



The Religious Leader

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

IN THIS ISSUE

1/2

[Office of the Director](#)

Signing Up for the Orange Bowl
Freedom and Responsibility
“Be Ours a Religion Which, Like Sunshine,
Goes Everywhere . . .”

2/5

[Ministerial Credentialing/ Internship Clearinghouse](#)

From the Ministerial Credentialing Office
From the Internship Clearinghouse

5/6

[Religious Education Credentialing & Renaissance Program](#)

Note from Beth
What’s New in the Religious Education
Credentialing Program
Renaissance Program News
Scholarship Assistance

7

[Settlement](#)

Bambinos, Bosox, and Boomers

7/8

[Professional Development](#)

Behind Bars

8/9

[Church Staff Finances](#)

Health Insurance, Sermon Prizes, Salary
Recommendations, Grants

10/12

[Resources & Possibilities](#)

Drinking From Our Own Wells
New Discussion Guide for *Breaking Free*
Worship Resources Available from CLF
UU Professional Leaders and
Ministers/Restorative Justice
John Lester Young Fellowship
Minister-in-Residence Program
AUUA Certification
APF/UUMA Stewardship Sermon Award
Report from the Ministerial Fellowship
Committee
DOs and DON'Ts of Strategic Communication

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

Signing Up for the Orange Bowl

It may be another example of the triumph of optimism over experience, but I just signed up on-line for the waiting list for tickets to the 2005 Orange Bowl National College Football Championship Game on January 4, 2005. This has something to do with the fact that our son attends the University of Wisconsin–Madison, whose football team is doing very well. But even deeper than that, as the days grow shorter and shorter, I know it is time for me not only to plan to work but also to plan to play. By now you have surely hit full stride in your service to our congregations and in the world. As I write this, the UUA Board is here in Boston; the UUMA Exec meets over the weekend in Essex, MA; the RECC committee starts its meeting in Chicago on October 18; followed by LREDA's Fall Conference. We are breathlessly busy. As UU religious educators, administrators, musicians, and ministers, I know that you in this season have your own full and challenging calendars. Our lives are very exciting and very demanding. In the midst of the challenge and the joy of this, I hope and pray that you too will sign up for something for yourself even if the odds are outrageously against you; and expect, at least guardedly, that you will. There may even be something in our Universalist and Unitarian traditions about holding firmly to that kind of hope. Go Badgers!

Freedom and Responsibility

Having just urged you to be outrageously optimistic, let me also urge

you to pay very serious attention to the responsibility we all share for making sure that we know who we are inviting in to be our professional and lay leaders. We UUs are, by nature, theology, and practice, hopeful about the human possibility. The title of this section is borrowed from the title of an RE curriculum kit that we published and used a few years ago. But it has become increasingly clear that all institutions serving the public, and particularly religious institutions, need to focus more closely on the “responsibility” part of that equation. The entire board of a private school here in Massachusetts was recently indicted because of that institution’s failure to report inappropriate behavior by a staff member toward a student. Times really have changed. We need to know who is on our professional and lay staff, particularly if they are in positions involving vulnerable persons or children. We here are doing what we can to help congregations, and those who lead them, have the resources they need. John Weston and Harlan Limpert have prepared a draft guide to “Responsible Staffing” that offers up-to-date information about how congregations and institutions can more reliably interview, check references, and screen potential employees and volunteers. We hope this can be published in the next few months. Pat Hoertdoerfer is leading work toward producing an updated version of the workbook “Creating Safe Congregations: Toward an Ethic of Right Relations” by GA. Tracey Robinson-Harris and Debra Haffner are working on a new resource for congregations to help them decide whether to include a person with a

MPL 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'LYN ETTIEN
ASSISTANT TO THE DIRECTOR OF MINISTRY
617-948-6406

JEAN HARTMAN
PROFESSIONAL DEVELOPMENT ASSISTANT
617-948-6437

NANCY HEZLITT
SETTLEMENT ASSISTANT
617-948-6408

DAVID P. HUBNER
DIRECTOR OF MPL
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

GINA RUVIDO
RE CREDENTIALING ASSISTANT
RECASSISTANT@UUA.ORG
617-948-6418

JOYCE STEWART
RETIREMENT PLAN SPECIALIST
617-948-6421

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

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

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

TRACY WITHY-BROWNE
INSURANCE PLAN ADMINISTRATOR
TWITHY@UUA.ORG
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 EARLY SPRING EDITION IN MS WORD
TO JEAN HARTMAN (JHARTMAN@UUA.ORG) BY
NO LATER THAN JANUARY 15, 2005.

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

history of sexual abuse in congregational life and how best to do so. We are just starting to look anew at the challenges of alcoholism and substance abuse with the help of work done by Denis Meacham and others to see how congregations can address these matters. It never has been a simple or ideal world out there. What we want to address now is how to engage it and its challenges both with a full sense of life's goodness and an abiding sense of responsibility for fully understanding and managing its risks.

"Be Ours a Religion Which, Like Sunshine, Goes Everywhere . . ."

The quote, of course, is from Theodore Parker. The idea that we need to live our religion in the world, that our sanctuaries should not shield us from the community but be where we build our commitment to engage the world, is one that has increasing strength among us. As you have heard here before, one way we in MPL see this is in our contacts with seminary students, many of whom are very interested in community ministry or in a mix of community and congregational ministry. Since the Community Ministry Summit in June 2003, leaders of the Society for the Larger Ministry, The Community Ministry Focus Group of the UUMA, the UU

Community Ministry Center, and MPL have been working together, with the good help of Nancy Bowen, to build a Community Ministry Coalition to better support and spread the word about the works of UU Community Ministry. We have made progress. We have uncovered questions. The Coalition will be meeting in December to develop more clearly how it and the organizations that compose it can more effectively serve community ministry in our association. It is not just ministers, of course, who can or should carry our religion to the world. Our religious educators have worked with us for years to look outward. Our musicians have helped us move out of narrow understandings of music and to understand its power to link us to the world. The UU administrators I know are not at all limited in their vision about how broad or wide our reach should be. UU lay leaders have constantly shown how to live one's religious understandings in life. The UUSC has been there all along. If we are to be truly hospitable and truly welcoming, that involves, I believe, our deep understanding that we are on a two way street that not only draws others into our sanctuaries, but also leads us into the world to serve it and learn from it. ●

Regards,
David P. Hubner,
Director of Ministry and
Professional Leadership

Ministerial Credentialing/Internship Clearinghouse—

David Pettee, Christine May, Griffith Bell, Kim Wilson

From the Ministerial Credentialing Office

One of the more illuminating dimensions of my work as Ministerial Credentialing Director is regularly getting away from Boston to meet with aspirants and candidates at RSCC interviews and at their seminaries. This year, aside from regular trips to the San Francisco Bay Area and Chicago, I'm going to Columbus, OH to meet

with students at Methesco, continuing my meetings with students at "non-UU" schools. It has been great for me to meet with students in Bangor, ME, in the metro NY area, at Iliff in Denver, United Theological Seminary in MN, and with folks at Seattle University.

The journey toward ministerial fellowship can sometimes feel like a

maze. Because I have the privilege of engaging with the credentialing process on a daily basis, I find it necessary to try to have “beginner’s mind” as often as I can. It’s why what may seem like innocent or basic questions are often quite fruitful. It’s why Chris May (who will have a few words of her own to follow shortly) and I welcome calls and e-mails regarding a broad range of topics. I always find it sad to learn that someone has made a significant career decision based upon something they heard through the grapevine, without checking the authenticity of rumor. One of my favorite questions when I meet with aspirants and candidates is: “What is the most unbelievable thing you have heard about the credentialing process, the RSCCs, and the MFC?” Incredible stories, which are far removed from what is reality, risk becoming part of urban legend.

Here are three typical examples we frequently encounter. All community ministers must complete a parish internship. All internships must be full-time and cannot be conflated with field placement requirements. And, my personal favorite? The real purpose of the MFC is to weed people out of the ministry based upon some hidden quota system! None of these three are true. Although the first two may require explanation, the third is totally baseless.

The MFC expects all candidates to be well-rounded as ministers. The days are long gone when a candidate seeking ministry in the parish could ignore knowing how to help members of a congregation live out the mission of that congregation in the local community. Those who are preparing for community ministry must know how to preach, prepare a worship service, and possess adequate experience and comfort functioning as a minister inside a congregation. A potential community minister with little UU experience before coming to seminary might realize that a parish-based internship is a most effective way to learn how to function effectively in our denominational culture. On the other hand, if a prospective commu-

nity minister with years of UU lay leadership and/or district and denominational affairs experience is focusing on hospital chaplaincy, then a parish internship may not be necessary. Secondly, an increasing number of students are working creatively with their seminary field education staff and field education requirements to simultaneously satisfy UU internship expectations. Kim Wilson, Internship Clearinghouse Coordinator, welcomes conversation of this kind, and you can check each issue of the *Religious Leader* for more about what is new with the Internship Clearinghouse.

And now in closing, a few words from Chris May, Administrator of the Ministerial Credentialing Office.

“If it weren’t for the last minute, nothing would ever get done.” It seems this is the attitude of church folks everywhere. Since I came to work in the Ministerial Credentialing Office, I have become aware of the amount of pressure this puts on the staff to pull things together. This is my plea to those of you preparing for deadlines. Try to keep in mind that yours is not the only mailing coming in at the last minute. If you must wait until the last minute to send in your materials, you may pay the consequence of having a delayed response from those receiving it. Given the sheer quantity of material coming in by overnight delivery, fax, and e-mail, you also run the risk of losing pieces in the process. We are only human after all.

“More is not necessarily better.” Another point to keep in mind when preparing your paperwork is that it is generally better to focus your thoughts and keep your essays and statements of competence succinct. Think of it as good practice for sermon writing, newsletter articles, and even dissertations! The packets for the most recent interviews with the Ministerial Fellowship Committee ranged in size from sixty pages to over one hundred and fifty pages. Given that there are usually twenty to twenty-four candidates being interviewed at each meeting, that is

a lot of reading, and some seriously heavy lifting as well. Be nice to the MFC and be careful with your words. Being succinct will work to your benefit during the interview itself as well.

Please do not hesitate to contact us should you have questions, or if we can be helpful! •

In the Faith,
David Pettee,
Ministerial Credentialing Director

From the Internship Clearinghouse

This is the busy season at the Internship Clearinghouse and things are hopping here as I write. It’s gratifying to speak and correspond with new interns, supervisors, and intern committee chairs (as well as those who are planning ahead for next year). I find that some of their excitement about being engaged in the internship process also rubs off on me, frequently reminding me of why I do this work. Of course, there are some

PROFESSIONAL CONTACT DIRECTORY

AUUA

SANDY LEYENAAR, PRESIDENT
PRESIDENT@AUUA.ORG

GAIL DONKIN, ADMINISTRATOR
GDONKIN@AOL.COM

LREDA

MAKANAH MORRIS, PRESIDENT
REVS2UU@AOL.COM

SHANNON HAWKINS, ADMINISTRATOR
LREDA@UUA.ORG

UUMA

KEN SAWYER, PRESIDENT
PRESIDENT@UUMA.ORG

JANETTE M. LALLIER, ADMINISTRATOR
ADMINISTRATOR@UUMA.ORG

UUMN

KEN HERMAN, PRESIDENT
KEN@FIRSTUUSANDIEGO.ORG

DONNA FISHER, ADMINISTRATOR
UUMN@UUMN.ORG

Meadville/Lombard Theological School

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

January Intensives 2005

Week of January 10–14, 2005

M365INT The Contemporary Context of Ministry: Arts of Ministry, *Rev. David Bumbaugh, Faculty*

TS431/531INT Anthropology & Religious Expression, *Donald Brennis, Ph.D., Adjunct Faculty*

Week of January 17–21, 2005

I300INT Spiritual Journey Workshop, *Rev. Dr. Neil Gerdes, Faculty*

M309/509INT Formative Figures in Religious Education, *Rev. Dr. M. Susan Harlow, Faculty*

M414/514INT Human and Faith Development, *Leslie Westbrook, Ph.D., Adjunct Faculty*

M423/523INT Music as the Doorway, *Ed Thompson, Ph.D.*

Week of January 24–28, 2005

M360/560INT The Visual and Kinesthetic in Ministry: Arts and Aesthetics, *Rev. Dr. John Tolley, Faculty*

M431/531INT From Faith Communities to Virtuous Institutions, *Susann Pangerl, Ph.D., Faculty*

TS338/538INT Their Minds Shall Set Them Free: Foundations and Critical Study of Liberal Theology II, *Rev. Dr. Thandeka, Faculty*

anxious calls and e-mails, mostly people needing reassurance that they are meeting the UUA requirements or guidance on how to do so. I'm currently reviewing a number of Learning/Serving Agreements, one of the Ministerial Fellowship Committee requirements, and it is heartening to see how incredibly hard most of our interns are willing to work to gain the experience they need in order to become ordained professional ministers in our denomination. This year we have over 70 interns currently serving either in congregations or at community-based sites.

As some of you know, the Clearinghouse offers an **Internship Stipend Matching Grants Program**. The deadline for applying (Oct. 1) has passed, and we've had 14 applications, which David Pettee and I are in the process of evaluating. Because this is a competitive program, unfortunately, not all applicants will be able to receive grants. In the next issue, I'll report in more detail on preliminary awards to congregations. Please see the link on the Internship Clearinghouse website

(see web address below) for guidelines for this program.

The Internship Clearinghouse website continues to add capabilities to help both potential interns and teaching sites in finding each other as well as offering resources that may be helpful. This year, potential interns can not only list their profiles with the Clearinghouse but **supervisors and intern committee chairs can gain access to profiles of potential interns** by requesting a confidential password. There is often as much desire for congregations to make contact with the potential interns as there is for those seeking internships to find out about the congregations. So, potential interns, if you haven't yet filled out a profile, I encourage you to do so as soon as possible!

The second new resource available on the Clearinghouse website is a **list of non-UU seminaries** that have, or often have, UU students. Congregations that would like to advertise their teaching sites to UU students will hopefully find this to be a useful resource. (And if you check out the list and see theological schools

that should be added, please let me know.)

Internship schedule: Teaching congregations, if you haven't already listed your profile on the Clearinghouse website for 2005-2006 internships, I encourage you to do so as soon as possible. We are coordinating with the UU Theological Schools, Meadville/Lombard in Chicago, and Starr King in Berkeley, to try to "level the playing field" by asking both would-be interns and congregations to follow a similar schedule:

- November 1–December 1, 2004: Potential interns make applications to sites
- January 1, 2004–February 1, 2005: Sites conduct interviews and select candidate for position
- February 1–February 15, 2005: Candidates accept internship position

This schedule has worked out well for many congregations and those seeking internships. Of course, there are some cases where circumstances prevent following this timeframe, and we will

certainly work with you if your schedule differs from the above.

Summer ministries: Speaking of planning ahead, now is not too soon for congregations considering hiring a summer minister to list your site through the Internship Clearinghouse. Whether you're interested in working as a summer minister or you're offering a summer 2005 ministry position, please see the new links at the bottom of the Clearinghouse website. One will take you to the list of opportunities and the other will open up a profile form for congregations to fill out. If

you know of congregations that might be offering summer ministries, I'd appreciate help spreading the word about this new site!

Interns who have begun internships: *Within the first month or two, please be sure to finalize and send one copy of your Learning/Serving agreement to Chris May in the Ministerial Credentialing Office at the UUA and one copy to me (see my e-mail and mailing addresses below).* Electronic or photocopies are fine. If you need help in creating the Learning/Serving agreement or would like feedback on a first draft, feel free to send it to me with ques-

tions or a request for comments. (Save your signed original copy for the packet that you'll be preparing for your MFC interview.) And, of course, I'm available for consultation any time during the year. The same holds true for **supervisors and intern committees.** If you have any questions or need clarification or guidance on any internship-related issue, please feel free to be in touch. ●

Yours in Faith,
Kim Wilson, Internship
Clearinghouse Coordinator
kwilson@uua.org

Religious Education Credentialing & Renaissance Program—Beth Williams, Gina Ruvido

Note from Beth

As I write this, the LREDA Fall Conference has not yet happened. I am in the midst of preparations for it, and I find myself falling in love with Vivian Gussin Paley, the LREDA Fall Conference theme speaker. Paley, a writer and former kindergarten teacher, is an advocate for more fantasy play in the educational lives of children, especially young children. In her books, such as *The Kindness of Children* (2000), *You Can't Say You Can't Play* (1993), *The Girl with the Brown Crayon* (1997), and *A Child's Work: The Importance of Fantasy Play* (2004), Paley tells the stories of children who learn to live in community, grapple with their anxieties, and discover the precious individuality (and yes, spirituality) of themselves and others through the "work" of storytelling, dramatization, and other fantasy play. Paley decries the recent trend in kindergarten and early childhood education to base programs increasingly on structured educational activities to the detriment of fantasy play. I am excited to think of what connections may be made by conferees to their own lives and their religious education programs

This may seem like an odd admission from someone whose work often relates to rigorous structure, but in my fantasy I long to be playing in Mrs. Paley's classroom—not as a five-year-old child, but right now! I am convinced that playful activity can be as much a learning experience for adults as it is to children. I am just beginning to reflect on the theological dimensions of storytelling and fantasy play for adults and its role in broadening and deepening our abilities as religious leaders. I am sure this is something you have thought about

as well. I want to encourage you to think about this in terms of your Religious Education Credentialing portfolio. While it is true that such a portfolio needs to include demonstration of religious leadership competency through a very structured set of requirements, it is not limited to these requirements. Do you believe that playfulness contributes to your spiritual depth, theological understanding, and your growth and creativity as a religious leader? Then demonstrate this in your portfolio. Include reflections on how and why you think that happens. As Vivian Gussin Paley might say, "We can't say you can't play."

What's New in the Religious Education Credentialing Program

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

Julie Parker Amery
Aisha Hauser
Melaney Mashburn
Irene Praeger

This year you will definitely want to attend the Meadville Lombard Winter Institute, February 17–19, 2005 at the Lowell Center on the University of Wisconsin campus in Madison, WI. Michael Dowd and Connie Barlow are presenting “Stardust and Sustainability: The Great Story of Science and Religion.” Michael and Connie write about the basis of their presentation, “The Great Story is the 14 billion year narrative of cosmos, Earth, life, and humanity. It draws upon the discoveries of the full range of sciences and becomes our collective sacred story, offering us an awareness of life that can nurture a just, healthy, beautiful, and sustainably life-affirming world for future generations of all species.” For more information about Meadville Lombard Winter Institute, contact Rev. Carol Taylor, Institute Dean, at catuumin@aol.com. For registration information, contact Joan McDougall, MLTS staff member, at jmcdougall@meadville.edu.

If you would like to create an RE Credentialing portfolio entry for this professional development event, make sure you stay for the Praxis Add-On day on Saturday (begins after Winter Institute; ends late Saturday evening) at the First Unitarian Society of Madison. For those interested in RE Credentialing, this day will include small group activity designed to reflect on your experience for your portfolio.

If you are attending the Praxis day, please visit Michael and Connie’s website, www.TheGreatStory.org, for a selection of thought-provoking essays, stories, and activities. If you will be participating in RE Credentialing small group work, please read the following resource: *An Amazing Journey! The Universe and Me: Reading and Discussion Guide on the Universe Story*. This spiral-bound book about the Great Story is designed for group reading and study in six sessions, with questions for reflection posed at the beginning of each section, and guidelines for running a discussion, including a different experiential exercise in each session. The publisher, Global Education Associates, sells single copies by mail for \$18. Contact John P. Hynes at jandjhynes@tcq.net or Carrie Dorfman at earthsong1998@yahoo.com for ordering information. Even if you are not attending Praxis day or participating in the RE Credentialing small group work, you will value this book. It is a great resource for adult education. For registration information about the Praxis day, please contact Rev. Kelly Crocker at First Unitarian Society 608-233-9774, ext. 12.

Renaissance Program News

This is a reminder that the Renaissance Program is back in its original home at the Unitarian Universalist

Association. Although the contact people have changed, the process is much the same. If your district or organization would like to host a Renaissance module, first contact Beth Williams at recdirector@uua.org to determine whether the date and module is available. Once you receive an affirmative response, quickly follow up with a Renaissance Program Request. This request can be initiated from www.uua.org/re/landscp/request.html. Contact Beth if you have any questions about hosting a module; contact Judith Frediani at jfrediani@uua.org if you have questions about module content; contact Gina Ruvido at recassistant@uua.org if you have questions about the logistics of sending and receiving Renaissance program resources.

The following are Renaissance program modules scheduled for the coming year:

Feb. 4–6, Youth Ministry, Durham, NC, Lynn Garman, dre@ucnorfolk.org

Feb. 4–6, Worship, Akron, OH, Greta Porter, 3boys@nauticom.net

Mar. 4–6, Curriculum, Nashville, TN, Jennifer Morley, jamorleyuufa@yahoo.com

Jul. 16–34, UU Identity, Star Island, NH, Merry Stockwell, merry@stockwell.mv.com

Scholarship Assistance

A reminder that modest amounts of financial aid are available for professional development opportunities, such as Renaissance Modules and Meadville Lombard Winter Institute for those serving Unitarian Universalist congregations as religious education professionals. Additional continuing education funds are available for those enrolled in the UUA Religious Education Credentialing program for significant professional development endeavors. For more information and an application form, please contact Gina Ruvido, RE Credentialing Assistant, at recassistant@uua.org or 617-948-6418. If you are a UU minister serving as a Minister of Religious Education or Minister with religious education portfolio, please contact Rev. Michelle Bentley, Professional Development Director, at mbentley@uua.org for scholarship assistance. ●

Beth Williams
Religious Education
Credentialing Director

Bambinos, Bosox, and Boomers

Heading westbound from downtown on Storrow Drive, the driver encounters a warning about one of Boston's innumerable vehicular nemeses: the "reverse curve." Years ago a local wag equipped with paint and a brush metamorphosed it into an invocation: "Reverse the Curse." No one has fixed it. No one dares. The Curse is the Curse of the Bambino, the greatest error ever in Boston baseball, by which in 1919, the year after the Red Sox won the World Series, Babe Ruth, the Big Bambino Himself, was traded away to the hated New York Yankees. As of this writing, Boston has never won a World Series since.

There, are you happy? A sports joke, the first from me in six years, and I'm hoping it'll keep you for another six.

But seriously folks, by the time you read this, the Presidential election, the American League playoffs, even the World Series will be history. At the moment, however, they are yet to come. In Boston, the playoffs bulk the largest.

The really big story of the next forty years, however, although it is already under way, has so far gotten no respect from either Senator (or President-elect) Kerry or President Bush. I'm talking about the retirement of the baby boomers. Example: more than 50% of our ministers (746 out of 1469) are between the ages of 41 and 60. Clearly this big story will be our story, too.

Staying with ministers, on whom we have pretty good numbers: In each of the last six years but one, more ministers in their fifties than in any other age range were called to positions in ministry in UU congregations. That's a lot of hopeful new beginnings at a

time of life when physical vulnerability may be just around the corner.

Or as my dad said to me when I turned 50, nine years ago: "If I could be any age I wanted, I'd be 50. Why? You know your strengths, you accept your weaknesses, and you still have your health." He did. But it was only a few years later that he had his first bout of pancreatitis. It cramped his style from then on.

This demographic stuff is fiendishly difficult to sort out, but it has such a powerful effect on us! With the help of Izabel DeAraujo in Data Services I can predict, using very conservative criteria, that parish ministers and MREs will be aging out of active service at the rate of 25 per year for the next ten years, and about 35 a year for the decade after that. (The rate could easily be 30 to 40 percent greater, especially if the stock market heats up and turns retirement alluring again.) That's about half the rate of admission to fellowship, which on average has held steady over the past ten years at 49 per year.

What responsibilities belong to whom here? How sternly should RSCCs and RECCs counsel candidates for our ministry and for religious education to turn instead to geriatric nursing or investment banking for health care companies? How often should "Surprise!" retirement parties in our local congregations be engineered by UUMA and LREDA chapters?

But seriously, folks, this is serious. I wish I had more wisdom. Lend me yours, and I will share it. ●

John Weston,
Settlement Director

Behind Bars

One Sunday morning, I met with Maria who was awaiting trial on the charge of murder of her two-year-old child. The State of Illinois seeks the death penalty.

Maria arrived, excited to share her poem about her journey to this hellhole with a non-judgmental religious professional who will listen, with compassion, to her deep and long dark night of the soul.

She begins in poetic rhythm—powerful and passionate—God—I thought poet Nikki Giovanni was speaking. *Love*, I like for you to feel and hear . . .

Hello, my name is Ms. Maria Moon and I'm a 26-year-old poet, an incarcerated poet. I've been locked

up in the Cook County correctional facility for four years, charged with an accountability of a first-degree murder. The poem that you're about to read is real, true, and naked, as all the rest of my poetry is. The reason for my nakedness is to help some other person to not have to go through what I'm going through. A person falls into a lot of traps, when they have not learned to love themselves.

Thank you God for the gift of expression; the freedom that comes from nakedness.

"I Needed Love"

I needed ____ more than anything and that's why I stayed awake until my eyes hurt, until my little 11-year-old body was ice cold from lack of warmth,

comfort, and _____. Waiting for him—watching, waiting, and stalking that window all night. Better not anybody tell me to sit down, go to sleep, he's not coming. I waited for him, my father; because I was waiting for _____.

And I needed _____ more than anything and that's why I stayed out late, that's why I took parental punishment, that's why I snuck out, that's why I disobeyed my parents, and that's why I gave him the most intimate part of me that I was giving away for the very first time.

I needed _____ more than anything, and that's why no matter how proud I was about being the only virgin within my friends, I gave it up for _____. And it hurt, I'm telling every young girl out there, it hurt, but I was desperate. So, I was willing to let myself hurt, allow myself to be hurt, hurt myself, because I needed _____ more than anything.

And that's why I accepted and put up with mommy's habit. I did it for _____. And that's why when she hurt me; I hurt me, because I didn't want to take my _____ away. That's why I beat on the bedroom door over and over again for her attention. And, that's why I took all those pills, all those thrills, and all those deals—because, I needed _____ more than anything.

And that's why, that's why I adapted to hurt, fistfights, disrespect, one black eye, many strangles, stabs, rapes, sexual abuse, and a lifetime of verbal abuse—because, I needed more than anything else _____.

And now I find that I put up with a lot of things that _____ has nothing to do with. And now I see that I can't put up with _____.

And that's why, and that's why he lied, and I cried, and she was denied and another came along

and he lied and a part of myself died, cause he smoked and I was choked. I cried and he lied and I cried cause I denied and he connived and I was blind, so she died and I cried, but still she died because I needed _____ more than anything and she was _____. So I realized and I cried because my _____ had died. I say that's why, but inside, I cry cause I really don't know why _____ makes me cry. But I see that I can't resist searching until I die. Because I need _____ more than any death, any hit, any rejection, any pain, any loss and any gain.

My nakedness embarrassed me, my nakedness has been revealed.

—Maria Moon 12/31/03 (CCDOC 04-M-02-01)

The jails and prisons are filling up with children of all colors with childhoods like Maria's and who are charged with killing their children.

The Illinois Cook County Department of Corrections (CCDOC) is home to eleven minimum- to maximum-security facilities. This jail warehouses men and women waiting trial and sentencing. Here you find human beings living in Hell, and many in a serious dialog with God. I serve as the volunteer Pastoral Expert Consultant for the Law Offices of the Cook County Public Defender, Alternative Sentencing Program for capital criminal cases. I volunteer at the CCDOC several hours a month.

Have you written out your professional development plan for the year, for three years, five years? What other kinds of ministries, training, and specialties are you interested in? There is more _____ for you to do! ●

Michelle Bentley,
Profesional Development Director

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

Health Insurance, Sermon Prizes, Salary Recommendations, Grants

In 2001, 67 percent of working Americans had health insurance through their employment. In 2003, it was down to 63 percent. Forty-five million U.S. citizens are now without health insurance, including some 10 million children. Tens of millions fear changing jobs because they will lose coverage. The trend is painful to observe, even more painful if you are personally affected, which some of us are. A Google search of "health care crisis" brings up 3.7 million references!

We hope our health insurance survey of congregations will find churches and staff willing to consider enrollment in a UUA-sponsored plan. In early 2005, we should know the feasibility. Such a plan will not include members of congregations; only staff working half-time or more, including interim ministers, and perhaps self-employed community ministers as well.

Where is your sermon or presentation on the health care topic? It must be delivered to a UU organization before March 1, 2005 to be eligible for a prize of \$1,000, \$750, \$500, or \$250. Only one sermon can be submitted per person. UUA staff is not eligible to participate, although relatives are.

Send entries to Health Care Sermon Contest, c/o UUA Office of Church Staff Finances, 25 Beacon St., Boston, MA 02108. Electronic submission in Microsoft Word is preferred and should be sent to jstewart@uua.org. The non-partisan Commonwealth Fund at www.cmf.org is a good source of information on the topic. The 1998 UUA resolution on health insurance is at www.uua.org/programs/ministry/finances.

The Compensation, Benefits, and Pension Committee is working on new salary range recommendations for January 2006. These will be based on feedback from the District Compensation Consultants about how congregations have responded to the current recommendations, plus extensive market research on salaries paid in other denominations and by non-profit secular organizations.

I am receiving confidential reports from parish ministers about how their congregations have reacted to the current UUA salary range recommendations. It is

important to include reports about pay and benefits for religious educators, administrators, and music staff, as well as ordained staff. We are distressed to learn about educators and others occasionally kept at less than half-time because the church doesn't think it can afford benefits. Please share your experience with us at rmero@uua.org.

Need a couple thousand dollars? Applications for the Debt Reduction Grants to help pay down seminary loans must be received by January 14, 2005. Find the instructions and application form at www.uua.org/programs/ministry/finances. Contributions from ordinations and installations to support financial help for ministers should be mailed to the UUA Living Tradition Fund, P.O. Box 843154, Boston MA 02284-3154. ●

—Ralph Mero,
Church Staff Finances 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/). There you will find the basic information of workshops, conferences, and seminars.

Some offerings by our colleagues include:

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

Lifelong Learning @ Oates. Org, published by the Wayne E. Oates Institute, contact: info@oates.org or call 501-459-2370.

Alban In Progress on the web, contact: albaninprogress@alban.org.

Alban Institute Seminars, for more information call the Education Dept. at 1-800-486-1318, ext. 247 or e-mail education@alban.org.

Conflict Over Pastors: How Executives Can Help, December 14–17, 2004 in Winter Park (Orlando), FL.

Maximizing Potential in the Medium Size Church, January 24–26, 2005 in San Antonio, TX.

Discerning a New Vision for the Long Pastorate, January 25–27, 2005 in Jacksonville, FL.

Consulting for Vital Congregations: Foundational Practices & Perspectives, February 2–6, 2005 in Norcross (Atlanta), GA.

Raising the Roof: The Pastoral to Program Size Transition, February 15–17, 2005 in Jacksonville, FL.

Exploring the Large Church: Developing a Community of Inquiry & Support, March 1–2, 2005 in Herndon (Washington, DC), VA.

Finishing Strong/Ending Well: Faithfully Completing a Ministry Career, April 4–6, 2005 in Richmond, VA.

Tested & Transformed: The Healing of Congregations in Conflict, April 11–13, 2005 in Norcross (Atlanta), GA.

Meadville Lombard Winter Institute, Stardust and Sustainability: The Great Story of Science and Religion, Michael Dowd and Connie Barlow, Madison, WI, February 17–20, 2005, contact: Joan McDougall, 773-256-3000, ext. 222.

Sustaining Urban Pastoral Excellence —Cycle 5: A program of compensated leave, study, and spiritual formation for urban pastors. The six month program begins April 1, 2005 and ends September 30, 2005, deadline for receipt of applications is December 15, 2004. For more information or to request an application call Ms. Nikita McCalister, Assistant Coordinator, at 617-358-3383 or 617-358-0909 or by e-mail to supe@bu.edu. You can also review this information on-line at www.bu.edu/ccrd/supe.

Drinking from Our Own Wells

The UUMA Hispanic Ministry Caucus presents “Drinking from Our Own Wells” conference, November 3–6, 2005 at Meadville Lombard Theological School.

This is a celebration and lamentation of community and ministry in Latino/a and Hispanic Unitarian Universalist theologies.

This is a historic gathering of the UUMA Hispanic Ministry Caucus because it is the first ever formal gathering of Hispanic and Latino and Latina ministers and students in our Unitarian Universalist movement.

Participants will meet at Meadville Lombard Theological School in Chicago and are invited to write papers on the theme for presentation and discussion. The gathering will offer an opportunity to explore such themes as:

- Who are we?
- How do we understand ourselves?
- How does this affect how we do our ministry?
- What are the differences among us?
- What are the commonalities?
- What does it mean to us in our movement?

These papers will be gathered together for publication, and our gathering time and discussions will form the basis of a videotape. For information contact: Rev. Patricia Jimenez at revjimenez@earthlink.net. ●

New Discussion Guide for *Breaking Free*

Beacon Press has just posted a discussion guide for UU minister Marilyn Sewell’s new anthology, *Breaking Free: Women of Spirit at*

Midlife and Beyond, at www.beacon.org. Organized into five sessions, the program brings women together to discuss aging as the development of character, a breaking free of old restraints, and an opportunity to deepen their spiritual lives. The essays will be read in the order they are presented in the book, and suggested discussion questions and activities are provided.

Discussion guides are also available for many other Beacon books, including *Understanding the Bible* by John A. Buehrens and *What Is Marriage For?* by E. J. Graff. All guides may be viewed at www.beacon.org, and many of them are also available as Adobe Acrobat PDF files for easier printing. ●

Worship Resources Available from CLF

The Church of the Larger Fellowship (CLF) has been providing worship and religious education resources to our smallest UU groups since 1989. In the Fall 2004 *Religious Leader*, we highlighted RE resources and now the CLF would like to focus on the worship materials via its program called Church on Loan. Church on Loan is a fee-based program that allows access to the CLF Library of UU books, video tapes, and Month of Sundays notebooks. Each Month of Sundays book contains four complete worship services, with opening and closing words, readings, children’s story, sermon, and suggested hymns. Small groups can use all or part of a service to supplement the work of a worship committee and prevent the burnout that can occur in a small group. There is even an on-line component of Church on Loan, called Church OnLine, that offers RE and Web resources, as well as Sundays OnLine, the electronic version of Month of Sundays.

Part-time ministers and district staff can suggest the CLF as a resource to small groups who need assistance with worship and religious education.

The CLF is ready to assist small groups of UUs anywhere. Contact them at their website, www.clfuu.org and click on “For Small Groups.” Or, call Lorraine Dennis, CLF Administrator, at 617-948-6166. ●

UU Professional Leaders and Ministers/Restorative Justice

Have you wondered where Restorative Justice fits on the Unitarian Universalist theological map? Have you considered the concept of Restorative Justice in relation to criminal justice? Conflict resolution? Peacemaking circles? Ministry responding to interpersonal violence with offenders/victims/congregations?

We are calling for sermons, concept papers, poems, prayers, and theological reflections on Restorative Justice. We want to gather our collective UU wisdom on the theme of Restorative Justice. Our hope is to assemble and publish restorative justice resources on UUA web pages and encourage congregations to explore the place of restorative justice in our work on safety and ethics, in our language of reverence, in our religious education programs, and in our peace and justice endeavors. Send your contributions to Pat Hoertdoerfer, phoertdoerfer@uua.org, or David Hubner, dhubner@uua.org, by March 15, 2005. ●

John Lester Young Fellowship

Meadville Lombard Theological School has established the John Lester Young Fellowship. Awarded once a year to a practicing UU minister (beginning in the 2005–2006 academic year), John Young Fellows will teach one class, study in any of

Meadville Lombard's course offerings (tuition free), and provide a professional and pastoral presence to Meadville Lombard students for one academic term. The successful applicant will receive the use of a one-bedroom apartment on the ML campus, an honorarium for teaching one course as a member of our adjunct faculty, and an expense allowance. Applicants for the winter quarter are preferred, but all who wish to apply for any term (fall, winter, or spring) are encouraged to make a submission. Likewise, preferred applicants will provide a course description that links academic subject matter to ministerial practice. Courses may be offered in a ten week (one quarter) format or in a one week intensive format.

Applicants are requested to submit a letter of interest, a course proposal, and a resume to Dr. Susann Pangerl at spangerl@meadville.edu. Application Deadline is March 1, 2005. ●

Minister-in-Residence Program

Meadville Lombard Theological School is soliciting applications for its 2005–2006 Minister-in-Residence (MIR) Program. In residence for one academic quarter, MIRs participate in different aspects of ML community life and serve as an informal chaplain to students. MIRs are able to enroll in ML classes (tuition free), use the school's library, and cultivate insight into the ministerial role of teacher/scholar. This is an ideal opportunity for newly retired ministers, but all interested ministers are encouraged to apply. The position is open for the fall, winter, and spring terms.

Applicants are requested to submit a letter of interest and a resume to Dr. Lee Barker at lbarker@meadville.edu. Application deadline is March 1, 2005. ●

AUUA Certification

Share our vision of administrators—well-qualified, respected profession-

als whose skills and knowledge are certified through objectively measured standards.

The means to this vision is the Association of UU Administrators (AUUA) Certification Program. Supported in part by the UUA Funding Panel, administrators from across the country are developing a comprehensive continuing education curriculum and resource list, designing a certifying body, and creating a mentoring program.

Who benefits? The candidate, because certified skills help with appropriate compensation and job placement. The UU congregation, because appropriate administrative staff will be more easily found, hired, compensated, and developed. The UUA, because an increasing number of qualified UU administrators serve its congregations.

A candidate develops capabilities in office management, communication, technology, facilities, leadership, self care, Unitarian Universalism, finance, human resources, volunteer management, and risk management.

Learn more about our project! Contact Beth Marshall, AUUA Certification Committee chair, at 207-450-5196 or zabethmarshall@earthlink.net. ●

APF/UUMA Stewardship Sermon Award: April 1, 2005 Submission Deadline

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

To be eligible for the 2005 Award, the sermon must have been delivered before a UU congregation between 1/1/2004 and 3/31/2005 by a UU minister or ministerial student at least in their second year. The sub-

ject of money should be directly addressed as it relates to affirming our UU faith, vision, and future.

Sermons are judged through a blind process by a panel of UU ministers and lay leaders. A single cover page should include the sermon title, minister's name, congregational affiliation, mailing address, telephone number, e-mail address, and where and when the sermon was delivered. As much identifying information as possible should be removed from the body of the sermon, and only the sermon title should be included at the top of the first page.

The minister whose sermon is selected will receive a \$750 cash award and will be invited to deliver the sermon during a worship service at the 2005 General Assembly. The sermon will be put on the UUA website and printed for distribution. Copies of sermons selected in previous years are available on-line at www.uua.org/giving/apf/sermon.html.

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

Report from the Ministerial Fellowship Committee

The Ministerial Fellowship Committee met September 23–26, 2004 in Boston. Committee members met students and the new president of Andover Newton Theological School, Nick Carter, in a visit to the campus for an informal reception.

Rev. Rosemary Lloyd and Rev. Jackie Clement joined the committee as liaisons to candidates. Chris May, Ministerial Credentialing Administrator, led the group each morning with inspirational services.

Twenty-three candidates were interviewed by two panels, and all were encouraged to proceed toward

fellowship or were granted preliminary fellowship. Of these, twenty-one were in the parish track and two were in community ministry.

Some members met on the day preceding the full committee meeting to continue work on the redesign of preliminary fellowship; they were joined by Rev. Ken Sawyer, UUMA president, and Rev. Mary Katherine Morn, from the UUMA Executive Committee. A brief summary report of the proposal as it currently stands is now available on the website, www.uua.org/programs/ministry/mfc/OverviewDraftProposal.html.

Rev. Jane Rzepka and ministers in the Pilot Project for Renewal of Preliminary Fellowship presented a report on the experience, which focused on peer review and consultation. Rev. Paul Johnson, representing the Compensation, Benefits, and Pensions Committee, reported on current issues.

Forty-two ministers received a first renewal of preliminary fellowship,

29 were granted a second renewal, and 21 received final fellowship.

A number of waiver requests were considered, along with various other requests. A review of rules and policies is underway and will be continued in December.

The next meeting will be held in Berkeley, December 2-5, 2004, at the Durant Hotel. The open agenda portion of the meeting will begin at 1:30 p.m. Inquiries and comments can be directed to mfc@uua.org. •

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 and Janet at 617-948-4386 or jhayes@uua.org. •



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
--