



▶ BE CHANGED ...
BY THE PLACE
SCHEDULE 2



▶ BE CHANGED ...
BY THE PROMISE
PROGRAM 6



▶ BE CHANGED ...
BY THE PEOPLE
PRESENTERS 12

UUMA CENTER

Institute for

Excellence in Ministry

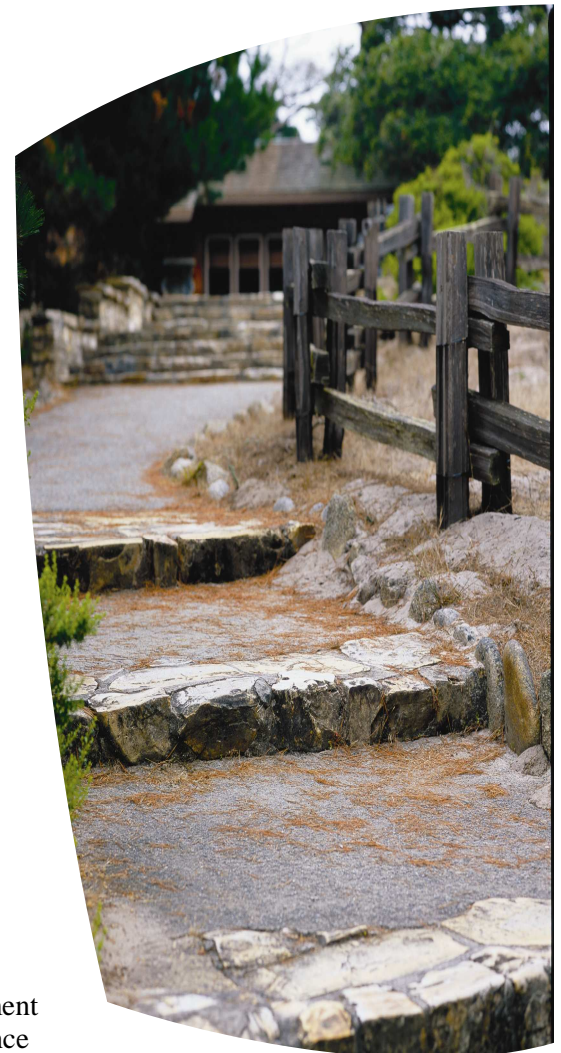
UUMA COVENANT

From the UUMA Guidelines

United in our call to serve the spirit of love and justice through the vocation of ministry in the liberal religious tradition,

We, the members of the Unitarian Universalist Ministers Association, covenant with one another:

- To conduct ourselves with integrity, honoring the trust placed in us;
- To embody in our lives the values that we proclaim on behalf of our faith;
- To support one another in collegial respect and care, understanding and honoring the diversity within our association;
- To hold ourselves accountable to each other for the competent exercise of our vocation;
- To use our power constructively and with intention, mindful of our potential unconsciously to perpetuate systems of oppression;
- To seek justice and right relations according to our evolving collective wisdom, and to refrain from all abuse or exploitation;
- To cultivate practices of deepening awareness, understanding, humility, and commitment to our ideals;
- To labor earnestly together for the well being of our communities and the progress of Unitarian Universalism.



INSTITUTE COVENANT

Through fidelity to this covenant and our Code of Professional Conduct, we aspire to grow in wholeness, and bring hope and healing to the world. Our UUMA CENTER Institute for Excellence in Ministry is a learning environment that is sacred to all who attend. In order to provide the best possible experience for all this covenant is offered by the CENTER Committee and Right Relations Team. We ask that you read it and respect it as you enjoy your time at the Institute.

We are here in the service of our faith. We adhere to the covenant of the UUMA (above) and the guidelines of professional practice. We take collective responsibility to embody the best of ministry. We share responsibility for group dynamics and work in service of our purpose. We are mindful and respect each other by showing up on time and being fully present. We respect one another's privacy. And we have fun.





Dear Colleagues,

Welcome to the first UUMA CENTER Institute for Excellence in Ministry! I hope you have arrived full of anticipation and excitement for what we will learn and celebrate together. As your UUMA President and a member of the Pacific Central Chapter, I hope you enjoy the beautiful seaside setting of our gathering. In gratitude for the many UUMA leaders, volunteers and staff who have put hours and hours - even years - of time, dedication and dreams into making this week come true, your UUMA Executive Committee invites you to relax, refresh and renew. The hope, and maybe even prayer, for this week is to be changed. May it be so.

Thank you for your commitment to ministry and for living out our UUMA vision, to nurture excellence in ministry through continuing education and collegiality. Enjoy your time this week at Asilomar and I look forward to seeing you in late January 2013 at the second Institute in Florida.

Yours in faith,

A handwritten signature in black ink that reads "Bill Hamilton-Holway". The signature is written in a cursive style with a long, sweeping tail on the last letter.

Bill Hamilton-Holway

President, UUMA



Dear UUMA Colleagues,

Welcome to Asilomar and the first ever UUMA CENTER Institute for Excellence in Ministry. We on the CENTER team are delighted you are here. We are filled with great anticipation about what is in store for all of us this week. We hope that when you leave this beautiful place and community that you will be changed.

You will see that there is a wealth of opportunities for learning, collegiality and growth available to you this week. We encourage you to take as many of these opportunities as feels right to you—and we also encourage to take the time and space you need to open yourself to being changed. No one is required or expected to do everything that is available. Taking time for a conversation with a treasured colleague or walking on the beach—these are as much a part of what might transform you as the seminars or the worship. Be good to yourself this week!

We on CENTER as well as our UUMA staff will do our very best to be helpful this week. You will be able to identify us by our beach hats. We also have two excellent chaplains in place and a Right Relationships Team that is ready to be of assistance in helping us be in respectful relationship with one another. Please do not hesitate to ask any of us for assistance.

As you settle into this beautiful and spacious place, we invite you to look through the contents of this packet. You will find a lot of information that will help you have a fulfilling and comfortable time. The over-arching question we have used to guide our thinking and our selection of teachers and preachers is, "What is required for Unitarian Universalism to live into its promise and be a transformative religion for our people and our world?"

We wish you a transformative week.

Peace,

Your CENTER Team—

Jory Agate, Roger Bertschausen, Colin Bossen, Jann Halloran, Liz Lerner Maclay, Kimi Riegel, Don Southworth, Matt Tittle, Cheryl Walker and Greg Ward

INSTITUTE MEETING SCHEDULE

Monday February 7

Choir Rehearsal	(Merrill Hall)	2:00 - 4:00
Registration	(Surf and Sand)	3:00 - 6:00
Dinner	(Crocker Dining Hall)	6:00 - 7:00
Worship: Jane Rzepka	(Merrill Hall)	7:00 - 8:00
Welcome & Orientation	(Merrill Hall)	8:00 - 9:00

Tuesday February 8

Spiritual Practices	(Various)	7:00 - 8:00
Breakfast	(Crocker Dining Hall)	7:30 - 8:30
Worship: Kay Lynn Northcutt	(Merrill Hall)	8:45 - 9:45
Instruction Time	(Various)	10:00-12:00
Lunch	(Crocker Dining Hall)	12:00 - 1:00
Instruction Time	(Various)	1:00-3:00
Break	(Merrill Hall)	3:00-3:30
Panel Discussion #1	(Merrill Hall)	3:30 - 5:00
Peer Reflection #1		5:00 - 5:30
Dinner	(Crocker Dining Hall)	6:00-7:00
Vocal Community Seminar	(Kiln)	7:00-9:00
Vespers	(Merrill Hall)	9:00-9:30

Wednesday February 9

Spiritual Practices	(Various)	7:00 - 8:00
Breakfast	(Crocker Dining Hall)	7:30 - 8:30
Worship: John Crestwell	(Merrill Hall)	8:45 - 9:45
Instruction Time	(Various)	10:00-11:30
Peer Reflection #2		11:30-12:00
Lunch	(Crocker Dining Hall)	12:00 - 1:00
Free Time		1:00 - 3:00
Free Time (Vocal Community)		1:00-6:00
Instruction Time	(Various)	3:00 - 6:00
Dinner	(Crocker Dining Hall)	6:00-7:00
One Time Workshops	(Various TBA)	7:30-9:00
Vespers	(Merrill Hall)	9:00-9:30

Thursday February 10

Spiritual Practices	(Various)	7:00 - 8:00
Breakfast	(Crocker Dining Hall)	7:30 - 8:30
Worship: Nancy Crumbine	(Merrill Hall)	8:45 - 9:45
Instruction Time	(Various)	10:00-12:00
Lunch	(Crocker Dining Hall)	12:00 - 1:00
Instruction Time	(Various)	1:00 - 4:00
Peer Reflection #3		5:00 - 5:30
Dinner	(Crocker Dining Hall)	6:00-7:00
Panel Discussion #2	(Merrill Hall)	7:30 - 9:00
Vespers	(Merrill Hall)	9:00 - 9:30

Friday February 11

Spiritual Practices	(Various)	7:00 - 8:00
Breakfast	(Crocker Dining Hall)	7:30 - 8:30
Worship: Aaron McEmrys	(Merrill Hall)	8:45 - 9:45
Instruction Time	(Various)	10:00-11:30
Peer Reflection #4		11:30-12:00
Lunch	(Crocker Dining Hall)	12:00 - 1:00
Departure	Safe Travels Home!	

INSTITUTE SCHEDULE

(All seminars except Barnwell)

Time	Monday	Tues	Wed	Thurs	Friday
6:00					
6:30					
7:00		Early spiritual	Early spiritual	Early spiritual	Early spiritual
7:30		practices	practices	practices	practices
8:00		Breakfast	Breakfast	Breakfast	Breakfast
8:30		7:30 - 8:30	7:30 - 8:30	7:30 - 8:30	7:30 - 8:30
9:00		Worship	Worship	Worship	Worship
9:30		8:45 - 9:45	8:45 - 9:45	8:45 - 9:45	8:45 - 9:45
10:00		Instruction time	Instruction time	Instruction time	Instruction time
10:30		10:00 - 12:00	10:00 - 11:30	10:00 - 12:00	10:00 - 11:30
11:00					
11:30			Peer reflection		Peer reflection
Noon		LUNCH	LUNCH	LUNCH	LUNCH
12:30		12:00 - 1:00	12:00 - 1:00	12:00 - 1:00	12:00 - 1:00
1:00		Instruction time		Instruction time	
1:30		1:00 - 3:00	Free time	1:00 - 4:00	DEPARTURE
2:00					
2:30	Choir Rehearsal 2:00 – 4:00				
3:00			Instruction time		
3:30		Panel	3:00 - 6:00		
4:00		3:30 - 5:00			
4:30					
5:00		Peer reflection		Peer reflection	
5:30					
6:00	DINNER	DINNER	DINNER	DINNER	
6:30	6:00 - 7:00	6:00 - 7:00	6:00 - 7:00	6:00 - 7:00	
7:00	Worship				
7:30	7:00 - 8:00	Free time	One Time	Panel	
8:00	Introduction to Peer Reflection		Opportunities	7:30 - 9:00	
8:30			7:30 - 9:00		
9:00		Vespers	Vespers	Vespers	
9:30					
10:00					
11:00					
Midnight					

INSTITUTE SCHEDULE

(Barnwell Seminar)

Time	Monday	Tues	Wed	Thurs	Friday
6:00					
6:30					
7:00		Early spiritual	Early spiritual	Early spiritual	Early spiritual
7:30		practices	practices	practices	practices
8:00		Breakfast	Breakfast	Breakfast	Breakfast
8:30		7:30 - 8:30	7:30 - 8:30	7:30 - 8:30	7:30 - 8:30
9:00		Worship	Worship	Worship	Worship
9:30		8:45 - 9:45	8:45 - 9:45	8:45 - 9:45	8:45 - 9:45
10:00		Instruction time	Instruction time	Instruction time	Instruction time
10:30		10:00 - 12:00	10:00 - 11:30	10:00 - 12:00	10:00 - 11:30
11:00					
11:30			Peer reflection		Peer reflection
Noon		LUNCH	LUNCH	LUNCH	LUNCH
12:30		12:00 - 1:00	12:00 - 1:00	12:00 - 1:00	12:00 - 1:00
1:00		Instruction time		Instruction time	
1:30		1:00 - 3:00	Free time	1:00 - 4:00	DEPARTURE
2:00	Choir Rehearsal 2:00 – 4:00				
2:30			1:00 - 5:00		
3:00					
3:30		Panel			
4:00		3:30 - 5:00			
4:30					
5:00		Peer reflection		Peer reflection	
5:30					
6:00	DINNER	DINNER	DINNER	DINNER	
6:30	6:00 - 7:00	6:00 - 7:00	6:00 - 7:00	6:00 - 7:00	
7:00	Worship	Instruction time			
7:30	7:00 - 8:00	7:00-9:00	One Time	Panel	
8:00	Introduction to Peer Reflection		Opportunities	7:30 - 9:00	
8:30			7:30 - 9:00		
9:00		Vespers	Vespers	Vespers	
9:30					
10:00					
11:00					
Midnight					

SEMINAR LOCATIONS

(DESCRIPTONS ON PAGE 8)

To Infinity and Beyond: Transforming Preaching For A Post Modern Culture	(Surf & Sand)
Building a Vocal Community	(Kiln)
Cultural Change	(Evergreen)
Adaptive Leadership: Facing Ministry's Toughest Challenges	(Heather)
Growing Our Movement: The Role of the Minister	(Scripps)
Building a House for Hope: UUism's Theological Task	(Fred Farr Forum)
Rewriting the UU Narrative: The Role and Response to African Americans in Universalism, Unitarianism & Unitarian Universalism	(Oak Shelter)
Social Ethics for Social Justice	(Merrill Hall)

SPIRITUAL PRACTICES

(DESCRIPTONS ON PAGE 9)

Friends of Bill W. (Tuesday, Wednesday, Thursday)	(North Longview Living Room)
Singing Meditation	(Scripps)
Meditation Medley	(Hearth)
Tai Chi - The Five Elements	(Sanderling)
Writing as Spiritual Practice - Thresholds	(Fred Farr Forum)
Dreaming as Spiritual Practice	(Embers)
Blue Theology	(Meet at flagpole)

ONE TIME WORKSHOP OPPORTUNITIES

On Wednesday evening from 7:30 - 9:00 pm there will be an opportunity for various leaders or interest groups to have time and space to meet. Anybody interested in offering this one time opportunity on a specific topic or program area is welcome to do so. Look for the space in Merrill Hall to post and describe your gathering with spaces for people to sign up. Depending on the type of gathering and the number of folks signed up, rooms will be assigned on Wednesday afternoon before dinner. If you are wanting to create a gathering for an interest group Associate/2nd Ministers, RE Ministers, small church ministers, community ministers, spiritual directors, etc. or share something from your area of expertise during this 90 minute slot, bring any materials you need and be prepared to post a brief description when you arrive. Offerings will also be listed in the daily newsletter. Any questions, be in touch with Jory Agate at jagate@uua.org.

One Time Workshop: Raw Faith (description page 10)

WORSHIP SERVICE

February 7, 2011

Gathering Music

Improvisation

Opening words

Hymn

Gather the Spirit
Jim Scott, 1990

Welcome

Improvisation

Reflection

The Acid Test

Jane Rzepka

Solo

The Times They Are a Changin'
Bob Dylan, 1964

Reflection

All Fuses Now, Falls Into Place

Music

When I Breathe In
Sarah Dan Jones, 2001

Reflection

The People Say Wow

Hymn

Building a New Way
Martha Sandefer, 1986

Closing Words

Postlude

WORSHIP SERVICE

February 8, 2011

Prelude

Chalice Lighting

Opening Hymn

For All That Is Our Life

Texts

Joseph's Bones/The Exodus (Genesis 50:22-26)

Toni Morrison's Beloved

Transitional music

Come Spirit of Life

Sermon

A Matter of Life and Death

Kay Northcutt

Sung Response

Gonna Keep on Movin Forward . . . Never Turnin' Back

Charge to the Congregation

Closing Hymn

It Takes a Whole Village

Postlude

There is no order of service for worship on February 9, 2011

WORSHIP SERVICE

February 10, 2011

Gathering Music

Call to Worship

Nancy Jay Crumbine

Chalice Lighting

Joanne Giannino

Hymn

Building a New Way

Martha Sandefer

A Reading in Six Voices

Glint of Light

Jory Agate, Colin Bossen, Mara J. Dowdall,

Nancy Jay Crumbine

Linda Hart, Keith Kron, Gretchen Thomas

with selections from

The Book of Hours

Rainer Maria Rilke

Hymn

Hallelujah (Your Love Is Amazing)

Brian Doerkse and Brenton Brown

Meditation

Musical Response

Offertory

Anthem

Barnwell Workshop Choir

Sermon

Breaking Through Order into Light

Nancy Jay Crumbine

Hymn

I am Willing

Holly Near

Benediction

Postlude

WORSHIP SERVICE

February 11, 2011

Prelude

Kindling the Chalice

Colin Bossen

Opening Words

Aaron McEmrys

Hymn

Ubi Caritas

Reading

People Like Me from *Fishing with Nets*

James Luther Adams

Musical Reflection

Sermon

The Promised Land

Aaron McEmrys

Time of Silence

Musical Reflection

Hymn

Come and Go With Me

Closing Words

Aaron McEmrys

Postlude

INSTITUTE SEMINARS

To Infinity and Beyond: Transforming Preaching For A Post Modern Culture **Kay Lynn Northcutt**

(Surf & Sand)

“It’s one thing to preach—but another thing entirely—to get heard.” -- Fred Craddock. This seminar is for preachers who want to be heard, particularly by the twenty-somethings and thirty-somethings who have disappeared (at alarming rates) from our pews. The seminar is also designed for preachers who want to “get heard” by the dearly beloved, pew-sitting “regulars” in their 40s, 50s, 60s, and 70s, who currently populate our pews. Participants will be asked to bring two of their most recent sermons and their favorite editing pencil.

Building a Vocal Community **Ysaye M. Barnwell**

(Kiln)

There is an awesome power in the human voice and when uncommon voices are blended for the common good, they become a ‘vocal community’ at its best. Masterfully led by Dr. Ysaye M. Barnwell, singers and non-singers alike will share the common experience of learning in the *oral* tradition and singing rhythms, chants, traditional songs from Africa and the Diaspora, and a variety of spirituals, ring shouts, hymns, gospels, and songs from the Civil Rights Movement. The historical, social and political context will be provided as an introduction to the songs. The group will explore from an African American world view, the values imbedded in the music, the role of cultural and spiritual traditions and rituals, ways in which leadership emerges and can be shared by and among community members, the nature of cultural responses to and influences on political and social struggle, and finally the significance of a shared communal experience in ones’ personal life. The free time for this seminar will be opposite from the free time of other seminars.

Facilitating Cultural Change: **Beth Zemsky**

(Evergreen)

Differences can create challenges. Those challenges can either invigorate or divide a church or a community. In an increasingly diverse world, intercultural competency is becoming a critical part of professional development in every sector, including ministry. Learning to work effectively across differences and resolve conflicts is critical to service delivery, team building, productivity, and community development. This seminar will provide you with a strong foundation for you to maximize your internal capacity and potential for increased success. By providing proven tools and strategies this session will help you develop your ability to fully integrate intercultural competency as a core component of your strategy to achieve your mission.

Adaptive Leadership: Facing Ministry’s Toughest Challenges **Terasa Cooley & John Gibb Millsbaugh**

(Heather)

Most of us have leadership skills. But how can we help our organizations face their toughest challenges: the ones neither we nor they know how to address? The “Adaptive Leadership” framework pioneered by Harvard’s Dr. Ronald Heifetz is more than a toolbox of tips. It will change the way you think about the internal and external components of ministry and leadership. Better, it will broaden the options available to you and the people you serve, equipping you to lead through any change, welcome or unwelcome. The case-in-point, “lab” workshop style brings the framework to life before your eyes; extensive handouts and development plans helps ministers take what they learn back to their own contexts. A colleague at one of Terasa’s and John’s workshop exclaimed, “This was useful and an eye opener for me even after 19 years of ministerial leadership!”

Growing Our Movement: The Role of the Minister **Peter Morales**

(Scripps)

We all say we want Unitarian Universalism to grow. If we are to serve more people hungry for religious community and become a more powerful force for compassion and justice, the role of the minister is crucial. What does it take to lead change in your particular setting? We will look at how ministers can lead change and what our leading congregations do. Most importantly, you will create a practical plan of action for you and for your congregation.

Building a House for Hope: UUism's Theological Task
Rebecca Parker and John Buerhens

(Fred Farr Forum)

This seminar will use *A House for Hope*, the new Beacon Book by John Buehrens and Rebecca Parker (released spring 2010), as a starting point for exploring the questions: How do we as ministers work with one another and with our congregations to deepen our theology. We'll engage with three interrelated tasks of theology: the archeological task—unearthing treasures from our past that we may need to understand in new ways or use again now; the ecological task—creating theological understandings that foster just and sustainable life, respecting specific locations in time, space, and culture; and the architectural task—designing a framework of meaning that can hold us together in religious community, nourish our spirits, and sustain our calling.

Rewriting the UU Narrative: The Role and Response to African Americans in Universalism, Unitarianism & Unitarian Universalism
Mark Morrison Reed

(Oak Shelter)

It is odd that while UUs often claim that they want to be more diverse, in general, they are abysmally ignorant about the African American experience in the U.S. not to mention the UUA and its antecedents. African Americans have a long, rich and courageous history with our liberal religious tradition. We know the outline of that involvement but much detail still needs to be filled in. Beginning with an overview of UU history in regard to African Americans this course will consider which congregations became successfully diverse and why, the role of Selma, the impact of the Empowerment Controversy and the experience of your individual congregations in regard to race. Participants will be asked to read two books prior to the seminar.

Social Ethics for Social Justice
Gary Dorrien

(Merrill Hall)

We will focus on economic justice, militarism and empire, and racial and sexual justice, drawing upon the three major traditions of modern social ethics--social gospel progressivism, Niebuhrian realism, and liberation theology.

SPIRITUAL PRACTICES

Friends of Bill W. (Tuesday, Wednesday, Thursday)

(North Longview Living Room)

Singing Meditation

(Scripps)

Singing Meditation is a contemplative time which will combine singing with short periods of silence. This is not about performance for an audience but rather the blending of voices in simple song and chant interspersed with silence. Songs will be eclectic and come from a number of spiritual paths including Unitarian Universalist, Taize, earth based, and world sources. This spiritual practice is suitable for beginners as well as experienced singers and/or mediators.

Maddie Sifantus is the Consulting Minister of the Unitarian Universalist Church of Wakefield, MA, the Director of MUSE (Music Serving Elders), Founder and Director Emerita of the Golden Tones elder chorus, adjunct faculty at Andover Newton Theological School and a professional singer. She has been using music as a medium to connect ages and for transformation for several decades.

Meditation Medley

(Hearth)

Four of our colleagues will lead us in a different meditation practice each day. Beginners are welcome.

- Tuesday - Vipassana meditation with Kathleen McTigue will include some basic instruction and sitting.
- Wednesday- Mindfulness meditation from the Theravada Buddhist Vipassana practice with Sam Trumbore will include walking and sitting.
- Thursday- Drawing from multiple Buddhist traditions Penny Rather will lead an hour of chanting, guided meditation, sitting and Loving-kindness meditation.
- Friday- Michael Young will offer centering and Ki flow exercises with sitting.

Tai Chi - The Five Elements

(Sanderling)

The Five Elements: Tai Chi Meditation has many denominations. This practice is one of the most liberal. In a few classes, participants can learn a meditation that will help them clear their anxious mind and allow what is of ultimate value to rise to the surface. No special clothes are necessary. Just bring an open mind. Denise Tracy has been practicing and teaching for thirty years and leads retreats and weekly classes.

Writing as Spiritual Practice - Thresholds

(Fred Farr Forum)

A threshold is a place of vitality and exchange, where wave meets shore, where new greets old and self encounters other. These guided writing sessions, for writers and non-writers alike, will use prompts from poetry, story, images and objects, as invitations to explore the thresholds in your own life and ministry.

Karen Hering is consulting literary minister at Unity Church-Unitarian, St. Paul, MN, developing opportunities to engage writing as a spiritual practice and a tool for social action. A lifelong writer, she leads theologically based guided writing sessions in congregational, community and retreat settings and workshops on communicating for social change.

Dreaming as Spiritual Practice

(Embers)

Our dreams are there to help us--to process our emotions and give us insight into our lives. We'll explore what our dreams mean and how they can help us. Bring your dreams. Be ready to participate. No experience necessary.

Keith Kron is the UUA's Director of Transitions. He has led dream groups and workshops for many years.

Blue Theology

(Meet at flagpole)

Walk on the beach talking about the particular elements of note on the Pacific central coast – some of the species that live here and some of the conservational awareness that has been developing and upon which institutions like the Monterey Bay Aquarium were founded.

Rev. Deborah Streeter is Director of Upwellings: A Ministry of Environmental Stewardship, which works with people from faith communities, environmental activist groups and science/education organizations on California's Central Coast on education, action and worship around ocean and coastal issues. She is Adjunct Faculty at Pacific School of Religion in Berkeley and has taught in Santa Clara University's Environmental Studies program.

One Time Workshop - Raw Faith

The documentary film *Raw Faith* will be shown in Merrill Hall as one of the one-time workshops. *Raw Faith* is a documentary film about love and transformation. It also happens to have as its subject a Unitarian Universalist minister, Marilyn Sewell. Originally, the purpose of the film was to follow her transition out of the parish, after 17 years as the Senior Minister of the First Unitarian Church of Portland, OR. But as the film proceeds, life intervenes, and Marilyn falls in love. She struggles emotionally, as her troubled childhood resurfaces. Director Peter Wiedensmith goes with Marilyn to the small town in N. Louisiana where she grew up, and she attempts to work through her pain and accept the man who loves her. The film will be of special interest to ministers and seminary students, for virtually all the issues of the profession emerge during the 90 min. of the film: the nature of ministry, the effect of the profession on one's family, the how and why of preaching, counseling and pastoral care, loving and losing congregants, time demands on the minister, and of course, the difficult transition out of ministry, upon retiring.

RIGHT RELATIONS TEAM

Right Relationship Team Members are responsible for helping the community live into its covenant. The Team will meet and report to the community daily regarding ways we can better function with respect and sensitivity to our varying identities and abilities. Right Relations Team members are *Michael Tino, Julie Stoneberg, Clyde Grubbs, Kurt Kuhlwald, Barbara Meyers, Lynn Gardner. Kimi Riegel and Cheryl Walker from the CENTER Committee will also serve on the team.* You will know them by the ribbons on their name tags.

CHAPLAINS

Chaplains are available to community members who need immediate ministerial support or guidance. Our chaplains are *Jaco ten Hove* (cell: 206-201-3596) and *Katie Lee Crane* (cell: 978-460-1926).

PEER TO PEER REFLECTION

"The task in our time is to learn to hear each other into speech, into deeper and deeper speech." - Nell Morton

The Institute is offering colleagues the opportunity to participate in "Peer to Peer" Reflection, a chance for each person to pair up with a reflective partner so that each may go deeper in this learning environment. There are four periods of ½ hour each that we've built into the schedule for Peer to Peer Reflection. This is optional and everyone is encouraged to adapt the format to what best meets your needs. Everyone will self select partners – ideally among those in your same seminar. Anyone who'd like to participate but doesn't have a partner, will have the opportunity to pair up at the end of the Demo (8:30 Monday night) or after the Panel Discussion (5:00 Tuesday afternoon).

Here's how it works: Find a quiet, reflective place that works for both partners. Choose who will share first. The person sharing will reflect on the following questions:

- What goal do I have for my ministry? (Why this goal?)
- What challenges make it difficult? (Why am I not already there?)
- What interpretations / feelings come up?
- Is any of this 'old stuff' (ie. interpretations/feelings from my past)?
- Are there new approaches I can try (or that I am trying)
- What makes my heart sing?
- What am I appreciating about my self (inherent qualities, ie. my sensitivity, my openness, my persistence, etc.)?
- It's best for the person sharing to read through the questions ahead and use train of thought to explore rather than treat the questions as a check list. If it helps to think in slightly simpler terms:
- Where do I want to go?
- What's in the way?
- Have I seen this before? What's familiar?
- What am I trying that's new?
- What do I celebrate?

The person listening provides an open, focused and non-judgmental presence. Teacher David Richo talks about listening with the 5A's of Love. The 5A's are:

1. Attention
2. Acceptance
3. Affection
4. Appreciation
5. Allowance (listening for what IS rather than for what SHOULD BE).

In Parker Palmer's, *A Hidden Wholeness*, he describes how everyone has an "inner teacher." A good listener encourages that inner teacher to emerge in a way that there's "no fixing, no saving, no advising, no setting straight."

It is not necessary for the listener to do much more than hold the space. Occasional empathic or clarifying prompts might be helpful. It is sometimes even helpful if the listener avoids inserting the pronoun "I" when responding so as not to redirect attention away from the person sharing.

PRESENTERS

YSAYE M. BARNWELL

Dr. Ysaye M. Barnwell is a gifted musician and master teacher who has been a member of Sweet Honey In The Rock® since 1979. Her workshop Building a Vocal Community® has been conducted on three continents, making her work in the field a significant source of inspiration for both singers and non-singers, a model of pedagogy for educators, cultural activists & historians.



JOHN BUERHENS

John A Buerhens has served as the Minister of the First Parish in Needham since 2002. From 1993 to 2001 he was the President of the Unitarian Universalist Association. Ordained in 1973, he served congregations in Tennessee, Texas, and New York City prior to his election to that office.



A graduate of Harvard College and of Harvard Divinity School, he is co-author (with Forrest Church) of *A Chosen Faith: An Introduction to Unitarian Universalism* (1989, 1996) and author of *Understanding the Bible: An Introduction for Skeptics, Seekers, and Religious Liberals* (2002). *A House for Hope: The Promise of Progressive Religion for America*, written with Rebecca Parker, will be published by Beacon Press in May 2010. Cited as a “scholar, organizer, but above all, pastor,” John has been awarded three honorary doctorates. He has taught seminary courses in history, theology, preaching, and the practice of ministry.

TERASA COOLEY

Rev. Dr. Terasa Cooley is the UUA’s Director of Congregational Life. She has offered innovative and in-depth learning opportunities for ministers and religious leaders on such topics as conflict transformation, adaptive leadership, understanding systems, growth, change strategic planning and leadership development. She is the former Mass Bay District Executive and has served congregations in Detroit, Chicago, and Hartford. She received her MDiv from Harvard Divinity School and her DMin from Hartford Seminary.



JOHN T. CRESTWELL

Rev. John T. Crestwell, Jr. is the Associate Minister at the Unitarian Universalist Church of Annapolis. Other than his duties of preaching, teaching, and counseling, he leads the “Pathwork” Adult Religious Exploration program, as well as overseeing social justice initiatives, including being the Director of Outreach for the UU Legislative Ministry of Maryland (UULM-MD), a program of UUCA. He is formerly the minister of Davies Memorial UU



Church in Camp Springs, Maryland where he assisted the congregation in expanding into a multiracial congregation. Under his leadership, Davies Memorial was 40% racially diverse. He is formerly a board member of the Church of the Larger Fellowship (CLF) and the UU Legislative Ministry of Maryland. He has also been an adjunct professor at Potomac College in Washington, DC, teaching Comparative Religion, Ethics, and Public Speaking. He is author of the books, *Conversations: The Hidden Truth That Keeps The World From Being At Peace*, published in 2001, and also *The Charge of the Chalice* in 2007, which tells the story of Davies Memorial's growth in racial diversity. John is also a contributing author in two Skinner House books: *The Growing Church: Keys to Congregational Vitality*, as well as *The Arc of the Universe Is Long: Unitarian Universalists, Anti-Racism and the Journey from Calgary*. Prior to ministry, Rev. John worked in marketing and advertising. He has three children.

NANCY JAY CRUMBINE

Nancy Jay Crumbine is a Unitarian Universalist minister, writer, actor, public speaker, and professor at Dartmouth College. She served as Parish Minister for twelve years and lectures widely under the auspices of the Vermont and New Hampshire Humanities Councils, the National Council for the Aging, the National Endowment for the Humanities, and at various UU conferences both in the US and the UK. Most recently Nancy was the keynote speaker for LREDA Professional Day at GA 2009 in Salt Lake City.



In addition to her speaking engagements, she has given workshops on Star Island, at the Nightingale Center in Great Hucklow, England, in various churches in Massachusetts, New Hampshire, Ohio, and New York, as well as in her home state of Vermont. Nancy is the author of *Humility, Anger, and Grace: Meditations Towards a Life that Matters and The Unitarian Paradox*. Her articles and poems appear in a number of anthologies, most recently in two volumes of *The Still Puddle Poets*. Nancy has been part of the Star Island RE/Lifespan Conference since 1989 as Theme Speaker, workshop leader, evening chapel leader, and Minister of the Week. She is a recent devotee of the Star Arts Conference, serving as Minister of the Week for Arts since 2008.

AARON MCEMRYS

Aaron McEmrys is the senior Minister of the Unitarian Society of Santa Barbara. Before pursuing a life in ministry, Aaron worked as a labor and community organizer, and economic justice remains a central pillar of his ministry and is the author of *There is Power in a Union: A Unitarian Universalist Guide to Worker Justice*. Aaron shares his life with his wife, Eliza, 3 kids, 3 cats and one golden retriever.



GARY DORRIEN

Gary Dorrien is the Reinhold Niebuhr Professor of Social Ethics at Union Theological Seminary and Professor of Religion at Columbia University. An Episcopal priest and multi-sport athlete, he was previously the Parfet Distinguished Professor at Kalamazoo College, where he taught for 18 years and also served as Dean of Stetson Chapel and Director of the Liberal Arts Colloquium.



Prof. Dorrien is the author of 14 books and approximately 250 articles that range across the fields of ethics, social theory, theology, philosophy, politics, and history. He is described by Princeton University philosopher Cornel West as “the leading social ethicist of our time” and by Boston University philosophical theologian Robert Neville as “the most rigorous theological historian of our time, moving from analyses of social context and personal struggles through the most abstruse theological and metaphysical issues.” More than forty reviewers have described his trilogy, *The Making of American Liberal Theology*, as the definitive work in the field. The Expository Times called it “an endeavor best described, by all accounts, as magisterial, definitive, and authoritative.” *The Journal of Markets and Morality* called it “monumental, encyclopedic, breathtaking.” Prof. Dorrien’s recent work, *Social Ethics in the Making* (2009), a comprehensive interpretation of social ethics as an academic field and a tradition of public discourse, has received similar praise. *The Christian Century* described it as “magnificent, sprawling, monumental, captivating, expertly written, and exhaustively researched...*Social Ethics in the Making* will soon be recognized as a classic.”

RICK FORTNER, JR

Rick Fortner maintains an active and versatile life in the world of music. He is the Director of Music at All Souls Unitarian Church, Tulsa, OK and has served in that capacity since 1999. He holds a B.M.E. in vocal music and a M.M. in choral conducting from the University of Tulsa. He has worked as an instructor at The University of Tulsa, and has taught at Northeastern State University. He has prepared and directed the Tulsa Oratorio Chorus and is the founding director of Council Oak Men’s Chorale. Rick’s keyboard skills have allowed him creativity in such diverse areas as staff pianist for Tulsa Ballet, to being a featured performer on the Greenwood Jazz Festival for seven years. Rick has also performed for the Tulsa Jazz Society Annual Keyboard Concert, Ragtime For Tulsa, and the Oklahoma Jazz Hall of Fame Concert Series. Most recently, he was the musical director of “Sophisticated Ladies”, a review of the life and music of Duke Ellington, performed at the Oklahoma Jazz Hall of Fame.



JOHN GIBB MILLSPAUGH

Rev. John Gibb Millspaugh is a 2001 graduate of Harvard’s Kennedy School, where Dr. Ron Heifetz has refined the theory



of Adaptive Leadership for decades. John served as Dr. Heifetz’s teaching assistant in his 2009 course “Leadership on the Line,” and took four courses with Heifetz in the process of earning his an MPA (the public-sector equivalent of an MBA). With his spouse the Rev. Sarah Gibb Millspaugh, John is currently co-minister of Winchester Unitarian Society in Winchester, Massachusetts, having previously served for six years as minister of the UU congregation in Mission Viejo, California. He is editor of Skinner House’s anthology *A People So Bold: Ministries and Theologies of Justice*. John is a playful storyteller, not-very-disciplined meditator, and skilled magician.

PETER MORALES

Peter Morales was elected President of the UUA in 2009. Prior to his election he served as the senior minister at Jefferson Unitarian Church in Golden, Colorado, one of the UUA’s largest and fastest growing congregations. From 2002 to 2004 he was Director for District Services at the UUA has previously served on the UUA Board of Trustees and UUMA Executive Committee. He has led growth workshops for ministers and congregations in the United States and England. Before entering the ministry, he was a Fulbright lecturer in Spain, a newspaper and publisher in Oregon, a Knight International Press Fellow in Peru, and a regional manager in California state government.



MARK MORRISON-REED

Raised in the Unitarian Universalist faith, Mark Morrison-Reed was ordained in the Unitarian Universalist ministry in 1979. For 26 years, he and his wife, Donna served as co-ministers -- first in Rochester, New York, then in Toronto, Ontario, Canada. Morrison-Reed’s graduate thesis, *Black Pioneers in a White Denomination*, was published in 1984 and is still in print. Now retired from full-time ministry, Morrison-Reed divides his time between writing and other interests. He has been working with Meadville Lombard Theological School to organize and build the library’s archive of materials relating to African American involvement in Universalism, Unitarianism and Unitarian Universalism. His latest book is titled *In Between: Memoir of an Integration Baby*.



KAY LYNN NORTHCUTT

Kay Lynn Northcutt is the former Fred B. Craddock Associate Professor of Preaching and Worship, Phillips Theological Seminary, Tulsa, OK. She is the author of the recent book, *Kindling Desire for God: Preaching as Spiritual Direction*, which was named one of the Top Ten Clergy Books of 2010 by the Academy of Parish Clergy. Northcutt is a classically trained pianist with Bachelor and Master Degrees in Piano Performance, who wondered while studying theology at the University of Chicago why theologians hadn't chosen to write their systematic theologies in classical piano sonata form. She discovered in her first pastorate in Fort Worth, Texas that Sunday's pastoral prayer was as much fun (and as intimate an exchange with God) as playing the piano once had been.

Her first book *Praying by Heart: Prayers for Personal Devotion and Public Worship* features those prayers. In 2009 Northcutt was diagnosed with myasthenia gravis, an auto-immune neurological disease. She, like Flannery O'Connor, has found that sickness can be "more instructive than a long trip to Europe."

REBECCA PARKER

Rebecca Ann Parker is President and Professor of Theology at Starr King School for the Ministry in Berkeley, California. Parker is an ordained United Methodist minister in dual fellowship with the Unitarian Universalist Association. Before assuming leadership of Starr King School in 1990, she spent 10 years as a parish minister in the Pacific Northwest and taught at the Northwest Theological Union in Seattle. As Starr King's Professor of Theology, Parker lectures widely on behalf of Unitarian Universalists. At Starr King, she teaches the foundational course in thea/ology in culture and context, and convenes advanced seminars in topics such as violence and redemption, process theology, liberal theologies, and religion and education.

Her doctoral studies focused on Alfred North Whitehead's theory of consciousness as a basis for a spirituality that integrates aesthetics and social engagement. Her theological work, sermons and poetry have been published in academic journals, essay collections and anthologies, and frequently appear in the UU World, the Unitarian Universalist Association's monthly magazine.

DAVID SMITH

David B. Smith continues to make important and significant strides in the field of music. He serves as the Associate Director of Music for All Souls Church in Tulsa, OK. He holds a Bachelor of Music in Composition degree as well as a Master of Sacred Music degree from Oral Roberts University. He served for several years as the Associate Pastor for Worship and Fine Arts for churches founded by Bishop Carlton Pearson. He continues the Gospel Music tradition as director of the New D Chorale. David has directed choral



groups presenting music from various genres consisting of children and youth as well as adults. Those groups have ranged in number as small as 3 to as large as 300. Although he is known as a producer, arranger, singer and keyboardist that specializes in gospel and jazz, his passion as a leader and minister is the worship of the congregation. He has been honored to share the stage with many award winning artists. David is married to Evangeline and they have four children.

BETH ZEMSKY

Beth Zemsky MAEd, LICSW currently works as a consultant specializing in multicultural organizational development with non-profits, educational institutions, corporations, foundations, and social change organizations. She has over 25 years experience as a community organizer, educator, psychotherapist and organizational leader including serving as staff at OutFront MN, founding Director of the GLBT Programs Office at the University of Minnesota and former co-chair of the Board of Directors of the National Gay & Lesbian Task Force. Beth is a member of Congregation Shir Tikvah, a progressive Jewish congregation in the Twin Cities.



JANE RZEPKA

Jane Ranney Rzepka grew up a Unitarian in Ohio. After graduating from Starr King, she earned a Ph.D. from the Graduate Theological Union and the University of California, Berkeley. She was accepted into ministerial fellowship in 1976. She is the author of the UUA Meditation Manual, *A Small Heaven*. With Ken Sawyer, Jane taught a preaching course for many years at Harvard Divinity School and in other settings in the US, Europe, and India, and their UU preaching textbook, *Thematic Preaching*, is much used. Most recently, she served the Church of the Larger Fellowship in Boston. A fan of sabbaticals, Jane has trekked in Nepal with her family, camped off-road with her mother in the Sahara, traveled on the Amazon, and explored China and Panama. She's been married to Chuck Rzepka since 1970 and they have two young adult sons.



THURSDAY MORNING WORSHIP OFFERING RECIPIENTS



On Thursday morning our offering will be split and given to the UUMA Continuing Education Scholarship Fund and a local organization that is supported by our local congregation. The UUMA Continuing Education Scholarship Fund was created in 2010 to support those UUMA members for whom attendance at continuing education programs is financially challenging. Over \$12,500 was given to colleagues to assist them in coming to the Institute but many more colleagues had to stay home because we could not offer larger grants. Our goal is to grow the fund to \$100,000 by the 2013 Institute. Your support on Thursday and when you return home to your congregations and communities will help us help more colleagues.

The Youth Orchestra Salinas (also known as El Sistema USA Salinas) began providing free music instruction to underserved children of Salinas in July 2010. Students in grades three through six are transported from their schools to the Sherwood Hall Community Center to study choral music, strings, recorder, and receive additional tutoring to support their core academic subjects. Another core area of instruction is conflict-resolution. Students practice skills to help them work through conflict and learn how to be peer mediators.

The program is known for rescuing young people in extremely impoverished circumstances from the environment of drug abuse and crime into which they might otherwise be drawn. Students in Kindergarten, first, and second grades meet at their school sites for an hour each day. They play musical games to reinforce introductory melodic and rhythmic skills, and participate in a “paper orchestra” to prepare them for entrance into the youth ensemble.

Financial donations support the program in a number of ways. Instrument purchase and repair is an integral part of connecting children to being part of the symphony. Transportation and fuel costs are also key to simply getting the children to the community center location. Your donation also helps us provide a healthy snack to children. For some children, this is the healthiest food they eat during their week.

Funding also supports hiring teachers to lead the program and pays for rent at Sherwood Hall.

Youth Orchestra Salinas is a 501c3 approved organization and most donations are ‘matched’ by a Monterey County donor.

Feel free to contact our office if you have any questions regarding your donation to our organization.

Thanks you for your time and interest in helping connect the children of Salinas to the language of music!

Yours in music,
Jenean Watrous
Education Director
Youth Orchestra of Salinas
www.yosal.org
831-869-6020

CENTER Institute for Excellence in Ministry
Feb 7-11, 2011
Participant Evaluation

Your evaluation of the Institute, seminars, and facilities are very important to us. Please take the time to complete the entire evaluation and leave it in designated boxes or with the Institute staff before departing Asilomar.

This page is an evaluation of your Seminar and the Asilomar facility. The reverse page is an overall evaluation of the Institute. The third page is important demographic information:

SEMINAR					
1-Poor 2-Fair 3-Average 4-Good 5-Excellent	1	2	3	4	5
Usefulness of pre-conference seminar preparation					
Clarity of seminar objectives					
Expertise of the presenter					
Presentation techniques of the presenter					
Active involvement of the participants in the learning experience					
Usefulness of handouts or other "take aways"					
Timeliness of the material presented					
Your overall learning experience					
Level at which the seminar met your expectations					
Usefulness of the seminar to your ministry					

What else would you like to tell us about your **SEMINAR** experience?

ASILOMAR FACILITIES					
1-Poor 2-Fair 3-Average 4-Good 5-Excellent	1	2	3	4	5
Professionalism of the Asilomar staff					
Evaluation of facility physical accessibility					
Evaluation of facility audio/visual accessibility					
Overall experience of workshop meeting rooms					
Overall experience of worship space					
Overall experience of lodging					
Overall experience of meals					
Overall experience of the entire Asilomar facility					

What else would you like to tell us about your **ASILOMAR FACILITIES** experience?

CENTER Institute for Excellence in Ministry
Feb 7-11, 2011
Participant Evaluation

INSTITUTE					
1-Poor 2-Fair 3-Average 4-Good 5-Excellent	1	2	3	4	5
Usefulness of pre-conference UUMA communications					
Arrival and check-in					
Responsiveness of Institute staff and volunteers					
Worship experience					
Vespers experience					
Peer reflection					
Panel discussions					
Cost of Institute registration (given value gained)					
Overall experience					

How do you prefer to make lodging reservations? Directly with the facility Through the UUMA

Did you receive a UUA or UUMA grant/scholarship to attend the Institute? Yes No

If you did not apply for a scholarship, was it because:

You were not aware that scholarships were available

You did not need a scholarship

You thought others needed scholarship funds more than you

Other (explain) _____

Do you plan on attending the 2013 Institute? If so, how will you travel? If not, why?

What seminar topic(s) would be most attractive/appealing to you at future Institutes?

Who would you like to see as seminar leaders at future Institutes?

Who would you like to see as worship leaders at future Institutes?

What would you like to be different about the next Institute?

What else would you like to tell us about your **INSTITUTE** experience?

CENTER Institute for Excellence in Ministry
Feb 7-11, 2011
Participant Evaluation

Demographic Information

Which Institute seminar were you enrolled in:

- | | |
|--|---|
| <input type="checkbox"/> Preaching (Northcutt) | <input type="checkbox"/> Growth (Morales) |
| <input type="checkbox"/> Vocal Community (Barnwell) | <input type="checkbox"/> Theology (Parker/Buehrens) |
| <input type="checkbox"/> Cultural Change (Zemsky) | <input type="checkbox"/> African American Narrative (Morrison-Reed) |
| <input type="checkbox"/> Adaptive Leadership (Cooley/Gibb
Millspaugh) | <input type="checkbox"/> Social Ethics (Dorrien) |
| | <input type="checkbox"/> None |

Current UUA Fellowship status:

- | | |
|---|---|
| <input type="checkbox"/> Candidate | <input type="checkbox"/> Not in UUA Fellowship |
| <input type="checkbox"/> Preliminary Fellowship | <input type="checkbox"/> Spouse or partner of a UUMA member |
| <input type="checkbox"/> Final Fellowship | <input type="checkbox"/> Other (explain) _____ |
| <input type="checkbox"/> Retired | |

Employment status:

Full-time Part-time Unemployed Other (describe) _____

Current ministry setting:

Parish (indicate your role in the parish) _____

If Parish, are you: Called Hired Interim Consulting Other (explain) _____

Community (briefly describe your community ministry) _____

Other (describe) _____

How many years have you been serving in ordained/fellowshipped ministry?

What is your gender identity?

How do you describe your racial, ethnic, cultural identity?

What other identities are important to your ministry?