



## Unitarian Universalist Ministers Association

# 2013 UUMA Annual Meeting

## Ministry Days — Louisville, Kentucky

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May 1, 2013

Dear UUMA Member,

Here is the agenda for the UUMA Annual Meeting to be held in Louisville, KY on June 19, 2013. Also enclosed are the following:

- ◆ Reports from the Board of Trustees, Staff, and UUMA Committees
- ◆ The 2013-2014 Proposed Budget
- ◆ Biographical information on nominees standing for election to the Board, Nominating Committee, and Berry Street Committee
- ◆ Minutes of the 2012 Annual Meeting
- ◆ Detailed descriptions of Collegial Conversations
- ◆ A package containing supplemental materials for our Annual Meeting including proposed amendment to the UUMA Guidelines

Kindly bring all materials with you. We will not have extra copies of this material in Louisville. 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 and should be mailed to our secretary, Duane Fickeisen, by June 9 [see instructions on ballot] or brought to the Annual Meeting

Ministry Days registration begins on Monday evening, June 18, from 4:00PM to 6:30PM in the Galt House Hotel and Suites. We will have a welcome reception from 8:00- 10:00PM at the Muhammad Ali Center. The Center will be open exclusively for UUMA Members starting at 7:00PM. You may also pick up your registration materials at the Ali Center when you arrive to view the exhibits. The program will continue, at the Galt House, with opening worship Tuesday morning at 8:30AM and conclude with the Ministerial Conference in Berry Street Wednesday afternoon. 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 Allison Palm at [office@uuma.org](mailto:office@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 Duane Fickeisen [[secretary@uuma.org](mailto:secretary@uuma.org)] BEFORE 9 A.M. ON WEDNESDAY MORNING, JUNE 12. 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 Board 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 19, 2013 Louisville, KY

- ◆ Invocation and Call to Order
- ◆ Worship: A Celebration of Our Ministry
- ◆ Approval of 2012 Annual Meeting Minutes Duane Fickeisen, 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 Board of Trustees 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, Tuesday, June 12, 2013.
- ◆ President's Report Bill Hamilton-Holway, President
- ◆ Recognition of Kay Montgomery, Executive Vice-President, UUA Bill Hamilton-Holway, President
- ◆ Executive Director's Report Don Southworth, Executive Director
- ◆ Treasurer's Report, Adoption of 2013-2014 Budget Josh Snyder, Treasurer
- ◆ Nominating Committee Report, Appointment of Tellers, Collection of Ballots Roberta Finkelstein
- ◆ Election of New Member to the Ministerial Conference in Berry Street
- ◆ By-law Revision (see page 26) Josh Snyder, Treasurer
- ◆ Comprehensive Campaign Katrina Foster, UUA
- ◆ Report of Guidelines Committee (see pp 17-19 for details) Fred Muir and Helen Carroll
  - ◆ Recommended Amendment to the UUMA Code of Conduct for final vote
  - ◆ Recommended Amendment to the UUMA Standards of Professional Practice, IIG for final vote
- ◆ Other Business
- ◆ Installation of Incoming UUMA Board and Nominating Committee Members
- ◆ Recognitions and Thanks
- ◆ Benediction
- ◆ Adjournment

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

## Report of the President

Dear Colleagues,

As we head to Louisville and our 2013 Ministry Days and Annual Meeting, I offer you my last written report as UUMA President. It has been another exciting year with the 2013 Institute on Excellence in Ministry as a highlight. My thoughts stream back over the last four years. I am full of gratitude for those who led the UUMA in prior decades, and particularly for the visionary leadership of the previous “Exec,” who dreamt of a more professional association and launched us on our way to achieve it. The UUMA is stronger now than ever it has been.

If I could mold from clay an image of the perfect Executive Director, it would look like Don Southworth. We have prospered under his leadership, and I encourage you to express your appreciation to him. The rotation of those you elect to serve on the UUMA Board of Trustees means we are always saying “Good-bye,” and “Hello.” I guess it’s a lot like life. All of the colleagues with whom I have served I hold in high esteem. We have accomplished a lot, with generous dedication and good spirit.

I hope you will attend Ministry Days and our Annual Meeting in Louisville. The new design for our time together will promote collegiality. I am pleased we will have our Collegial Conversations on Tuesday, before our Annual Meeting on Wednesday. This allows for items, like the revisions to our Code of Conduct and Standards of Professional Practice, to be discussed before the business meeting. No substantive changes are proposed to the language we adopted for study last June, so, if passed, these changes will be in effect.

Please review all the items in this packet and be ready to vote. We will consider more bylaw revisions to move us into having a vision and policy oriented Board of Trustees. We will have elections and adopt a budget. And we will have a special opportunity to honor Kay Montgomery who is retiring as Executive Vice President of the UUA.

The UUMA Board of Trustees met in March in Boston at Eliot and Pickett House. I walked from room to room on the first floor remembering when these were the offices of our Extension Department staff in the 1980s. They were wonderful memories of so many good conversations planning for the growth of Unitarian Universalism: new congregations, new buildings, new ministries. I realized this might be the last time I would be in these rooms. I was feeling a sense of loss.

Then I remembered how these rooms, and those we had occupied before in 25 Beacon Street, were not created for efficient office space. And that was when we were just beginning to use computers! Just as the future calls the UUMA to transformative leadership, so, too, the UUA President, Board of Trustees, and staff have answered the call to move to 21<sup>st</sup> Century facilities. I hold my memories of “25” fondly, and I say “Hallelujah!” for taking bold steps to create a vibrant future for Unitarian Universalism.

Wherever you answer the call to your ministry, may your steps be bold, and may you always remember your colleagues. Reach out for inspiration and help when you need it. Offer inspiration and help to others with gratitude for this gift of calling we share.

Blessings,



Bill Hamilton-Holway, President  
president@uuma.org

## Report of the President-Designate

Dearest Colleagues,

This has been an exciting year for me. I was thrilled, honored, and humbled to be selected by your Nominating Committee, and then elected last June by my colleagues to be the next President of the UUMA.

All this year, I have been gratified by the warm welcome of the UUMA Board, and the wise counsel and guidance of our current President Bill Hamilton-Holway and our Executive Director Don Southworth. It has been an invaluable learning for me, having this year to meet with the Board, to engage in conversations with colleagues, and to observe the workings of the UUMA leadership. It is the hope of all of us that this will enable a seamless transition to the coming year, which will bring many new leaders to our beloved professional organization.

Several things have impressed me, and made me confident about the UUMA:

1. The bold visionary shift that we made a few years - to step up to new levels of effectiveness by changing our due rates, by transforming our governance, and by hiring an Executive Director – has already brought about noticeable energy shifts and real health in all areas of our mission.
2. That mission – to nurture excellence in ministry through collegiality, continuing education, and collaboration – provides both the staff and the Board crystal clear focus to our work. This year, as I listened to colleagues in many different settings, I heard repeated comments about the changes they have noticed from their participation with the UUMA – a deeper connection to colleagues, appreciation for the many opportunities for learning, and the positive impact of our increased collaboration with other professional organizations and with the UUA.
3. The UUMA is awakening to the need to be an organization for the profession of ministry in all its diversity. The choice to nominate for the presidency an MRE who has never been a senior minister, who has always been in an associate position – is a first for the UUMA, and sends a signal that we benefit from being open to the gifts and abilities from all our ministers, not just those who practice the more traditional role of senior parish minister. The UUMA leadership is committed to calling on the gifts of and serving all ministers – senior, associate, consulting, family, RE, youth and young adult, parish-based, community in all forms, retired, candidates, ministers of color, interims, and more.

I look forward to the year ahead, my first as your President, with great excitement. You will be hearing more in coming months about the work your new Board will be undertaking to make a difference in your lives, in the health of our profession and our organization, and in the well-being of Unitarian Universalism. And I hope to be hearing from you about what discourages you, what empowers you, and what dreams matter to you.

Respectfully Submitted,  
Linda Olson Peebles, President Designate

## Report of the Vice President

Dearest Colleagues,

It is time for me to say good-bye and thanks after three very fulfilling years as your vice president.

In the past three years, the UUMA Board has dedicated itself to the organizational changes required to efficiently and effectively deliver programs and opportunities to colleagues that will enhance our ministries. We've made the structural and institutional changes necessary to deliver two highly successful Institutes, as well as roll out "Whose Are We?" and "Who Are Our Neighbors?", "Beyond the Call" and our coaching program, (just to mention our most visible offerings). At the same time, we continue to work to strengthen our chapters and build linkages between our colleagues and people and institutions beyond our membership. In the past two years, there has been significant dialogue around serving the needs of our retired ministers and our community ministers.

With the new staffing at the UUMA and the UUMA Board functioning as a policy board now, we've cleared the way for many more of you to step up and be a part of creating and implementing programs to serve our colleagues. And we've improved access to leadership opportunities within the UUMA. I hope many of you will take advantage of both the programmatic opportunities and the leadership opportunities currently offered by the UUMA, and help us dream up some more!

My tenure on the UUMA Board has been one of the most educational and fulfilling calls of my ministry. I am grateful to have served during this time of great ambition and change.

In peace,  
Lydia Ferrante-Roseberry, Vice President

## Report of the Treasurer

The UUMA is in excellent financial health. Last year we proposed probably the largest budget in the history of our ministerial association. As of this writing it appears that we will conclude that budget year with a small surplus! This is because of two factors: an increase in members and a very large percentage of those members are paying their dues at the new rate. This means that more than ever, colleagues are supporting the vision of a robust ministerial association that is active, doing high quality programming, and is one of, if not the, primary sources of continuing education and collegiality for them.

The budget for next year is equally ambitious. Of course we will not be doing the Institute next year, however we will not be using as much grant money as we have in previous years. Some of the highlights of this budget are that Don will be taking a sabbatical this year. This sabbatical will occur during the middle of the year during a time of low activity in the life of association. Most of the sabbatical portion of the budget will go toward having Jennifer Channin, the Program Coordinator, at full time for a few months. The idea here is that Don would be taking shorter sabbaticals relatively more frequently. This is a best practice for us all to contemplate.

Finally, at the very beginning of the year, we had the first financial review of the UUMA. The New York based company Flackman, Goodman, and Potter examined all of our financial reports in 2010 and 2011. The review demonstrated that our reports all link together and make rational sense. They made a number of recommendations to us on how we can do things better. Among these recommendations, that have already been implemented, was reorganizing the chart of accounts to be more in line with generally accepted accounting principles. We will be implementing more recommendations in the near future.

Thank you to all of the colleagues for your generosity this year! That generosity supports not only that robust vision, but provides very tangible support for each other.

Respectfully Submitted,  
Josh Snyder, Treasurer

## 2014 Proposed Budget

	FY14 Proposed	FY13 to date	FY13 Budget	FY12 Actual	FY12 Budget
<b>Income</b>					
4101 Membership Dues	\$452,000.00	\$457,187.28	\$446,060.00	\$395,865.88	\$395,495.00
4200 Interest & Misc. Income	\$1,000.00	\$1,742.05	\$2,000.00	\$980.33	\$2,500.00
4300 Program Fees	\$30,000.00	29,200.00			
4310 Ministry Days	110,000.00	\$38,520.00	\$92,700.00	\$114,946.28	\$90,000.00
4320 Institute for Excellence	100,000.00	\$295,720.44	\$206,000.00	\$128,633.48	\$100,000.00
4400 Scholarship For Continuing Education	\$5,000.00	\$2,188.72	\$10,000.00	\$1,586.91	\$15,000.00
4500 Publications	\$750.00	\$657.56	\$500.00	\$662.80	\$750.00
4600 25/50 Collection (formerly Living Tradition)	\$15,000.00	\$0.00	\$12,000.00	\$15,042.45	\$12,000.00
4700 Grant Money Received		\$80,000.00	\$70,000.00	\$132,000.00	
<b>Total Income</b>	<b>\$713,750.00</b>	<b>\$905,216.05</b>	<b>\$839,260.00</b>	<b>\$789,718.13</b>	<b>\$615,745.00</b>
<b>Expenses</b>					
5101 Church Staff Finances	\$650.00	\$0.00	\$150.00	\$150.00	\$150.00
5102 Misc. Expense	\$0.00	\$0.00	\$1,000.00	\$0.00	\$1,000.00
5103 UUMA Sermon Awards	\$550.00	\$0.00	\$550.00	\$250.00	\$550.00
5104 Int'l Collegiality	\$1,500.00	\$1,445.11	\$1,500.00	\$1,079.96	\$1,200.00
5210 Board Meetings	\$56,480.40	\$23,284.29	\$56,500.00	\$30,041.60	\$65,000.00
5220 Good Offices--Board	\$3,000.00	\$415.97	\$3,000.00	\$44.75	\$4,000.00
5221 Good Offices--Chapter	\$1,500.00	\$232.16	\$1,500.00	\$739.95	\$1,500.00

## Report of the Treasurer (cont.)

	FY14 Proposed	FY13 to date	FY13 Budget	FY12 Actual	FY12 Budget
Expenses cont.					
5230 Collegial Development	\$3,000.00	\$0.00	\$2,500.00	\$419.89	\$1,000.00
5231 Chapter Subsidy	\$12,000.00	\$2,800.00	\$12,000.00	\$9,800.00	\$14,500.00
5240 Pre-Ministry Days Training (GOP/Chapter)	\$12,000.00	\$300.00	\$10,000.00	\$8,985.86	\$10,000.00
5250 Collaborative Outreach	\$4,500.00	\$0.00	\$4,500.00	\$1,500.00	\$1,500.00
5301 Ministry Days Expenses	\$110,000.00	\$5,561.93	\$90,000.00	\$109,231.70	\$85,000.00
5302 Institute for Excellence In Ministry	\$60,000.00	\$432,931.91	\$290,000.00	\$1,918.50	\$10,000.00
5303 Grant Money Expended	\$6,000.00	\$50,220.22	\$70,000.00	\$81,043.71	
5401 Donations from 25/50 Collection	\$15,000.00	\$0.00	\$12,000.00	\$15,042.47	\$12,000.00
5402 Scholarships Given	\$5,000.00	\$16,990.09	\$20,000.00	\$5,310.01	\$5,000.00
5500 Publication & Communication Expenses	\$17,000.00	\$10,174.29	\$14,500.00	\$13,538.42	\$15,666.00
5600 Office Expenses	\$22,000.00	\$11,914.75	\$20,300.00	\$13,151.71	\$22,200.00
5610 Computer/Fax Hard/Software	\$1,000.00	\$0.00	\$1,000.00	\$0.00	\$1,000.00
5620 Bonding/Insurance	\$600.00	\$524.00	\$650.00	\$580.00	\$600.00
5630 Financial Review / Audit	\$3,000.00	\$1,000.00	\$2,000.00	\$5,000.00	\$5,000.00
5640 Bank/Credit Card Fees	\$14,300.00	\$14,441.52	\$20,400.00	\$344.48	\$750.00
5701 Guidelines Committee	\$4,000.00	\$0.00	\$5,000.00	\$10,818.94	\$1,000.00
5702 Communications/Technology Team	\$2,000.00	\$464.10	\$1,000.00		
5703 Nominating Committee	\$2,000.00	\$375.60	\$2,000.00	\$188.28	\$250.00
5704 Stewardship & Dev (formerly Finance)	\$3,000.00				
5705 Personnel Committee	\$0.00	\$0.00	\$200.00	\$0.00	\$200.00
5706 Committee for ARM	\$8,500.00	\$5,546.62	\$7,500.00	\$5,559.89	\$5,500.00
5707 CENTER	\$49,000.00	\$30,868.98	\$51,000.00	\$41,506.84	\$41,600.00
5801 Staff Salary Reimbursement	\$175,800.00	\$140,499.78	\$161,635.00	\$131,040.00	\$131,040.00
5802 Staff Benefits	\$64,009.60	\$48,544.39	\$55,375.00	\$45,467.28	\$47,139.00
5803 Payroll Expense	\$1,000.00	\$452.95	\$1,000.00	\$450.84	\$750.00
5805 UUMA Storage	\$3,000.00	\$2,500.00	\$3,000.00	\$2,649.96	\$2,650.00
5806 President's Administrative Support	\$0.00				\$500.00
5807 President's Travel Expenses	\$1,500.00	\$0.00	\$1,500.00	\$929.20	\$1,000.00
5808 Staff Travel/Professional Expenses	\$17,000.00	\$14,488.53	\$16,000.00	\$14,454.34	\$14,500.00
5809 Sabbatical Support	\$9,860.00				
5913 ARM Program Dev. (closed into 5706)				\$6,726.85	\$7,000.00
<b>Total Expenses</b>	<b>\$689,750.00</b>	<b>\$815,977.19</b>	<b>\$939,260.00</b>	<b>\$592,739.47</b>	<b>\$510,745.00</b>
Fund Distribution					
3101 Non Restricted Fund Balance	\$(10,000.00)			\$17,315.91	
3103 Board Designated Fund - Ministry Days				\$5,714.58	\$5,000.00
3105 Board Designated Fund - Institute	\$40,000.00		\$(90,000.00)	\$126,714.98	\$90,000.00
3201 Restricted Fund - Scholarships			\$(10,000.00)	\$(3,723.10)	
3510 Restricted Fund - UUFP Grants					
3520 Restricted Fund - PoTE Grants				\$(9,043.71)	
3530 Restricted Fund - AS Grants	\$(6,000.00)			\$60,000.00	\$10,000.00
<b>Total Fund Distribution</b>	<b>\$24,000.00</b>	<b>\$0.00</b>	<b>\$(100,000.00)</b>	<b>\$196,978.66</b>	<b>\$105,000.00</b>
Difference	\$0.00	\$89,238.86	\$0.00	\$0.00	\$0.00

## Report of the Treasurer (cont.)

<i>Fund Balance History</i>					
	<i>FY13 Balance</i>	<i>FY12 Changes</i>	<i>FY12 Balance</i>	<i>FY11 Changes</i>	<i>FY11 Balance</i>
<b>3100 Board Designated Funds</b>					
3103 Board Designated Fund - Ministry Days	\$7,708.88	\$5,714.58	\$1,994.30	\$14,181.47	\$(12,187.17)
3104 Board Designated Fund - ARAOM	\$8,752.38	—	\$8,752.38	—	\$8,752.38
3105 Board Designated Fund - Institute	\$144,792.12	\$126,714.98	\$18,077.14	\$(126,068.04)	\$144,145.18
<b>3200 Restricted Funds</b>					
3201 Restricted Fund - Scholarships	4,808.82	\$(3,723.10)	\$8,531.92	\$(10,462.72)	\$18,994.64
3202 Restricted Fund - UUFP Grants					
3202A Institute AV	—	—	—	\$(15,000.00)	\$15,000.00
3202C Who Are Our Neighbors	—	\$(17,000.00)	\$17,000.00	\$17,000.00	—
<b>3202 Restricted Fund - UUFP Grants Total</b>	—	\$(17,000.00)	\$17,000.00	\$2,000.00	\$15,000.00
3203 Restricted Fund - PoTE Grants					
3203B Whose Are We	—	\$(9,043.71)	\$9,043.71	\$(807.92)	\$9,851.63
3203C Facilitating Cultural Change	\$5,100.00	—	\$5,100.00	\$(4,900.00)	\$10,000.00
3203D Who Are Our Neighbors	—	—	—	—	—
<b>3203 Restricted Fund - PoTE Grants Total</b>	\$5,100.00	\$(9,043.71)	\$14,143.71	\$(5,707.92)	\$19,851.63
3204 Restricted Fund - Association Sunday					
3204A Educational Development Corp	—	\$(25,000.00)	\$25,000.00	\$25,000.00	—
3204B Coaching Program	—	\$(30,000.00)	\$30,000.00	\$30,000.00	—
3204C Beyond the Call	\$50,000.00	\$50,000.00	—	—	—
3204D Institute Scholarships	\$10,000.00	\$10,000.00	—	—	—
<b>3204 Restricted Fund - Association Sunday Total</b>	\$60,000.00	\$5,000.00	\$55,000.00	\$55,000.00	—
<b>Total Fund Distribution</b>	<b>\$231,162.20</b>	<b>\$107,662.75</b>	<b>\$123,499.45</b>	<b>\$(71,057.21)</b>	<b>\$194,556.66</b>

## Report of the Treasurer (cont.)

### 2013-2014 Dues Structure

The Board of Trustees 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. For FY14 the recommendation is for the dues rate to remain the same. 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. Installment plans are available when renewing through the website. Although the chart does not extend past \$100K, those making an income beyond that are welcome to pay 1% of their income.

#### Additional Dues Categories:

One-Time Temporary Financial Hardship:  
     \$200 (parish based)  
     \$100 (community based)  
 Candidate Membership: \$55  
 Full Waiver with Supporting Documents: \$0  
 Life Members (Yearly Contributions Welcome):  
 \$0

<b>2013-2014 Dues Chart</b>			
Salary Range: Your S&H (income) is between		Parish Based (1%)	Community* (.05%)
-	\$ 20,000.00	\$200.00	\$100.00
\$ 20,001.00	\$ 25,000.00	\$225.00	\$113.00
\$ 25,001.00	\$ 30,000.00	\$275.00	\$138.00
\$ 30,001.00	\$ 35,000.00	\$325.00	\$163.00
\$ 35,001.00	\$ 40,000.00	\$375.00	\$188.00
\$ 40,001.00	\$ 45,000.00	\$425.00	\$213.00
\$ 45,001.00	\$ 50,000.00	\$475.00	\$238.00
\$ 50,001.00	\$ 55,000.00	\$525.00	\$263.00
\$ 55,001.00	\$ 60,000.00	\$575.00	\$288.00
\$ 60,001.00	\$ 65,000.00	\$625.00	\$313.00
\$ 65,001.00	\$ 70,000.00	\$675.00	\$338.00
\$ 70,001.00	\$ 75,000.00	\$725.00	\$363.00
\$ 75,001.00	\$ 80,000.00	\$775.00	\$388.00
\$ 80,001.00	\$ 85,000.00	\$825.00	\$413.00
\$ 85,001.00	\$ 90,000.00	\$875.00	\$438.00
\$ 90,001.00	\$ 95,000.00	\$925.00	\$463.00
\$ 95,001.00	\$ 100,000.00	\$975.00	\$488.00
\$ 100,001.00	and up	\$ 1000.00^	\$ 500.00#

^ or 1% of income

# or .05% of income

\* Community based ministers and those serving outside the US/Canada

Promo Code	Name	Discount
AAR	American Academy of Religion	\$100
ACPE	Assoc. for Clinical Pastoral Education	\$100
APC	Assoc. of Professional Chaplains	\$100
LREDA	Liberal Religious Educators Assoc.	\$100
IMN	Interim Ministry Network / Guild	\$ 50
UUSCM	UU Society for Community Ministries	\$ 50



## Report of the Good Offices Portfolio

Dear Colleagues:

As I wrap up my final year holding this portfolio I must first express how proud I have been to serve our colleagues through the ministry of Good Offices. I have had the most interesting experiences. I've had conversations that have helped to shape much of my service to the UUMA. I have met some of the finest ministers. I've learned that no story or situation is ever completely black, or white. I've learned to appreciate and to savor the "learnings" from the shades of grey that abound. The word "fit" has taken on a whole new meaning for me. I cannot begin to express how much my service to the UUMA has deepened my faith in the future of a Unitarian Universalist ministry that embraces the reality of this pluralistic world in which we find ourselves.

Each day is different. Unexpected. Sometimes it's quiet, lonely work. At other times I've tried hard to keep up with the many emails, texts and phone calls. I respond to diverse concerns, requests and issues as best as I can. The work continues to increase each year with more and more requests and calls for serious support.

The focus has been on "in-care" services. Each one who I have worked with has been caring in ways that are hard to imagine or to express. Each lives the call to this ministry. I extend my deep gratitude to the GOPs at the local level without whom there would be no program. We have started streamlining the work at hand so that we can deliver answers, support and service to you in a timely and helpful fashion. We have also carved out time to take a very critical look at the ministry and the future of Good Offices. We have plans to move this ministry forward through a three-year transition period under the able leadership of my successor, Fritz Hudson.

Our numbers continue to increase to meet the demands of this ministry. The process for becoming a GOP is more transparent. We will continue to strive to find effective ways to identify and to appoint the finest GOPs. GOPs must be UUMA members in final fellowship who are nominated by your chapter and are ratified by the UUMA Board).

I am pleased—and proud—to tell you that we are moving towards specialization in areas including negotiated resignations, the "ministry of absence" for retired ministers, issues that involve lack of cross-cultural competency, and more. Though our areas of accountability are not the same we are in conversation with organizations including UURMaPA. We are also speaking with organizations including LREDA and the UUMN as we look at ways that our work impacts each other. The ongoing support from the Committee on Ethics and Collegiality (CEC) is deeply appreciated.

I offer grateful thanks to our Executive Director and our Administrator and UUMA staff for the fine work that they do to support this ministry. Finally, grateful thanks to our UUMA Board.... What a wonderful group of colleagues. As we serve, we grow, we learn, we grapple with this or so that we can better serve and ensure excellence in ministry. It is my joy to be a part of this group as I serve each of you.

Respectfully submitted,  
Hope Johnson, Board Member-At-Large, Good Offices

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

It has been a busy year of work for this portfolio, and I'm excited to share the news of recent initiatives and review some prior work as I prepare to leave this position on the Board.

As revised at our October 2011 meeting, the UUMA Board is working toward the following vision for our professional association by 2016:

UUMA members are engaged in anti-racism, anti-oppression and multiculturalism as essential components of effective and excellent ministry. The UUMA is a leader in guiding Unitarian Universalism in the multicultural world in which we live and the communities in which we serve. This vision is manifest in UUMA collegial gatherings, continuing education, and governance.

Our work toward this vision includes an ongoing commitment to the requirement that all who serve in UUMA leadership at the national level agree to prioritize this work in whatever area they serve. The UUMA Board takes a full day together annually for continuing education and reflection on the work of anti-racism, anti-oppression and multiculturalism. In the past three years, this has included work with Paula Cole-Jones, Mark Hicks and Beth Zemsky. The Board's commitment to one another is to keep before us questions of race, culture, power and justice in whatever issue we are contemplating, and we truly keep the conversation alive and the commitment before us in all of our work.

Over the past three years, the UUMA's Committee for Anti-Racism and Multiculturalism (CARM) has engaged in numerous conversations with our colleagues from multiple cultural identities (as well as ally groups) to hear concerns and needs and to identify places of needed systemic change within the UUMA. As a result of those conversations, we have partnered with other UUMA committees and with the UUA to engage in critical conversations and develop comprehensive programs to move the UUMA toward its goal of creating a truly anti-racist, anti-oppressive and multicultural collegial community. The outgrowth of this work has resulted in some significant developments:

**Who Are Our Neighbors:** We decided to make the work of intercultural skill-building the priority for a two-year program of collegial continuing education and relationship. Working with Beth Zemsky and her colleague Phyllis Braxton, we developed a training for 30 facilitators who are working in teams to share the Developmental Model of Intercultural Competence as a framework for deepening our ability to relate with one another across all kinds of difference. Here's how we articulated the reason for this work:

"Building skills for intercultural communication and community is the key to living into the power and potential of our faith. We cannot benefit from the fullness of each person's humanity, from the light of spirit that sparks in each of us uniquely, unless we can see and appreciate the differences among us. Those differences allow us to deepen in our knowledge of the holy as we bow to the mystery in each other. Many of those differences derive from what we have come to understand as culture. Our skill at honoring, celebrating, and working with the complexities of difference is key to our ability to connect and see and know each other. It is the key to any efforts at knowing what shape justice should take, and what peace really looks like."

The "Who Are Our Neighbors?" program is completing its first year now, and feedback has been overwhelmingly positive. We will be designing a 'part two' for folks who have participated this year, and sharing the program in partnership with other professional groups and lay leaders in the coming year.

**Mentoring:** It has long been known that the process for offering mentorship to new ministers through preliminary fellowship is not sufficient for the needs of new ministers, and that ministers of color, ministers with disabilities, and transgender ministers suffer most from this lack of solid mentorship and orientation to the cultural norms and ways of Unitarian Universalism. CARM began meeting with leadership of DRUUMM, ARE, the UUA's Multicultural Growth and Witness and Ministry and Faith Formation staff over a year ago to begin to map a plan to develop comprehensive mentoring beginning with the needs of those most marginalized by the current informality of the system. Due to a grant received jointly by the UUMA and the UUA, we are moving forward with a plan to solicit, train and support colleagues in becoming more effective mentors as well as help new ministers connect with the most appropriate mentors for their personal and professional de-

## Report of the Anti-Racism, Anti-Oppression, and Multiculturalism Portfolio (cont.)

velopment through preliminary fellowship. The current plan includes a first training of mentors in January of 2014, and availability of trained mentors to candidates and ministers in preliminary fellowship (with specific attention to ministers from historically marginalized groups) in 2014.

**Collegial Accountability:** We worked to support the CENTER Institute by offering a new way of working toward collegial accountability and taking responsibility for our individual and collective journey toward meaningful inclusion and just relationships. In a new iteration of “right relations,” we asked colleagues at the Institute to take seriously our commitment to being a learning community. We began by assuming that no one is as good at this as we need to be or as we want to be, and that we need encouragement as well as accountability to further our own work. We invited participants to engage in their own daily reflection process on how they are relating with difference, what they wish to do better, and what resources they will seek out to take the next step in their own development. We offered small group reflection sessions, and had a team of folks with whom participants could reflect on systemic or structural issues that need attention. Overall we believe this new approach worked well, and we will continue to hone its use for upcoming UUMA gatherings. This was a first step in what we hope can set a new norm for collegial expectations of one another and our gatherings.

**The UUMA’s Role at General Assembly:** There is a wide array of perspectives about what the UUMA’s relationship is and should be with General Assembly. While many of our members attend and are active in General Assembly, the event belongs to the UUA in terms of planning and implementation. The UUMA has had no formal role at GA except on rare occasions (i.e. when we’ve been asked to assist in recruiting chaplains or offer worship in plenary sessions.) Out of a desire to fully support Justice General Assembly in 2012, the UUMA Board made the decision to design and use the time that was ours prior to GA (Ministry Days) to help our members find support, connection and spiritual grounding so that they could be ready to offer themselves to the work of Justice GA as religious leaders. We have continued conversations about how the UUMA can be most effective in supporting the presence of our members at General Assembly in the future. We welcome further conversation in this area, mindful of the fact that GA is an event of the UUA.

We are on the path with full commitment and intention to keep at this work in partnership with all of you. We know that there is more work to be done, and humbly endeavor to seek feedback, recommendations and information that will help us do this work deeply, faithfully, and justly.

As I prepare to leave this portfolio in the able hands of Josh Pawelek, I want to say a few words about how extraordinary the experience of serving on the Board has been. This is an amazing time in the life of our professional association and I have been proud to be part of it. Leveraging our resources for staff support and leadership has been the best move the UUMA has made in a long while, and the dedication, vision and hard work of our staff have helped us to fulfill vision and live into our covenant in ways we could only have dreamt of in the past. I have learned and grown tremendously from the opportunity to serve with such a talented team of colleagues in shaping our vision for excellence in ministry through continuing education, collegiality and collaboration and I am excited for what is ahead for all of us in the UUMA as the next phase of our work together unfolds.

Should you need information about the status of our work or if you would like to become involved in it, please do not hesitate to contact any of the following people:

- Executive Director Don Southworth ([executivedirector@uuma.org](mailto:executivedirector@uuma.org))

Or any member of the CARM team (the team as a whole can be contacted at [com-araom@uuma.org](mailto:com-araom@uuma.org)):

- Parisa Parsa (outgoing chair, portfolio holder [minister@fpmilton.org](mailto:minister@fpmilton.org)),
- Josh Pawelek (incoming chair, portfolio holder [revpawelek@sbcglobal.net](mailto:revpawelek@sbcglobal.net)),
- Adam Robersmith ([revrobersmith@oakandthorn.com](mailto:revrobersmith@oakandthorn.com)),
- and Nori Rost ([revrost@aol.com](mailto:revrost@aol.com)).

Yours in faith,

Parisa Parsa, Board Member-At-Large, ARAOM

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## Report of the Collegial Development Portfolio

In this second year serving the UUMA Board in this position, the idea of “collegial development” continues to expand and deepen. At this year’s Ministry Days we will be having a program for colleagues representing our UUMA Chapters where we will focus on developing collegiality as we tend to “Chapter Life” in its many forms.

Two UUMA program pieces have offered Chapters opportunities to gather into deep conversation. First was the Guidelines Feedback conversations focused on the revision of Code of Conduct and Article IIG of the Standards of Professional Practice with respect to Sexual Ethics. And then many of our Chapters engaged with the UUMA Who Are Our Neighbors? program. As we move into an engaged multicultural community always striving for justice, this kind of study, reflection and learning deepen our connection to one another as ministerial colleagues and as human beings.

We held two Chapter Leaders Conference Calls following the October and March UUMA Board meetings, where we shared information about UUMA decisions and programs and answered colleagues’ questions and heard any concerns. President Bill Hamilton-Holway, Executive Director Don Southworth, Good Offices portfolio-holder Hope Johnson and President Designate Linda Olson-Peebles participated in these conversations. We are glad for the participation of leaders from nearly every Chapter, but note that not all have taken part. We hope that the growing value of these calls will result in all of our Chapters will have at least one representative on the call. We expect that those on the call share this information with their colleagues in the Chapters and Clusters. A summary of the content of those calls is posted on the UUMA website within weeks of the event.

This year, two different UUMA Task Force reports offered insights and recommendations to the UUMA regarding practices and how we connect as colleagues. These were the “Retired Ministers Task Force” (UUMA and UURMaPA) and “Excellence in Community Ministry Task Force” (UUMA and UUSCM). Both gave us insights into some expectations and benefits of collegiality.

Last year I had mentioned that we would undertake a review of the Chapter Handbook. That work is being postponed until after this year’s gathering in Louisville, as we continue to gain understanding of how we connect as colleagues in traditional Chapters and otherwise, and how we can best support one another in our various ministries.

This work of collegial connections and the ways we form communities of ministers is supported and enhanced by our UUMA staff, without whom the much of this work could not be accomplished. So thanks and appreciation to Reverend Don Southworth, our Executive Director; and Janette Lallier, our indefatigable Director of Administration; and to new staff - Program Coordinator Jennifer Channin and Office Assistant Allison Palm. I owe them all heaps of gratitude!

Respectfully submitted,

Susan Veronica Rak  
Board Member-At-Large,  
Collegial Development

## Report of the Staff

I am finishing my annual report in Dumaguete on Negros Island in the Philippines where I am attending the annual UUMA meeting and UUCP conference. I cannot remember ever receiving a more enthusiastic and grateful welcome than I did from our colleagues last night. The difference in the settings for our annual meetings is stark. We will be meeting in an air-conditioned hotel with over 500 of us together sharing successes and sorrows from the past year, gaining inspiration and wisdom from each other. There is no air conditioning at the UUMA meeting here and while it's difficult to understand the language of our colleagues, their joy and care for ministry and each other is obvious. I am humbled and grateful to be able to serve our ministry and more specifically our ministers around the world.

The past year has been another good one for the UUMA. We have added two wonderful staff members, Jennifer Channin our half-time Program Coordinator, and Allison Palm, our quarter-time Office Assistant. Janette Lallier has assumed her role as Director of Administration with skill and grace (what else could we expect!) I hope you will join me and the Board in enthusiastically celebrating her tenth anniversary with the UUMA in Louisville. Below you will find the highlights of the year passed and some teasers about what's ahead. We have divided our report by the vision statements that the UUMA Board has set for the future of our association.

I continue to be excited and amazed by our work together. The last year we have embraced the collaboration part of our mission statement like never before. We heard recommendations from three task forces of our key partners in ministry - the Unitarian Universalist Society for Community Ministries, the Unitarian Universalist Retired Ministers and Partners, the Unitarian Universalist Interim Ministers Guild, Unitarian Universalist Musicians Network, the Liberal Religious Educators Association and the UUA. We strengthened existing programs, started new programs and are planning many more.

Thank you for the chance to serve and lead you. Ministry - to serve and bring forth the best in each other - has never been more important than in the times we live in. I am fortunate to serve with volunteer leaders and staff members who are dedicated, competent and fun to work with. And lastly, most importantly, I am grateful for each of you who have given your life, in the midst of many challenges and sacrifices, in service to the call of ministry. It is a privilege to serve you!

### COLLEGIAL DEVELOPMENT

*Vision Statement: The UUMA promotes multiple models of collegiality, gathering in covenant to meet both the shared and unique needs of our diverse ministries (including retired, community, candidate, consulting, interim and parish). Shaped by a culture of vulnerability, intimacy, trust and accountability to one another, we embrace leadership and mutual learning and model excellence in ministry through collegiality.*

- Who Are Our Neighbors? - Our second UUMA-wide conversation on intercultural awareness and multi-cultural development has been well-received in the ten chapters/clusters where it has been held. We are looking forward next year to have the rest of our chapters experience the program and making it available in regional gatherings for lay leaders and other religious professionals.
- Collegial Life - We are working closely with Susan Rak, Collegial Development portfolio holder, to explore what we must do to support collegial life given the new realities of ministry and the UUA's regional restructuring. As we have visited chapters and clusters around the continent it is clear that in some locales chapters/clusters are functioning well and in others not so much. We will be meeting with chapter leaders prior to Ministry Days to explore what we can do to strengthen chapter/collegial life. We will be putting together a advisory team comprised of chapter leaders to work with us on exploring the best models/practices for the future.
- Serving Diverse Ministries - We are in the early stages of working with community, retired and interim ministers in implementing the recommendations from those task forces. We are expanding the number of community, retired and interim minister serving in UUMA leadership roles so that we have more diversity in our thinking, planning and implementation.
- Support and Advocacy - We are working with the board on looking at how to strengthen our support and advocacy of our members. The current Good Officer program is stronger than it has been but we will be looking at what can be done to provide better/more training and expertise for our membership. We are working with the UUA to explore how the process/systems that hold ministers accountable can be more transparent and clearly articulated (i.e. what happens when a minister resigns) and what can be done to hold congregations more accountable when conflict happens with ministers.
- UUMA Website - We continue to work with chapters and affinity groups on how to use the website to increase their ability to connect with each other. We offer training to chapter website administrators and have welcomed groups such as the Interim Ministers Guild and Senior Ministers of Large UU Congregations (SMOLUUC) to set up private groups through the website.

## Report of the Staff (cont.)

### CONTINUING EDUCATION

*Vision Statement: Ministers and candidates embrace continuing education as an ongoing component to creating excellence in ministry. The UUMA is a primary resource for continuing education for our members, providing continuing education that is flexible, accessible, and has breadth and depth. The UUMA promotes and models mentorship and coaching. The UUMA is an effective partner in ministerial recruitment and formation.*

- **Institute for Excellence in Ministry:** The second UUMA CENTER Institute for Excellence in Ministry was even more successful than our first. Over 430 colleagues gathered for a week of extraordinary worship and wonderful opportunities for collegiality and learning. The CENTER team and staff continue to work closely together on this growing bi-annual tradition and have begun planning for 2015. We gave almost \$20,000 away in scholarships in 2013 and hope to expand that in 2015.
- **Coaching:** We are mid-way into our pilot year of the UUMA Coaching Program. In May 2012 26 coaches were trained by a consultant. Thirty-six members signed up to work with a coach and 33 of them are in on-going coaching relationships with their coach. On April 1<sup>st</sup> we opened up applications for the second round of coaching pairings, which will take place in August.
- **Beyond the Call:** We are halfway through the first year of the initial Beyond the Call class on Preaching & Worship Arts. Our deans, Mark Belletini, Kathleen Rolenz, and Abhi Janamanchi, and 18 students held the first of four retreats the weekend prior to the Institute. The second retreat will be held in Columbus, Ohio, in August. In year two of the program the participants will bring be facilitating small groups with other UUMA members on Preaching and Worship Arts. We have begun conversations about the next Beyond the Call program which may be focused on entrepreneurial ministry and/or administration and leadership. We are looking for funding sources to continue to build and expand this program.
- **Fulfilling the Call:** We have been working closely with the UUA staff, CENTER team and a group of UUMA members and have completed the Fulfilling the Call Handbook which outlines the key tasks/responsibilities of ministers in the 21<sup>st</sup> century. The handbook will be a valuable resource for the UUA, UUMA, MFC, ministers and the congregations and institutions they serve for identifying development needs, assisting with creating continuing education programs and helping as an self/congregational assessment tool. Handbooks will be available for all UUMA members by the summer.
- **Mentoring Program:** UUMA and UUA staff have been meeting regularly to develop an improved Mentoring Program that will result in: more uniformly high-quality mentoring for all UUMA members in Preliminary Fellowship; availability of mentors for seminarians and those with Candidate status; improved relevance and quality of mentoring for UUMA members from historically-marginalized communities. We are planning to have our first Mentor Training Retreat early in 2014, and will be accepting applications this summer from UUMA members in Final Fellowship who would like to be trained as mentors for the pilot phase of this program.

### ANTI-RACISM, ANTI-OPPRESSION, MULTICULTURAL

*Vision Statement: UUMA members know and are engaged in anti-racism, anti-oppression and multicultural work as an essential component of effective and excellent ministry. The UUMA is a leader in guiding the UU movement in becoming relevant to the multicultural world in which we live and the communities in which we serve. This vision is manifest in UUMA collegial gatherings, continuing education, and governance.*

- **Mentoring -** Our CARM team has been working for a long time to strengthen and widen a mentoring program for our students and ministers of color. We are close to realizing this desire as part of the UUA/UUMA mentoring program that will be unveiled in 2013-14.
- **Who Are Our Neighbors? -** The CARM team has been working with the CENTER team and staff in coordinating/facilitating the Who Are Our Neighbors? program while looking for ways to expand the work. We worked on creating a new way of practicing right relationships at the Institute for Excellence in Ministry and are exploring the possibility of offering a follow up program for those who are interested.

### ORGANIZATIONAL HEALTH AND EFFECTIVENESS

*Vision Statement: The UUMA is a healthy, effective organization that is focused on meeting its mission, serving its membership, and strengthening Unitarian Universalism. We have systems and processes in place to maintain sufficient resources, articulate clear roles for leaders and staff, utilize the most effective communication technology and practices, promote a culture of ongoing development and fair compensation, and rigorously monitor our goals.*

## Report of the Staff (cont.)

- Stewardship Development Team: One of the biggest questions the UUMA, and every non-profit organization, has is how will we fund and sustain our dreams and programs in the future. The Executive Director has convened a UUMA Stewardship Development Team comprised of some of most dedicated and talented UUMA members (Kendyl Gibbons, Ken Maclean, Marlin Lavanahr, Ken Maclean, Mary Katherine Morn) to offer advice and counsel on creating a long-term financial plan for the UUMA. Our incoming President, Linda Olson Peebles, and UUMA Treasurer, Josh Snyder, will be joining the team and you can expect to hear much about this work in the year ahead.
- Member Orientation and Welcome: We have been researching best practices in welcoming and orienting new members this spring and hope to implement that research over the next six months. We plan to have a page on our website and a brochure put together by Ministry Days.
- Financial Review: We have completed our first financial review and as a result are implementing a number of new practices. We have re-numbered the chart of accounts and adjusted how membership dues are reported. The next step in the process will be to review how membership dues are collected in relation to the fiscal year.
- Communications: We have convened a wonderful group of colleagues (Rod Richards, Linda Berez, Kent Matthies, and Tom Schade) to review and make recommendations on communication tools and policies. Members of the team, along with Staff and representatives from CENTER, will be attending the 21st Century Faith Formation Training later this May to learn how technology might help us grow our faith and association.
- Staff Roles/Procedures: We doubled our staff last September and have been working on clarifying staff roles, creating office/staff policies so that we can best serve our members and the needs of a growing organization.
- Technology and Communications: We have been exploring new technologies and expanding our modes of communication. We tested a new App for smart phones at the Institute in January, and began using Twitter and bulk text messaging to improve our reach during that event as well. We are planning to use these modes again at Ministry Days, and are very excited to announce our first attempt at live streaming portions of Ministry Days to better serve our members who cannot travel to Ministry Days.
- Website Review: In July and August of this year, we plan to review the website—in terms of design, organizations and functionality—and make changes as necessary to improve the website experience for our members. If you have suggestions please let us know.

### RELATIONSHIP TO UNITARIAN UNIVERSALISM:

*Vision Statement: The UUMA provides spiritual, theological, and religious leadership throughout Unitarian Universalism. We collaborate and partner to realize a shared vision for excellence in ministry.*

- Collaboration: Collaboration is a core part of the UUMA's mission, and we practice that in as many ways, and in as many forums, as we can. Our partnership with the UUA staff is stronger than it has ever been and we are sitting at the table whenever programs, initiatives and policies concerning ministers and students are considered. We have worked closely with the UU Musicians Network, LREDA, UUSCM, UURMaPA and the Interim Ministers Guild on three task forces to make recommendations on how we can better serve our members and Unitarian Universalism. We are present at every UUA Board meeting, and attempt to have a UUMA representative at every key gathering throughout the UUA. We look forward to continuing the tradition we began a few years ago of holding a lunch with the UUMA Board and staff with fellow professional organizations (LREDA, UURMaPA, UUMN, DRUUM, AUUA, ARE, CYAUUN, and UUSCM). This meal gives us the chance to continue to get to know each others organizations better while strengthening our relationships.
- Who Are Our Neighbors?/Whose Are We?- We are excited about being able to offer “Who are Our Neighbors?” to the wider UU community of lay leaders and other religious professionals in 2013-14. We are also in the final stages of completing a book on the Whose Are We? program, edited by Laurel Hallman and Burton Carley, which will include essays from UUMA members and exercises for congregations to engage in the program.

Respectfully Submitted,  
Don Southworth, Executive Director

Staff: Janette Lallier, Director of Administration; Jennifer Channin, Program Coordinator; Allison Palm, Office Assistant

## Report of the CENTER Committee

Dear Colleagues,

In last year's annual report, we updated you on significant restructuring of the way your CENTER team works. CENTER members were beginning to serve as "program managers" for their portfolio. That was an important and effective change, and this year has brought still more restructuring as new UUA staff have joined us, providing a level of support we've never had before. The committee remains grateful to the skilled work of Don Southworth, Janette Lallier, Jennifer Channin and Allison Palm. Special thanks to Jennifer, who has stepped seamlessly into her work with many of our programs and teams.

These additions have added tremendous capacity, allowing CENTER to do and offer more programming, while also increasing the already high quality of our offerings.

Our second Institute for Excellence in Ministry was very enthusiastically received, and we continue to learn and discover ways to improve in the future. Taking place in beautiful St. Petersburg, FL, close to 440 people joined us for a week of outstanding worship, engaging workshops and big chunks of open, unscheduled time for rest, renewal, fellowship, and, that's right – dancing! We gave out almost \$20,000 in scholarships, and continue to strive to make our Institutes as affordable as possible, while maintaining the high quality that makes them so special.

Special thanks to Liz L. Maclay and Roger Bertchausen for their exceptional leadership of an outstanding Institute. We are now planning our next Institute which will be back at Asilomar, on the lovely California coast in 2015.

CENTER's mission is to design and deliver excellent continuing education that inspires, nurtures and transforms members of the UUMA. One of the most effective and transformative ways to do this is by creating opportunities to share our collective wisdom, experience and encouragement with one another.

Ultimately we envision a peer-learning-based programmatic arc that begins with "in care" support for seminarians all the way through to the other end of the spectrum, as we prepare for and navigate through the transition out of "active" professional ministry at career's end. You may have already received the *Fulfilling the Call* handbook, a joint effort between the UUA, UUMA and CENTER, designed to guide you in your career development; CENTER will use this handbook in developing new programming to meet the needs of ministry in the 21st Century.

Two of these programmatic building blocks are coming online now. Our coaching program is finishing it's first year. Our twenty-six highly trained coaches have spent the year offering their "coachee" colleagues in final fellowship one-on-one support in an area of ministry that is particularly challenging to them or one in which they want to hone their skills. Feedback from "coaches" and "coachees" alike is very positive.

The other significant program we are developing in this vein is our Mentoring program, which will launch in the fall of 2013. The program will connect ministers in preliminary fellowship with experienced colleagues within the context of a bounded, well-structured and well-supported program. We are taking mentorship to the next level.

"Who Are Our Neighbors," continues to thrive, helping participants be together in learning communities as we seek to become more multiculturally competent. Participants in "Beyond the Call", an intense two-year program, gives participants an opportunity to go deep in specific areas of ministry. Worship Arts is the focus this time, and participants are now in the second year of their small-group focused intensives. Future topics will include multiculturalism, leadership and theology, to name a few. We plan to launch new intensives every year, so stay tuned for more opportunities.

We are also developing more ways to more effectively bring CENTER programming to our members via the web and other, more interactive mediums. New online delivery systems aside, our UUMA website is already full of useful resources. Go see for yourself!

We could not be more proud to serve with our fellow CENTER volunteers and leaders. Our capacity to offer meaningful opportunities for learning and growth seems to increase by the day, as we continue to integrate the many gifts of our many volunteers with the incredible and thoroughgoing organizational support of our UUMA staff and UUMA Executive Director, Don Southworth, whose boundless enthusiasm and drive make it a pleasure to do this important work.

Respectfully submitted,

Aaron McEmrys, Secretary, CENTER Executive Committee  
Professional Development portfolio: Coaching

CENTER Committee Members: Cheryl M. Walker and Sarah Gibb Millspaugh, co-chairs; Aaron McEmrys, secretary; Roger Bertchausen, Kent Matthies, Liz L. Maclay, Meghan Cefalu, Colin Bossen and Alicia Forde.



## Report of the Guidelines Committee

Dear Colleagues,

At our Annual Meeting in Charlotte, NC you asked us to continue a process that was started at least twenty years ago: Shaping and guiding the UUMA's reflection and conversation regarding ministerial relationships in the professional setting. The excellent work done by our previous Guidelines Committees bequeathed us a challenging and clear agenda. Last year, in Phoenix, you voted on our recommendations and committed to a second year of study. We give thanks for all the chapters and individuals who embraced the study guide material, presented and discussed it, and provided us with heartfelt, important data. The Guidelines Committee has reviewed and discussed your feedback and is ready to make recommendations to the Annual Meeting in Louisville. First some observations and context:

1. The current Code language that we recommend be removed begins with "I will not engage in sexual contact or sexualized behavior with any minor child or unwilling adult." The Code language we recommend be removed ends with "In pursuing any special relationship of friendship or romance ..." All total, this portion of the Code is composed of 182 words. The language we are recommending which replaces these sections is clear and concise; it is composed of 21 words.
2. We are recommending one change in the Code language as presented in Phoenix. We changed "serve professionally" to "serve as a minister." This is in response to the feedback that "serve professionally" was too broad (and confusing). We believe that this change goes a long way toward clarification. If you feel that someone sees you as *their* minister, you should not engage in sexual contact, etc. with them.
3. We know the relationships and circumstances addressed in our recommendations (the Code and Standards II.G) are broad. There is diversity and individuality in who we are, our ministries and in the settings we serve. We celebrate you and our depth. We believe the Code language we are recommending is an ethical starting point, which - because of our diversity and individuality - must be clear and strong. There should be no confusion for us or for those we serve about the ethical code to which we hold ourselves, that we will not engage in sexual contact, sexualized behavior, or a sexual relationship with those we serve as a minister.

We received feedback of concern from single colleagues both heterosexual and LGBTQ. The Guidelines Committee recognizes that this Code will place more of a burden on single ministers especially those who reside in places where there are few potential mates locally. However, the ethics of this Code is not dependent on the relational status of the minister. We affirm what is stated in the Religious Declaration on Sexual Morality, Justice, and Healing, which most of our colleagues have signed: "A code of conduct must accept no double standards and apply to all persons, without regard to sex, gender, marital status, or sexual orientation." We conclude that it is unacceptable to engage in sexual contact, sexualized behavior, or a sexual relationship with any person we serve as a minister.

4. And yet, as we know, attraction and love happens. In the first paragraph of recommended Standards II.G, the Committee composed an introduction that we believe recognizes real life and ministry. II.G proposes steps to take to avoid harm while transitioning to a non-ministerial relationship. We urge you to take our recommendation in this spirit. We received feedback in equal parts that II.G.a-d was too vague and too specific. Please remember that these best practices are recommendations offered not to be legalistic, but rather to support discernment based on extensive and cross-denominational wisdom. The Standards are not enforceable, they are best practices; they are suggestions for self-monitoring and discussion among us. II.G is a guideline for a colleague who realizes they are attracted to a person they serve as a minister; it's a way for you to step back, assess and then move forward.
5. We heard from some who were concerned that the Code would/might be enforced retroactively. This is not what the updated Code is for; it is to help us move forward. Ethics evolve over time. Our focus is not centered on condemning past behavior which occurred during a time of a different ethical understanding; we are naming and

## Report of the Guidelines Committee (cont.)

addressing future behavior based on our current best understanding of ethics that maintains a healthy religious community.

6. The Committee strongly believes that in the transition from being a person's minister to being that person's date/lover/partner/spouse, the ministerial relationship with that person must end. To ignore this is to increase the risk of harming the other person, the congregation and/or the minister.

Following are our recommendations - with minor changes from what was presented at the 2012 Annual Meeting - changes that we believe reflect many of your concerns, suggestions and help clarify our intent.

Sincerely,

Helen Carroll, co-chair; Fred Muir, co-chair; Debra Haffner, Sarah Moldenhauer-Salazar, David Sammons, Carlton Elliott Smith

### Recommended by the Guidelines Committee for the UUMA "Code of Conduct:"

"I will not engage in sexual contact, sexualized behavior, or a sexual relationship with any person I serve ~~professionally~~ *as a minister.*"

### Recommended by the Guidelines Committee for the UUMA "Standards of Professional Practice, IIG:"

#### II.G. Sexual Relationships

Recognizing that ministers are called to nourish the health and wholeness of the communities they serve, and recognizing the fiduciary nature of our profession, and as stated in our actionable Code of Conduct, ministers will not engage in sexual contact, sexualized behavior, or a sexual relationship with any person they serve ~~professionally~~ *as a minister.* The following are non-actionable best practices drawn from the wisdom of much research across many religious organizations about what behaviors uphold healthy religious communities and ministries. In the spirit not of legalism but of deepening our understanding of loving, just, healthy relationships, these guidelines point towards truths about the profession of ministry and healthy ministerial conduct, understanding that no truth names the whole truth or covers every situation. To that end, ministers should engage in discerning dialogue—~~internally~~ *with themselves* and with their colleagues—to better understand what these best practices mean in the context of each ministers' own ministerial setting and in the context of the collective ministry we all share.

1. Ministers will conduct their behavior concerning romantic relationships in accordance with laws on ministerial misconduct.
2. In the case where a minister chooses to enter into a romantic or sexual relationship with someone for whom they ~~previously provided professional services~~ *have served as a minister*, the minister ~~agrees~~ *needs to end the ministerial relationship. Here are some recommended steps to take to avoid harm while transitioning to a non-ministerial relationship:*
  - A. Observe a significant period of time during which no ministerial services are rendered before initiating such a relationship, for example by resigning as minister or the other person leaving the faith community or organization
  - B. Seek spiritual direction in addition to ongoing counsel from a Good Officer or someone recommended by a Good Officer for a period of guidance and discernment before entering into such a relationship

## Report of the Guidelines Committee (cont.)

- C. Fully discuss with the potential sexual partner the implications for that person of a sexual relationship with the person who was previously their minister, including the likely ramifications for that person's relationship with the congregation or worksite in which they met the minister
  - D. If still serving in the work site where the minister met the potential sexual partner, fully disclose to the supervisors and/or relevant Board at that work site that the relationship now exists, mindful that this disclosure will change the dynamics of the congregation/work site as well as of the ministry, potentially in negative ways that will persist beyond the minister's tenure
  3. ~~It is unfair and destructive for ministers to ask the~~ **Refrain from asking** communities they serve to accept a succession of exploratory romantic relationships on the part of the minister.
  4. All ministers are guided additionally by the expectations of the agencies or enterprises where they work, and by the standards of other professional organizations to which they may belong, regarding the establishment of sexual contact, sexualized behavior, or a sexual relationship with any person served professionally.
  5. In all cases, ministers must be careful not to take advantage of those they serve, or damage the integrity of the congregation, agency, or enterprise in which they serve. Ministers must always put the needs of those they serve above meeting their own romantic or sexual needs.
  6. Ministers who would like to initiate a romantic or sexual relationship with a ministerial colleague must be mindful of power differentials in the relationship and always act in ways that protect the well being and dignity of the colleague who is more vulnerable. Ministers should not be in sexual relationships with colleagues who are interns, associates, students, counselees, mentees, or others under their direct or indirect supervision.
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## Report of the Nominating Committee

### 2013 Nominating Slate (For full bios please see below )

**UUMA VICE PRESIDENT: REVEREND JENNIFER RYU**

**UUMA BOARD AT LARGE — ARAOM: REVEREND JOSH PAWELEK**

**UUMA BOARD AT LARGE — GOOD OFFICES: REVEREND FRITZ HUDSON**

**BERRY STREET ESSAY COMMITTEE: REVEREND MANISH MISHRA-MARZETTI**

**NOMINATING COMMITTEE: REVEREND MARK WARD**

Respectfully submitted, UUMA Nominating Committee: Roberta Finkelstein (chair), Joan Montagnes, Michael Nelson, Devorah Greenstein, and Shawn Newton

#### The Reverend Jennifer Ryu



Jennifer Ryu is completing her seventh year as minister of the Williamsburg Unitarian Universalists in southeast Virginia. This is her first call, graduating from Starr King School for the Ministry in 2005. Jennifer helped to lead her current congregation's board from managing operations to governing by policy. She served on the Southeast District Board as they were making a similar transition to policy governance. Jennifer is also on the board of a local non-profit health center that is in the process of a significant strategic planning process. Prior to ministry, Jennifer worked in human resources and holds an MBA specializing in that field.

#### The Reverend Josh Pawelek

The Rev. Josh Pawelek has served as minister of the Unitarian Universalist Society: East in Manchester, CT since 2003. During that time he has also dedicated considerable energy to leadership in a variety of social justice organizations and initiatives in Connecticut. He served as Chairman of CT Clergy for Marriage Equality during Connecticut's struggle to win marriage rights for same sex couples and anti-discrimination protections for transgender people. He served for six years as President of the Greater Hartford Interfaith Coalition for Equity and Justice, a congregation-based community organization working on education reform, civil rights for immigrants, universal health care, and urban violence. Prior to his call to UUS:E, he worked as an antiracism educator and organizer with the UUA's Faith in Action Department. Since that time he has continued in a largely volunteer role as an antiracism trainer, organizer and consultant to congregations, districts, clergy, seminarians and UUA departments and committees. He has also served on the steering committee of TRUUsT (Transgender Religious Professional Unitarian Universalists Together). Josh was honored to receive an invitation to preach on racism at the famed Middle Collegiate Church of New York City in the winter of 2012. He was also honored to appear as a panelist on the National Public Radio program "On Point" with Tom Ashbrook in the wake of the Newtown shooting in December, 2012. He lives in Glastonbury, CT with his wife and two young sons.



#### The Reverend Fritz Hudson

Fritz Hudson entered the UU ministry 37 years ago, upon graduation from Harvard Divinity School. His parish work in Wilmington NC, Pittsburgh PA, Iowa City IA, Phoenix AZ, and Lincoln NE has been anchored by active participation in the Southeast, Ohio-Meadville, Pacific Southwest, and Prairie Star UUMA Chapters. Fritz served as Chapter Good Officer for 4 years and has continued on-call G.O. service for 5 subsequent years. His law school training in employment

## Report of the Nominating Committee (cont.)

relations (J.D. University of North Carolina) and post-graduate training in mediation (University of Iowa) have proven valuable resources in G.O. work. Having served on the 2012 UUMA Task Force on Retired Ministers, Fritz is eager to help pursue its recommendations for expanded Good Office services. Fritz is married to Ginny, an educator. Their children are Eric, a university athletic administrator, and Sally, an economist. He's a fourth-generation Chicagoan, English major graduate of Cornell College of Iowa, and a returned Peace Corps volunteer.



### The Reverend Manish Mishra-Marzetti



Rev. Manish Mishra-Marzetti joined the Unitarian Universalist Church in Cherry Hill in 2009 as minister. He has served five previous congregations in varying forms of ministry, and before that was an active lay leader at one of our denomination's most historic churches. Having traveled extensively throughout the world, Rev. Mishra has lived in India, Oman, Finland, and for brief periods in Switzerland. This international exposure gave him the opportunity to live in countries where Hinduism, Buddhism, Islam, and Christianity have helped define the cultures. His brings this multi-religious appreciation to his ministry, drawing on a variety of faith traditions and other sources of inspiration in his preaching and leadership of worship. As a former diplomat, he is an accomplished preacher and an effective public spokesperson.

### The Reverend Mark Ward

Mark Ward has been lead minister of the Unitarian Universalist Congregation of Asheville, North Carolina since 2004. A graduate of Meadville Lombard Theological School, he is a former president of and currently a member of the Nominating Committee for the Southeast UU Ministers Association. He is a member of the Senior Ministers of Large UU Congregations and the UU Historical Society. Before entering the ministry, he had a 25 year-career in newspaper journalism, principally in Milwaukee, Wisconsin.



## 2012 Annual Meeting Minutes

2012 UUMA Annual Meeting Minutes

Wednesday June 20, 2012

Phoenix, Arizona

Bill Hamilton-Holway called the meeting to order at 8:40am and declared a quorum present.

Recess after Worship

The meeting was reconvened at 10:20am.

UUMA Secretary Alan Taylor moved on behalf of the UUMA Board to accept the 2011 Annual Meeting Minutes as presented in the UUMA electronic mailing. Passed.

Bill Hamilton-Holway appointed Eric Kaminetzky as Parliamentarian, Lydia Ferrante-Roesberry as Time Keeper, and Kathryn Bert, Sara Lammert, Daniel Kanter, and Kate Walker as Tellers.

Bill Hamilton-Holway moved on behalf of the UUMA Board the adoption of the Rules and Procedures for the meeting. Passed.

## 2012 Annual Meeting Minutes (cont.)

### By Law Revisions: Officers

James Kubal-Komoto reported that the responsibilities of his portfolio of Communications is more appropriately undertaken by staff rather than a volunteer, now that our Association has an effective Executive Director who has created a communications team of technologically savvy volunteers to assist the staff and board.

Jann Halloran reported that the responsibilities of her portfolio of Continuing Education on the Executive Committee will more appropriately be undertaken by staff rather than a volunteer. CENTER is now organized as a team with eight portfolios that report to the Executive Director, and each portfolio holder has their own separate team of volunteers. Jann also reported on CENTER's work with the Coaching Program, Beyond the Call, and Who Are Our Neighbors.

James Kubal-Komoto moved that lines the bylaws be amended so that the Continuing Education and Communications portfolios be eliminated thereby reducing the UUMA board from nine to seven members. Passed.

### Nominating Committee Report

Melissa Harper-Zinger, Co-Chair of the UUMA Nominating Committee, presented their slate of nominations:

Linda Olson Peebles, President Designate

Roger Peltier, Secretary

Deborah J. Pope-Lance, Member of the Berry Street Committee;

Devorah Greenstein and Shawn Newton, Members of the Nominating Committee

Melissa then introduced the other members of the Nominating Committee: Michael Nelson, Marta Valentin, Joan Montagnes, and Roberta Finkelstein.

Roberta Finkelstein, the chair elect, thanked Melissa and Marta, the outgoing members, for their service.

### President's Report

Bill Hamilton-Holway reported that we are stronger with more members, income, and programs than ever before. He highlighted how the board of trustees aligned our organization with our mission by inviting Clark Olson to facilitate a governance conversation. This work resulted in the board amending our mission to statement to add "collaboration" so that it is now "Nurturing excellence in ministry through collegiality, continuing education, and collaboration." In addition we wrote vision statements for the five areas that require attention: 1) Collegial Development, 2) Continuing Education, 3) Anti-Racism, Anti-Oppression, and Multiculturalism, 4) Organizational Health and Effectiveness, 5) Relationship to Unitarian Universalism. Last spring, the board hosted the executive staff of the UUA. The working relationship of our two associations keeps improving. Last fall, we created the Community Ministry Task Force and the Retired Minister's Task Force to address how to develop better resources and strengthen collegiality with community ministers and retired ministers respectively. Many bylaws changes have been identified to reflect our governance changes. He expressed appreciation for Fred Muir and Helen Carroll for charing the Guidelines Committee that developed language around sexual ethics for the Code of Conduct and Guidelines. The board of trustees endorse the proposed change of language. Lastly, Bill looks forward to working with the next president designate, Linda Olson Peebles.

First annual report of the annual director

Executive Director's Report

## 2012 Annual Meeting Minutes (cont.)

Don Southworth welcomed those who are attending their first Ministry Days and acknowledged his first was in Phoenix 15 years earlier when he roomed with Peter Morales, Lydia Ferrante and Alicia Grace, and at that time they couldn't imagine the ministries that would come, just as it is true today, we will be doing ministries that we cannot now imagine. He reported that we are strong and healthy. We have more members, more money, more programs, more people in leadership. What we have been able to do the past three years by paying more dues is breathtaking. Don then asked members who have volunteered for leadership to stand, which now includes hundreds of members. He noted that his mission is to support you UUMA members in living your calls more fully, and that the more members accept the support to live your call, the stronger our association will be. Janette Lallier's position is changing to UUMA Director of Administration with substantial increase in responsibility and salary. Two more staff positions are being created: a half time program coordinator and a quarter time office assistant. Don raised \$225,000 in grants from 5 sources and will spend time in Silicon Valley this summer to raise further funding. He then invited Roger Bertschusen and Cheryl Walker, co-chairs of CENTER, to join him on stage to 1) recognize Jory Agate who worked with dedication as the UUA liaison to CENTER--Jory supported CENTER over its profound transformation, serving as a bridge, working relentlessly for collaboration; and 2) promoted the Institute for the Excellence in Ministry that will be held at Sirata Beach Resort and Conference Center in St. Pete's Beach, and raffled off a gift certificate for Sirata to Axel Gehrman and a free trip to Sirata to Suzanne Marsh. Don shared that scholarships are available for the Institute and he will gladly send a letter to encourage boards to provide the expenses to send ministers.

### Treasurer's Report

Josh Snyder reported current financials: increased income from dues, increased grants, assets just under half a million. He then shared the budget highlights: Dues increasing to 1% of salary and housing, while dues for Community Ministers and Ministers outside of North America will decrease to .5% of salary. Josh highlighted the increased expenditures in staffing and that the new budget is mission-based: Continuing Ed - funding to implement Beyond the Call, Coaching, and Who Are Our Neighbors, Collegiality - higher subsidies to chapters, Connection - subsidies for sister organizations, retired ministers, community ministers, and other religious professional professionals. Josh and Don fielded questions to clarify the budget.

Josh Snyder moved on behalf of the UUMA Board acceptance of the 2012-2013 budget as published. Passed.

### By Laws Revision: Membership and Governance

Josh Snyder proposed bylaw changes that will accomplish the following:

- Reduces the size of the Board from nine to seven.
- Changes the term "UUMA Exec" to "UUMA Board of Trustees"
- Creates an article describing the position of Executive Director
- Incorporates recommendations from the Membership Task Force regarding changes in membership categories.
- Other small changes made for the sake of consistent usage.

Josh Snyder moved on behalf of the UUMA Board to amend the UUMA Bylaws regarding membership and governance as set out in the 2011-2012 Annual Meeting Supplement made available to all members. Approved.

### Membership Report

UUMA Administrator Janette Lallier, and our soon to be UUMA Director of Administration, reported that we now have

## 2012 Annual Meeting Minutes (cont.)

1704 members with 525 members in attendance at Ministry Days.

### Guidelines Committee Report

Helen Carroll, co-chair of the Guidelines Committee reported that they were joined by Sarah Moldenhauer-Salazar, David Sammons, Carlton Elliot Smith, and Debra Hafner. Fred Muir, co-chair of the Guidelines Committee reported that they met to reflect on the board recommended language for the Code of Conduct: "I will not engage in sexual contact, sexualized behavior, or a sexual relationship with any person I serve professionally." They realized that if this is voted into the Code of Conduct, then the Guidelines Section IIG that was voted on last year requires amendment and so they are proposing a new Section IIG to consider if the Code of Conduct language is adopted for review.

Fred Muir moved to adopt for study to replace the last five bullets of the Code of Conduct with "***I will not engage in sexual contact, sexualized behavior, or a sexual relationship with any person I serve professionally.***" Passed.

Fred Muir moved to adopt for study the proposed "Section IIG: Personal or Romantic Relationships" by the Guidelines Committee. Passed.

The current text reads:

### II.G. Personal or Romantic Relationships

1. A minister who initiates or responds to sexual contact, sexualized behavior, or a sexual relationship with any person he/she serves or serves with professionally must take into account that such relationships will change the dynamics of the congregation/work site as well as of the ministry, potentially in negative ways that may persist beyond that minister's tenure.
  2. A minister who initiates or responds to sexual contact, sexualized behavior, or a sexual relationship with any person he/she serves or serves with professionally agrees to:
    - a. Either the minister or the other person will leave the congregation/site of ministry for 6 months before the relationship can be pursued
    - b. Fully disclose to the potential romantic partner the implications for that person of a relationship with the minister, including the chance that the person could lose his/her congregation or work site regardless of the success of the relationship.
    - c. Fully disclose such decision to the chapter Good Officer of the UUMA.
    - d. Fully disclose such decision to the congregation/work site if at the end of 6 months the relationship is pursued
  3. It is unfair and destructive to congregations for the minister to ask them publicly to accept a succession of several romantic partners, whether or not these partners have been previously connected to the congregation.
  4. Community ministers are guided additionally by the expectations of the agencies or enterprises where they work, and by the standards of professional organizations to which they may belong, regarding the establishment of sexual contact, sexualized behavior, or a sexual relationship with any person served professionally.
- In all cases, ministers must be careful not to take advantage of those they serve, or damage the integrity of the congregation, agency or enterprise in which they serve.

The proposed text reads:

### II.G. Sexual Relationships

Recognizing that ministers are called to nourish the health and wholeness of the communities they serve, and recognizing the fiduciary nature of our profession, and as stated in our actionable Code of Conduct, ministers will not engage in sexual contact, sexualized behavior, or a sexual relationship with any person they serve professionally. The following are non-



## 2012 Annual Meeting Minutes (cont.)

actionable best practices drawn from the wisdom of much research across many religious organizations about what behaviors uphold healthy religious communities and ministries. In the spirit not of legalism but of deepening our understanding of loving, just, healthy relationships, these guidelines point towards truths about the profession of ministry and healthy ministerial conduct, understanding that no truth names the whole truth or covers every situation. To that end, ministers should engage in discerning dialogue—internally and with their colleagues—to better understand what these best practices mean in the context of each ministers' own ministerial setting and in the context of the collective ministry we all share.

1. Ministers will conduct their behavior concerning romantic relationships in accordance with laws on ministerial misconduct.
2. In the case where a minister chooses to enter into a romantic or sexual relationship with someone for whom they previously provided professional services, the minister agrees to:
  - a. Observe a significant period of time during which no ministerial services are rendered before initiating such a relationship, for example by resigning as minister or the other person leaving the faith community or organization
  - b. Seek spiritual direction in addition to ongoing counsel from a Good Officer or someone recommended by a Good Officer for a period of guidance and discernment before entering into such a relationship
  - c. Fully discuss with the potential sexual partner the implications for that person of a sexual relationship with the person who was previously their minister, including the likely ramifications for that person's relationship with the congregation or worksite in which they met the minister
  - d. If still serving in the work site where the minister met the potential sexual partner, fully disclose to the supervisors and/or relevant Board at that work site that the relationship now exists, mindful that this disclosure will change the dynamics of the congregation/work site as well as of the ministry, potentially in negative ways that will persist beyond the minister's tenure
3. It is unfair and destructive for ministers to ask the communities they serve to accept a succession of exploratory romantic relationships on the part of the minister.
4. All ministers are guided additionally by the expectations of the agencies or enterprises where they work, and by the standards of other professional organizations to which they may belong, regarding the establishment of sexual contact, sexualized behavior, or a sexual relationship with any person served professionally.
5. In all cases, ministers must be careful not to take advantage of those they serve, or damage the integrity of the congregation, agency, or enterprise in which they serve. Ministers must always put the needs of those they serve above meeting their own romantic or sexual needs.
6. Ministers who would like to initiate a romantic or sexual relationship with a ministerial colleague must be mindful of power differentials in the relationship and always act in ways that protect the well being and dignity of the colleague who is more vulnerable. Ministers should not be in sexual relationships with colleagues who are interns, associates, students, counselees, mentees, or others under their direct or indirect supervision.

### Report of the Tellers

Alan Taylor of the UUMA Board reported that 31 ballots had been received and moved to affirm the Nominating Committee slate by acclimation. Passed.

### Other business

Bill introduced the new members of the UUMA Board, Linda Olson Peebles and Roger Peltier.

Bill then thanked and expressed appreciation to outgoing UUMA Board members Jann Halloran, James Kubal-Komoto, and Alan Taylor.

Adjournment at 11:51 a.m.

## Proposed Bylaw Changes

### ARTICLE VI – OFFICERS AND MEMBERS-AT-LARGE

Section 2: Three members of the Board of Trustees will be Members-at-Large. ~~Members at Large shall include portfolio holders responsible for Professional Development; Good Offices; Communications; Anti Racism, Anti Oppression, and Multiculturalism; and Collegial Development.~~ ***Portfolios for Board Members-at-Large will be defined in Board policies.***

### ARTICLE X - NOMINATING COMMITTEE AND ELECTIONS

Section 1: The Nominating Committee shall consist of five members, two of whom shall be elected in the same year as the President to serve for terms of three years, and three of whom shall be elected in the same year as the President-Designate to serve for terms of three years. Dating from 2013, the Nominating Committee shall choose candidates for three year terms as President, Vice President, and two at-large trustees. Every three years, dating from 2014, the Nominating Committee shall choose candidates for three-year terms for Treasurer, and one at-large trustee. Every three years, dating from 2012, the Nominating Committee shall choose candidates for a three-year terms for Secretary and a one-year term for a President-Designate. In the case of the Anti-Racism, Anti-Oppression, and Multiculturalism portfolio-holders, significant weight will be given to the advice of the Committee on Ministry for Anti-Racism, Anti-Oppression, and Multiculturalism. The Nominating Committee will ensure that all candidates for the Board of Trustees have demonstrated the ability to apply the work of anti-racism, anti-oppression and multiculturalism to all facets of their work.

#### ***Proposed Changes and Re-Numbering:***

Section 1: The Nominating Committee shall consist of five members, ***who serve three year terms as defined by board policy.*** ~~two of whom shall be elected in the same year as the President to serve for terms of three years, and three of whom shall be elected in the same year as the President-Designate to serve for terms of three years.~~

***Section 2:*** Dating from 2013, the Nominating Committee shall choose candidates for three year terms as President, Vice President, and two at-large trustees. Every three years, dating from 2014, the Nominating Committee shall choose candidates for three-year terms for Treasurer, and one at-large trustee. Every three years, dating from 2012, the Nominating Committee shall choose candidates for a three-year term for Secretary and a one-year term for President-Designate. ~~In the case of the Anti Racism, Anti Oppression, and Multiculturalism portfolio holders, significant weight will be given to the advice of the Committee on Ministry for Anti Racism, Anti Oppression, and Multiculturalism.~~

#### ***The wording in sections 4-10 will not change but their section numbers will:***

***Section 3:*** The Nominating Committee will ensure that all candidates for the Board of Trustees have demonstrated the ability to apply the work of anti-racism, anti-oppression and multiculturalism to all facets of their work.

***Section 4:*** The President shall be responsible for making sure that the Nominating Committee selects a chairperson after its election. The President shall make certain that this chairperson observes the various bylaws and Board policies relating to nominating procedures. In the case of a failure of the Nominating Committee to perform its proper functions, the President may with the consent of the Board of Trustees set up an emergency procedure for nominations. Such procedure shall be ratified by the next meeting of the UUMA. If the emergency proceeding is not ratified, the UUMA meeting shall set up its own procedures for a special election.

***Section 5:*** All nominations of the Nominating Committee shall be submitted to the President at least 90 days prior to the date of the membership meeting. At least 75 days prior to the membership meeting, the President shall submit the names of all nominees to the membership, along with the bylaw provisions for nomination by petition.

***Section 6:*** Nominations by petitions shall be made by a signed petition of ten or more voting members. Petitions shall indicate the office sought and must be submitted to the President not less than 45 days prior to the annual meeting, along with indication by the candidate of his/her willingness to accept nomination.

***Section 7:*** The President shall cause to be sent to every voting member in good standing a ballot listing all candidates for each office at least 30 days prior to the Annual Meeting.

## Proposed Bylaw Changes (cont.)

**Section 8:** All ballots shall be accompanied by statements and biographical information as provided by the candidates in such form as the Board of Trustees may specify. The ballot shall not indicate the method of a candidate's nomination, but any candidate may include this in his/her personal statement. The ballot shall be prepared in such manner as to insure that votes shall be secret.

**Section 9:** Any absentee ballot shall be counted if it reaches the Secretary by any means prior to the opening of the membership meeting. Any person casting an absentee ballot shall be solely responsible for its safe receipt. Any voting member, who has not cast an absentee ballot, may vote in person at the membership meeting under such procedures as shall be adopted as the rules of the meeting. All balloting shall be secret.

**Section 10:** No ballot, however cast, shall be opened prior to the closing of the polls at the annual meeting. The Secretary shall be in charge of the ballot count along with two tellers either appointed by the President or elected, as the membership meeting shall decide. Any candidate for any office may appoint an observer to be present at the ballot count. In case of any dispute on the counting of a ballot the judgment of the Secretary and tellers shall be final.

## 2013 Ministry Days Programming

### Monday June 17, 2013

**7:00 PM Registration, Reception, and Welcome:** Special access and reception at the [Muhammad Ali Center](#) on Monday night. Join us for open access to the center to be followed by a reception overlooking beautiful Louisville. The center will be open exclusively for Ministry Day registrants from 7:00-8:00.

### Tuesday June 18, 2013

**8:30 AM Opening Worship: Rev. Parisa Parsa:** “The Invisible Bonds of Visible Saints” As we work to embrace intercultural competency, we are met with powerful ghosts of our Calvinist past. Surprisingly, they are not entirely friendly. How can naming the culture of our faith tradition free us to more effectively serve the multicultural world we represent and inhabit?

**10:00 AM Keynote:** We welcome the minister, author and provocateur **Rev. Lillian Daniel** to discuss why “spiritual but not religious” is not enough. What can we learn from a progressive Christian who speaks unabashedly about the power and possibility of the church while challenging a culture where, spiritually, anything goes? Read her latest book and bring your questions, affirmations, arguments and ideas. What insights do Unitarian Universalists bring to this debate? Described as “perceptive, devout, tough-minded, angry and laugh-out-loud funny, all in one,” Lillian Daniel is stirring up passionate conversation on all sides.

#### 12:45PM Informal Lunch Talks

**Where Spirit Meets Justice - Kathleen McTigue:** The UUCSJ is creating new experiential learning opportunities for youth, young adults, ministers and whole congregations, grounded in the practice of our faith. Learn more about our approach to this work; how it might strengthen and enhance your ministry; and engage some of our "growing edge" questions with us, to help shape our initiatives in the coming year.

**Grounded in Resilience, Called to the Storm - Kurt Kuhlwald & Mark Hicks:** We are entering, ever deeper, into perilous and extraordinary times. The future of the human project is being threatened as never before. What do we need to deal with the compounding complexities of the growing global storm? How do we develop and act from an ecojustice consciousness sensitive to complexity and inclusive at its heart-root? How do we culture a comprehensive ecological justice into our ministries and into UUism? What particular roles are we, as ministers, called to in these times?

## 2013 Ministry Days Programming (cont.)

**Interim Ministry: What's It All About, and Why Should We Care? - Maureen Killoran:** What IS “accredited interim ministry” anyway? What part does interim ministry play in the broader pattern of our UU ministry? How do interim ministers relate to settled ministers? To their recently departed predecessor? Even more curiously, what do accredited interim ministers hope for from their settled colleagues? Join several Accredited Interim Ministers to learn how they see their work, and have them respond to your questions or concerns.

**Building Faithful Global Ministries - Eric Cherry & Jill McAllister:** As excitement and opportunities for UU congregations to build global ministries expand, it's important to make the most of the networks and experience that exist between us. This workshop will describe best practices and resources for UU global ministries, and examples of how it has been done well.

**Been in the Storm? - Fred Wooden:** Tough times are inevitable, but talking about them is hard. This is a place for those who have a 'purple heart' in ministry to meet and share and sustain each other. Your convenor has had plenty and still thrives after thirty years.

### 2:00 PM Collegial Conversations:

1. **Conversation about Final Recommended Guideline Changes on Sexual Ethics - Helen Carroll, Fred Muir and Bill Hamilton-Holway:** Join the co-chairs of our UUMA Guidelines Committee to discuss the changes we will be voting on at our annual meeting. Learn about the feedback the committee received from our members over the past year, ask your questions, share your curiosities or concerns in preparation the meeting and beyond.
2. **Beyond 'Who Are Our Neighbors? -- UUMA Committee on Anti-Racism and Multiculturalism:** Over the past two years, the UUMA Committee for Antiracism and Multiculturalism has put the bulk of its energy and resources into designing the Who Are Our Neighbors? workshop for colleagues. Now that WAON has launched, it's time to start looking towards the future. Please come and share your ideas about where the Committee for Antiracism and Multiculturalism ought to be focusing its energy in the next few years.
3. **Retirement as Extreme Sport - Dick Gilbert, Jim Eller and members of the UUMA Retired Ministers Task Force:** In the midst of a busy ministry few of us take the time to look at retirement. It is like the Chinese blessing – danger and opportunity. It is a financial, emotional and spiritual adventure.
4. **Excellence in Shared Ministry Practices - Members of the UUMA/LREDA/UUMN Task Force:** The UUMA/LREDA and UUMN charged a joint task force last year to identify our most urgent shared professional development needs and recommend best practices, models and strategies for team learning and to nurture and sustain excellence in professional ministry. The task force met with many of our members and presented their final report to our organizations' boards and the UUA in April. Come learn about the report and hear how we hope to implement it.
5. **Fulfilling the Call: A Framework for UU Ministry in the 21<sup>st</sup> Century - Cheryl M. Walker and Sarah Lammert:** Join us to learn more about this amazing tool for assessing the state of your ministerial development jointly developed by the UUA and UUMA. This tool can be used in a number of ways. You can use it to map out a plan for your continuing education, educate your lay or institutional leaders about the complexity of ministry, or help you mentor a newer colleague. Each area of ministry is laid out in four stages: basic competence, approaching proficiency, proficient, and expert. Each of us will find ourselves in different places along these continuums. Come explore this tool and share your thoughts.
6. **Partnering For Excellence in Community Ministry: Report from the UUMA-UUSCM Task Force - Alan Taylor, Michelle Walsh, Cathleen Cox:** Responding to the ever-expanding role of community ministry in our movement, the UUMA and UUSCM (UU Society for Community Ministries) convened a joint Task Force last year to explore supporting excellence in community ministry through many facets of possible collaboration: between our two professional organizations, between parish and community ministers, between ordained and lay leaders. Months of planning culminated in a rich, Alban Institute facilitated three day consultation in Seattle and an extensive report of enthusiastically supported joint recommendations. Learn about some of our ideas for moving forward - together!
7. **The UUA Health Plan and Retirement Plans: The Changing Landscape in 2014 - Richard Nugent:** In

## 2012 Ministry Days Programing (cont.)

January 2014, the landscape for congregational-provided benefits is likely to change with implementation of state-based insurance exchanges under the Affordable Care Act (Obamacare) and likely changes to the UUA Retirement Plan. What will these changes mean for you and your staff? In addition, the UUA Office of Church Staff Finances is planning a thorough review of our “fair compensation” methodology and guidelines while instituting an annual congregational staffing report.

8. **Mentoring and Coaching - What’s Different, What’s New? - Jennifer Channin and Aaron McEmrys:** Do you know the differences between mentoring and coaching? Do you wonder what new opportunities are on the horizon be mentored by colleagues, or to train to become a mentor? Are you interested in getting coached in a specific aspect of ministry that you feel "stuck" in? The UUMA has been developing its Mentoring program (in partnership with the UUA) and its Coaching program to meet the varied needs of our members for collegial support and professional development at all stages in our ministries. Join us to learn about how these methods can help you grow into your vocation and address the goals and challenges of your career.
9. **Good Offices - Yesterday, Today and Tomorrow - Hope Johnson & Fritz Hudson:** Join our incoming and outgoing Continental Good Officers to learn about the state of our Good Offices program and where we plan on going next. What can we do to strengthen our advocacy and support for ministers and how might we collaborate with our brother and sister professional organizations to nurture excellence in shared ministry?
10. **Conversation with Rev. Lillian Daniel:** You are invited to continue the conversation with our morning keynote speaker. Ask more questions about the presentation, delve deeper into the topics of her book and hear what your colleagues are curious about as well.
11. **The Ripple Effect of Being Well - Alicia Forde, Don Southworth:** The demands of ministry are wondrous, bountiful and let's be honest: at times depleting. There isn't enough time in the day to wrestle with the internet, update facebook, quell budding tensions, and attend to those in need of spiritual care...much less tend to our own bodies, spirits, and wellness. As a part of a new initiative, the UUMA and UUA have partnered to create a comprehensive health and wellness offering for clergy. In this session, we'll share more about the basics of the initiative, the creative thinking that has informed our design, and invite you to partner with us on making it a success. (Applicants for the pilot program must attend this conversation.)
12. **Hear the Call. Embrace the vision. Lead from the Heart — UUMA Nominating Committee:** Do you long for deeper collegial connections? An opportunity to influence the future of our ministry? The UUMA Nominating Committee believes that every member has leadership skills to share at the continental level. This Collegial Conversation will be an opportunity for you to explore with us what your particular contribution might be to our professional association.

**4:00PM**    **Conversation with Peter Morales**

**8:00PM**    **Healing Vespers:** Experience connection & renewal at the our first Healing Vespers Service, held at First Unitarian Church of Louisville, 809 S 4th St (seven blocks from the Galt House). Led by a group of pioneering new UU ministers, this service is an opportunity to reconnect with the source of joy, strength, and inspiration in your life.

## Wednesday, June 20, 2012

**8:30 AM**    **25/50 Worship:** This year’s speakers will be the Reverends Brian Kiely and Robert Senghas.

**10:15 AM**    **Annual Meeting**

**2:00 PM**    **Berry Street Essay:** “*Our Ministry Begins When We Leave This Place*” Essayist: Rev. Donald Robinson , Respondent: Rev. Arthur McDonald

## 2013-2014 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 2013-14 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 FY14 Dues in the memo line.

2013-2014 Dues Chart			
Salary Range: Your S&H (income) is between		Parish Based (1%)	Community* (.05%)
-	\$ 20,000.00	\$200.00	\$100.00
\$ 20,001.00	\$ 25,000.00	\$225.00	\$113.00
\$ 25,001.00	\$ 30,000.00	\$275.00	\$138.00
\$ 30,001.00	\$ 35,000.00	\$325.00	\$163.00
\$ 35,001.00	\$ 40,000.00	\$375.00	\$188.00
\$ 40,001.00	\$ 45,000.00	\$425.00	\$213.00
\$ 45,001.00	\$ 50,000.00	\$475.00	\$238.00
\$ 50,001.00	\$ 55,000.00	\$525.00	\$263.00
\$ 55,001.00	\$ 60,000.00	\$575.00	\$288.00
\$ 60,001.00	\$ 65,000.00	\$625.00	\$313.00
\$ 65,001.00	\$ 70,000.00	\$675.00	\$338.00
\$ 70,001.00	\$ 75,000.00	\$725.00	\$363.00
\$ 75,001.00	\$ 80,000.00	\$775.00	\$388.00
\$ 80,001.00	\$ 85,000.00	\$825.00	\$413.00
\$ 85,001.00	\$ 90,000.00	\$875.00	\$438.00
\$ 90,001.00	\$ 95,000.00	\$925.00	\$463.00
\$ 95,001.00	\$ 100,000.00	\$975.00	\$488.00
\$ 100,001.00	and up	\$ 1000.00^	\$ 500.00#

^ or 1% of income

# or .05% of income

\* Community based ministers and those serving outside the US/Canada

According to the above chart my 2013-2014 dues amount is: \$\_\_\_\_\_.

I would like to prepay the following amount: \$\_\_\_\_\_.

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 'FY14 Prepay' in the Memo Line.

Please charge my:  MasterCard  Visa  Discover  American Express the amount of \$\_\_\_\_\_

Name on Card: \_\_\_\_\_ CVV Code \_\_\_\_\_

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

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