



Unitarian Universalist Ministers Association

# 2011 Ministry Days

June 21-22, 2011

Charlotte, North Carolina

# Welcome

We meet together  
to celebrate who we are,  
to share the insights which give  
meaning and hope to our lives,  
to learn from the wisdom of others,  
that their truths  
may contribute to our understanding.

We meet, we share, we learn;  
we celebrate our coming together.

- Edward T. Atkinson

(from the UUMA 1997 Worship Materials Collection)



# Ministry Days Schedule

## Tuesday, June 21: Hilton City Center & Convention Center

4:00-7:00 PM	Registration (Hilton City Center)
5:00-6:30 PM	Cash Bar Reception — Hilton Charlotte Room
5:30 PM	20/30 Minister's Network — Hilton Dunn
4:30-6:00 PM	Singers of the Living Tradition Rehearsal — Convention Center Ballroom B
7:30-8:30 PM	Opening Worship — Convention Center Ballroom B
8:30-9:30 PM	Conversation with Peter Morales — Convention Center Ballroom B

## Wednesday, June 22: Hilton City Center & Convention Center

6:45-8:15 AM	Continental Breakfast — Convention Center Pre-Function Area 2
8:30-10:00 AM	Worship 25/50 Year Honorees — Convention Center Ballroom B 25 <sup>th</sup> — Lindi Ramsden 50 <sup>th</sup> — Richard Gilbert
10:00 AM	Coffee break
10:15 AM	UUMA Annual Meeting — Convention Center Ballroom B UUMP's Annual Meeting — Hilton Dunn
12:15 PM	Buffet <b>Lunch</b> — <b>Hilton Piedmont Ballroom</b>
1:30-3:00 PM	Collegial Conversations: See list on pp 4-5 UUMP's Program: Hilton Dunn
3:00 PM	Beverage break — Convention Center Pre-Function Area 2
3:30-5:00 PM	Ministerial Conference at Berry Street: — Convention Center Ballroom B <i>Whence We Come and How, and Whither</i> Lecture by the Rev Dr. Deborah J. Pope-Lance

## Food Options & Dining Locations

All meals are available to all those who pre-registered. No meals are available for those who registered onsite

### Dining Location and Information:

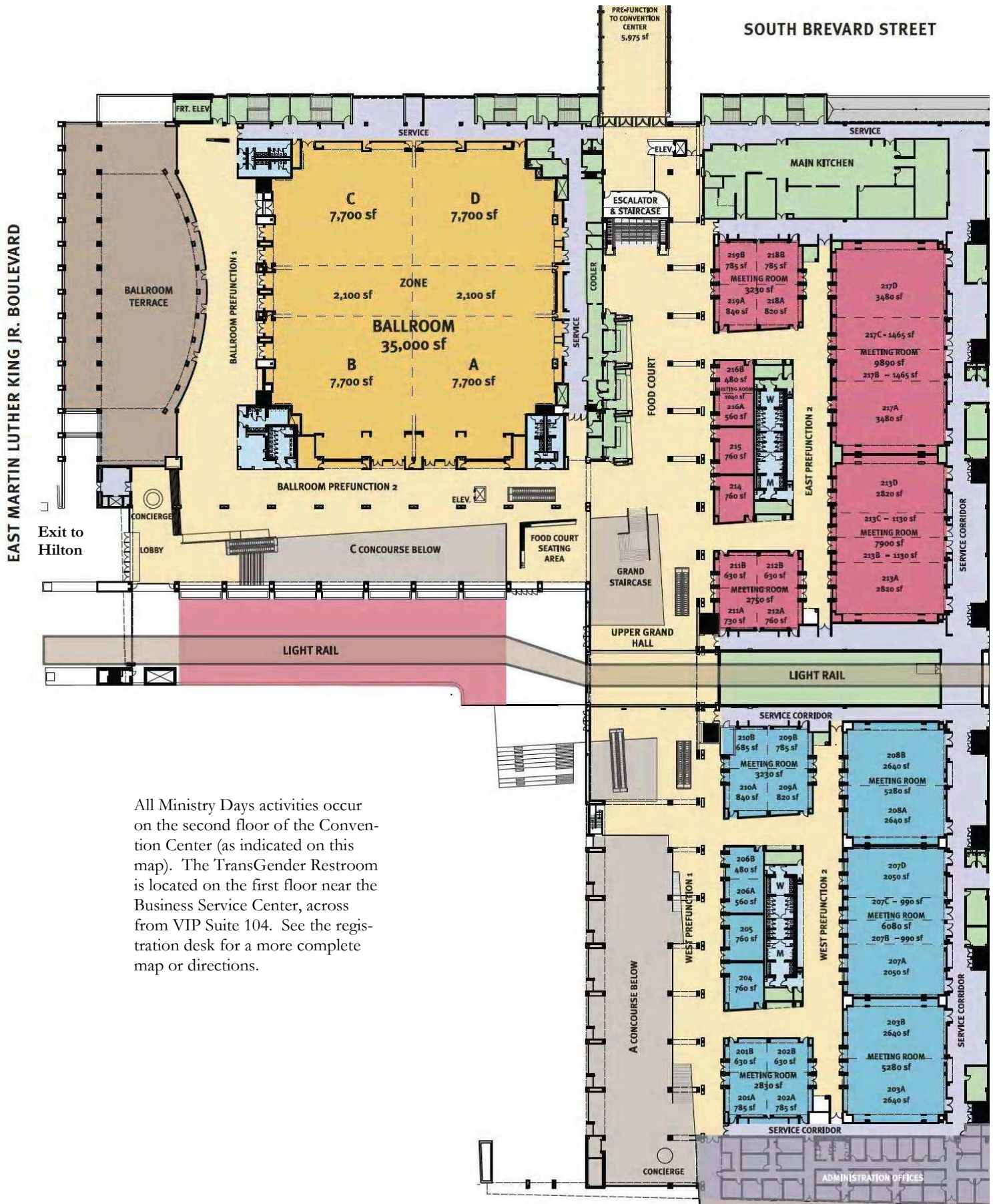
Wednesday Breakfast — Convention Center Pre-function Area 2 (outside of Ballroom B)

- ◆ **Change in Menu:** To help keep the registration costs low we have planned a simpler breakfast that in past years. A continental buffet has been planned for Wednesday breakfast and will be served outside the ballroom. Due to the nature of the set up there will no table seating available. If you require a fuller breakfast you may wish to stop on the way. We have requested more substantial selections during the breaks to keep spirits high. We thank you in advance for your understanding.

Wednesday Lunch — Hilton City Center Piedmont Ballroom

- ◆ **Easy Access** — At our Wednesday lunch, some tables closest to the food tables have been designated "Easy Access" to help those with mobility or other limitations. Some may want/need to sit at other tables throughout our space. As a community, we all can be helpful to our colleagues wherever they are seated by being mindful of ways we might assist them to more easily enjoy their meals.
- ◆ **Special Interest Groups** — Table markers are available for groups to meet during lunch. If you represent a Special Interest Group, please see the Registration Desk for a Table Marker. The following groups have already planned a table: **Part Time Ministers** ; **UURMaPA:** UU Retired Ministers and Partners Association; **TRUUsT:** Transgender Religious professional UUs Together organization.

# Charlotte Convention Center Facility Map



All Ministry Days activities occur on the second floor of the Convention Center (as indicated on this map). The TransGender Restroom is located on the first floor near the Business Service Center, across from VIP Suite 104. See the registration desk for a more complete map or directions.



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# Collegial Conversations

## **Gathered Here - Claiming the Best of Our Faith: Convention Center 213ABC**

This conversation will introduce participants to this new, transformational UUA initiative, and provide an experience of the process that is hoped will shape the future of our movement for years to come. Gathered Here, is an 18-month appreciative inquiry process involving congregations (with and without walls), diverse interest groups and others who love our faith; and an invitation to all UUs to discover our common aspirations and unleash our power. Nate Walker will be facilitating the conversation. Gary Smith, is one of the UUMA representatives on the Gathered Here planning team and Amanda Trosten-Bloom is the outside consultant who is leading the initiative.

## **Retirement: Joys, Possibilities and Practicalities: Convention Center 201AB**

Come hear from a panel of your retired colleagues and join in a lively and interactive conversation about the joys, possibilities and practicalities of retirement. Bring all those questions you've been wanting to ask! Rev. Makaanah Morriss, facilitator, President of the UU Retired Ministers and Partners Association. The panel will include: the Rev. Dr. Kim Beach, the Rev. Dr. Earl Holt, and the Rev. Jean Rowe.

## **UUA Strategic Plan for Ministries: Overview and Discussion of Open Questions: Convention Center 209AB**

Join Harlan Limpert, Vice President for Ministries and Congregational Support and Sarah Lammert, Director of Ministries and Faith Development, for a discussion of this important document. One of the best things to come of this process has been a deepening of conversation and partnership with the UUMA and other related organizations about the future of our ministries and faith. Join us to continue the dialogue.

## **Transitions: How We Are Adapting to a Changing World: Convention Center 213D**

For progressively liberal people, there are ways we are still lingering in the past. Why do we only settle ministers once a year? Does the term consulting ministry actually mean anything? Keith Kron, Director of the Transitions Office, will lead a conversation about the changing face of UU ministry and how the Transitions Office is meeting those changes.

## **Ministry in the Twilight of the Denominations: Convention Center 208B**

What are the implications for our congregations of an age where people regard denominational teachings as a cafeteria? They select among what they like and ignore what they do not. No longer seeking a church home where consistency of belief is valued as it was a generation ago, they seek out specific congregations because they like the spirit, the people, the choir or the minister. If they move, they seek another congregation that has those same things, regardless of the denominational label. They will simply look past anything taught there they find unappealing. While parish clergy still encounter people looking for the denominational brand name, community ministers, who make their ministry among the unchurched, see this change clearly. How can we prosper during such a time? Community ministers Scott Giles (President of the Unitarian Universalist Society for Community Ministry) and Michelle Walsh will lead the conversation.

## **Interim Ministry - The Whats, Whys and Hows: Convention Center 207D**

Colleagues often have an unclear image of what an interim minister does to bring a congregation through the transition time between settled ministers. Join us to learn about the interim developmental tasks, and what this specialized form of ministry can offer you, as a settled minister, or perhaps as an interim yourself. Rod Thompson and Joy Atkinson, incoming and outgoing presidents of the Interim Ministry Guild, will facilitate the conversation.

## **Living into the Vision: Toward an Anti-Racist and Multicultural UUMA: Convention Center 207BC**

"In 2014 ministers from historically marginalized communities experience the UUMA as an organization that welcomes their presence as UU ministers, supports their ministries through advocacy, programming and collegiality; views the UUMA as a leader in guiding the UU movement to become more open to and embracing of ministers from historically marginalized communities and values the historic context and communities out of which they come." (UUMA Vision Statement) Join the UUMA's Committee for Anti-racism and Multiculturalism in a conversation about our path toward realizing this vision, and reflect on the progress made and some of the best strategies for moving forward.

## **Justice GA 2012 - The Role of Ministers: Convention Center : 207A**

Join colleagues from Arizona and others involved in planning for Justice GA 2012 in Phoenix. How can ministers help make this a successful and meaningful week and what can we do to engage ourselves and others in the important work before us?

## **Association Sunday 2011 - Funding Professional Development For the Future: 202AB**

Association Sunday 2011 is an opportunity for our congregations to support and fund the future professional development for ministers and other religious professionals. Come learn more about some of those professional development plans and talk about ways to help raise as much money as possible. Bill Hamilton-Holway, President of the UUMA; Don Southworth; and others will share the UUMA's plans and what we can do to raise as much awareness and money as possible.

### **Sexual Ethics and the UUMA: Convention Center Ballroom B**

Members of the UUMA's Presidential Task Force on Sexual Ethics will discuss what they have learned and recommended to the membership. What have we learned from other religious traditions and what lies ahead for our study and reflection for our standards of professional practice and code of conduct?

### **Sharing Our Wisdom, Deepening Our Call - The New UUMA Coaching Program: Convention Center 208A**

Join members of the UUMA's Coaching Task Force to learn about the new program that has been developed to give ministers a chance to share and receive wisdom and expertise with each other. How can someone be a coach and how can someone have one? What topics and criteria have been developed? When will the program start? Come to learn about our plans and help to finalize them.

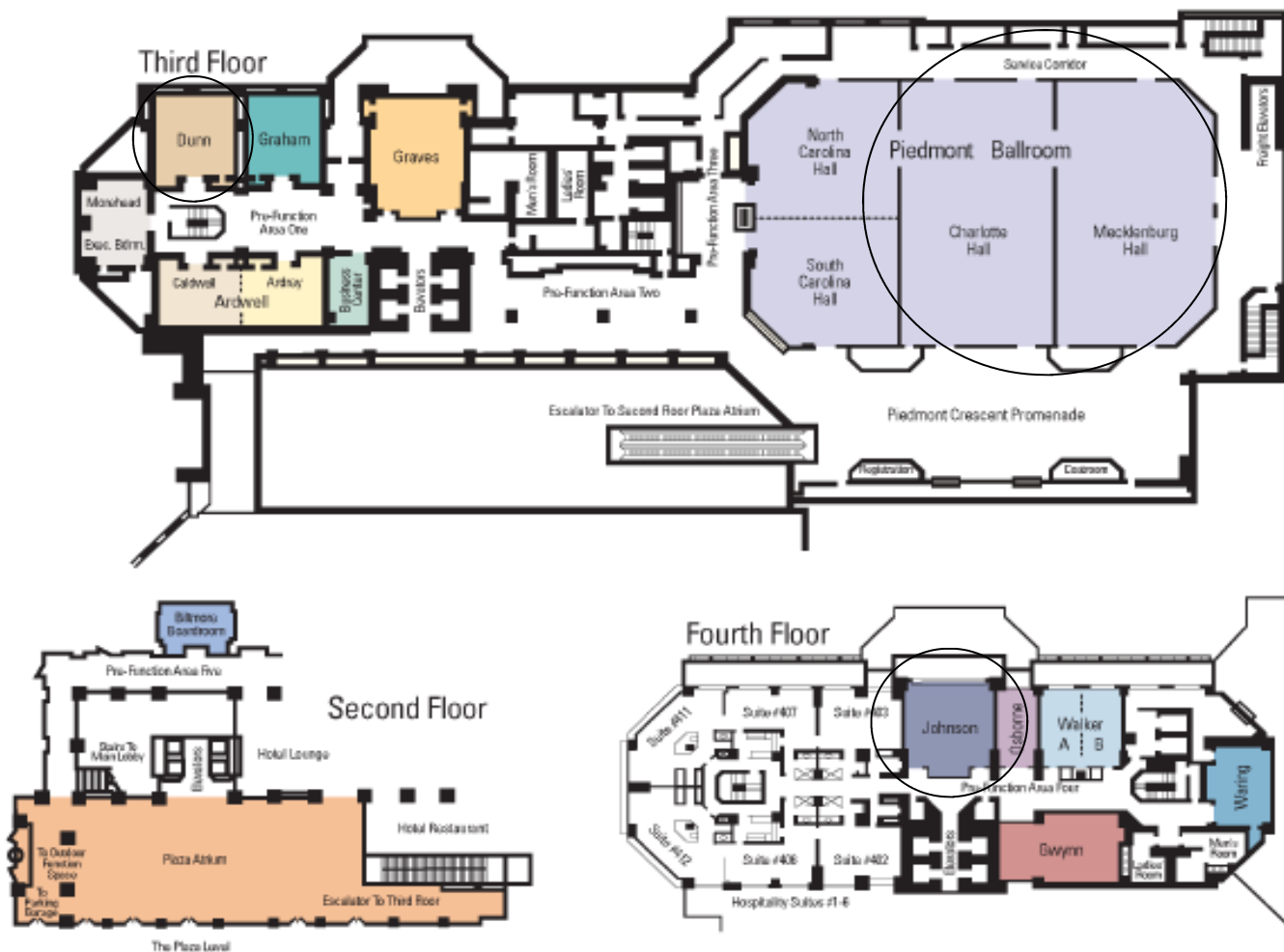
### **Stepping Up to the Plate: A Conversation with the Nominating Committee: Hilton Johnson**

Have you ever wondered how the nominations process for UUMA leadership positions works? Are you interested in learning about upcoming opportunities to serve our minister's association? The UUMA Nominating Committee will host a collegial conversation at Ministry Days from 1:30 to 3:00 on Wednesday June 23. The members of the Nominating Committee will offer an overview of the process by which we currently identify potential nominees, detail the responsibilities of and qualifications for the positions that we will be seeking nominees for in the coming year and describe new directions in leadership development we have been pursuing. There will be time for your questions and comments and for dialogue about the pathway to UUMA leadership.

### **UUMP's Program: The Rev. Eliots' Partnerships: Can You See Yourself in Their Story?: Hilton Dunn**

In the 19th and 20th centuries, the family of Abigail Adams Cranch and William Greenleaf Eliot was one of America's most influential liberal religious dynasties. While sons followed fathers into the ministry, daughters married young ministers, serving as unpaid assistants, advisors, stand-ins, and mothers to future clergy until options outside conventional marriage and church became more compelling. The defining experiences for their households were not the public events but the tragic deaths of numerous children, persistent financial anxiety, unrecognized isolation, and physical breakdowns of spouses that sometimes added the roles of househusband and nurse to the ministers' functions as wage-earner, preacher, and pastor.

## Hilton City Center Facility Map



# ~ Congratulations ~

**Congratulations and thanks to the following UUMA Members, ordained in 1961,  
whose service to our Association has reached the 50-year mark.**

George K. Beach	Richard A. Kellaway	Berkley L. Moore	Farley W. Wheelwright
Ralph H. Cook	Ronald W. Knapp	Robert J. Ross	
Charles A. Gaines	S. H. Leggitt	Rexford J. Styzens	
Richard S. Gilbert	Ronald D. Marcy	Robert A. Thayer	

**Congratulations and thanks to the following UUMA Members, ordained in 1986,  
whose service to our Association has reached the 25-year mark.**

Mark Allstrom	Ruth E. Gibson	Kathy F. Hurt	Kenneth M. Reeves
F. Jay Deacon	Karen J. Gustafson	Maureen Killoran	Patience G. Stoddard
Alida M. DeCoster	Catharine W. Harris	Davidson Loehr	Bets Wienecke
Donna A. DiSciullo	Barbara L. Hebner	Susan Manker-Seale	Audrey W. Vincent
Rebecca Edmiston-Lange	David L. Herndon	Sydney A. Morris	
Carol Fincher	Holly E. Horn	Lindi A. Ramsden	

# ~ Ministry Days 2012 ~

Below are those ministers who will be celebrating anniversaries in June of 2012. If you believe your name to be on this list in error, or feel your name has been omitted please contact Janette Lallier, UUMA Administrator in the office (administrator@uuma.org, 617-848-0498.) To be included in the speaker ballot please notify us by Nov. 1, 2011.

**The following UUMA Members, ordained in 1962, will celebrate 50-yrs of service:**

Walter W. Baese	Nancy J. Doughty	L. M. Hamby	Richard Norsworthy
John E. Burciaga	Rudolf C. Gelsey	Spencer Lavan	

**The following UUMA Members, ordained in 1987, will celebrate 25-yrs of service:**

Meredith U. Anderson	Janne Eller-Isaacs	Dennis Hamilton	Kathleen McTigue	Donald L. Rollins
Sheldon W. Bennett	Jan Evans-Tiller	Barbara Hamilton-Holway	Leonora Montgomery	Carol Rosine
Johanna Boeke	Marta Flanagan	James P. Hughes	Mary Katherine Morn	Marilyn J. Sewell
Daniel Brosier	Robin F. Gray	Wendy Jerome	Jeanne H. Nieuwejaar	Dillman B. Sorrells
Richard R. Davis	Timothy D. Haley	David A. Johnson	Lawrence P. Peers	Arthur S. Vaeni

Visit the UUMA  
Publications and  
Membership Booth  
GA Expo Hall  
#824

Many thanks to  
**TIAA-CREF**  
for sponsoring the  
Tuesday Night  
Reception.

## Singers of the Living Tradition

Michael Holmes, Director



Choir for the 25/50 Year Worship Service (Wednesday 8:30AM)  
And the Service of the Living Tradition (Thursday 7:30 PM)

**All Are Welcome!**

UUMA Members, Aspirants and Candidates,  
LREDA members, UUMN members, spouses and partners.

**Rehearsal: Tuesday, June 21—Convention Center Ballroom B  
4:30—6:00 p.m.**

Choir Director: Michael Holmes is the Music Director at Silver Spring UU Church in Silver Springs, MD.  
Pianist: Wally Kleucker is the Music Director at the Piedmont UU Church in Charlotte, NC.

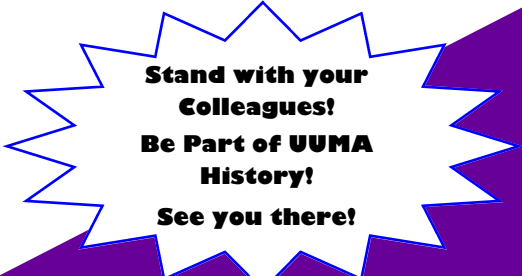
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UNITARIAN UNIVERSALIST MINISTER'S ASSOCIATION  
ANNUAL MEETING AGENDA

Wednesday, June 22, 2011 Charlotte, North Carolina

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- ◆ Invocation and Call to Order Bill Hamilton-Holway, President
- ◆ Worship: A Celebration of Our Ministry
- ◆ Approval of 2010 Annual Meeting Minutes Alan Taylor, Secretary
- ◆ Appointment of Parliamentarian (Eric Kaminetzky) and Time Keeper (Lydia Ferrante-Roseberry)
- ◆ Adoption of Rules & Procedures:
  - No person may speak for more than three minutes on any one item.
  - No person may speak more than once on any one item as long as anyone else wishes the floor.
  - After initial presentation, debate time for each item requiring a vote shall be ten minutes. After ten minutes, a motion shall be automatically put, "Shall debate be extended for ten minutes?" Any time that a majority shall fail to extend time, debates shall be closed and the question on the floor put to a vote.
  - Any proposal by the Executive Committee shall automatically come before the body. Items to be presented under Other Business, must be presented in written form to the secretary or president before 9:00 am, Wed, June 22, 2011.
- ◆ By-law Revision: Officers/Exec (see enclosed supplement for details) Helen Carrol, Arrangements Portfolio
- ◆ Nominating Committee Report, Appointment of Tellers, Collection of Ballots Leslie Takahashi-Morris, Chair
- ◆ Election of New Member and Scribe to the Ministerial Conference in Berry Street
- ◆ President's Report Bill Hamilton-Holway, President
- ◆ Acting Executive Director's Report Don Southworth, Acting Executive Director
- ◆ Covenant with Executive Director
- ◆ Treasurer's Report, Adoption of 2011-2012 Budget Marni Harmony, Treasurer
- ◆ By-law Revision: Funds and Dues (see enclosed supplement for details)
- ◆ Membership Report Janette Lallier, Administrator
- ◆ Report of Sexual Ethics Task Force Fred Muir
- ◆ Guidelines Revision Committee Report (see enclosed supplement for details) Kendyl Gibbons, Chair
  - ◆ Proposed Guidelines: Presentation of Standards for Professional Practice for final vote
  - ◆ Proposed Amendment: Section II G. Personal or Romantic Relationships
- ◆ Other Business
- ◆ Report of Election Tellers, Announcement of Incoming UUMA Exec Members
- ◆ Recognitions and Thanks
- ◆ Adjournment



**Stand with your  
Colleagues!  
Be Part of UUMA  
History!  
See you there!**



# Report of the Treasurer

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## 2011-2012 Dues Structure

The Executive Committee continues to review the dues structure seeking to address the concerns and realities of a sliding dues scale while still presenting a balanced budget to ensure we have the resources to continue to live into our vision of a stronger, more effective UUMA. While we acknowledge that there is no system that will be 100% equitable across all income levels we hope you will see that the spirit of this structure is intended to level the field as much as possible. Please assume our good intentions and bring your individual concerns to either the office or treasurer. The original 2009 proposal was for the sliding scale to reach 1% of S&H for the FY12 year — The following dues structure we are recommending contains a smaller increase to .85%. Please remember that waivers are available for those unable to pay the minimum; we especially encourage those of you who are making less than \$20,000 a year to consider asking for a full waiver. Payment plans are also available. Although the chart does not extend past \$100K, those making an income beyond that are welcome to pay .85% of their income.

### Additional Dues Categories:

- One-Time Temporary Financial Hardship: \$167
- Candidate Membership: \$55
- Full Waiver with Supporting Documents: \$0
- Life Members (Yearly Contributions Welcome): \$0

If you belong to a separate organization that is necessary to your ministry, you may use a discount code to deduct a portion of your dues. Associations are assigned codes based on their dues amount. One code is allowed per membership. A full list is available at [uuma.org](http://uuma.org). You may submit a request to add an organization by contacting the administrator.

2010-2011 Dues Chart		
Salary Range:		
Your S&H (income) is between		FY12 Dues (.85%)
-	\$ 20,000.00	\$ 167
\$ 20,001.00	\$ 25,000.00	\$ 191
\$ 25,001.00	\$ 30,000.00	\$ 234
\$ 30,001.00	\$ 35,000.00	\$ 276
\$ 35,001.00	\$ 40,000.00	\$ 319
\$ 40,001.00	\$ 45,000.00	\$ 361
\$ 45,001.00	\$ 50,000.00	\$ 404
\$ 50,001.00	\$ 55,000.00	\$ 446
\$ 55,001.00	\$ 60,000.00	\$ 489
\$ 60,001.00	\$ 65,000.00	\$ 531
\$ 65,001.00	\$ 70,000.00	\$ 574
\$ 70,001.00	\$ 75,000.00	\$ 616
\$ 75,001.00	\$ 80,000.00	\$ 659
\$ 80,001.00	\$ 85,000.00	\$ 701
\$ 85,001.00	\$ 90,000.00	\$ 744
\$ 90,001.00	\$ 95,000.00	\$ 786
\$ 95,001.00	\$ 100,000.00	\$ 829
\$ 100,001.00	and up	\$ 850*

\* or .85% of income

## Proposed Scale of Minimum Fees for Professional Services

It is generally understood that rites of passage are offered freely to contributing members of a minister's congregation. The following fees apply to non-members/contributors and to requests for service from those persons and congregations a minister does not contractually serve.

- WEDDING: \$400; with rehearsal \$450; alternatively, 10% of total wedding budget plus current IRS mileage allowance
- FUNERAL, MEMORIAL SERVICE OR OTHER RITES OF PASSAGE: \$250; with committal or eulogy \$300
- SERMONS, WORSHIP SERVICES: \$250 (one service) \$300 (two services) \$350 (three services) plus current IRS mileage allowance
- OTHER PROGRAM SERVICES: \$75 per hour of presentation plus current IRS mileage allowance
- WORKSHOP OR THEME TALK: \$250 for half day or \$400 full day plus current IRS mileage allowance

### NOTES:

If overnight lodging is required, the host society assumes the cost. Some ministers prefer home hospitality; others are more comfortable in a motel or hotel. The decision should be made by the minister. The UUMA strongly urges that all financial arrangements between the minister and individuals or congregations be clearly stated and agreed to in advance. The use of the funds for these services shall be left entirely to the discretion of the minister.



# 2012 Proposed Budget

	FY12 Proposal	FY11 to date	FY11 Budget	FY10 Actual	FY10 Budget
<b>Income</b>					
101 Membership Dues	\$ 395,495.00	\$ 366,233.88	\$ 361,500.00	\$ 305,991.49	\$ 300,000.00
102 Interest & Misc. Income	\$ 2,500.00	\$ 1,648.75	\$ 2,000.00	\$ 2,063.23	\$ 3,000.00
106 Ministry Days	\$ 90,000.00	\$ 29,782.72	\$ 84,000.00	\$ 87,378.55	\$ 82,500.00
107 Publications	\$ 750.00	\$ 372.15	\$ 750.00	\$ 1,279.08	\$ 2,000.00
108 25/50 Collection (formerly Living Tradition)	\$ 12,000.00		\$ 10,000.00	\$ 17,485.87	\$ 10,000.00
111 from UUA (FY10 Excellence in Ministry*)				\$ 51,740.00	\$ 60,000.00
112 Scholarship For Continuing Education	\$ 15,000.00	\$ 913.55		\$ 2,636.66	
165 Institute for Excellence	\$ 100,000.00	\$ 189,812.22		\$ 116,990.50	
700 Grant Money Received				\$ 58,843.42	
<b>Total Income</b>	<b>\$ 615,745.00</b>	<b>\$ 588,763.27</b>	<b>\$ 458,250.00</b>	<b>\$ 644,408.80</b>	<b>\$ 457,500.00</b>
<b>Expenses</b>					
202 Church Staff Finances	\$ 150.00	\$ 150.00	\$ 150.00		
203 Good Offices--Exec	\$ 4,000.00	\$ 1,307.74	\$ 4,000.00	\$ 1,787.11	\$ 5,800.00
204 Good Offices--Chapter	\$ 1,500.00	\$ 100.00	\$ 1,500.00	\$ 100.00	\$ 2,000.00
205 Pre GA Training (GOP/Chapter)	\$ 10,000.00		\$ 7,000.00		
206 Ministry Days Expenses	\$ 85,000.00	\$ 1,458.37	\$ 84,000.00	\$ 83,662.97	\$ 82,500.00
208 Donations from 25/50 Collection	\$ 12,000.00		\$ 10,000.00	\$ 17,485.87	\$ 10,000.00
210 Chapter Subsidy	\$ 14,500.00	\$ 3,600.00	\$ 8,000.00	\$ 5,600.00	\$ 8,000.00
211 Chapter Connections	\$ 1,000.00	\$ 345.63	\$ 1,000.00	\$ 2,807.67	\$ 1,500.00
212 UURMAPA Subsidy	\$ 1,500.00		\$ 1,000.00	\$ 500.00	\$ 500.00
220 Publication & Communication Expenses	\$ 7,500.00	\$ 2,108.78	\$ 6,300.00	\$ 8,441.15	\$ 7,300.00
229 Web Design/Maintenance	\$ 8,166.00	\$ 6,594.85	\$ 7,000.00	\$ 10,000.00	\$ 4,000.00
230 Exec Committee Meetings	\$ 65,000.00	\$ 28,569.36	\$ 64,000.00	\$ 72,627.31	\$ 65,000.00
231 Guidelines Committee	\$ 1,000.00	\$ 3,322.24	\$ 2,000.00	\$ 8,720.61	\$ 5,000.00
232 Nominating Committee	\$ 250.00	\$ 87.64	\$ 250.00	\$ 95.43	\$ 100.00
233 Finance Committee			\$ 100.00	\$ 38.53	\$ 100.00
234 Personnel Committee	\$ 200.00		\$ 500.00	\$ 128.57	\$ 500.00
235 Financial Education and Advocacy Committee			\$ 500.00		\$ 500.00
240 Focus Groups		\$ 485.93	\$ 850.00	\$ 937.73	\$ 2,000.00
243 Committee for Anti-Racism and Multiculturalism	\$ 5,500.00	\$ 2,476.16	\$ 5,500.00	\$ 3,958.14	\$ 6,500.00
245 ARM Program Development	\$ 7,000.00				
250 President's Travel Expenses	\$ 1,000.00		\$ 2,000.00	\$ 1,783.51	\$ 2,000.00
251 ED Travel/Professional Expenses	\$ 12,500.00	\$ 8,232.56	\$ 10,000.00	\$ 9,771.61	\$ 10,000.00
252 Admin Professional Expenses	\$ 2,000.00	\$ 1,047.54	\$ 1,500.00	\$ 1,752.48	\$ 1,700.00
253 Office Expenses	\$ 22,200.00	\$ 8,305.68	\$ 18,800.00	\$ 17,592.31	\$ 21,000.00
254 President's Administrative Supp	\$ 500.00		\$ 500.00		\$ 500.00
255 Computer/Fax Hard/Software	\$ 1,000.00		\$ 1,000.00	\$ 1,860.62	\$ 1,000.00
256 Int'l Collegiality	\$ 1,200.00		\$ 1,000.00	\$ 1,520.32	\$ 1,500.00
260 CENTER	\$ 41,600.00	\$ 14,752.58	\$ 38,600.00	\$ 33,018.68	\$ 41,600.00
265 Institute for Excellence In Ministry	\$ 10,000.00	\$ 314,077.17	\$ 273,468.00	\$ 11,485.32	\$ 30,000.00
270 Staff Salary Reimbursement	\$ 131,040.00	\$ 103,209.16	\$ 124,800.00	\$ 104,700.00	\$ 111,400.00
271 Staff Benefits	\$ 47,139.00	\$ 39,046.79	\$ 43,700.00	\$ 34,407.57	\$ 26,000.00
272 Payroll Expense	\$ 750.00	\$ 421.37	\$ 500.00	\$ 471.39	\$ 500.00
273 Search Committee Costs			\$ 5,000.00		
274 UUMA Storage	\$ 2,650.00	\$ 2,208.30	\$ 2,650.00	\$ 2,649.96	\$ 2,650.00



## 2012 Proposed Budget Continued

	FY12 Proposal	FY11 to date	FY11 Budget	FY10 Actual	FY10 Budget
<b>Expenses cont.</b>					
280 Misc Expense	\$ 1,000.00		\$ 1,000.00	\$ -	\$ 1,000.00
290 Bonding/Insurance	\$ 600.00	\$ 580.00	\$ 350.00		\$ 350.00
293 Financial Review / Audit	\$ 5,000.00		\$ 2,000.00	\$ 1,000.00	\$ 2,000.00
294 Bank/Credit Card Fees	\$ 750.00	\$ 21.00	\$ 50.00	\$ 15.50	\$ 50.00
295 Credit Card/Web Site Fees		\$ 78.10	\$ 600.00	\$ 617.09	\$ 400.00
301 Grants				\$ 800.00	\$ 2,000.00
309 UUMA Sermon Awards	\$ 550.00		\$ 550.00	\$ 550.00	\$ 550.00
800 Grant Money Expended		\$ 16,387.92		\$ 33,991.79	
900 Scholarships Given	\$ 5,000.00	\$ 12,025.00			
<b>Total Expenses</b>	<b>\$ 510,745.00</b>	<b>\$ 570,999.87</b>	<b>\$ 731,718.00</b>	<b>\$ 475,046.48</b>	<b>\$ 457,500.00</b>
<b>Fund Distribution</b>					
3300 Non Restricted Fund Balance				\$ 1,474.05	
3404 Board Designated Fund - Convo				\$ (5,000.00)	
3406 Board Designated Fund - Ministry Days	\$ 5,000.00			\$ 3,715.58	
3465 Board Designated Fund - Institute	\$ 90,000.00	\$ (124,264.95)		\$ 144,145.18	
3501 Restricted Fund - Scholarships	\$ 10,000.00	\$ (11,111.45)		\$ 2,636.66	
3510 Restricted Fund - UUFP Grants		\$ (15,000.00)		\$ 15,000.00	
3520 Restricted Fund - PoTE Grants		\$ (1,272.92)		\$ 9,851.63	
3602 Comp/Fax Fund Closed FY10				\$ (1,000.00)	
3603 Chapter Leader Training Fund Closed FY10				\$ (1,460.78)	
<b>Total Fund Distribution</b>	<b>\$ 105,000.00</b>	<b>\$ (151,649.32)</b>	<b>\$ -</b>	<b>\$ 169,362.32</b>	<b>\$ -</b>
<b>Difference</b>	<b>\$ -</b>	<b>\$ 169,412.72</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

### Fund Balance History

	07/10 Balance	FY10 Changes	07/09 Balance	FY09 Changes	07/08 Balance
3300 Non Restricted Fund Balance	\$ 82,437.81	\$ 26,401.05	\$ 56,036.76	\$ 13,885.82	\$ 42,150.94
<b>3400 Board Designated Funds</b>					
3404 Board Designated Fund - Convo		\$ (134,286.01)	\$ 134,286.01	\$ 116,820.54	\$ 17,465.47
3406 Board Designated Fund - Ministry Days	\$ (12,187.17)	\$ 3,715.58	\$ (15,902.75)	\$ 34,417.39	\$ (50,320.14)
3416 Board Designated Fund - ARAOM	\$ 8,752.38		\$ 8,752.38	\$ 1,787.08	\$ 6,965.30
3465 Board Designated Fund - Institute	\$ 144,145.18	\$ 144,145.18			
<b>3500 Restricted Funds</b>					
3501 Restricted Fund - Scholarships	\$ 18,994.64	\$ 18,994.64			
3510 Restricted Fund - UUFP Grants	\$ 15,000.00	\$ 15,000.00			
3520 Restricted Fund - PoTE Grants	\$ 9,851.63	\$ 9,851.63			
<b>3600 Closed Funds</b>					
3601 CENTER Reserve - FY10 Closed into 3501		\$ (16,357.98)	\$ 16,357.98	\$ 5,705.14	\$ 10,652.84
3602 Comp/Fax - FY10 Closed into FY		\$ (1,000.00)	\$ 1,000.00	\$ 1,000.00	
3603 Chapter Leader Training FY10 Closed into FY		\$ (1,460.78)	\$ 1,460.78		\$ 1,460.78
3607 Professional Rights - FY10 Closed into 3300		\$ (3,301.00)	\$ 3,301.00		\$ 3,301.00
3608 Publications - FY10 Closed into 3300		\$ (2,097.00)	\$ 2,097.00		\$ 2,097.00
3699 General Reserve - FY10 Closed into 3300		\$ (19,529.00)	\$ 19,529.00	\$ (8,000.00)	\$ 27,529.00
<b>Total Fund Distribution</b>	<b>\$ 266,994.47</b>	<b>\$ 40,076.31</b>	<b>\$ 226,918.16</b>	<b>\$ 165,615.97</b>	<b>\$ 61,302.19</b>

# Whose Are We?

## Updates

**UUMA Chapter Awards:** What could your chapter do with \$3,000? Preach a sermon, write an essay and post it to the UUMA website by October 31, 2011. The three chapters who have had the greatest participation in the Whose Are We? - Theological Reflection program will each win \$3,000 for future spiritual/theological programming and/or retreats. Post your sermons at <https://uuma.site-ym.com/?page=whosearewesermons> or contact Don Southworth or Janette Lallier for more information.

**Whose Are We Congregational Guides:** Many members have asked for a revised Whose Are We? curriculum that can be used in congregations. The Whose Are We Coordinating Team led by Laurel Hallman and Burton Carley, is working on a congregational curriculum that will be available by the end of September.

**Whose Are We - What's Next?:** Given the success and feedback of this year's Whose Are We? conversations, the UUMA Executive Committee and CENTER team are planning to offering programs like Whose Are We? every other year. The chance for all UUMA members to engage in deep and meaningful conversations about themes and topics important to the Unitarian Universalist ministry has proven to be valuable for many members and some institutions they serve. Our next UUMA chapter-based conversation will be happening in 2012-13 and will be focused on multiculturalism and intercultural competencies. We are in the process of securing funding for this program and will have more details and information later this year.

For questions or suggestions contact the *Whose Are We?* coordinating team at [whosearewe@uuma.org](mailto:whosearewe@uuma.org) or check out the Whose Are We section on the UUMA website.

## UUMA GA Workshop

### Whose Are We? - Spiritual Discernment and Theological Reflection

Thursday 1:00 p.m. - 2:15 p.m.  
Convention Center Ballroom B

During the past year the Unitarian Universalist Ministers Association has invited its members to reflect on the question "Whose Are We?". Soon congregations will also have the chance. The question, and the conversations and reflection it provokes, provides a chance to deepen our connections with each other and the holy.

Presenters: Rev. Dr. Laurel Hallman, Rev. Burton Carley, Rev. Don Southworth

2011 Ministry Days  
June 21-22, 2011





# Ministry Days Evaluation Form

Your evaluation of Ministry Days is very important to us. Please take the time to complete the entire evaluation and leave it at the registration table or with the Staff before departing Charlotte.

Ministry Days 2011					
1-Poor	2-Fair	3-Average	4-Good	5-Excellent	
Tuesday Worship					
Talk with UUA President					
Wednesday Worship					
Annual Meeting					
Collegial Conversations					
Berry Street Lecture					
Food					
Accessibility					

What was most important/meaningful for you during Ministry Days this year?

What could you do without?

What would you like to see different in 2012?

Anything else?

**THANK YOU!!**

# UUMA MFC Representative Application . . .

Please complete the following application and return it by **July 15, 2011**. Forms can be submitted online at <https://uuma.site-ym.com/?mfcapplication>, emailed to [executivedirector@uuma.org](mailto:executivedirector@uuma.org), or mailed to the UUMA 25 Beacon Street; Boston, MA 02108. Applicants must be current members of UUMA and in Final Fellowship with the UUA.

Name \_\_\_\_\_ Preferred phone: \_\_\_\_\_

Email: \_\_\_\_\_

Address: \_\_\_\_\_

Current Ministry position: \_\_\_\_\_

What year were you accepted into final fellowship: \_\_\_\_\_

Please briefly answer the following questions:

Why do you wish to serve as one of the UUMA's representatives on the Ministerial Fellowship Committee?

Discuss why you think you are especially qualified to do this work?

What do you think are the most important qualities and skills that new ministers must possess to effectively serve Unitarian Universalism for the next 25 years?

Describe your experiences with anti-racism, anti-oppression and multiculturalism. How will that experience inform your service on the MFC?

List current or past service in the UUMA or the UUA.

Please give us the name and contact information for a colleague who can serve as a reference:

\_\_\_\_\_

Thank you for your commitment to serve your colleagues and our movement!

2011 Ministry Days  
June 21-22, 2011





# 2011-2012 Membership Pre-pay Options

The UUMA is committed to making the Membership Renewal process as easy as possible. According to the UUMA Bylaws "dues are payable on September 15 and are delinquent on November 15 of each year. . Those who have not renewed their membership by November 15th will be discontinued from UUMA Membership.

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If you would like to make a payment towards your 2011-12 membership please complete the below form and return to Janette Lallier at 25 Beacon Street, Boston, MA 02108 or fax to 617-848-0973. If you are writing a check please write FY12 Dues in the memo line.

One-Time Temporary Financial Hardship: \$167

Candidate Membership: \$55

Full Waiver with Supporting Documents: \$0

Life Members (yearly contributions appreciated): \$0

If you belong to a separate organization that is necessary to your ministry, you may use a discount code to deduct a portion of your dues. Associations are assigned codes based on their dues amount. One code is allowed per membership. A partial list (based on data received from renewals) is included below. You may submit a request to add an organization by contacting the administrator.

2011-2012 Dues Chart		
Salary Range:		
Your S&H (income) is between	FY12 Dues (.85%)	
-	\$ 20,000.00	\$ 167
\$ 20,001.00	\$ 25,000.00	\$ 191
\$ 25,001.00	\$ 30,000.00	\$ 234
\$ 30,001.00	\$ 35,000.00	\$ 276
\$ 35,001.00	\$ 40,000.00	\$ 319
\$ 40,001.00	\$ 45,000.00	\$ 361
\$ 45,001.00	\$ 50,000.00	\$ 404
\$ 50,001.00	\$ 55,000.00	\$ 446
\$ 55,001.00	\$ 60,000.00	\$ 489
\$ 60,001.00	\$ 65,000.00	\$ 531
\$ 65,001.00	\$ 70,000.00	\$ 574
\$ 70,001.00	\$ 75,000.00	\$ 616
\$ 75,001.00	\$ 80,000.00	\$ 659
\$ 80,001.00	\$ 85,000.00	\$ 701
\$ 85,001.00	\$ 90,000.00	\$ 744
\$ 90,001.00	\$ 95,000.00	\$ 786
\$ 95,001.00	\$ 100,000.00	\$ 829
\$ 100,001.00	and up	\$ 850*

\* or .85% of income

- According to the above chart my 2011-2012 dues amount is: \$ \_\_\_\_\_.
- I would like to set up a payment plan (credit card and E-Check only). Your dues amount will be divided by the number of months left in the fiscal year. (Requests received in July will be divided by 12, those in September into 10 payments.)

Name: \_\_\_\_\_

Billing Address: \_\_\_\_\_

City/State: \_\_\_\_\_ Zip/Postal: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Payment Method (Payment must be included):

- Enclosed is a check the amount of \$ \_\_\_\_\_ (payable to UUMA) Please write 'FY12 Prepay' in the Memo Line.
- Please charge my:  MasterCard  Visa  Discover  American Express the amount of \$ \_\_\_\_\_

Name on Card: \_\_\_\_\_

Account Number \_\_\_\_\_ Exp. Date \_\_\_\_\_

Signature \_\_\_\_\_ Date: \_\_\_\_\_

Payment Plan (Credit Card or E-Check only):

- Please set up a payment plan using the above:  MasterCard  Visa  Discover  AMEX or below  E-Check
- Please process my payment on the:  1st of the Month  15th of the Month  28th of the Month

Routing Number: \_\_\_\_\_ Account Number: \_\_\_\_\_