. Only \$50 or \$100 is important enough to save. Interest rates are currently low, and banks essentially pay us nothing for letting them use our money. Money market funds are currently paying about one percent,

which is better than nothing. They come with check-books of their own.

Save for retirement, starting young. Assume an IRA earns nine percent with taxes deferred. The person who saves \$1,200 annually for only eight years *beginning at age 22, and who then saves nothing more until the age of 65*, will end up with \$227,390; someone who saves the same amount each year for 31 years beginning age 33 will end up with \$214,560, almost \$13,000 less.

Review each quarterly statement from your retirement account. Never put away envelopes about finances unopened. Be sure all contributions were recorded. If they're not, ask why.

Invest the same amount monthly in diversified mutual funds. This is called "dollar cost averaging" and builds wealth more reliably than following the market and buying when it's going up and backing off when it's going down.

Eschew debt. The only things worth borrowing for are things that will appreciate in value. Usually this means for an education, a home, and one's health. Automobiles, furnishings, clothes, vacations, even books, should never be purchased by incurring debt, unless one can fully pay off this month's credit card charges when due. Using a credit card for emergencies is much more dangerous than having a reserve of savings for emergencies. Buy cars used instead of new.

Prepay down the loan. Never pay only the minimum due on credit cards, student loans, auto loans, or mortgages. Always add some additional amount to reduce the principal of the loan.

Pay off high interest first. Given a choice of paying off debt at 18 percent on a credit card or debt at 4 percent on a student loan should be easy to decide. And once high interest debt is retired, don't accumulate more.

Never risk home equity. It's okay to refinance at a lower interest rate, but never take money out of equity in a primary residence to pay for luxuries or expenses of daily living. Home equity loans have led many people to lose their homes to foreclosure if they become ill or lose jobs.

Shop sensibly. It's smart not to shop when our egos need reinforcement. Avoid sales on items you don't need or wouldn't buy otherwise.

Be more generous than you imagine yourself. Someone once said, "It's the thought that counts, not the gift." This is baloney. If you have good thoughts, give good gifts. If you care about your church or synagogue, donate generously. Be open to new causes. If you feel good about someone running for public office, send a check, even if only for \$25. Generosity is its own reward, and is the most certain indicator of financial well-being. ●

Ralph Mero,  
Church Staff Finances Director

## New Discussion Guide for Understanding the Bible

In March 2004, Beacon Press will post a new discussion guide for *Understanding the Bible: An Introduction for Skeptics, Seekers, and Religious Liberals* by John A. Buehrens at [www.beacon.org](http://www.beacon.org). Organized into an introduction and fifteen sessions, the study guide provides questions, exercises, and resources to help leaders and participants use *Understanding the Bible* for their own exploration of the Bible. Each session focuses on one or two particular biblical texts or stories and offers specific tools for engaging with these passages. The guide also suggests exercises to address different learning styles and seeks to encourage the community building that is an essential part of every religious education course.

All Beacon Press Discussion Guides for UU Communities may be viewed at our website, [www.beacon.org](http://www.beacon.org). Many of the guides are also available as Adobe Acrobat PDF files for easier printing. ●

## Update from the Diversity of Ministry Team

Since the last update of the Diversity of Ministry Team, the DOMT has met three times, welcoming two new members: Rev. Laurie Auffant, who, along with Rev. Danielle DiBona, is a representative from DRUUMM, and Rev. Jose Ballester, who also speaks from the perspective of a minister from a historically marginalized group. Additionally, as the convener of DOMT, I am in contact with the Unitarian Universalist Ministers Association regarding a

recommendation to fill the seat formerly held by Rev. John Gilmore.

Most of the recent DOMT conversation has centered around efforts to address the crisis faced by male ministers of color/from historically marginalized communities who have encountered significant difficulty in either getting settled or staying settled in congregationally based ministries. At its December 2003 meeting, the MFC approved a two-year waiver to the part of MFC Rule 17 that prohibited interim MREs and interim associate and assistant ministers from serving as the called minister in the congregation they were serving in an interim role.

Other matters that have been on our agenda include, in no particular order: updates on ongoing efforts by Settlement to help support newly settled ministers of color/from historically marginalized communities; implications of the anti-racism, anti-oppression, and multiculturalism training completed by MFC members; improving the use of Beyond Categorical Thinking workshops; efforts to arrange to have the ministerial credentialing and settlement processes reviewed through an anti-racism, anti-oppression, and multiculturalism lens; RSCC Evaluation survey recommendations; and DRUUMM Ministry Working Group recommendations and mentoring efforts to connect ministerial aspirants and candidates of color/from historically marginalized communities.

As always, I welcome comments and feedback regarding the function of DOMT and matters of interest that might be brought for our discussion. ●

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

## Major UU Community Ministry Conference

*Healing from Oppression:  
Interpersonal, Identity-based and*

*Political* conference will be held on March 5–7, 2004 at First UU Society of San Francisco, CA.

The leaders are Dr. Selena Sermenio (Civil Rights Activist/Psychologist) and Charlie Clements (CEO UUSC).

For more information see [www.uuma.org/Documents/PDF/RegistrationbrochureWEB.pdf](http://www.uuma.org/Documents/PDF/RegistrationbrochureWEB.pdf). ●

## The St. Lawrence Foundation for Theological Education

The St. Lawrence Foundation for Theological Education is pleased to offer two awards for students preparing to enter the Unitarian Universalist ministry in any of its three tracks: Ministry of Religious Education, Parish Ministry, or Community Based Ministry. Formerly restricted to female students, the awards are now available to both women and men. The awards will be in the amounts of \$1,000 and \$500.

You are eligible to apply if you are enrolled in theological school to prepare for the Unitarian Universalist ministry and you have been admitted to candidacy status with the UUA. Last year's winners are not eligible to enter. If you are selected, the award money will be sent directly to you. To apply, please submit a 1,000 word essay reflecting on the following questions: "As you prepare for the ministry, what historical or contemporary figure most challenges you? What aspects of this person's life, work, and thought speak more deeply to your own ministerial call? How is this person influencing your thinking, your vision, and your preparation for the role of minister?"

The essay, without signature or identification, should be placed inside an inner envelope and included in your main envelope along with a separate sheet stating your name, postal address, phone,

---

e-mail address, and school or program affiliation but *not* the title or subject of your paper. These must be postmarked by March 31, 2004, and sent to: St. Lawrence Foundation Award, c/o Rev. Frank Robertson, 29 Carver Ave., Plymouth, MA 02360.

Entries submitted by any other means (e.g. e-mail or fax) will not be eligible. The committee will judge the essays on a blind basis and will make their decision by May 7, 2004. These awards were established with monies originally raised by Universalist women in the State of New York. They equally honor the living tradition of Olympia Brown, who was the first woman to graduate from St. Lawrence, and the long and continuing line of women in ministry. The Foundation was established to support education for Unitarian Universalist ministry. Most of its funds go to the UUA for scholarships, to Meadville/Lombard for the Modified Residency Program, and to Starr King School for the Ministry.

If you have questions about the award, please contact Frank Robertson before March 10, 2004 at the address above, or by phone (508-224-5282) or e-mail (robertsonfe@aol.com). •

---

## Same-Gender Marriage in Massachusetts and the U.S.

The movement for marriage for same-gender couples is going strong. The media coverage around the issue for Unitarian Universalists has been unprecedented. We have probably received more attention for our stand than any other issue in recent history—maybe ever. For the latest look at what has been covered by the media, please visit [www.uua.org/news/2003/031118.html](http://www.uua.org/news/2003/031118.html).

Additionally, the opportunities are not going away. Many clergy around the U.S. and Canada have been asked for their opinions. Many of you have asked for help in

what to say. Please contact John Hurley, in the Public Witness office of the UUA, if you do, and you can also visit this site on speaking tips to the media [www.uua.org/programs/ministry/talkingpoints.html](http://www.uua.org/programs/ministry/talkingpoints.html).

Our strong stand is well supported in other areas. There are premarital counseling materials available at [www.uua.org/obgltc](http://www.uua.org/obgltc). A workshop is being developed for helping children and parents talk about same-gender marriage.

We are a little concerned about couples from outside Massachusetts coming here not only to get married but to go back and challenge laws in their home state after getting married. You are encouraged to counsel couples you know doing this, to check with [www.lambdalegal.org](http://www.lambdalegal.org) on the best way to proceed. There is some fear of setting a precedent that would do more harm than good.

May 17, 2004, is coming soon. We have much to celebrate and much work ahead. Thank you to all of those of you who have helped to get us where we are now. •

Rev. Keith Kron,  
Director, OBGLTC, UUA

---

## DOs and DON'Ts of Strategic Communication

What do you do when the telephone rings and it's a reporter from the local newspaper? Or a producer from the local TV station? Is their interest in you and your work a cause for delight or distress? Do you want to encourage their interest or dampen it?

Whatever the situation, it's important to be prepared for your encounter with the media. John Hurley, UUA Director of Information and Public Witness, and Janet Hayes, Information Officer, are available to discuss with you options and strategies. John and Janet can provide insight into what the media want from you and can work with you to hone the message you want to

deliver. Even a brief consultation can make a significant difference in the quality of your interaction with the media, so please take advantage of this service provided by the UUA's Office of Information and Public Witness. You can reach John at 617-948-6131 or [jhurley@uua.org](mailto:jhurley@uua.org), and Janet at 617-948-4386 or [jhayes@uua.org](mailto:jhayes@uua.org). •

---

## March on Washington for Women's Lives

There is an event on the horizon that will provide a large-scale, highly visible way for UUs to show our support for women and healthy reproductive choices. On *Sunday, April 25, 2004* there will be a mass *March on Washington for Women's Lives*, the first in more than a decade. Organizers are expecting more than a million people, and UUs will be making a strong showing. In addition to the march, there will be a Saturday evening dinner event with Rev. Bill Sinkford and a special Sunday morning service with Rev. Rebecca Parker. Please encourage your congregation, youth group, friends, and family to participate. Additionally, many ministers are choosing to hold a pro-choice pulpit day on April 18, 2004, the Sunday before the march. If you would like more information about the march in general or the pro-choice pulpit day, e-mail Kierstin Homblette, Legislative Assistant for Women's Issues at the UUA Washington Office for Advocacy at [khomblette@uua.org](mailto:khomblette@uua.org) and 202-296-4672, ext. 13. •

---

## AUUA: Professional Support for Administrators

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 at GA workshops and Professional Day, the Administrators E-mail 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. The organization is working toward a certification process for administrators and will have more information on this at the 2004 GA in Long Beach, CA. For more information go to the AUUA website at [www.auua.org](http://www.auua.org). ●

---

## Report from the Ministerial Fellowship Committee

PHYLLIS DANIEL, CHAIR

The December meeting of the Ministerial Fellowship Committee, held in Berkeley, was preceded by a day of work on our task of redesigning fellowship. The working group developed a set of agreed-upon premises and moved forward on design. The document approved by the full

committee can be seen at [www.uua.org/programs/ministry/mfc/news](http://www.uua.org/programs/ministry/mfc/news). The committee seeks reactions and comments, and can be reached at [mfc@uua.org](mailto:mfc@uua.org).

Three new policies were voted by the committee:

The MFC declares and affirms its special responsibility to value all persons without regard to race, color, gender, disability, affectional or sexual orientation, family structure, age, or ethnicity or national origin in making its credentialing decisions.

In further support of affirmative action, the MFC moves to waive for two years (January 1, 2004–December 31, 2005) the requirements of the first paragraph of Rule 17 for ministers of color/historically marginalized groups serving as interim MREs, interim associate ministers, and interim assistant ministers.

Waiver requests must include at least two letters of recommendation that address work in a previous ministerial role and grounding in UU congregational life. In addition, where applicable, include recent ministerial employment evaluations and any certificates noting current membership and good standing in a relevant professional organization.

Candidates who are submitting packets to the MFC will now be requested to add “Current Professional Certifications” and “Current Professional State Licenses” to the biographical data page.

The final report from the Regional Sub-Committee on Candidacy Evaluation Panel, chaired by Rev. Eugene Pickett, was reviewed. That report can also be found on the MFC website (see above).

The MFC held its first open meeting on Sunday, December 7, 2003. Agenda items included the RSCC report; the work on transition to specialties and final fellowship; the pilot project for fellowship renewal; and progress reports on anti-racism anti-oppression work. Four observers were welcomed to this session.

The Committee honored members who were completing service: Rev. Dr. Leslie Westbrook; Rev. Dianne Arakawa; Les McGukin; and Dr. James Robinson.

The next meeting will be March 25–28, 2004, in Chicago. The agenda for the open portion of the business meeting will be posted on the MFC website in February.

---



# The Religious Leader

NEWS FROM THE UUA MINISTRY & PROFESSIONAL LEADERSHIP STAFF GROUP

UNITARIAN UNIVERSALIST ASSOCIATION  
25 BEACON STREET  
BOSTON, MA 02108

Nonprofit Organization U.S. Postage PAID Boston, MA Ass. Permit No. 8652
--