



## Unitarian Universalist Ministers Association

# 2011 UUMA Annual Meeting

## Ministry Days — Charlotte, North Carolina

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May 1, 2011

Dear UUMA Member,

Here is the agenda for the UUMA Annual Meeting to be held in Charlotte, North Carolina on June 22, 2011. Also enclosed are the following:

- ◆ Reports from the Executive Committee, staff, and UUMA committees
- ◆ The 2011-2012 Proposed Budget
- ◆ Biographical information on nominees standing for election to the Executive and Berry Street Committees
- ◆ Minutes of the 2010 Annual Meeting
- ◆ Detailed descriptions of Collegial Conversations
- ◆ A package containing supplemental materials for our Annual Meeting including:
  - Two motions as approved at the 2007 Annual Meeting (for your reference)
  - From the Executive and Guidelines Revisions Committees:
    - ⇒ Proposed amendments to the UUMA Bylaws
    - ⇒ Proposed Guidelines: Standards of Professional Practice for final vote

Kindly bring all materials with you. We will not have extra copies of this material in Charlotte. Because of the UUMA's commitment to move towards electronic communications this packet will be available online and mailed to those individuals who do not have email access or have requested paper copies. A hard copy of the election ballot has been mailed to voting members (Regular and Life Members only) and should be mailed to our secretary, Alan Taylor, by June 10 [see instructions on ballot] or brought to the Annual Meeting

Our Ministry Days begin with registration on Tuesday evening, June 21, from 4:00PM to 7:00PM in the Hilton City Center. The programs will continue with an opening worship at the Charlotte Convention Center on Tuesday at 7:30PM and conclude with the Ministerial Conference in Berry Street on the afternoon of Wednesday, June 22. If you need information on registration for Ministry Days, please check the UUMA web site at [www.uuma.org](http://www.uuma.org), or contact Janette Lallier, UUMA Administrator, at 617-848-0498 or [administrator@uuma.org](mailto:administrator@uuma.org).

Our business meeting will be Wednesday morning after the worship service honoring colleagues reaching their 25 and 50 year anniversaries in ministry. In order to conduct our business in such a limited time, please have any items to be presented under "Other Business" communicated electronically to Alan Taylor [[secretary@uuma.org](mailto:secretary@uuma.org)] BEFORE 9 A.M. ON WEDNESDAY MORNING, JUNE 22. This will enable us to project the content of the motion through the audio visual system. If you wish to hand out paper copies of any motion or supporting materials under "Other Business," it is your responsibility to supply those copies. After lunch there will be a series of collegial conversations on topics of current interest, followed by the Berry Street Conference.

Please contact me [[president@uuma.org](mailto:president@uuma.org)] or any member of the Executive Committee with questions or concerns.

I look forward to seeing you there,

Bill Hamilton-Holway, President

## UNITARIAN UNIVERSALIST MINISTER'S ASSOCIATION

## ANNUAL MEETING AGENDA

Wednesday, June 22, 2011 Charlotte, North Carolina

- ◆ 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 President

Dear Colleagues,

Blessings to you in this spring season.

It is a time for new and growing things in the UUMA. I am pleased to report we are a stronger professional organization than ever before. I was enriched by the presence of so many of us at the first UUMA CENTER Excellence in Ministry Institute in February. Most days I left worship with a soaring spirit and tears of joy. So many did so much to make this the most fulfilling continuing education experience of my career. Hallelujah!

In this packet are reports detailing the activities and decisions of the program and administrative arms of the UUMA. We have much of which to be proud. And there are plans to make the most of this momentum to further excellence in ministry through collegiality and continuing education. I trust you will be inspired by the work of our colleagues on your behalf.

Two items fall to me to celebrate as we join together for our annual meeting. First is the excellent and inspiring leadership of our, soon to be, Executive Director, the Rev. Don Southworth. In less than two years he has transformed our strategic plan into one after another accomplishment. Your Executive Committee was heartened to receive the results of his first year review, and to invite Don to discard “Acting” as our Executive Director and to lead us. His deep commitment to Unitarian Universalism, his response to his call to ministry, his skill, and his humor, make serving in shared leadership with him a delight.

Secondly, I celebrate our ability to stay centered and focused in a time of great change. We have become a new professional organization, and we envision transforming our structure to fit our clarity of vision and ability to deliver outstanding programs. Your Exec will propose to you amending our bylaws to change our structure. The first step is to reduce the size of the Exec, with staff taking over the functions of our Arrangements portfolio.

We have been an Exec of volunteer program leaders: Chapter Connections, Professional Development, Good Offices, Anti Racism Anti Oppression Multiculturalism, and Communications. Now we expect our Executive Director to be responsible for achieving our programmatic goals. We need for him to supervise these areas, not be supervised by staff in them. We need for the Exec to become a visioning, policy-creating, and monitoring body. In the meantime we live in the chaos of transformation, as good-humoredly as possible!

You will receive more recommendations for structural change as we live into our new vision of possibility.

Thank you for your ministry to the world.

Blessings,



Bill Hamilton-Holway, President  
president@uuma.org

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## Report of the Treasurer

I am delighted to report that, even in these still unpredictable financial times, we expect to end FY11 in the black. For FY12, we offer you a balanced budget reflecting our commitment to fiscal responsibility as well as our faith that our membership is committed to the vision of strengthening both our collegiality and our continuing education.

### FINANCIAL REVIEW

We have had initial and basic conversations about our financial health and practices and have begun implementing best practices in our accounting. Along with the \$2000 from the FY11 budget to begin the financial review process, we have added an additional \$5000 in FY12.

### NEW SCALE OF FEES FOR MINISTERIAL SERVICES

Please review the new fee scale and use it if it is helpful to you. Note that we propose these as MINIMUM fees.

### DUES RESTRUCTURING

We are happy to report that the second year of our dues restructuring process has gone even better than we had hoped. In response to expressed concerns, for the past year we used a chart with smaller income ranges and a tiered discount code system, as well as continuing to offer a full waiver (with supporting documents), minimum dues for temporary financial hardship, and level student dues.

The FY11 budget was based on dues of .75% of S&H (income), an increase from the prior year's .50%. The "new" dues structure involves a bit of "best guessing," given that we do not have actual income figures for our members. Nevertheless, again this year we expect to collect more than the budgeted dues amount.

While we originally envisioned a three-year process moving dues toward 1% of income, we now believe we can stretch that process to four years. For FY12, we are increasing dues to .85% of income. Additionally, minimum dues will increase from \$144 to \$167; student dues increase from \$50 to \$55.

**PLEASE NOTE** that we have passed a policy that reads as follows: All applications for waivers must be received by Jan. 15. Waivers will be granted by the Executive Director.

### FY12 PROPOSED BUDGET

#### INCOME

Total income for FY12 shows in the budget as \$615,745. Dues show an increase of \$34,000 over FY11 (based on the increase to .85%). (NOTE: Dues do not quite equal what we anticipate getting with new dues %, but we have chosen to be conservative in what we expect to collect.)

We have added a new line reflecting our commitment to providing more scholarship money for continuing education.

#### EXPENSES

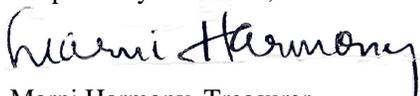
- Line 205 Increased costs for expected pre-GA training
- Line 206 Increased Ministry Days expenses in anticipation of potential extra costs for "Justice GA" activities
- Line 210 Significant increase in Chapter subsidies (to begin a transition to decreasing/eliminating Chapter dues)
- Line 212 UURMaPA subsidy increased to reflect increasing number of retired ministers
- Line 220 Reflects increased AV and printing costs
- Line 229 Increasing use and usability of UUMA website
- Line 230 Decrease reflecting one less Exec member and cost-saving for meeting arrangements
- Line 231 Assumes passage of Standards and no face-to-face meetings
- Lines 233,235 and 240 No longer funding (largely due to inaction of groups/committees)
- Line 245 We have added a new line for program development to support our ARM commitment
- Line 253 Due primarily to increase in Office Staff support for arrangements needs

## Report of the Treasurer (cont.)

Line 270 Reflects increased compensation for ED in moving from Acting status; plus 3% increase for both staff positions (along with resulting increase in pension contributions and anticipated increase in health insurance)

As someone with no accounting background but a commitment to the financial well-being of our professional organization, it's been an interesting and challenging time to serve as your Treasurer. My work on the Exec began with a visioning process and then developing a dues structure that would support that larger organizational vision. I can say, with gratitude, that it has been a privilege to serve during this exciting and transitional time.

Respectfully submitted,



Marni Harmony, Treasurer

[Treasurer@uuma.org](mailto:Treasurer@uuma.org)

### Balance Sheet as of April 28, 2011

	Total
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Bank Accounts</b>	
1200 BOA Small Business Package	39,229.66
1270 Capitol One MM	249,651.74
<b>Total Current Assets</b>	\$ 288,881.40
<b>LIABILITIES AND EQUITY</b>	
<b>Credit Cards</b>	490.73
<b>Total Liabilities</b>	\$ 490.73
<b>Equity</b>	
3300 Non Restricted Fund Balance	82,437.81
3406 Board Designated Fund - Ministry Days	-12,089.92
3416 Board Designated Fund - ARAOM	8,752.38
3465 Board Designated Fund - Institute for Excellence in Ministry	144,145.18
3501 Restricted Fund - Scholarships For Continuing Education	22,530.19
3510 Restricted Fund - UFPF Grants	
3510A Institute AV Grant	15,000.00
<b>Total 3510 Restricted Fund - UFPF Grants</b>	\$ 15,000.00
3520 Restricted Fund - PoTE Grants	
3520B WAW Grant	9,851.63
<b>Total 3520 Restricted Fund - PoTE Grants</b>	\$ 9,851.63
Net Income	17,763.40
<b>Total Equity</b>	\$ 288,390.67
<b>TOTAL LIABILITIES AND EQUITY</b>	\$ 288,881.40

## 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

	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>

## Report of the Treasurer (cont.)

### 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.

## Report of the Vice President

Dearest Colleagues,

It has been a great honor to have served as your Vice President this past year. From this perch on the continental UUMA Exec, I've gained an increased appreciation for the vision of "nurturing excellence in ministry through collegiality and continuing education."

Our organizational and dues restructuring of two years ago has enabled us to be much more attentive to the needs of our members. Some of the changes you've seen already include:

- The first Institute on Excellence in Ministry
- "Whose Are We" program for theological discourse among colleagues
- A "Chapter Handbook" on best practices
- Visits to almost every chapter from the Rev. Don Southworth
- Chapter leader training
- An improved website to serve colleagues
- Member access to social media to better connect colleagues serving in remote areas, and
- Visits to almost every chapter from our Executive Director, the Rev. Don Southworth

In addition, Don Southworth and the Exec are very attentive to serving *all* of our ministers, and are reaching out specifically to connect with any group – ministers of color, community ministers, UUA staff, retired ministers, etc. – that represent over 5% of our membership.

To me, these changes speak to us taking our call to ministry more seriously, and fully recognizing the importance of collegiality in that endeavor. They could not have happened without the excellent service of our Executive Director, made possible by your dues.

As your VP, my portfolio includes personnel and leadership development, in addition to being in constant dialogue with our President and Executive Director. I am delighted that Don Southworth has accepted the position of Executive Director, and continue to be impressed with the administrative talents of Janette Lallier. In my remaining two years, I expect to delve more deeply into creating a clearer path toward leadership opportunities within the UUMA.

I welcome your comments at any time, and look forward to serving you in the coming years.

Respectfully submitted,

Lydia Ferrante-Roseberry, Vice President  
vicepresident@uuma.org

## Report of the Chapter Connections Portfolio

Our work toward strong, consistent connections between chapter leaders and the UUMA Executive was helped enormously this year through the addition of our new staff position of Executive Director. In his role as Acting Executive Director, Don Southworth spoke individually with each chapter President; attended a number of chapter meetings; and did the heavy lifting in compiling our handbook for best practices for chapter life.

In this third and last year of my tenure as you Chapter Connections Portfolio, I continued to explore new ways to strengthen collegiality within the UUMA and to discern the ways this portfolio could change and develop in light of our strengthened staff structure. Working with the rest of the Executive Committee and with staff, highlights from this year include:

- Development of a new Chapter Leaders' Training, to be held just before Ministry Days in Charlotte, which included the development of a survey tool to assist leaders in evaluating the strengths and weaknesses of their chapters in key areas of collegiality;
- A review of membership categories (continuing), reflective of our efforts to better serve community ministers, colleagues employed by the UUA and others who are not in parish settings;
- Continued development of resources for chapter life, drawing from those chapters experiencing the most success in collegial support;
- Quarterly conference calls with Chapter Leaders in order to communicate priorities and decisions of the UUMA Exec. and hear questions or concerns; Following each call, chapter leaders were encouraged to bring this brief summary of the Executive Committee's work to their members at chapter meetings and retreats.
- An initial investigation of the needs of colleagues living with disabilities, and an exploration of ways the UUMA can become more inclusive through a continued response to these needs (further development is now in staff hands);
- Revision of the portfolio to reflect the need to develop and support collegiality beyond chapter gatherings. The new position, Collegial Development Representative, who will be charged to "ensure processes are in place at the continental, chapter and local levels to welcome and connect our colleagues and deepen collegiality among members."

I have loved serving the UUMA on your Executive Committee, and I will miss the deep connections with colleagues forged during our work together. All good wishes to my successor!

Respectfully submitted,



Kathleen McTigue, Chapter Connections

## Report of the Anti Racism, Anti Oppression, Multiculturalism Portfolio

It has been an eventful year for this portfolio and for the Committee on Ministry for Anti-Racism, Anti-Oppression and Multiculturalism. There are two significant changes of which UUMA members should be aware:

### 1. Name Change

After several years' work to clarify and evolve the position of the Committee, we decided last fall to live fully into the role of advocacy for systemic change within the UUMA. One of our first steps in this was to recognize that there is much confusion about how a "committee on ministry" works in a professional association, and to make a move to simply call ourselves what we are: a standing committee of the Exec. The next step was to acknowledge a point of great discomfort for many of us: while we are committed to working against all oppressions, the group as it is currently configured and has currently strategized, is only equipped to address anti-racism and multiculturalism. We submitted, (and the Exec. approved) a proposal to change our working name to "Committee for Anti-Racism and Multiculturalism" and we asked the Exec to take up the question of how it will find places structurally to address other identity-based oppressions in our midst. The Exec. continues to work on taking up that charge, and we expect to have a bylaw change to officially re-name this committee at the 2012 Annual Meeting.

### 2. Working on systemic change

As the UUMA focuses its work on continuing education and support for colleagues, we are taking on an advocacy and development role in determining the educational and support needs around anti-racism and multiculturalism. We have explicitly recognized that there are specific needs expressed by colleagues from historically marginalized communities based on race and ethnicity, who yearn for opportunities for deep listening, healing, support and trust as they work within settings of ministry and in collegial communities that are not equipped to see them for all of who they are. At the same time, there is a need for colleagues from the dominant culture to continue developmental work toward deeper intercultural competency. In the next two years we plan to work with CENTER to develop and deliver continuing opportunities for skill-building for colleagues from the dominant culture while working on support mechanisms for colleagues from historically marginalized communities. At the same time, we will seek every opportunity to engage in the broader conversation about how we can all be leaders in our faith's efforts to lead and serve effectively in multicultural communities. To those ends, we will be working with Beth Zemsky and her colleagues at One Umma Consulting to develop a train-the-trainers program that can equip us all for intercultural competency. We will also be working with existing UU leaders of color who are developing resources and support for our colleagues from historically marginalized communities.

We are excited about the work ahead, and always welcome feedback or suggestions to help carry forward the vision of a UUMA that operates as an anti-racist and multicultural organization, equipping our members to serve and thrive in ministry in a multicultural world.

Respectfully submitted,

Parisa Parsa, Portfolio Holder

araom@uuma.org

Committee members:

Addae Ama Kraba

Josh Pawelek

Susan Suchocki-Brown

Adam Robersmith

## Report of the Good Offices Portfolio

It is an honor and a privilege to serve in the ministry of Good Offices. I continue to learn much about the importance of collegiality.

I have had the benefit of working with Good Offices Persons (GOPs) from near and far, (including two international locations), each one reaching out with care... bringing and responding to a wide-range of concerns and issues.

There is a lot of work. For the GOPs. For me. There is excellent support from the Committee on Ethics and Collegiality (CEC) as it works on complaints. The CEC was created to “encourage a pastoral approach toward confronting and resolving concerns over a colleague’s adherence to good practices, and (2) find ways to strengthen our ministries by enhancing collegial bonds, good relationships, and high ethical standards of professional conduct” (UUMA). Members are Kathryn Bert, Jennifer Crow, David Herndon (Chair) and David Sammons. Don Southworth, Acting UUMA Executive Director is an ex-officio member of this committee. I serve as liaison to the Exec.

A lot of interest in having another large GOP training has been expressed. Although that will not be scheduled until next year, I recommend a careful read of the GOP Handbook.

There will be a small gathering of GOPs and members of the CEC that will be held during General Assembly (GA) in Charlotte, NC.

We are pleased to have received applications for positions as Good Offices Persons. (A gentle reminder: GOPs must be UUMA members in final fellowship who are nominated by your chapter and are ratified by the Exec.)

It is a joy to serve my colleagues in the UUMA as we strive together for excellence in ministry.

Respectfully submitted,



Hope Johnson, Good Offices  
goodoffices@uuma.org

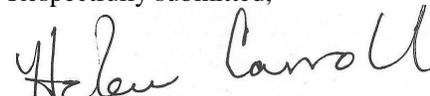
## Report of the Arrangements Portfolio

As the Arrangements Portfolio holder I have worked closely with Don Southworth, our Acting Executive Director, and Janette Lallier, our Administrator, to provide on-site accommodations for the gatherings of the Executive Committee. Much of that work involves arranging logistical, lodging, meals, and other details for our meetings and for Ministry Days. Don and Janette have been invaluable in making my work successful. Join me in thanking them for their caring, supportive work. Thank you, Don and Janette.

As part of our moving forward, Don, Janette and I have shifted the tasks for this portfolio to our paid staff. In this way, we are better utilizing our staff resources and are removing the portfolio for Arrangements from the UUMA Executive Committee. Recognizing that we will not be in compliance with our by-laws for one year, we are proposing an amendment that reflects this change.

I am thankful for having had this opportunity to serve my colleagues and retire with grateful appreciation for the work of the Executive Committee.

Respectfully submitted,



Helen Carroll, Arrangements  
arrangements@uuma.org

## Report of the Acting Executive Director

I suspect you, like me, have written and read many annual reports in your life. You know the feeling of wondering what to say that will be a realistic review of the year past and be an honest perspective about what lies ahead. Annual reports need to be concise, inspiring and, maybe most of all, relevant to the life of the organization and its people.

I share this preamble because it is hard to be anything but thrilled with the state of the UUMA at this point of history and our future looks bright. And since one of the “rules” of annual reports is to be honest and realistic I want you to know that I am aware of that...as I begin to tell you all that is good.

My main task in the first nine months as Acting Executive Director from October 2009-June 2010 was to show the possibilities of what a stronger, more visionary UUMA could be. Your feedback told us we did. This past year has been about putting those visions into action, to make the hopes and dreams of UUMA leadership and membership come to be, and to set the foundation for more possibilities and success in the future. From what I heard individually and experienced in eleven chapter visits and at the Institute for Excellence in Ministry we are achieving our goals this year as well.

The highlights of the year have been our first Institute which has been assessed by many of those who attended as one of the best continuing education experiences they have experienced; we rolled out the Whose Are We? program to our chapters and feedback has been strong enough that we are planning the next Whose Are We? conversation; we are close to finalizing two important UUMA programs - a coaching/mentoring program and a cohort learning program that includes a mentoring expectation and the formation of small groups (you’ll hear more about these at Ministry Days); we are being asked by donors what they can do to help fund some of our initiatives and we will be receiving, potentially, hundreds of thousands of dollars from Association Sunday 2011; we were able to send our outstanding Administrator on a well-deserved sabbatical; we have exceeded our income targets for the budget year and won’t need to raise dues as highly next year as the members voted for in 2009 and we have strengthened our partnerships and begun/continued collaborations with the UUA and other professional organizations including LREDA, UUMN, UURMaPA, UUSCM, DRUUM, ARE and others.

The future of liberal religion in the world is unclear. Perhaps it always has been but the changing demographics and trends in our culture predict even more uncertainty than before. The same can be said for Unitarian Universalism and its ministers. In the year ahead we will be doing everything we can to continue to strengthen the professional association of Unitarian Universalist ministers so that we are best prepared for that uncertain future. We will be looking at more and more ways to serve and engage ALL our members and we will be looking at new ways to get more of our members involved in serving and leading their UUMA.

I look forward to July 2011 when I will shed the “Acting” from my title as Executive Director. Not because it will change the way I do my job but because it is an affirmation that the “experiment” we began two years ago can be declared a success. And because it affirms that the UUMA has made a decision, in a time of major change and financial and institutional insecurity, to lead in new and innovative ways. I am proud to lead such an Association and I am grateful to serve colleagues and a calling that I love.

Respectfully Submitted,



Don Southworth, Acting Executive Director  
executivedirector@uuma.org

## Report of the Administrator

In this, my eighth year as your Administrator, I must first say thank you! I continue to be grateful to have a position that feeds my mind, spirit, and body - 2010-2011 has been a great year!

September began our first renewal season using the new website. I hope you found it easier to renew your membership online. The new system sends an automatic email reminder 30 days and again one day before your membership is set to expire. Online you can: renew or upgrade your membership, request a waiver, or extend your renewal to January 15 (helpful if you follow a calendar fiscal year). You can also see the status of your membership any time by clicking on the Membership Link located in your online profile. This page tells you when your renewal is due and allows you to view and print a receipt from last year's dues payment. The website also has an automatic renew feature. If you paid with a credit card (or E-Check) the system will automatically charge that same card on Nov. 15 of this coming year. **If you do not want this to happen** please log in to your profile, visit the membership link, and click the red X to cancel the upcoming transaction. If you are upgrading (from Student to Regular or from Regular to Life) or have moved to a new S&H level you will also want to cancel the transaction and renew under your new status.

October and November were a whirl-wind! A new and exciting Executive Committee met in Boston to work with the Staff in what was a strong and comprehensive start-up. It was nice to be part of the continuing strategic planning process and to watch the leadership change from a task-based board to one who reflects upon the direction of the UUMA and give voice to UU Values. Don and I continue to grow as a strong staff team and continue to learn each others strengths. I am very excited about the direction of the UUMA and look forward to providing the support needed to meet our aspirations.

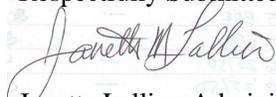
In the fall, I also ran a series of webinars for Chapter leaders. We are so excited to be able to offer chapter web pages and so very grateful for all the members who have stepped up to be chapter web administrators. If you are interested in learning more about the website and how it can help your ministry please come see me at GA. Once again, I will be providing training sessions at the UUMA Booth to help members set up their profiles and learn how to use the site. If you are interested in such a training please see me to set up an appointment—or just drop by.

Of course the high point of my year was a four week sabbatical in February. Although I was sad to miss seeing you all at the first Institute — February 2011 was a month I will not soon forget. Having spent the last ten years working as both an administrator and singer this was my first opportunity to experience life through a singer's schedule. Having never been to Europe, I decided to spend my five weeks living in Germany (a Mecca of sorts for opera). I obtained a sublet in Berlin and attended German lessons each morning and sang each afternoon.

I had coachings (an Opera Coach works with singers to perfect interpretation) in some of the greatest opera houses in the world. How thrilling it was to walk through the stage door of the Dresden Semperoper, Wiener Staatsoper, Berlin's Staatsoper and Deutches Oper, and the Hannover Oper. I also took lessons (working on vocal technique) with the famous soprano Cheryl Studer and other talented teachers and technicians. One highlight of my trip was traveling to Hamburg at the invitation of UUMA Member Eric Hausman. As minister of the Deutche Unitarier, Eric invited me to participate in a worship service after which I sang a short recital for the wonderful congregation. I received a wonderful welcome and was very graciously cared for. If you ever make it to Hamburg make sure to attend meeting with these kind people. Words can never express my gratitude for your generosity — I arrived home renewed and more focused on my work. Thank you — your support and encouragement has once again enriched my life.

As always, I thank you for your commitment to the UUMA. If there is anything I can do to help you please let me know. See you in Charlotte!

Respectfully Submitted,



Janette Lallier, Administrator  
administrator@uuma.org

## Report of the CENTER Committee

The 2010-11 year for continuing education among our ministers is one in which the UUMA can take pride. And it is especially gratifying to respond at a time where we felt we faced high expectations of our ministers to perform at a high level.

Chief among highlights is, of course, the first bi-annual UUMA CENTER Institute for Excellence in Ministry at Asilomar. The committee's work on communication, marketing and recruitment was evident by the enthusiastic registration. On site, the design created for the retreat, and dedication of CENTER team members to respond to needs allowed the worship, music and seminar leaders to deliver high caliber performance. Asilomar staff and the weather also exceeded our hopes. We are still processing the feedback from attendees and hope to integrate what we've learned into our plans for the Institute in 2013 at St. Pete's Beach. Also, we hope to hear from many more ministers when the audio and video components allow those who weren't able to attend to experience some of the magic of the event.

The Who's Are We training led by Laurel Hallman and Burton Carley prior to General Assembly in Minneapolis helped launch a new approach to theological exploration into our chapters. Response to the new program has been strong and has clarified the need to re-examine our Chapter Presenter Programs in a more focused and intentional way to include programs that offer a moral response to cultural oppression and the work still before us in Sexual Ethics.

We are preparing to finish the work we began last year with Clark Olsen on our 5 year long range plan. Some of the key elements of that plan will include new online educational delivery systems, completing some written job descriptions, policies and procedures which describe the committee's infrastructure, a revitalized Chapter presenters program, work on 'the ten year plan' - providing educational opportunities in key areas to a group of ministers willing to carry those learnings back to study groups in their area; a coaching/mentoring plan which will run a pilot in the fall; and a second Institute in 2013;

This work, though it has had many demanding moments, has been one of the most intensely rewarding endeavors I have had in ministry. As I close out my time as chair of the committee, I offer indescribable respect to everyone who I had the pleasure to serve with. We are lucky to have such extraordinary people serving us, blessed to have Roger's and Cheryl's leadership, and Jann who is beyond human in her ability to take on so many roles so competently. But my greatest appreciation is for Kimi Riegel. Kimi is one of the only people who could have responded to this level of change with the kind of flexibility, clarity, persistence and vision to make us all successful. The UUMA owes her a significant debt of gratitude.

It must also be said that, as a committee, we owe a tremendous debt to Acting Executive Director Don Southworth. Not only was he able to competently manage many of the details that made the Institute a success, but he has quickly and easily provided the continuity that has been needed between projects and keeps the relationships alive between the committee and key players within and beyond our Association.

And finally, we are grateful to the members of the UUMA and the UUMA Executive team which serves them. It is because the UUMA has given us time, talent, money, leadership and their confidence that we have been able to do so much. That trust is essential and it is our pledge to continue to earn it in the upcoming year.

Respectfully submitted,

Greg Ward, Co-Chair  
CENTER Committee

Committee Members: Greg Ward, Roger Bertschausen, Jann Halloran, Kimi Riegel, Colin Bossen, Liz Lerner Maclay, Cheryl Walker, Matthew Tittle, Jory Agate.

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## Report of the Nominating Committee

### FOR COLLEGIAL DEVELOPMENT: THE REVEREND SUSAN V. RAK



The Reverend Dr. Susan Veronica Rak has served The Unitarian Society, a Unitarian Universalist congregation in East Brunswick NJ, since September 2005. She has been a Unitarian Universalist since the early 1970's and Unitarian Universalist Minister since 1996. Susan attended Glassboro State College, studying art with an eye toward later focusing on art history. Her Ministerial preparation included coursework at Meadville-Lombard Theological School's Modified Residency Program and also at Lancaster Theological Seminary in Lancaster PA. She was ordained to the parish ministry in May 1996 and has served the Community Church of New York; UU Fellowship of Lower Bucks, PA; UU Church of Greater Bridgeport, CT; and UU Church of Flushing, NY. She also served the UUA as Program Consultant for the Joseph Priestley District. Awarded the degree of Doctor of Ministry from Meadville-Lombard Theological School, Rev. Dr. Rak's concern has been fostering the growth of Unitarian Universalism in community, helping congregations strengthen and mature institutionally and religiously. Rev. Dr. Rak lives with her partner of nearly 15 years in Somerset NJ. Her two adult children are off on their own, well launched, one on each coast.

### FOR TREASURER: THE REVEREND JOSH SNYDER

The Reverend Dr. Joshua Snyder attended the University of Michigan and graduated with honors in Cultural Anthropology and Studies in Religion. Always interested in Asian cultures and traditions, Rev. Snyder lived in Tokyo, Japan in 1996, studying Buddhism at the Rissho Kosei-kai seminary. In 2000, he received a Doctor of Ministry from Meadville Lombard Theological School. Previous to being called to the First Unitarian Church of Wilmington, DE, Rev. Snyder served UU communities in Stevens Point, Wisconsin (through the Ministerial Outreach and Development program of the CMWD), Chapel Hill, NC (intern), Rockford, IL, and Omaha, NE. Rev. Snyder is a big football fan, particularly of the University of Michigan and enjoys other sports, supporting Michigan/Detroit teams. In the past he has done some martial arts, as well as having tried surfing! He likes to collect Asian art. He also enjoys video games, and is a self-taught cook. Rev. Snyder enjoys spending hours and hours in bookstores trying to find that one gem at a bargain price. Rev. Snyder and his wife, Sharon have a son, Thomas and another child due in the Spring.



### FOR MEMBER OF THE BERRY STREET COMMITTEE: THE REVEREND ROSEMARY BRAY McNATT



The Rev. Rosemary Bray McNatt is minister of The Fourth Universalist Society in the City of New York, a 172-year old Unitarian Universalist congregation on the Upper West Side of Manhattan. Born and raised in Chicago, Illinois, she is a graduate of Yale University, Drew Theological Seminary, and a participant in Dreaming Big, the UUA's study group for future large-church ministers. An editor and widely anthologized writer for more than 20 years before answering the call to ordained ministry, The Rev. Ms. McNatt is a former editor at the New York Times Book Review; author of three books, a former contributing columnist for Beliefnet.com, a contributing editor to UU World, and a prolific blogger (<http://revrose.com>).

Her years of service to the UUA have included work as a member of the Committee on Urban Concerns and Ministry; the Task Force for Strategic Options for Beacon Press; chair of the Board of Trustees of Starr King School for the Ministry, and membership on the UUA Panel on Theological Education, as well as the UUA Board of Trustees. The Rev. Ms. McNatt also served as a faculty member of the 2008 ICUU Leadership Training Conference in Nairobi, Kenya. Currently, The Rev. Ms. McNatt is an adjunct instructor at Union Theological Seminary, a founder and active member of the UU Trauma Response Ministry, and Chair of Disaster Chaplaincy Services of New York. She lives in New York City with her husband, Robert and their two sons, Allen and Daniel.

### FOR THE BERRY STREET CONFERENCE SCRIBE: REVEREND PAUL SPRECHER

Paul was raised on a farm near Madison, WI. Having rejected his parents' Pentecostal church, he discovered a very different world while attending Harvard at the height of the anti-war movement, and, in part to repay his debt to the teachers who had guided and inspired him, chose teaching as his first career. Working in the school's computer lab led to the world of computer consulting, and then to the American Stock Exchange where he worked first as a programmer and then as a technology executive. He came to Unitarian Universalism while raising his family in Ridgewood, NJ, and served as a lay leader and teacher of Adult RE there. While still in business, he attended New York Theological Seminary nights and weekends, earning his M. Div. in 2005 just before taking early retirement. He served as ministerial intern at Arlington Street Church and the Church of the Larger Fellowship, 2005-2006, and was called to serve the Second Parish in Hingham, MA, where he was ordained in October, 2006. He has engaged in extensive research on the history of the Berry Street Conference and has recovered many of the essays now available on [uuma.org](http://uuma.org).



## Report of the Nominating Committee cont.

### FOR MEMBER OF THE NOMINATING COMMITTEE: THE REVEREND ROBERTA FINKELSTEIN

Rev. Roberta Finkelstein is a life-long UU. Ministry is a second career for Rev. Roberta. She was a nurse and certified nurse-midwife. She has a BSN from Binghamton University and her MSN from Georgetown University. She earned her M.Div. from Wesley Seminary in Washington, DC. While a student she served as an extension intern minister for the Bull Run Unitarian Universalists and upon graduation she accepted the invitation to serve as their part-time consulting minister. Through the Extension Ministry Program of the UUA, Rev. Finkelstein became the New Congregation and then settled minister for the Unitarian Universalists of Sterling, VA. Following that settlement she was the Interim Minister in Frederick, MD and Portsmouth, NH. She is now an AIMIT currently serving as Interim Minister in Ridgewood, NJ.



Roberta has served on the UUA Commission on Appraisal and the UUMA CENTER Committee. She has been Continuing Education Rep in several UUMA chapters, and was president of the Chesapeake UUMA. She has been married to her husband Barry since 1974. They have one son, Danny, a product of the Religious Education program in Arlington, VA, and have two badly behaved cats named Bonnie and Clyde and one well behaved dog named Pepper.

### FOR MEMBER OF THE NOMINATING COMMITTEE: THE REVEREND JOAN MONTAGNES



The Rev. Joan Montagnes received degrees from the University of Toronto, University of Alberta, and Meadville/Lombard Theological School. She has served congregations in Beaconsfield, Quebec; Wenatchee, WA; Moscow, ID; and is currently the associate minister in Bellevue, WA. Joan has served several terms on the Nominating Committee of her local UUMA chapter and a full term on UUA Nominating Committee. She also serves the Pacific Northwest District as Ministerial Settlement Team Leader. She looks forward to serving you.

### FOR MEMBER OF THE NOMINATING COMMITTEE: THE REVEREND MICHAEL NELSON

Michael Nelson, a 1984 graduate of Starr King School for the Ministry, served as an extension minister in Oklahoma. His interfaith work to provide sanctuary for Central Americans, the formation of the Oklahoma Peace Festival, and helping cluster UU congregations to unite on social justice issues earned him the UUSC National Action Leadership award in 1987. He left ministry to live in a community that supported his relationship with his partner Charles in Kansas where they had met in 1974.

In 2003 a mid-life revelation inspired his return to parish ministry. In the interim Michael was a business manager for a medical firm, restored buildings on the National Historic Register, opened a multi-cultural book store and was an editor for a University of Missouri literary press. In his seventh year of serving the Manhattan, KS UU Fellowship he focuses on helping our progressive faith spread in regions where conservative culture predominates. He provides workshops at Kansas State on LGBTQ suicide prevention. He helped organize and advances SCORE's (Southern Cluster and Outreach Ministry) mission to provide leadership to emerging UU congregations and those seeking their first ministerial presence. Serving on the Prairie Star District Archives and Heritage Committee he continues to research the history of Unitarian and Universalist work to establish Midwest churches. Michael and Charles, now in the process of restoring a stone homestead in the heart of the tall grass prairie, not only bring gay culture into cattle country, but geo thermal and other green technology.



Respectfully submitted,

UUMA Nominating Committee

Leslie Takahashi Morris, Chair (11), Sean Dennison (11), Martin Woulfe (11),  
Melissa Carvill-Ziemer (12), Marta Valentin (12)

## 2010 Annual Meeting Minutes

Draft Minutes  
2010 UUMA Annual Meeting  
Wednesday June 23, 2010  
Minneapolis, MN

Rob Eller-Isaacs called the meeting to order at 8:40am and declared a quorum to be present.

Recess after Worship

The meeting was reconvened at 10:33am.

Rob Eller-Isaacs appointed Eric Kaminetzky as Parliamentarian and Sarah Lammert as Time Keeper.

UUMA President Rob Eller-Isaacs moved on behalf of the Executive Committee to accept the 2009 Annual Meeting Minutes as presented in the UUMA Mailing. Seconded. Passed.

Alan Taylor moved on behalf of the Executive Committee the adoption of the Rules and Procedures for the meeting . Seconded. Passed.

Nominating Committee Report

Leslie Takahashi-Morris, Chair of the UUMA Nominating Committee, acknowledged the members of the Nominating Committee and moved their slate of nominees for this year:

Hope Johnson, Good Offices  
Lydia Ferrante, Vice President  
Parisa Parsa, AROAM Representative  
Peter Luton, Member of the Berry Street Committee;

Rob appointed tellers to report later in the meeting.

President's Report

Rob Eller-Isaacs shared how we expanded our purposes in asserting the UUMA as the primary provider of continuing education. He reported that both Bill Sinkford's and the current administration of Peter Morales has supported the efforts of the UUMA. He recognized and honored the CENTER Committee for their diligent work to host the first Institute for the Excellence in Ministry to be held at Asilomar, near Monterrey, CA, in February of 2011, and he acknowledged that the Institute is more than an opportunity for continuing education, but also a learning community for UU identity and formation. He reminded the assembly of our obligation to come together for nourishment, teaching, mentoring, coaching which requires face-to-face gathering. Rob lastly reported that next year's Association Sunday offering will be dedicated to continuing education, and he encourages our membership to participate fully in it.

President Designate's Report

Bill Hamilton-Holway shared his positive experience working with the Executive Committee and how pleased he is with the first nine months of Don Southworth's work as the Acting Executive Director. He shared that CENTER reports that Don has an outstanding working relationship with them and that the presence of an Executive Director is making possible so much more than previously expected. Bill shared the process by which the Executive Director position will be filled, with input by chapter leaders, UUA staff, and other UU organizations. Possible action includes creating a search committee or extending Don's contract and removing "Acting" in his title.

## 2010 Annual Meeting Minutes (cont.)

### Treasurer's Report

Marni Harmony reported that we collected a slightly higher amount in dues than we expected, and that we are moving into next year with an increase in membership and dues, which demonstrates a resounding affirmation of the new vision. We had a \$75,000 increase of dues collected over last year. Marni reviewed the dues structure and increases for the coming year which will likely result in an additional \$60,000. She acknowledged that the Executive Committee heard the concerns of members, including those at the meeting last year. Marni reminded the UUMA that dues are due September 15, encouraging them to renew in a timely manner.

Marni Harmony moved on behalf of the Executive Committee acceptance of the 2010-11 budget as published. Seconded. Passed

### Acting Executive Director's Report

Don Southworth reported that he has met with 9 chapters and intends to meet with all by the end of his second year. He shared that the Whose Are We? initiative is unfolding as a transformative theological conversation. He thanked the membership for being present at this Annual Meeting. He acknowledged the steps being taken to create a coaching and mentoring program. He reported on the development of a 10 year continuing education plan with the UUA resulted in the UUA's commitment of giving Association Sunday proceeds to continuing education for ministers. The Scholarship fund, which had never existed before, is currently at \$15,000 and Don said he seeks to grow this to \$100,000

### Membership Report

UUMA Administrator Janette Lallier presented details of the Membership Report. At present, we have 1681 members. This is a significant increase than last year, which was also a record number. She reported that renewals can be done online, this year beginning on July 1. The new website will send a reminder and a link of how to pay online. Payment plans are provided. She offered to help people with their profiles on our new website.

### Guidelines Revision Committee (GRC) Report

Kendyl Gibbons introduced the members of the GRC and reviewed the documents that are being presented to the membership for approval today: the bylaws amendments and the Code of Ethical Conduct. In the coming year, an appendix will be presented but not voted on, that includes letters of agreement.

Ken Sawyer reviewed the proposed changes to the Guidelines that will be presented at CONVO for study and will be sent to the chapters for reflection and study.

Proposed changes to Code of Professional Practice the UUMA Guideline Amendments from the GRC

On behalf of the GRC Kendyl Gibbons moved for the approval, through a second and final vote, of the proposed changes to the UUMA Code of Professional Practice (Ethical Standards, Expectations of Conduct) that was presented at the 2009 annual meeting. Seconded. Passed.

Responding to questions on the floor, the GRC made the friendly amendment to replace:

I will not engage in sexual contact or sexualized behavior with any minor child or unwilling adult.

I will not engage in sexual contact or sexualized behavior in potentially exploitive relationships, including with any person I am counseling, with interns, and with any staff person I supervise directly or indirectly except my spouse or partner.

I will respect the relationships of those to whom I minister, and not engage in sexual contact or sexualized behavior with any married or partnered client or member of the congregation, agency or enterprise I serve, or with the spouse or partner of a client or member of the institution.

If I am married or in a committed partnership I will not engage in sexual contact or sexualized behavior with any person whom I serve professionally except my spouse or partner.

In pursuing any special personal relationship of friendship or romance with a client or member of the con-

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gregation, agency or enterprise I serve, I will recognize the potential negative consequences for my ministry and/or the institutional system and I will consider the advice of colleagues.

with:

I will not engage in sexual contact, sexualized behavior or any special personal relationship of friendship or romance with a client or member of the congregation, agency or enterprise I serve, except my spouse or partner.

Motion to extend discussion. Seconded. Passed.

Vote on amendment failed. Because the discussion included a number of people raised thoughtful questions, Rob charged the incoming President and Staff to ensure a conversation regarding the concerns of sexual ethics.

Original motion voted on. Passed.

### Proposed Bylaws Revisions

Kendyl Gibbons moved on behalf of the Guidelines Review Committee to amend the bylaws as following:

Article III, Section 4, Item D to read: The member commits a gross violation of ethical or professional conduct as provided in the Accountability Procedure of the Code of Professional Practice.

Delete Article III, Section 6

Article X, Section 1 to read: A Code of Professional Practice shall be established and published by UUMA for its members. This Code shall specify the standard of conduct for ministry to which members may be held accountable through complaints/grievances brought by colleagues and disciplinary actions of the Executive Committee. The procedure for such actions shall be as specified in the Accountability section of the Code. The UUMA shall also maintain a set of Guidelines to advise members of established wisdom, shared expectations, and best practices in the work of ministry. All provisions of the Code and Guidelines, as well as Accountability Procedures, shall be reviewed at least every four years.

Delete Article X Section 2, Section 3, Section 4

Seconded, PASSED. Naomi King abstained.

Proposed Guidelines: Professional Practice: Presentation for of Standards for Professional Practice for 2010-2011 Chapter Study

On behalf of the GRC Kendyl Gibbons moved for adoption of the proposed changes to the UUMA Guidelines (Standards for Professional Practice) for 2010-2011 chapter study.- Seconded. Passed Naomi King abstained.

### CENTER Institute for Excellence in Ministry

Kimi Riegel, co-chair of CENTER, reported about the work of CENTER to respond to the continuing education needs of the UUMA, where support has come, and thanked the CENTER committee who has actively prepared the Institute. Kimi urged members to register for the CENTER Institute for Excellence in Ministry at Asilomar on the Monterey Peninsula.

### Other Business

#### Response to the UUA Board's 2012 GA Resolution

Kathleen McTigue shared that the Executive Committee has given significant thought to how the UUMA should respond to the passage of Arizona's 2010 immigration bill, including sending the Acting Executive Director to meet with the Phoenix area colleagues. In response to the resolutions passed by our chapter regarding the location of GA 2012, Kathleen invited Roger Brewin to speak in favor of the Phoenix GA boycott and Susan Gray to speak on behalf of Phoenix area ministers who oppose moving the Phoenix GA. Following their presentations, Kathleen referred to the resolution passed by the Exec and sent to the mem-

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bership to work to resist and repeal the Arizona law. She reported that the Exec is in agreement that the UUMA will not be well served to vote on a boycott and acknowledged the Exec's recommendation that a resolution would best be engaged at General Assembly.

Rob invited Gini Courtier to speak as Moderator of the UUA to acknowledge the need for ministers to participate in GA, particularly the decision how to respond to the recent Arizona immigration bill.

### Tellers

Rob invited Ken Sawyer to speak on behalf of the tellers. Ken reported that 30 ballots had been received. [Secretary's note: an additional 15 ballots had been mailed in.] The delegates were affirmed by acclamation.

### Recognition and Thanks

Rob thanked Beth Miller for her service as the Director of Ministry and Professional Leadership and John Weston, Director of Transitions Ministry.

Rob thanked the many colleagues who have served the UUMA by working on various committees and task forces and are completing their service. Sarah Lammert, Fred Muir, and Hope Johnson were thanked following the completion of their service on the Executive Committee.

Rob invited Bill Hamilton-Holway, incoming UUMA President to speak. Bill thanked Rob Eller-Isaacs for his service as UUMA president the past three years and his leadership through the transformative change of the UUMA.

Adjournment at 12:35pm.

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## Collegial Conversations

### *Gathered Here - Claiming the Best of Our Faith*

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. 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*

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 Morris, facilitator, President of UU Retired Ministers and Partners Association.

### *UUA Strategic Plan for Ministries: Overview and Discussion of Open Questions*

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*

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*

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*

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*

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.

## Collegial Conversations cont.

### Justice GA 2012 - The Role of Ministers

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

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, 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

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 - Coaching and Mentoring

Join members of the UUMA's Coaching/Mentoring 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 mentor/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

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.

## Other Programming During Ministry Days

### 20's & 30's Reception:

The 20's and 30's Unitarian Universalist Minister's Group invites all to join in a conversation during the welcome reception. Our goal is to network, share common concerns, and advocate for issues that emerge for younger ministers.

### UU Minister's Partners Programming

10:15-12:00 Hilton: Annual Meeting: We will open the meeting with brief check-ins.

1:30-3:00 Hilton: Program: The Rev. Eliots' Partnerships: Can You See Yourself in Their Story?: 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.

Cynthia Grant Tucker, who got to know this family intimately while writing No Silent Witness: The Eliot Parsonage Women and Their Unitarian World, will share her discoveries, describe what it took to demystify her subject, and ask us to ponder what patterns have changed or persisted for clergy couples. Cynthia Grant Tucker is the winner of the 2010 Melcher Book Award for her book No Silent Witness.

## 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.

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: \_\_\_\_\_