

Sample MFC Questions (Feb. 2000-May 2001)

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Note: When you find abbreviations, such as UUA
RE and JTW, these may not have been used
by the original questioner, and are here only to make
the text briefer. Some questions were given in almost
the exact same form in several meetings, and these
have collapsed into one version. Both simple questions
and whole dialogues of questions are preserved here.
Every attempt has been made to make the questioner
and the candidate anonymous. The symbol ☺ indicates
a moment of delight or levity in the dialogue.

World Religions

1. Could you talk about three different religions of the world by telling us something from each that you connect with, and something from each that you struggle with?
2. It's my perception that while Unitarian Universalists are quite open to Buddhist teachings, they are not terribly open to insights from Confucianism and Islam. What can UU's gain from Confucianism and Islam?
3. This is a question to let you talk about your knowledge of world religions. It was Ash Wednesday yesterday, a Roman Catholic and in some cases Protestant Christian ritual. Can you name one ritual in each of the following world religions and speak about their significance? Hinduism. Buddhism. Judaism. Islam.
4. I will give you five different theological words. Talk about each word with me in brief but in a thorough ☺ fashion. God. Covenant. Angels. Sin. Prayer.
5. I would like to speak some words associated with Ultimacy in various world religions. I will give you a word, then you tell me about the religion

that uses such a word to express Ultimacy. Buddha-Nature, Yahweh, Allah, Ohura Mazda, Kami, Brahman

6. My question is about world religions. Take the concept of conversion and tell me what it has to do with Islam, Judaism, Buddhism and Hinduism.

7. In the various religions of the world, the numbers associated with various ideas seem to be important. I'd like to explore your world religious knowledge using the tool of numbers. *One:* Speak briefly about Judaism's *Sh'ma*. *Two:* Christianity. Please tell me about the second person of the Trinity. *Three:* Some Hindus talk about so-called Trimurti, which consists of a creator, a sustainer and a destroyer. Who are they? *Four:* Buddhism has four noble truths. Can you name them? *Five:* Name the five pillars of Islam.

8. You mentioned in your sermon that the wisdom that comes from world religions is one of our purposes/sources. Thinking of worship, I would like for you to tell me some concept of each of these world religions that you would like to share with your congregation during worship, and how you would do that, specifying dates and events. *1. Judaism, 2. Buddhism, 3. Islam.* And finally, *4.* do you know of days in any of the Native American traditions that seem like holidays worthy of sharing?

9. Could you compare/contrast Hindu and Islamic contexts of divinity and the different ways in which they explain God?

10. Name three things, either ideas or practices, from Reform Judaism that you know about, and talk about how you might echo them or explain them in a Unitarian Universalist context, either worship or Sunday school.

11. Tell me one difference, and one similarity between the following religions and Unitarian Universalism: *Hinduism. Shinto. Sikhism. Buddhism.*

12. You've clearly had a number of courses in world religions. Contrast the meaning of suffering in Buddhism, Hinduism and Eastern Orthodox Christianity. How about Islam?

13. If you were going to preach a sermon on Buddhism and its relevance to UUism, what would you touch on? How many noble truths are there?

14. Great religions deal effectively with death. What are the following religion's concepts of death, afterlife, rituals?: Islam. Buddhism. .Any of the Native American traditions. Hinduism. Have you formulated a concept for yourself of death and afterlife?

15. Back to Islam. Say you're an MRE. You have an Islamic rooted family in your congregation. What would you keep in mind if they had a baby, in terms of their culture/customs I mean? Is there anything else you would keep in mind in a multi-cultural environment of children?

16. One of the world religions I hear about these days is a growing faith, the Baha'i faith. What can you tell me something about them?

17. I'd like to journey with you around the world. We'll see a great number of men in Cairo kneel and touch the ground; we will go to Jerusalem near the Western Wall and see people putting scraps of paper in the cracks in the stones; we will stop in Tokyo and South America where people are expressing themselves spiritually with flowers and water. Be my guide. Explain the posture, purpose, and meaning of prayer in different world religions: Islam, Judaism, Buddhism, Native American religions and Christianity. Children are taught very early about this ritual and what it means. Speak as if you were a parent. What would you tell your four-year-old about prayer (in each world religion)?

18. Another world religions question. You mentioned in your statement some experiences with healing rituals and death and dying rituals with different populations. I'll give you a religion, you give me rituals of death and dying associated with them. Hmong People, Muslim, Judaic, Native American, Buddhist, Hinduism.

19. What are three major deities in Hinduism? The pillars of Islam? The covenants of Judaism? If you were to give your most succinct description of the commonalties of Christians, what would you say? Would a Unitarian Christian fit this definition?

20. I'm a Buddhist from Burma. You talk about "God" and I don't understand what you mean by the concept. How would you talk to me as a

Buddhist to explain what you believe about god? Is there anything comparable to your idea of “God” in Buddhism?

21. What can you tell me about how a reform Jew from New York, a Muslim from Arabia, or a Hindu worshipper of Vishnu from Calcutta would view Jesus?

22. Imagine a congregant comes to you, and she wants to start a program that you feel is culturally inappropriate... “I saw a movie about Native American sweat lodges,” she says, “and I want to build one after researching it and make one for the church.” What might you say? How do you draw the line between respect and appropriation?

23. There are 6 to 9 major religions of the world, depending on whom you talk to. Can you name the big ones in terms of sheer numbers? What do you think are the core values of the three major Abrahamic religions?

24. Does the story of the Buddha have resonance in your life?

25. This is a set of world religion questions. What religion is each of the following words from? Then briefly describe them. Five pillars. *Karma*. *Beltane*. The *sh'ma*. *Yom Hashoah*. I Take Refuge. *N'amaste*. Four noble truths. *Nirvana (Nibbana)*. The four yogas.

26. This is a world religions question. I want to talk about such religions by referring to pilgrimage sites. I will name a religion, you name a pilgrimage site, and why. Buddhism, Islam, Judaism, Hinduism, Unitarian Universalism.

27. Tell me the names of the three synoptic gospels. Can you tell me what the biblical source of our polity is?

28. Summarize your knowledge of the *Lotus Sutra*, since you read it. I know the *Lotus Sutra* has been used by other world religions. Other scripture has been used variously by other traditions as well. Can you quote one and show how its meaning has been interpreted differently by other religious traditions?

29. You have a Southern Baptist background. Generally Protestant Christianity says that Jesus wasn't a human being, but "the very Son of God." Talk about Judaism and Islam and talk about why Jews and Muslims don't believe that Jesus is The Son of God.

30. I'm aware that there are local understandings of ministry and differing world understandings of clergy roles. Name one non-theistic religious tradition and one theistic religious tradition that help you when doing this work of ministry.

31. I am trying to get a sense of a religion of the world that is non-theistic. Can you name such a religion and tell me about its sense of what is ultimate?

32. Can you tell me about some teaching or a practice found in any form of Buddhism that moves you, or affects your life?

33. How would you compare Thich Nat Hahn's Buddhism and one of the form of Buddhism as it is practiced by the Japanese, say Zen, or Rissho Kosei Kai?

34. Ramadan: Fasting and celebrating to what end?

35. You wrote of creative worship. I would like to talk about that in the context of world religions. A. First of all, talk about your understanding of cultural misappropriation. B. Using the Native American example you suggested, do you have a guideline question that you would use yourself in checking out the material? C. Having done that background piece, I am going to name a world religion, and I want you to name something that you *would* include in a creative worship service which celebrates that religion. Buddhism, Islam, Judaism, Christianity, Native American.

36. I am going to give you 5 words. You give me back a sentence or two that unpacks each word a little bit. Grace from the Christian/Protestant understanding. Dharma. Kami. Talmud. Orisha.

Polity, Institutional and Parish Life Questions

1. You're in your first settlement. Some of the people in your congregation suggest that the UUA Headquarters should be in State College PA, and not in Boston. What do they need to do in order to make that happen?
(candidate answers, then, in response) Would you call your district trustee?
2. Tell us about the connection you see between Parish ministry and Religious Education. Do you think it is necessary to make the distinction between Parish and Religious Education ministries?
3. In your understanding, where did Unitarian Universalism take institutional form? What happened in England in terms of the formation of Unitarianism? Let's jump to the United States. What form did congregational life take? How were decisions made historically in Unitarian churches? In Universalist churches? Who ordained in the Universalist tradition? Who ordained in the Unitarian churches?
4. Rites of passage. Tell me what your understanding of some of these rites are and what their purpose might be. Baptism. Communion. Gay/lesbian Unions.
5. I wondered if you can name three boundaries described in the UUMA Guidelines on professional ethics that are important to ministry?
6. *A.* I was doing a funeral for the ex-wife of member...she was Jewish. Her family wanted me to lead the recitation of the *Kaddish* in the traditional Aramaic. Where might you look up how to say the words properly in that prayer? *B.* A couple came to me recently for a wedding...they described themselves as Neo-pagan. They wanted a Hand Fasting ritual. Do you know anything about that? How would you look that up? *C.* The young folks in the Coming of Age program in my congregation have to spend an hour or two speaking with one of the ministers on theological issues that they find important. Each of the young people in this recent year have come to me and talked with me about reincarnation, and what I thought of it. What would you say if you were asked about your opinion of reincarnation and what it might mean in modern UU congregations?

7. How many members are there on the UUA board of trustees? What is the role and function of the Commission on Appraisal? Who are the members of the UUA? How are the Board of Trustees members selected? How is *this* committee created? How many districts do we have? How is the President of the UUA selected? What is the length of term in that office?

8. How do you see yourself as a parish minister furthering the idea of interdependence with your congregation, with other congregations and within your district?

9. Are there rituals that somebody came to you and asked you to lead that you would need to refer to someone else?

10. There are three basic forms of ecclesiastical polity, as you know. Could you compare and contrast Presbyterian and Congregational polity, giving strengths and weaknesses? We are right now sitting in the President of UUA's office. In two years there will be an election for a new president. How does that happen within the UUA? (candidate answers) Who chooses those delegations to go to the GA?

11. Take a moment and talk to us about a recent report of the Commission of Appraisal. What was that about briefly? How does this compare or contrast to the Cambridge Platform? How many members are on the UUA's Board of Trustees? How many districts are there in the Association? Who are the members of the UUA? How are members of the Ministerial Fellowship Committee selected?

12. Let's talk about a situation where you brought your boyfriend to your first settlement even though you are not officially married. What would UUMA guidelines suggest on that subject? A woman in the congregation is concerned that her daughter is exposed to an unmarried couple living in the parsonage. What would you say to her?

13. A father in your first congregation comes in to your office and says "I have been abusing my child." What do you do then? Are you "a mandated reporter?" Then what about being a trusted confidante?

14. You are in your first settlement. You've been there awhile, and you begin to hear complaints from your members. "This presidency race is

going on too long. It costs too much money. How do we go about changing this process? “ How would you answer them? (*candidate answers*) The bylaws would tell you how the presidency is elected? Is there any other way of getting a resolution passed without putting it before the GA? How would you personally gain access to the General Assembly (*candidate answers*) So you *could* go to your district representative to get that done?

15. Say there is an opening on the UUA board of trustees. How do you think they'll fill that position? Let's say that the need to sell Pickett and Eliot Houses came up; how would we make that decision? (*candidate answers*) Where would you find a copy of the by-laws of the UUA?

16. Your description of *Journey Toward Wholeness* reminded me of another UUA mission called *Fulfilling the Promise*. Tell me the difference between the two.

17. How is the form of worship related to the experience of worship?

18. Here is something that is relatively new to the UUA, the idea of intentionally diverse congregations. What is the difference between intentionally diverse congregations and non-intentionally diverse congregations? (*candidate answers, then*) And how would you get their perspective on worship?

19. What is the Unitarian Universalist Service Committee? What's its relationship to the UUA?

20. You are a minister of a church. You are planning to develop a Welcoming Congregations plan. A member of the board does not think this is a good idea, thinks you have been preaching too much “on homosexual issues.” What is your initial response to this person and how do you follow up on this? (*candidate answers*) Say the man won't back down. “Why are you pushing this?” He says there are “too many gays and lesbians in the church”. What would you say to this board member? What about the rest of the board? Would you put the plan to do the WC on hold?

21. Let's talk a bit about collegial relationships. What areas would be solely yours as the Minister of Religious Education? Are there areas that would be solely the bailiwick of the parish minister? How would you begin to do an intergenerational service with a parish minister?

22. Are there any boundary issues that you could cite that come between ministers and parishioners? Are there boundary issues between counselors and counselees? Sexual boundaries? Boundaries between yourself and other colleagues? What about boundaries between yourself and your family/household?

23. You talk about “shared ministry” a lot. Say you’re in your church and someone talks about “shared ministry” and says, “we pay *you*. That’s *your* job, and we don’t want to do it.” What would you say?

24. Is what you called “syncretism” in your sermon an asset or a liability for Unitarian Universalism? In your opinion does UUism have its own culture and practices common to most if not all congregations? What would syncretism look like in a parish setting?

25. I wanted to know how you navigate worship. What is your philosophy of worship, especially given your strong religious background, which claimed such a clear definition of worship? (candidate answers) Then how will you fare in Unitarian Universalist worship if your congregation is very diverse? (candidate answers) Have you ever preached from the New Testament?

26. This is a liturgy question. Tell us about how you understand your ministerial “style” and in particular, how this shows up in your liturgical style.

27. What’s the importance of ritual in a Sunday service of worship?

28. As a minister in a democratic organization, tell me about a time when you are not particularly democratic about your stance. Where do you get that authority?

29. If you are the Minister of Religious Education, and the person who is working with the high school kids, and one of the students goes to Planned Parenthood to have an abortion and the parents do not know, what would you say? The mother comes to you and says, “I think my daughter’s pregnant and might be considering an abortion.” What do you say?

30. Talking about General Assembly leads us right into congregational polity. I wonder if briefly you could compare and contrast the different polities of Catholicism, Methodism and Congregationalism/Unitarian Universalism. What are the strengths and weaknesses of congregationalism? Have you heard anyone speaking of their fear of any “creeping Methodism” in our association? Was the 1997 book produced by the Commission on Appraisal helpful to you? Who are the members of the UUA? Who are the members of the Board Of Trustees? Can you name three communities outside of North America associated with the UUA? *(this was a lengthy dialogue with a single student)*

31. Who’s the present moderator of the UUA? What is her job? What else does she do? Who are the members of the UUA? You have decided that the UUA should put its money where its mouth is by tithing ten percent of the budget to work toward social justice. Give me three or four steps that you would take in order to go about this action. *(candidate answers)* What kind of a resolution? What’s the Cambridge platform? Does it have anything to do with polity? What does it have to do with polity? What kind of polity do we have?

32. Many Unitarian Universalist’s hold the Principles and Purposes dear. How did they come into play such an important role, and what was the process used to compose them in their present form? Who voted upon them? Where we they voted on?

33. Why is it important to know people’s names? Have you developed any technique or approach to remember people’s names?

34. Can you name any biblical roots of our polity? Cambridge Platform? What is the board of review? If you wanted to be on the board of trustees of the UUA, how would you go about getting there? How many on the board of trustees altogether? What is the UUSC? What is its relationship to the UUA? Where would you go to find out? *(a lengthy conversation with a candidate with give and take)*

35. Do you find a difference between the ethics in psychotherapy and the ethics in ministry?

36. Imagine this situation. You are in your first church. The treasurer wants to do some investing...of a certain type. You feel his particular investment ideas will prove a bad way to go. As a minister, what would be your response?

37. Imagine you are in preliminary fellowship. What kind of relationship would you imagine having with a congregation? Do you understand anything about the Renewal Process?

38. When you both graduate and get Preliminary Fellowship, how would you do about initiating a first contact with a church you were interested in serving?

39. Let's talk about concepts of co-ministry and shared ministry. How do you see your role as MRE with the parish minister in things like worship? Planning,? Teacher recruitment? How do you empower the lay people? Sometimes I hear the criticism that lay people are having too much say these days. How would you respond to that? If you're planning an intergenerational service and it's going to involve a book or story, what do you consider when you are making a choice for a resource to use?

“Story Problems”

1. I'm an educator who goes into schools. When I talk about value issues, I say to go to Religious leaders, parents. What would you say if a thirteen year old in your congregation asked you “What do we think about abortion?” She says, “I really understand the right to life. We say we value everybody, but then we say its OK to kill a baby?” What would you say?

2. Talk to me about language/culture barriers. You're in a hospital, a Vietnamese family is in crisis. What would you do? Is there anything that you do specifically with someone who doesn't speak any English?

3. This is a role play. You are in your first church. A new person comes into your office and says, “Pastor, it's hard for me to talk about, but I'm really struggling with feeling lonely...what should I do? You don't feel things like loneliness, do you?”

4. Let's look at your first settlement. You say to your congregation that Unitarian Universalists have a mandate to work for social justice. A married couple in the church come to you and say "we don't want politics in our church". What do you say to that? Suppose the couple brings this concern up at the annual meeting and they get a majority vote?

5. I appreciate your work with special ed. So let's do a role play about a child in your first church. A child with special needs in your church school comes to you and says "Did I do something wrong? Did God make me this way? Am I going to die?" Walk us through a conversation with such a child.

6. I have a 9-year-old daughter. I got a call just before I flew out here for this meeting that one of her classmates died of meningitis. I think she needs to talk her minister. What would you say if you were her minister? Give me a couple of examples of questions that you might ask her.

7. A story question. My child has just been injured seriously in an accident. How do you minister to me?

8. A story question. What if somebody has deliberately hurt my child and come to you and say, "I need to figure out how to forgive." What would you offer me?

9. You are in your first parish. Someone in the congregation is a truly a real "pain in the ass." Let's apply theology to this situation. Let's say this person is disruptive and thoughtless and takes all the time of the community. What would you do in this situation in light of your beliefs about good and bad?

10. You have just preached a sermon about feeling alienated from God. An angry man says "I'm sick of all this talk about God. All you young seminarians from the school who come out here to preach keep talking about God and I am sick of it. God for most people is nothing more than the big bully in the sky. Your definition of God is too idiosyncratic. Can't you say what you need to say without using that particular word?" What would you say if someone said that to you?

11. Let's assume you have your first settlement. You are serving a relatively small congregation. It's a married population and there are lots of children.

Between jobs and children, there isn't much time or desire for outreach. These people are not interested in social action. What are the first half dozen sermons you might preach that might begin to address those issues?

12. Let's say I'm a mother and I come to you with my 17-year-old daughter. We are both distressed and we agree that we should probably get an abortion. Both mother and daughter are stressed, grieving. What is the difference of the mother and daughter coming to you as their psychologist than as a minister? Can you tell me what they are looking for as a minister?

13. Imagine a situation when you are out in the parish and you have a group of people that are complaining about "too much spirituality" in your sermons. They say they want something more "intellectual." How would you respond?

14. Could you lead us in a verbal meditation or prayer right now?

15. I wanted to ask you a general ministry question by putting you in a particular situation and letting you respond to it. Say you are in your first church. I come for the first time. I tell you I just moved here with my family including my mother. I tell you my mother is in the hospital. We're Unitarian Universalists from Boston, and attend King's Chapel. What would you say if I asked you what your church could offer us as a family, and what could you offer us as a minister? What if I asked you what you could offer our family as UU liberal Christians in the church? I would like to take you up on that offer. Let's visit my mother in law, what passages from scriptures might you choose to read at her bedside?

16. What thoughts go through your mind about what you might do in the following situation? You have a father in your office. He says to you: "My son in Mexico is dying...he's an alcoholic, a drug addict, etc. I want to help, but my wife says to let him live his life. How do you respond?"

17. Put yourself in the future. You are at your first church, and you are giving a version of the sermon you just gave to us. A parishioner comes up to you and says, "You haven't reached out to us where *we* are. All you ever talk about in your sermons is your husband and son. I need more than that. I'm not coming back." What might you say?

18. I was raised in the Roman tradition also. Have you ever celebrated communion with a patient? How did that feel? Can you give me an example of an experience in worship when you have “celebrated communion” but without bread and wine? What did it mean to you?
19. In one reference from your internship church, a woman said she was a “recovering Catholic”. What do you think of that phrase? Do you think it’s ever good to use such language, even for pastoral reasons?
20. Your church is a church with a \$200,000 pledge-based operating budget, and you are going to be \$40, 000 short. What would a lay leader do in this situation? And how would you respond in a ministerial role? Lets do a role play. I’m a member of the board. You’re the minister. Let’s talk budget issues.
21. You are in your future first parish. You just have given a strong sermon about anti-racism. Your largest donor makes a comment: “You should have talked to me before you gave this sermon; we don’t have this problem here. You and I need to talk.” What sorts of things would you say to this person?
22. Imagine that you are in your first parish. Unhappily the board chair is in his second year and you learn that he’s decided that you should only come to the first half of the board meeting and not the second. What would you do? How would you feel? You’d want to talk to the whole board, but how would you reason about pros and cons of you going to the board meeting? Do you have any authority to be at this board meeting? What is your relationship with the board?
23. You come back from winter vacation to extension church and you find out that your RE committee has told a gay couple teaching *Our Whole Lives* to step down due to pressure from powerful family in the church. What would you do?
24. Someone who used to be on this committee said that “a religious organization that has no creed has to be very aware of its history.” Can you comment on that statement? You decide you are going to do an adult education class on designed for your mid-size church? What do you want them to learn?

25. I am going to give you a hypothetical situation. You are settled into thriving church. The idea of an extension onto the building come up, so that there is sufficient room. The congregation votes to do a Capital Campaign to make the idea a reality. There is a powerful guy on this CC committee who makes presentations every Sunday. In the second one he says they are way over-subscribed. He says he fudged the estimate. What would you say to him? What would you do?

26. Was there anything that you hoped you'd be asked that you would like to have the opportunity to be asked and respond to?

27. I'm a parent in your RE dept...I'm a pissed parent...I say that I don't like what the teacher is saying to my child. What would you say? I'll play the parent.

28. You were articulating that congregation members usually get what they want. I'm a member and I want a co-minister. Are you going to help me get what I want? What would be your red flags/boundaries? What would you do if you thought I was having a relationship with your new co-minister? If you continued to have concerns about your co-minister, what resources would you turn to?

Questions Suggested by Information in Packet or Sermon or Presence

1. I noticed in your papers that you read Scotty McLennan's book. Where would you place yourself among Scotty's stages of religion?

2. Name two or three pieces of music that gets you in touch with your inner-life or your deepest feelings?

3. As you take the step from student to parish minister, what are your plans for self-care?

4. While you're serving your first church and being the sexton too, as you amusingly told us, how are you going to take care of yourself? What individuals and groups in UU history will inform your spiritual life? Do you know anything about a collegial group called the Humiliati? Forty years

later, what do you know about the congregation of Abraxas? In both of those groups, the people who were in them were there to sustain their personal spiritual lives. How have you imagined sustaining your own spiritual life in the difficult work of ministry?

5. I noted in your packet that you had moved theologically from earth-based theologies to a Unitarian Universalist Christian theology. Could you talk about that? You mentioned sacramental events. Has your Chaplaincy work asked you to perform these events?

6. What are your professional goals?

7. In your packet you spoke eloquently about your calling. In your view, who or what is doing the calling?

8. In what way does the ministry make you a better mom? Would any other work do the same thing for you?

9. You had a significant learning experience in CPE where you had to confront difficulties with death. How can you explain to us why this was an issue, and how can you explain to us in terms of your style of pastoral care now?

10. You mentioned your involvement in various social action groups in your life. Some critics think that social action groups like Habitat for Humanity or local church-run soup lines ignore institutional racism. Do you feel as though you are addressing issues of institutional racism?

11. Tell us about your unusual internship.

12. Could you tell us three experiences in your life that were painful and what you have learned from that pain?

13. What areas of needed growth have you identified through your Career Assessment? How about your CPE and internship experiences? And your own reflection as you have prepared for this interview? How are you addressing them?

14. Do you have a sense when you are preaching how people are responding or reacting to you?

15. How do you integrate your own personal life experiences with pastoral care for others? How do you do that with other parts of your ministry?
16. You did a practice interview with the RSCC. Could you say a little bit about how you felt about it, and say what you did on a personal level to respond to that? How did you work on some of the personal issues that they expressed? In your packet there are very few letters of recommendation from ministers. Can you say why you chose not to ask any?
17. You adapted a children's curriculum for adults and vice versa. Tell us about Paganism 101. Tell us the age range, your objective and your curriculum. How did you feel about the outcome? Do you feel that they learned what you expected them to? Let's go back to your own high school days in RE. How would you compare your experience in the pulpit on Youth Sunday and your experience in the pulpit now?
18. Did you see your sermon as relevant in any way to Unitarian Universalist Christians?
19. When you say you are collaborative, which are you more like, the women in Women's Ways of Knowing, or the priest in I Heard the Owl Call My Name in terms of your ministry?
20. What did you learn about ministry at the South Regional RSCC? What did you learn about yourself?
21. Would you share an experience of a congregation disappointing you and how you would deal with that now. How does disappointment affect you?
22. You talked about theological existentialism, and yet you talk about the existence of a "pure consciousness." Does this mean you are beginning to feel comfortable about using God-language again? If not, explain what you mean by "pure consciousness."
23. I'm not clear what your community ministry will be. What will your relationship with the local church minister and parish be? Could you tell us a little bit about that? How will you make a living?

24. I am interested in your experience of how people relate to you. How do you deal with people's ageism toward you?

25. Part of what I heard you say is that faith is built on trust/trusting relationships. If relationships fail, on what do you base your faith?

26. Have you ever gotten angry in the church? Can you tell us something about what that was like? Did you feel like you had an honest chance to express your anger?

27. I grew up in Episcopalian church school and I remember a lot of Bible stories. What would you point to about your UU church school experience? What would other kids say when they looked back, if you can remember any of their comments? Do you have an opinion about the current issues that are going on with the UUA and the Canadian Unitarian Council?

28. You wrote about leaving a particular Buddhist organization, which you found to be paternalistic and hierarchical. Tell us about the experience of this transition (to UUism) and explain how UUism is not paternalistic and hierarchical in terms of polity. Are there any downfalls of congregational polity? Would you stop being a Unitarian Universalist minister if you witnessed paternalism among us?

29. Could you speak a little bit about what differences you perceive in your church role as you make your transition from lay person to minister? What about in terms of your own role and your own authority as minister?

30. Can a minister have friends in the congregation?

31. We are going to ask you to predict the future here. You're in your first ministry. Since you are human, and all humans make mistakes, you make two mistakes in your ministry. What mistakes might you make based on what your evaluations have said about you?

32. You have a lovely smile. You have history of depression. Smiling is sometimes a way of coping with depression. Is that something that could become an issue for you?

33. Do you have a spiritual practice that you follow?

34. In terms of your Roman Catholic background. What does your Catholic background contribute to your Unitarian Universalist ministry? So you see it as an enrichment for you, a source of your sense of artistry around ritual? Would you consider taking a church that didn't like much ritual at all in their services?

35. The DRE wrote in your packet that you were very supportive during a difficult time she was going through. Could you tell us more about what you did to support her during this time? Are you aware of UUMA guidelines around collegial issues and boundaries among other staff members in a multi-staff church? Is there anything you would have done differently around this issue? Is there anything about congregational dynamics that you would have done differently?

36. How do you imagine your family life will be changed by your first ministry?

37. What is one of your weaknesses?

38. How have you managed the great number of changes in your life in the past few years?

Anti-Racism, Cultural, Sexuality and Ethical Exploration

1. Could you give me a short summary of the Journey Toward Wholeness' approach to institutional racism? Are you aware of Thandeka's critique of the JTW? Could you give us a short summary of that? Could you tell me your own critique of anti-racism? If I was a congregational member talking to you and I said, "What do you mean, institutional racism?" Can you give me a definition and an example?

2. Unitarians have had a history of working with race issues. How did Unitarians view race work in the 1800s as opposed to the 1960s. How did their concept of race relations change in those many, many years? How is it different now as we look at our anti-racism agenda? Do you think we have a

similar understanding of race and racism as we had in the 1960s, or have we had a major shift?

3. There is an anti-racism initiative of the UUA that you know about. Here is a situation. You're in your first church. You have raised the question about getting into the Journey Toward Wholeness and a member of the church says, "This will cause divisiveness. It's not relevant, we don't have any people of color." What would you say?

4. Let's say you are in your first settlement. You feel very strongly about Journey Toward Wholeness. You give an impassioned sermon about this program, and your congregation tells you that they don't want to have a JTW program. What would you do then? In your fact-finding, you find out that there is only a small but vocal contingent that is highly opposed, what would you do? Would you stop preaching about it?

5. How do you imagine your ministry and leadership help the congregation you serve work toward a more diverse and inclusive church community?

6. You mentioned that you have done some anti-oppression and anti-racism work in Black theology. Compare and contrast, if you will, the theologies of James Cone and Delores Williams. Cornell West and Emily Tows? William Jones and Thandeka?

7. Respond briefly to three situations. Let's say you are a minister in a parish. You see a couple who are passionately kissing in the parking lot, and they are each married to someone else. What would you do? There's a fellow in your congregation who is attracted to you and tells you that. What would you say? You go to a district minister's retreat and you "catch" two of your colleagues holding hands, colleagues who are also married to other people. Do you have any responsibilities to say anything?

8. Say you are in a congregation and someone comes to you and says "My daughter is bisexual." She is concerned about what it means. What would you tell her? If she had fearful and very emotional concerns about her daughter having multiple partnerships, what would you say?

9. You are in a congregation and you bring up the topic of anti-racism. The president says you don't need anti-racism, you have already done the welcoming congregation stuff, and "you are, after all, a gay minister." What

would you say? What is your understanding of the UUA's anti-racist agenda?

10. Can you name two of the major proclamations of the Journey Toward Wholeness which inform your ministry? What would be the short-hand phrase used to describe what racism is? You read Thandeka's book. What is her critique on the Journey Toward Wholeness? What would be the JTW critique of Thandeka? Is the charge that white Unitarians are turning to black Unitarians for their racial salvation saying anything that makes sense to you on some level?

11. Do you know what the key phrases for defining racism in the JTW? Go to what the critics have said, critics such as Thandeka. Have you participated in JTW workshops? Have you read any pamphlets? Let me turn this into a practical question. You want your congregation to participate in JTW. The congregation says "There isn't a problem here. Why should we do this?" What's your strategy to gain congregational support keeping congregational polity in mind? What resources or allies would you turn to in your congregation? What resources would you turn to outside the congregation? Could you name some people that could offer you resources?

12. The UUA has a program entitled the JTW. What is their definition of racism? Have you had any exposure to this program? Have you done any community work or service work in the area of anti-racism? You did a student ministry, did you discern issues of racism in that community while you were there? Did you find that there were other people of color in those communities? Now that you have some awareness of this and you would like to introduce a anti-racism curriculum in the church, you come across some dissonance around the issue in a congregation, how would you deal with this?

Religious Education Questions

1. If you were speaking to preschoolers around Easter, what might you say? What would be your key UU learning tool around that? What would you teach them? What about middle school? In terms of your understanding of human development, what would be the differences as to what you would say to them at Easter? Do you have a curriculum for grades 3 and 4 that you are familiar with? What did you think was particularly effective about

that curriculum in terms of that age group, and what was the key UU concept that you took from that?

2. Let's think about a church. I come to you concerned about a young teenage son who is complaining about having to go to church. Why should UUism matter to him? What can we do for these teenagers who say that they are UUs, but don't know what the whole UUism thing is about? Are there any curricula or other programs about dealing with the concerns of these young teenagers?

3. You write in your statements that you researched a paper on religious education. In the course of this you wrote about several RE curricula. Tell us about the strengths and weaknesses of the curricula you wrote about. You comment that you have come to learn to be comfortable with prayer. What would you like UU children to experience around prayer?

4. You stated in the beginning that you looked at RE as creating a space for transforming relationships. How would that fit into a curriculum for the early age groups? What about from 6-8? How would you design a curriculum for that age group to create a space for transforming relationships? How would you assess the current curricula for RE for children? What are some of the other curricula available to you?

5. Without regard to any historical content, name three contributors to UU Religious Education philosophy. Your competency statement says that you taught adult religious education. Have you taught children's RE? Can you name and briefly discuss a curriculum for grade 5 and below? 6-12? Adults? My son in doing his elementary years in school was critical of his RE curricula because it did not equip him to discuss religion with his peers. What would you do about that?

6. I have a Religious Education question for you. In our movement, we have a lot of youth dropping out of the movement when they graduate from high school. What would you do to prevent this? What are some of the needs that you have heard in the Coming of Age program in the church? If a mother came to you and said that her son is graduating, and that she wants to know what some things that she and I could do to help him connect with Unitarian Universalism in college? What would you say? Is there anything going on at our colleges and universities about Unitarian Universalism?

7. One of the strains included in the path to ministry is Religious Education. Talk about your view of the various kinds of education we offer our children and how that relates to the building of community.

8. One of the things I am hearing in my congregations is “What is all of this OWL stuff?” Why are we spending all of this time, energy and money on this Our Whole Lives and all this sexuality stuff? Why is sexuality part of Unitarian Universalist Religious Education?

9. What do you see as *the purpose* of RE in Unitarian Universalism for our children and youth? Preschool. Talk to me about curriculum that could convey and how it speaks to our purpose? How about a 4th through 6th grade curriculum that does that? How does that curriculum point to your original statement about UU purposes? Lastly, name a junior high curriculum that could point to that purpose.

10. Can you think of a specific RE program for any age and tell us what is religious about it? Now take a children’s RE program. Could the Mennonites use the same curriculum for the same purpose?

11. I see that you are going to take the Our Whole Lives training. Which one will it be? Do you know which age groups are included in OWL? Any other ages? What is religious about sex education? Why would we start with 5-year-olds?

12. I have a question about Religious Education. You’re in a small church. They have never had RE program before. They have asked you to come and talk about curriculum. What is one thing that you would tell them to talk about to preschool, primary, young adults? What is one UU concept appropriate for each age group? Let’s say you are asked to do a worship service for teens. What do you want teens to know about Unitarian Universalism?

13. When you were at X- State, was there a parish minister in the congregation there? One of the critiques of our religious education programs is that we co-opt other religions and use them in a way that is not ethical. Your thoughts? In your job as DRE, when you were constructing a worship service for early elementary children, what elements would you keep in mind developmentally? Can you tell me two differences between

putting together worship for that age of child and putting together adult worship services?

14. It's ten years from now and you meet a young man in your church who is 16 now, ten years ago he was six. What would you hope that he would remember as a 6-year-old from your religious education department? How about a 12-year-old. What did they learn at 12? What did they learn at 18? One other question: If my child has been involved in an incredible tragedy and I come to you as my minister, what am I seeking from you? How are you different from my best friend?

15. How would you speak to Unitarian Universalist 10-year-old children about Jesus? What would you say? Who's Jesus? Why does everyone talk about him all the time? Explain the concept of resurrection to a child. You marked on your reading list that you read Sophia Fahs. How has she affected our Religious Education philosophies?

16. These are some Religious Education names or terms. Tell us the significance of Sophia Lyon Fahs. LREDA. The Reach Packet. AYS. What can you tell us about the history of AYS? LRY. YRUU?

17. Tell me a curriculum you are familiar with for 1st through 4th graders. How about the kids that are not yet in middle school and are approaching that age range? What do you see as the strength of that particular curriculum? Tell me an element that you think is important in terms of high school?

18. What would be the one thing you would want middle schoolers to know about Unitarian Universalism?

19. In what way or ways will you be a religious educator as a parish minister? What is the legacy of Sophia Fahs? How are you going to keep apprised on new materials in religious education? How would you keep track of what is going on here in Boston? Are there any areas that we haven't covered about Religious Education that you had hoped we would cover?

20. Please talk about the five components for a balanced youth group program. What are some of the unique characteristics to youth worship?

How would you bridge youth and adult worship styles? What are some of the advantages and disadvantages of using formal curricula with youth?

21. What are the characteristics of a good youth advisor? How would you go about recruiting and supporting a youth advisor? What precautions would you take to ensure youth's safety in terms of the adults who work with them? Could you talk about the issue of confidentiality as it relates to youth groups? You are the minister of a church and a parent comes to you complaining that their teenager tried marijuana at a youth conference this past year. How do you respond?

22. How do ministries with young adults differ from ministries with youth? With middle-aged people?

24. What can you do to support youth who are bridging out of youth programs? What if they're moving away to college or to work? What sorts of resources are available for UU's bridging between youth and young adulthood?

25. What could you do to make your congregation friendly and attractive to UU's on the nearby college campuses? How could you support a UU campus group?

Religious History Questions

1. What is an aspect of historic Transylvanian Unitarianism that is still important for us today?

2. John Murray...tell me about him. Your concept of universal salvation differs from his. How? Would you trace your line of thinking to Emerson?

3. Quick identifications. Henry Ware. Hosea Ballou. Can you say anything of the difference in their theological viewpoints? Tell me something about the Iowa Sisterhood. Who was James Freeman Clarke?

4. Describe three controversies that contributed to the Protestant Reformation that in turn effected Unitarianism and Universalism. Could you

take the issue of the divinity of Jesus and how that plays out in our own history? If I called you a Socinian, what would I mean?

5. Could you share a fact or two about the Reformation? What was happening? How did Unitarianism tie into that?

6. I will give you some geographical places. Can you tell me what happened there? Alexandria, Egypt. Rakow, Poland. Transylvania. London. Boston. Chicago. San Francisco. Names or ideas or events would be fine.

7. Quick response. Who was Faustus Socinus? What impressed Thomas Jefferson about Joseph Priestley? In religious circles what would be something that Joseph Priestley did to impress Thomas Jefferson? Do you know who Henry Whitney Bellows was? Who was Elizabeth Cady Stanton? What important event happened in Seneca Falls? What was Clarence Skinner known for? Sophia Fahs? What was her goal educationally? Who was A. Powell Davies? Do you associate him with a particular congregation? And what was the impact of All Souls in Washington, DC? Could you name one national issue that was important for Davies in his time and because of where he lived?

8. I'm going to give you some centuries in our linear UU history. I'm going to list centuries, you talk about important people who lived in these centuries. 4th century, 15th century, 17th century, 20th century, 21st century: Where do you personally think we're going as a movement?

9. UU history. Let's look at the development of Unitarianism and Universalism in Europe. I'm going to give you three areas: Transylvania, Great Britain and Poland. Name a date, a name, and a development. One last question. Do you see any connection with recent events at the Unitarian Church in Prague and our Church in Dedham, Massachusetts? Are you aware of any parallels?

10. Can you tell me what became of the Ministry at Large (Joseph Tuckerman)? Who are these people? Joseph Jordan? Jenkin Lloyd Jones? James Reeb?

11. I will name a few people's names, and you offer me a few words about each, as you wish. One of the three Ballous. Margaret Fuller. Henry

Whitney Bellows. Samuel Atkins Eliot. James Luther Adams. Clarence Skinner

12. What is a UU Christian and how does that tie into UU history? Talk about Jesus and Christianity in UU history. What do you see as the main pillars of UUism in terms of its historical context?

13. Would you contrast the beginnings of Unitarianism and Universalism in North America?

14. Here are some history questions. Can you tell me about Faustus Socinus' contributions to Unitarianism? In what way did he influence us theologically? Does the name Mary Wolstonecraft mean anything to you? What about Joseph Priestly? In terms of the church, what would be an important concept that he was promoting? Does Henry Ware have some significance to us yet? Margaret Fuller? James Freeman Clarke? What was the transitional development in the church he served? He was the first to include lay people in worship? What does the phrase "Unitarians Face a New Age"? refer to? Who was A. Powell Davies? Do you know what church he served? Quick associations: Ethelred Brown, Clarence Jordan, Mel Hoover.

15. Assume that I am 14. Tell me about our UU history for a few minutes.

16. What does John Dietrich have to do with our history? Was he a minister? What major change in our congregations began to happen after 1950? What happened to us in 1961?

17. Our ancestry can be traced back to Europe. Tell me about the Socinians in Poland. Their practice, their theology, their social gospel, etc. Where would you go to find out?

18. In your bimonthly bulletin, you want to write a blurb about an historical figure or event. You want something brief. So please give me one sentence on: Frances David. Joseph Priestly. Hosea Ballou Olympia Brown? Henry Whitney Bellows Aurelia Reinhart The Humanist Manifesto Black Empowerment? The Merger of the Unitarians and Universalists?

19. Name three significant people out of our Canadian Unitarian Universalist movement. Where would you go to find that information?

20. I'm going to give Unitarian names and Universalist names, you tell me a little bit about them. Universalists: Olympia Brown, Ken Patton, P.T. Barnum, Unitarians: James Reeb, John Dietrich, Maria Mitchell.

21. What is your understanding of your connection historically with Unitarianism in Central Europe in the 16th century and Unitarianism in North America in the twentieth century? Do you know who Giorgio Biandrata was?

22. Since you know a lot about your own Italian heritage, what can you tell me about the Italian sources of Unitarianism in Europe?

23. Here is a Unitarian Universalist history "quick fly by." Give me a sentence about: The Cambridge Platform. The Dedham case. A. Powell Davies. The Winchester Confession. Pickett and Eliot House. Who are they and what's their significance? James Freeman Clark. Thomas Starr King. What is he most famous for? Mary Livermore? Lewis McGee?

24. We are sitting in a room with a lot of art and artifacts. Tell us about Sophia Fahs. Does Henry Bellows ring a bell.? Susan B. Anthony? James Freeman Clarke? Louis McGee? O. Eugene Pickett? Thomas Starr King?

25. I'd like to ask you to put your church history hat on. Name a Unitarian Universalist from the twentieth century of significance and tell us why. What about the 19th Century? Name one Unitarian and one Universalist. What about the 18th Century? What was Joseph Priestly's theological position? Can you name a Unitarian from the 17th Century (Europe)?

26. What is the significance of King's Chapel in our history? About what period did this happen? I'm going to give you the names of some authors. Name a title of the book or tell me what the book is about/significance. Mark Morrison Reed, Sophia Fahs, Jack Mendelssohn, James Luther Adams. Are you familiar with the (Lenten) Meditation Manuals? What was their significance?

27. What would you say are the three most significance events in Unitarian and Universalist history for you? Since merger or consolidation in 1961? Tell me what you know about the origins of the flaming chalice? Here are some names. Tell me who they are. Jared Sparks. Frederick May Eliot. Margaret Fuller. “For extra credit” ☺ Who was the first woman ordained by Unitarians? What is the most important significance of the Cambridge Platform?

28. Let’s say you are constructing a sermon series of six sermons after finding out that your church members want to hear more about UU history. Can you choose 6 people you would speak about and say something about each? Vary in genders.

29. Why is Unitarian Universalism a religious movement? What makes it an *organized* religious movement?

30. Can you tell me what you know about Humanism as a movement? Do you know about the Humanist Manifesto?

31. What do you see as one of the most important challenges and opportunities facing Unitarian Universalists at this point in their history?

32. I’d like some quick answers, please. Name three persons important to the development of Transylvanian Unitarianism and tell me why they are important. What things can you tell me about English Unitarian history?

33. Name 3 significant people or events in UU history prior to 1700 and whether or not they have influenced US history. Talk about two events in Unitarian history and Universalist history in the United States and how they were different. Tell me more about Hosea Ballou, now that you’ve mentioned him.

34. Many UUs have the sense the UUism is new. What are some figures from earlier UU history would you call up? (names Origen) Why would you take your people all the way back to Origen of Alexandria?

35. You said that our religious roots stretch back to Moses. Trace back the roots to the beginning of Unitarianism and Universalism as far back as you can theologically. ☺ Concisely, please.

36. Church history. You are going to offer a six week course on Unitarian Universalist women. You will meet with the class once a week and you will focus on significant women in our church history. Outline the course for me.

Theological Questions

1. You speak of your ministry being a ministry of “grace.” What does that mean? Could you contrast the theologies of Wieman and Adams? Would that be a critique of Wieman’s point of view? Do you relate more closely with Wieman or Adams?
2. Explain your “theology of relationships” and how it shapes your ministry. Here are five different theological words used in several Western traditions. Talk about each word with me in brief fashion. God. Covenant. Angels. Sin. Prayer.
3. Where do you find yourself theologically today? Who are some of the process theologians that you find illuminating? As you understand your theology, how does suffering work with that? How do you speak to people’s suffering? Does that come from your background in psychology or from your religion/theology?
4. Theology. You have been speaking about your growth and development over time. What would you say is the source of your strength? Theologically, what is your doctrine of grace?
5. Tell us in a sentence or two what Elizabeth Cady Stanton’s contribution to theology was. Rosemary Radforth Ruether’s? Mary Daly’s?
6. I noticed that you have read Womanist theologians. What has informed your life from Womanism? Could you contrast Feminist and Womanist theology?
7. If I was in your congregation and wanted to read further about sin... What theologians would you suggest?

8. Give me three theological words describing what grounds you in your work.
9. What criteria do you use to distinguish between good and evil?
10. What is your theory of the theological ground for the UUA's anti-racism work? For you personally, how does this fit into your theology?
11. How about your personal theology? If one of your parishioners at your auction wanted you to preach on sin, what would you say about it?
12. What are the 5 traditional foci of systematic theology? Pick one. What is your theology of God? (candidate describes a pantheistic theology.) Is there anything which is not God then?
13. What do you think salvation is in your own theology? What would be the Neo-Pagan theory? Liberation theology? Black theology? Womanist theology? Feminist theology? Existential theology? Process theology? Humanist theology?
14. What does prayer mean to you? In your packet, I was impressed with the level of clarity about your theological reflections. Where can God be found outside of your prayer life?
15. Along the same line...contrast the theology of James Luther Adams with Humanism as defined by Mason Olds? Do you see any other differences or similarities?
16. I am going to ask you to some theological reflection. Here are three words often associated with each other: Faith, grace and will. Reflect on those words as a Protestant might, and then as you yourself would reflect on those words. What is your definition of Faith? (candidate talks about faith as an expression of our spirituality.) Is the "spirituality" that you say we can't explain or name "out there" or is it somewhere else?
17. You describe yourself as both a religious Humanist and a Process Theist. What is a Religious Humanist and a Process Theist? How might God be defined by the following theologians: Rosemary Radford Ruther? James Cone? Karl Barth? Gustavo Gutierrez? What is Feminist theology?

Liberation theology? Black theology? Tell us about other theologies you have studied beside process theology. Is there a gay or lesbian liberation theologian you know of?

18. Can you describe some scholars and contrast them as to their opinions on the Book of Job. The Book of Job is pretty controversial for some religious liberals. What is the importance of it for some UUs? What about from a relationship perspective? How would you help a particular person in your church who is going through an anger as great as Job's, using the ideas you expressed about your relationship theology,

19. I grew up Catholic and used the word grace. Local Lutherans used the word grace too but in an entirely different way. Do you know what the difference was between them? How do you use the word grace? Is grace a good thing or an unfair thing?

20. What are three of your favorite hymns in the Singing the Living Tradition and what do they have in common?

21. Respond to the often heard remark that "Unitarian Universalists can believe whatever they want to." Why do you think that's true or not true? How would you define Unitarian Universalism to a stranger?

22. Let's say that I am a patient with multiple hospitalizations, chronic pain, and uncertainty about my condition. What does your theology inform you about my condition?

23. What UU theologian from the 19th Century has influenced your theology?

24. I want to get a sense of your own personal theology. You used the phrase "I'll be praying for you" in one of your CPE verbatims. What do those words mean to you in terms of your own theology?

25. What can our UU tradition offer to other world religions theologically? Do you think that there is something theological in the UU movement that would help a Muslim, Muslim, Buddhist, etc. understand their own religion better?

26. Let's talk about the God issue: There was a man in the church I used to serve who would write long philosophical essays to me every time I used the word "God" in a sermon. "It's an evil word" he would say," a blot upon western religious history, "one that has done more harm than good since people use it as an excuse for crusades, executions, wars. etc. How would you respond to ideas like that?

27. You've said that you were working on your theology. What does divinity "look" like? What does the word God mean to you? IF someone in a congregation that you're serving says I'm an agnostic or an atheist, do you think they could also feel the joy and exuberance you feel as a theist? From what you said, is God located only as an experience in the human brain?

28. What is the source of evil for you? Is evil always a choice then?

29. Why is congregational polity a theological issue for us? What is the relation of theology to polity?

30. What does H. N. Weiman mean by "creative interchange?" How would you interpret "creative interchange" for primary level children in church school? What other contemporary theologians have influenced you?

31. It appears that you have read liberation, process and feminist theology. How do you connect these theologies to your own theology?

32. Theology since Paul Tillich has changed a lot. Name concepts and names associated with the following theologies: Black theology...Process theology...Latin American Liberation theology...Holocaust theology...Might talking about such theologies be useful sometime in the pulpit?

33. Here are some UU theologians: Sharon Welch...James Luther Adams...Charles Hartshorne...Henry Nelson Wieman...Thandeka. Can you tell me something significant in the theology of each of these people.

34. Can you articulate your theology on grief, loss and death? (*candidate answers*) Does that mean that God is absent in suffering? Is God more than joy and exuberance? Is evil located within your experience with God?

35. Could you place yourself in the lineage of UU theologians: Early Christian? Reformation? Twentieth Century? In your theological thinking, what is your understanding of God? In a Unitarian Theological construct, how can God be good and compassionate?

36. You've done a lot of work in feminism. Feminism is a lens. What did each of these women contribute using their feminist lens in their particular area? Simone Weil, Elizabeth Schussler Fiorenza, Phyllis Tribbel, Elaine Pagels, Rosemary Reuther, Mary Daly, Delores Williams, Rita Nakashima Brock. When you do your thesis, what contribution will you make?

37. How do you define sin? "Missing the mark?" Does that mean sin is not doing what they wanted to do or getting what they wanted to get? What is it that you understand that brings a person to be sinful? Do you believe in evil? How do you define it? Do you believe that what you said is a common understanding among Unitarian Universalists.

38. Given your changing and evolving theology, what grounds you? Does it move without an anchor? Is it something that grounds it or keep evolving?

39. What is the importance of community in relation to your theology? In our time in culture, a lot of people talk about disruption in community, in religion. What are they talking about? Is it more important to be able to stay or to be able to move?

40. Talk about your theology of power. Are there times when you will have "power over", and appropriately so?

41. Let's talk about scripture. Imagine you are in your first settlement. You offer to give a sermon on a topic of someone's choosing at the auction, and they want you to give a sermon, one that is "pro-choice" and they want you to anchor your sermon in a biblical context. What texts might you use?