

MEMORANDUM

TO: Board of Trustees
FROM: Kay Montgomery, Executive Vice President
RE: Staff Report
DATE: September 21, 2009

As we began monitoring reports, a question arose for the leadership council about whether we should continue the typical staff group reports that have always been done for board meetings. For the moment, we've resolved that question with the following: a coordinated single report, with the staff groups reporting their work in less detail than in the past. Please let me know if this seems like the right solution.

You know of our new structure already. I am pleased to report that it is in place and going very well indeed.

Advocacy and Witness Rev. Meg A. Riley, Director

Because the Board has already approved policy guidelines **regarding international work**, the report of Rev. Eric Cherry (Director, Office of International Resources) and Kathy Sreedhar (Holdeen India Program—UUHIP) reflects work towards those ends.

Policy Guideline 1. The UUA will encourage and foster partnerships between member congregations and other U*U congregations and/or international communities and agencies that model right relations and economic fairness, work for human rights and build civil capacity.

- Faith Without Borders and associated resources help congregations build an ethic of Faithful Global Citizenship, and encourage partnerships, ie:
 - August updates posted to uua.org. (461 pageviews from August 15-September 15. Up 95% over same period 2008. FWB pageviews up 40% in general)
 - Water Communion/Ceremony liturgy (344 pageviws from August 15-September 15)
 - Bi-monthly e-newsletter subscribers grew to 850.
 - Delivered fifth edition of Sharing Global Faith e-devotional. (average approximately 450/edition).
- Visiting 5 US congregations in September with liberal religious leaders from Holland.
- Developing youth/young adult service/learning opportunities in summer '10 (Mexico, S. Africa)

- Holdeen India Program working with multiple congregations to support partners in India

Policy Guideline 2. The UUA will address issues of oppression in its international work while respecting the diversity of religious, social and cultural expression.

- Promoting UU Holdeen India program through blog/email and DVD. (pageviews on uua.org up 64% from August 15 – September 15 2008 to 2009)
- Finalizing Memo Of Understanding with UU-UNO
- The Delhi Court, in a case argued by UUHIP partner, Lawyer's Collective, repealed Section 377 of India's penal code which criminalized homosexuality in New Delhi.
- UUHIP partner Vidhayak Sansad saved threatened tribal land by undergoing a protest hunger strike.
- U.S. Secretary of State Hillary Clinton met with women workers and leaders of a third UUHIP partner, the Self Employed Women's Association (SEWA).

Policy Guideline 3. The UUA will nurture its historic and traditional relationship with Unitarian and Universalist groups worldwide committed to global understanding, diplomacy and shared programs.

- Assisting German Unitarians with arranging for professional leadership from a UU minister
- Promoting/preparing for first sabbatical minister to UU Church of the Philippines
- UU Church of the Philippines BUILD program continues (bricks and mortar project)
- Ambassador program working – new Transylvania Ambassador to be announced

Policy Guideline 4. The UUA will combine with other U*U groups to identify and nurture emerging groups.

- Preparation for Joint-Working group project on capacity building workshops in 3 African countries ongoing.
- Attended ICUU Council meeting, participating in Ministerial Training task force, among others.

Policy Guideline 5. The UUA will join with interfaith alliances to participate in the promotion of human rights worldwide, specifically with such issues as genocide, health pandemics (ex. HIV/AIDS), religious freedom, and peace.

- Participating in G20 Religious Leaders Summit – Pittsburgh. (through Religions for Peace-USA)
 - Developed Charter for Compassion resources
 - The Holdeen India program partners with interfaith organizations around the globe.
- The 2009-2010 focus points of the **UUA Advocacy and Witness Team** —which includes the Washington Office (directed by Rob Keithan) and the Congregational Office for Advocacy and Witness (directed by Susan Leslie)—include:

- Economic Justice with a focus on living wage
- Immigration reform especially humane treatment of immigrant families
- Environmental Justice (the intersection of environmentalism with racism, poverty and oppression)
- Equal rights for bisexual, gay, lesbian and transgender people
- Reproductive justice with an emphasis on comprehensive sexuality education.
- Supporting the Standing on the Side of Love campaign to stop oppression, exclusion and violence based on identity

To be effective in those arenas, the A-Team a) works in interfaith coalitions, b) resources congregations with best practices, skill-building, and timely information, and c) works closely with Communications Department staff to communicate the efforts broadly within the UUA and to the larger world.

Interfaith Coalitions: Virtually all work of the department is done through interfaith coalitions. Staff members represent the UUA based on their portfolios. Rev. Meg Riley continues to chair the board of Faith in Public Life: A Center for Justice and the Common Good.

Susan Leslie represents the UUA on the board of the Interreligious Organizing Institute and Interfaith Worker Justice.

Rob Keithan represents the UUA in legislative coalitions addressing immigration reform. Orelia Busch, UU Women's Federation/ Clara Barton Intern for Women's Issues, represents the UUA on the Religious Coalition for Reproductive Choice and in coalitions focusing on gender justice and reproductive choice.

Rowan Van Ness, Program Associate for Environmental Justice, is serving as a staff member of the UU Ministry for the Earth, based in the UUA Washington Office.

Congregational Resources: Social Justice Empowerment Training Workshops are scheduled for congregations, districts and clusters. The Congregational A & W office continues to work with state networks and justice-centered UU groups. Communications vehicles are being streamlined to be more focused, so that individuals and congregations receive information about particular issue areas or portfolios which interest them most.. Monthly newsletters go to Social Action Chairs; quarterly reports go out on Congregationally Based Community Organizing, Socially Responsible Investing. Weekly updates go out to focused advocacy efforts.

Standing on the Side of Love: Harnessing Love's Power to Stop Oppression (Adam Gerhardtstein, Director, with Jay Carmona, Online Community Organizer) is going full tilt. The website, www.StandingOntheSideofLove.org, has received 23,562 hits since it went up less than three weeks ago—16,461 absolutely unique hits. The campaign has trained over 60 congregations and 75 leaders in media work—so far there have been 36 notices in mainstream media. Over 100 UU congregations have let SSL know they are engaged in the work; 47 large outdoor banners have sold. 8,000 individuals have taken actions such as signing online petitions. The facebook page has about 6,500 fans. Now

that the infrastructure has been laid, the Campaign will experiment with a variety of methods to reach out to Unitarian Universalists and others who share our values. The first online-offline push involves organizing for glbt equality in conjunction with the national and local events scheduled for October 11.

The work of the Advocacy and Witness team could not be accomplished without strong, behind the scenes, administrative support. Thanks to Audra Friend, Lesley Murdock, Nicole McConvery, and Jennifer Wright.

Congregational Life

Rev. Harlan Limpert, Vice President of Ministries and Congregational Support

Note that future reports will include items from districts not represented here and other teams within the newly created Congregational Life Staff Group.

Board members will be interested to know that efforts to fill the open position created by Harlan Limpert taking on the new position of V. P. for Ministries and Congregational Life are being placed on hold while an alternative model is being implemented. For the next year or so, one person from each of the five regions will be selected to take on additional responsibilities of leadership within their region. These responsibilities will include creating opportunities for even more collaboration and partnership among Congregational Life staff members, exploring ways to share resources between and among districts within a region and with other members of the Congregational Life Staff Team and other UUA staff teams; sponsoring cross-district and cross-staff group webinars, conferences, and workshops, and encouraging cross-district board cooperation. This model will allow Harlan to focus more time on increasing the collaboration of the teams now under his leadership: Advocacy & Witness, Lifespan Faith Development, Identity Based Ministries, and Ministry & Professional Leadership, and Congregational Life.

St. Lawrence District

In October the St. Lawrence district will host “It Happened at Syracuse - A 50th Anniversary Conference Celebrating the Birth and Growth of Unitarian Universalism,” in the hotel where, fifty years earlier, Unitarians and Universalists adopted the Plan for Consolidation that resulted in the creation of the UUA. Speakers include Rev. David Bumbaugh, Rev. Tom Chulak, Rev. Richard Gilbert, Rev. David Parke, and Rev. Liz Strong.

Pacific Northwest District

GoldMine Youth Leadership School: In the summer of 2008, thirty youth and adults from ten districts and the Canadian Unitarian Council gathered for five days of training on how to replicate the basics of the Pacific Northwest Leadership School and transform it into their own needs and culture. In the year following the training, GoldMine Youth Leadership School spread throughout our continent with five camps as either stand-alone

events or units woven into multi-generational leadership camps. The various teams are still connected through an email list, swapping ideas and evolving the youth leadership school models.

Ohio-Meadville District

For the third year in a row, participation in district Fair Share in the OMD has risen in terms of % and actual dollars, despite the uncertain economy. Participation was 70.77% in 2006, which had been the average for several years. It then moved to 76.18% (2007), 83.85% (2008) and was 86.43% in the year ending June 2009. This coming year, the district will be working with the APF Office to link this increased participation in District Fair Share to move to increased APF participation in the district.

The OMD is strongly increasing its use of webinars, podcasts, twitter, facebook, moodle and other social media to increase programming and training for leadership in all parts of the district, from the West Virginia hills to rural Ohio, to the shores of Lake Erie.

Florida District

The FLD Board is excited to be moving on two heartfelt initiatives: the creation of a Racial Justice Council and the addition of two youth observers to the District Board.

The Racial Justice Council, working with JUUST Change Consultant, Paula Cole Jones, has launched its own monthly e-news this summer. With the Gainesville congregation, the District is sponsoring a Jubilee I weekend this November -- the first time in many years. Next March, Dr. Mark Hicks, Meadville/Lombard, will lead an in depth training program for congregational leaders on institutionalizing racial justice as part of congregational mission.

Mountain Desert District

In May the district finished a year long re-visioning of our District Youth Ministry using an Appreciative Inquiry process. The new design will roll out at the Annual Meeting in October with a new name and logo designed by youth. The primary change is increased focus and support for: summer camp opportunities; local activities among cluster congregations focusing on social action projects; district wide conferences including training in community organizing, worship, spiritual practice, leadership, etc.; trips with a mission in the United States and internationally. The district will focus youth leadership on mission and vision and adults will accept responsibility for the administrative tasks.

All of this will have a more robust communication structure using current technology more appropriately.

Pacific Southwest District

All summer and fall a traveling Family Diversity Photo Exhibit has been winding its way through our district. 'By educating people of all ages to recognize, support, and celebrate the full range of diversity, our traveling exhibits are designed to help reduce prejudice, stereotyping, and harassment of all people who are perceived to be "different" from the "norm."' More can be found at the Family Diversity website: www.familydiv.org

<<http://www.familydiv.org>

Identity-Based Ministries

Taquiena Boston, Director

Accessibility and Full Inclusion:

Accessibility Protocols for people with physical disabilities who visit the UUA are online at <http://uua.org/aboutus/visitingboston/index.shtml>. UUA accessibility protocols for various kinds of disabilities are being developed as a collaborative project of the Office of Accessibility Concerns and Equal Access, the affinity organization for Unitarian Universalists who care about accessibility.

Multicultural Ministry

Diversity of Ministry (DOMT) Initiative: The first Diversity of Ministry Initiative associate minister settlements began this fall at the First Unitarian Church of Pittsburgh, PA and Unitarian Universalist Church of Annapolis, MD. Rev. Alma Crawford will be settled at Pittsburgh and Rev. John Crestwell will join the ministerial staff at the Annapolis congregation. In addition the Diversity of Ministry initiative is engaged with two congregations in search, one for an Associate Minister and the other for a solo Senior Minister position. Three internships for to support multicultural ministries are funded by the Diversity of Ministry initiative in FY 2010.

Congregational Growth and Health

Accessibility Manual for Small Congregations: The Office of Accessibility Concerns is collaborating with the Small Church Specialist in the Northern New England District to create an accessibility manual tailored to the needs of small congregations. The manual will address unique needs related to old buildings, financial constraints, and ministering to congregations with large elderly memberships.

Beyond Categorical Thinking: Congregations in search can now access YouTube videos about Beyond Categorical Thinking. The three videos provide an introduction to the workshop; outline identity-based biases related to disability, race/ethnicity, gender/gender expression, and sexual orientation; and communicate the benefits of the workshop to the search process.

<http://www.youtube.com/watch?v=9CYSTkD4KIA> (Finding the Best Ministerial Match)

<http://www.youtube.com/watch?v=hgScV89ESVE> (Biases in Congregations)

<http://www.youtube.com/watch?v=hgScV89ESVE> (Biases in Search Committees)

Jubilee Workshops and JUUST Change Consultancy: JUUST Change is working directly with 10 districts to develop pathways to Unitarian Universalist congregations in building anti-oppressive/anti-racist and multicultural competency. In meeting congregations where they are, JUUST Change is able to restart conversations abandoned or blocked in the past and further the goals of fostering inclusive multicultural congregations.

Staff and Program Changes

Janice Marie Johnson has succeeded Rev. Sofia Betancourt as the Director of Racial and Ethnic Concerns in Identity-Based Ministries. She started in a part-time capacity on July 1, 2009 and will assume full-time responsibilities by January 1, 2010. Janice Marie Johnson brings extensive leadership from working in congregations and as a district and continental leader in the UUA. She has also served as a former president of Diverse & Revolutionary Unitarian Universalist Multicultural Ministries (DRUUMM), Co-Chair of the Journey Toward Wholeness Transformation Committee, and a member of The Council on Cross-Cultural Engagement.

Diane Martin, Program Manager for the JUUST Change Anti-Oppression Consultancy and Jubilee Workshops, joined the Identity-Based Ministries staff on July 1, 2009. She has assumed responsibilities with Rev. Keith Kron for Beyond Categorical Thinking, a program that helps congregations identify conscious and unconscious bias in the search process.

Paula Cole Jones continues as the Lead Consultant for the JUUST Change Anti-Oppression Consultancy Program working with Identity-Based Ministries.

Lifespan Faith Development

Judith Frediani, Director

New Staff Group Structure

The new **Youth and Young Adult Ministries Office (YYAMO)** in Lifespan Faith Development was inaugurated on July 1. On that date, Erik Kesting (YYAMO Director), Jeremie Giacoia (Leadership Development Associate) and Nancy DiGiovanni (Bridging and Campus Ministry Associate) began their work in this new office, joining Monica Cummings (Ministry to Youth and Young Adults of Color Associate) and Sarah Prager (YYAMO Administrator).

This staff has been organizing their work and setting goals. An office retreat is scheduled for October 22 to develop a shared vision and mission for the team. A sixth and final team member, a half-time Communications Technology Specialist, will be hired this fall.

NEW: Family Pages in *UU World*

The Resource Development Office of LFD is now responsible for four special resource pages in every issue of the. The inaugural insert appeared in the September/Fall issue. Drawing on the richness of the Tapestry of Faith curricula, this resource for families contains stories, parent reflections, activities, poems and prayers, information and more for use in the home (and in the congregation). Please check it out!

Tapestry of Faith: New Programs

Four new Tapestry of Faith curricula have been published. Explore all Tapestry of Faith programs and resources online: www.uua.org/tapestryoffaith.

Harvest the Power: Developing Lay Leadership

Offers 12, two-hour workshops to build stronger Boards, committees and lay leadership teams. Workshops may be used in sequence, singly, or in any combination for a leadership retreat, training, or orientation. Useful for both experienced and new leaders. By Rev. Dr. Matt Tittle, Gail Tittle and Gail Forsyth-Vail.

Riddle and Mystery: UU Responses to Big Questions (Grade 6: 16 sessions) by Richard S. Kimball. Engages youth in the big religious questions such as, “What happens after we die?” and “How do I know what is right and what is wrong?” Participants learn that UUs hold different theological beliefs, and live with some ambiguity, but also do have some answers, even some shared answers.

Windows and Mirrors (Grades 4-5; 16 sessions) by Gabrielle Farrell, Natalie Fenimore and Dr. Jenice View. This program helps children look both inward (mirror) and outward (window) to understand the world and their agency and responsibility in it. This program develops children’s ability to acknowledge their own experiences and perspectives and respect those of others. Examples of topics include faith heritage, public service, anti-racism, forgiveness, and prayer.

Faithful Journeys (Grades 2-3; 16 sessions) by the Rev. Alice Anacheke-Nasemann and the Rev. Lynn Ungar. This program teaches who UUs are, what we believe, and how we make decisions and act on our faith. Stories about Christopher Reeve, Sophia Lyon Fahs, Ethelred Brown and others from our faith heritage help participants develop their own capacity for faith in action.

We are seeking field testers for all of these programs. To learn about field-testing Tapestry of Faith programs, contact fieldtest@uua.org or Alicia LeBlanc at 617-948-4371.

New Collaboration: IFYC – UUA

Jessica York, Judith Frediani, Erik Kesting and Jeremie Giacoia have met with representatives of the Interfaith Youth Core (IFYC) to work on the joint IFYC – UUA youth interfaith training initiative. We are pleased to partner with IFYC – the organization founded by Beacon Press author, Eboo Patel. This exciting program is funded by a generous \$100,000 grant from the Shelter Rock congregation.

General Assembly

GA 2010 planning has begun. The YYAMO Director met with Young Adult Caucus Co-Deans, General Assembly Planning Committee reps, and the Continental UU Young Adult Network to share responsibility for networking opportunities and programming for young adults at GA. The Young Adult Caucus Co-Deans will work with UUA Staff as a team to provide these services, plan programming and advocate for youth and young adult voices at General Assembly.

Notable

YYAMO renewed the Anchor Congregation Status of our congregations in UU Church of Bloomington, IN, the UU Fellowship of Corvallis, OR, and First Unitarian Church of Providence, RI. We were thrilled to award the Donna DiSciullo award for young adult and campus ministry to Alice King of First Unitarian Universalist Church, San Diego, CA and the Youth Advisor of the Year Award to Mary Beth Manning and Carol Conchar of the Emerson Unitarian Universalist Congregation in Marietta, GA.

Groundwork Training Program

Staff met with Groundwork trainers at General Assembly and formed a convening team to make decisions about the future of this anti-racism, anti-oppression training program. This team will look at the evaluation completed in April 2009 as we clarify the mission of the program, the appropriate means to accomplish that mission, and the program's connection to the Association's larger anti-oppression work.

Campus Ministry Event – September 2009

The YYAMO is sponsoring a campus ministry event: *Being More Visible, Changing More Lives* hosted by First Unitarian Society in Madison, WI September 23 – 25. The goals are to provide networking for campus ministry students and leaders, leadership and spirituality development, and vision and strategy for sustaining and improving campus ministries.

Youth Ministry Advisory Committee

The Youth Ministry Advisory Committee (YMAC) Transition Team—tasked to work with the Administration to draft the charge and selection process for the YMAC—has begun meeting.

Grants

The YYAMO awarded a \$500 Young Adult Project Grant to the UU Legislative Ministry of California and the Pacific Southwest District for their Young Adult Water Justice Trip. During this fiscal year, the office will also fulfill promised grants to Ohio Meadville, Mass Bay, St. Lawrence, Metro New York, Joseph Priestly, and Prairie Star Districts and to the Church of the Larger Fellowship.

UUA Ministry & Professional Leadership Staff Group -- Report for the UUA Board of Trustees 10/2009

Ministry and Professional Leadership

Rev. Beth Miller

In addition to the activities reported by MPL staff, we continue increasing our support for community and military ministers. Our 2-year, ¼-time intern, Robin Tanner, finished in July. Results include priorities set for addressing identified needs with current staff resources, a new manual to help congregations with the affiliation of community ministers co-authored and published by SCM, UUMA and MPL, improved relationships between MPL and SCM, SCM and the UUMA, and community ministers and the District staff.

In military ministry we currently have 4 chaplains on active duty and 8 seminarians approved as chaplain candidates. I attended the graduation of two UU chaplain

candidates from military training at Ft. Jackson, SC in August. One UU active duty chaplains, Rebekah Montgomery (Capt., Army Natl. Guard), was named Chaplain of the Year by the Military Chaplains' Assoc. in July, a great honor with only 3% female military chaplains and so few UUs.

Dreaming Big and Living Into Covenant, our 2 excellence in ministry projects funded by Shelter Rock via POTE, continue to go very well and will likely serve as model programs.

Religious Education and Music Leadership Credentialing

The roll-out of the newly re-visioned RE Credentialing program was completed by General Assembly. It was well received by LREDA and by the religious educators encountered during General Assembly and over the summer. Eight new and returning candidates have enrolled in the program so far. In May 2009 a Music Leadership Credentialing Committee was appointed by the Rev. Bill Sinkford. Committee members are: Ken Herman (chair), San Diego CA; Rev. Paul Beedle, Stafford TX; June Dye, Nashville TN; Jan Gartner, Rochester NY; Sarah Dan Jones (UUMN representative), Decatur GA; Beth Norton, Concord MA; Barbara Woolf, Bloomfield Hills MI. Later the MLCC credentialed seven music leaders who were honored at the UUA Service of the Living Tradition. There are currently eleven candidates in this program.

Ministerial Credentialing

Since the June 2009 Board meeting, I have visited with students from Seattle University as a guest during their annual Denominational Representatives Day. The Ministerial Credentialing Office has been preparing all summer for the September 2009 Ministerial Fellowship Committee meeting.

As a consequence of the RSCC budget changes in FY 2010, I will be visiting with each RSCC when they meet annually to support them with continuing to effectively serve all aspirants. All four RSCC's (like the MFC) will meet in two panels, which is a source of anxiety for some RSCC members. The other changes necessitated by the budget seem to have been handled smoothly, other than the turnover of one RSCC administrator.

In keeping with our commitment toward greater use of web-based resources, the Internship Manual was updated in August and posted on the Internship Clearinghouse, following our new cycle of annual revision. The new internship evaluation forms which underwent a major change a year ago seem to be working well. The Internship Stipend Grants Program is supporting four new congregations serving as internship sites for 2009-10. A welcome letter has been sent out to all interns on the Internship Clearinghouse list. At present, there are 46 interns in our records, consistent with past numbers at this time of year. Typically, there are 70-75 internships in any given year, so it is expected that somewhere around 20 interns will contact the Clearinghouse within the next couple of months for review and approval of their Learning/Service Agreements.

Closing on a more personal note regarding my commitment to anti-racism, anti-oppression and multiculturalism, in active preparation for the co-writing I will doing

during my upcoming sabbatical from December 2009 to March 2010 with a friend who is a descendant of Thomas Jefferson, we are interviewing descendants of slaveholders to lift up evidence of familial patterns that we have been passed forward to the present intergenerationally.

Ministerial Development

The

Ministerial Development Office continues to work with ministers in preliminary fellowship on their fellowship requirements. There are currently 302 ministers in preliminary fellowship and 37 ministers in inactive status.

50 ministers participated in a continuing education workshop on Adaptive Leadership led by Teresa Cooley and John Gibb-Millspaugh. Dreaming Big, a study group for ministers aspiring to lead large congregation is entering its second year. This year plans are in place for continuing education webinars for new ministers.

So far this fiscal year a total of \$44,080 in continuing education grants have been made to 89 ministers.

Since May 2009 we have learned of the death of the following ministers:

James Madison Barr	March 17, 1919 – June 10, 2009	
Judith Brown Osgood	September 7, 1942 – June 4, 2009	
Jean Lois Witman Gilpartick	April 4, 1925 – June 4, 2009	
Stephen Davies Howard	November 26, 1930 – July 15, 2009	
Kenneth C. Hawkes	June 3, 1913 – July 26, 2009	
Timothy Ward Jensen	October 22, 1956 – August 9, 2009	
James Marshall Bank	November 10, 1943 – July 23, 2009	
Arnold Farrow Westwood	May 19, 1921 - August 16, 2009	<i>We will remember them...</i>

Friends and colleagues are encouraged to share their reflections on their ministries at this site: <http://uuminmemorialpage.blogspot.com/>

Transitions Office

The task

of digitizing and electronically storing the files maintained by MPL on all living UU ministers continues at a slower pace than expected. The bulk of the work will be completed this fall.

Forty ministers were called to full-time ministries new to them in the past year. Thanks to the recession, I have little doubt, this number represents a nearly 50 percent decrease from the preceding ten years' annual average.

Average compensation of newly called ministers decreased—one of six down years in the past twenty, and at 10 percent by far the largest. Again, thank the recession.

Some 92 interim ministries are in being this year, and an unknown number of consulting ministries, most of them arranged by the District staff.

Office of Worship and Music Resources

The main focus of the Worship and Music Resources Office since the last report has been the continuing expansion of the WorshipWeb.

(www.uua.org/spirituallife/worshipweb) This has been accomplished primarily in two ways. The site, itself, has expanded such that the searchable database of worship elements is now positioned as just one of several “modules” – there is a worship theory module, and the beginnings of a module devoted to technology in worship. (A major focus of the coming year will be the creation of a music module with a highly annotated searchable hymnal and a multigenerational worship module.) The WorshipWeb was expanded as well through the acquisition of the online worship resources of the Church of the Larger Fellowship. This purchase has enabled CLF to free up resources currently needed to maintain its own version of the WorshipWeb, and will add to the UUA’s WorshipWeb over one thousand juried and edited pieces, including a number of sermons and stories for all ages from the *Quest* archives. (And both of these have been identified as lacking in the WorshipWeb’s holdings.)

Church Staff Finances/UUA Health

Retirement Plan: The plan has assets of \$159 million owned by 2,760 participants. Our consultant has submitted its analysis. The participant’s survey is being analyzed. An Investment Advisor will recommend funds for inclusion in our investment platform.

Health Plan: The plan provides insurance to 1,200 employees and dependents in 300 congregations and organizations. Annual premiums total \$6.3 million. Reserves total \$2.3 million. The EBT Board will be setting 2010 rates in early October. The 2007 and 2008 Audits, delayed due to compliance tests, should be completed soon and a new auditing firm has begun work on the 2009 audit.

Group Insurance Plans: Long Term Disability (LTD) coverage is provided to 940 individuals, Life to 729 individuals, and Dental to another 540. We are seeking bids for a new third party administrator. Benefit enhancement including a COBRA wrap-around benefit for LTD and an increase in the maximum life benefit to \$200,000 are likely. In addition, we are exploring self-insuring the Dental program and offering Long Term Care insurance. **Ministerial Assistance:** Aid funds are provided ministers (working and retired), survivors, and a limited number of non-ministers totaling \$450,000 annually. During FY10, we will draw down a portion of the approximate \$1.1 million of reserve aid funds to meet pressing needs.

Compensation: An “Annual Staffing Report” to identify employees not covered by benefit plans and to ensure compliance with federal non-discrimination laws will occur this year. The current Salary Guidelines will remain effective through 2010.

Beacon Press

Helene Atwan, Director

By now, most of you have heard the news, but to make it official: Beacon Press is honored to be the exclusive trade publisher of the works of **Martin Luther King, Jr.**, including his previously unpublished and uncollected writings. Partnering with the King

Estate in a historic publishing program, **The King Legacy**, we have been granted the exclusive right to print new editions of Dr. King's titles, some of them unavailable for nearly twenty years, and to compile his writings, sermons, orations, lectures, and prayers into entirely new editions. As announced on **National Public Radio, BBC News, CBS News, USA Today**, and in the **New Yorker**, Beacon Press will bear the great responsibility and privilege of bringing Dr. King's powerful message of peace, nonviolence, and social justice to a new global audience in the decades to come.

This spring, we begin by reissuing two essential, but long out of print, books by King: ***Stride Toward Freedom***, a personal and historical account of the Montgomery Bus Boycott, as well as a primer on community activism, and ***Where Do We Go from Here***, King's blueprint for global economic activism that has been lauded by renowned scholar **Cornel West** as "his most prophetic challenge to powers that be and his most progressive program for the wretched of the earth." With new introductions by **Clayborne Carson**, founding director of the Martin Luther King, Jr., Research and Education Institute, and **Vincent Harding**, friend and colleague to King, both books will underscore King's prescient thinking and continued relevance for the twenty-first century.

We continue to acquire books in the areas of LGBTQ and disability rights and activism, and are proud to have recently published a memoir by an activist working at the intersection of these fields. ***Mean Little deaf Queer***, by **Terry Galloway**, is the memoir of a self-proclaimed "child freak" who, bedecked with boxy hearing aids and Coke-bottle glasses, uses theater to transcend her reality. Growing up deaf and gay in a red state, Galloway recounts what the ***Gay & Lesbian Review*** has praised as "a poignant life journey of unexpected challenges." The book has already received favorable reviews in many other magazines. **Salon** listed it as a summer read, and **More Magazine** named it one of the **5 Great Indie Books**. **Edge** noted that it would be impossible "not to look at blind, deaf, or otherwise impaired people we mostly sweep our eyes over each day, in a different way after reading this memoir."

The Pure Lover: A Memoir of Grief, by acclaimed writer **David Plante**, has been lauded in the **Washington Post** as "a lovely book, joyful, plangent and true." Praised by **Mark Doty, Philip Roth, Edward Albee**, and **Siri Hustvedt** for its deeply tender and wrenching intimacy, Plante's powerful memoir grieves the loss of his partner of forty years, Nikos Stangos. As one reviewer for the literary and arts journal **Chroma** noted, there are "precious few written tributes to lifelong homosexual relationships that were lived openly;" but while this alone makes ***The Pure Lover*** unique, he continues, "As a testament to love, this book is finer than any other I can recall."

The first nuanced look at the meaning of stay-at-home fatherhood, ***The Daddy Shift: How Stay-at-Home Dads, Breadwinning Moms, and Shared Parenting Are Transforming the American Family*** has received wide media coverage since publication in June. Author **Jeremy Adam Smith** has been interviewed by **ABC, NBC, U.S. News & World Report, The Takeaway** with Katherine Lanpher, **Here and Now** with Robin Young, **Businessweek.com**, and **Salon** in a lead story. The **San Francisco Chronicle** ran a feature, Hanna Rosin has written about it on **Slate**, and Courtney Martin references the

book in her **American Prospect** piece on the economic crisis. Smith, who launched his own blog **Daddy Dialectic** to discuss fatherhood with fathers across the country, has also had a visible presence in alternative forms of media from **Outright** blog to **Mother Talkers** and **urbanbaby.com**. This, combined with extraordinary attention for *Until It Hurts*, **Mark Hyman's** timely look at how we have come to overburden kids in the sports arena, has made this an exceptional spring and summer for Beacon Press in the media. Hyman has been interviewed on **Dateline/NBC** and **NPR**, and his book has appeared in the *New York Times*, *Sports Illustrated*, the *Boston Globe*, and *Wall Street Journal*.

A number of our backlist titles continue to receive accolades. **Meredith Hall's** best-selling book *Without a Map* has been selected as the number eight recommendation on **Oprah's** memoirs list for summer reading. The **Boston Globe** ran an interview with Hall to discuss the way her 1960s memoir of unplanned pregnancy and communal ostracization has resonated deeply with so many modern readers. Meanwhile, *All Souls* by **Michael Patrick MacDonald** has been selected by the **Boston Globe** as the number thirteen **100 Essential New England Books**. The Globe praises MacDonald's best-selling memoir for achieving "a haunting, lyrical grace" and for being "as good a rendering of the Irish-American experience as anything ever written."

Recently acquired, *My Jihad* by award-winning filmmaker **Parvez Sharma** argues for a more inclusive and progressive Islam, reclaiming the word "Jihad" to mean "struggling or striving in the path of God." As research for his book, Parvez has interviewed practicing Muslims in twelve countries. WHO advisor **Jorja Leap's** *Homefront* follows the lives of six LA gang members as they try to leave their neighborhoods. An anthropologist who studies the effects of violence on communities, Leap recently spent two days with journalist Todd Oppenheimer for a piece in *The New Yorker* about gangs. Also recently acquired, *From Red Suits to Black Robes* by U.S. District Court Judge **Nancy Gertner** is a memoir of her career as an "outsider" lawyer, concluding with her Senate confirmation as a self-professed "activist judge." Gertner has been recognized by the American Bar Association as a "Human Rights Hero," and in 2008 received the Thurgood Marshall Award.

We also have planned a new anthology, *Power in Words: Barack Obama's Speeches from the State House to the White House*, by distinguished historian and civil rights activist **Mary Frances Berry** and former presidential speechwriter **Josh Gottheimer**. *Overdiagnosis: Making People Sick in the Pursuit of Health* by **Dr. H. Gilbert Welch**, a nationally-recognized expert on the effects of medical testing, is our first acquisition for which we have sold foreign language rights on the basis of the book proposal alone: The Natural House has recently purchased Hebrew language rights from us just days after our own acquisition. *Overdiagnosis* examines the phenomenon of over-testing that has been taxing our overburdened health care system and, perhaps worse, making health people into patients.

Communications

John Hurley, Director

Office of Information and Public Witness

In July, we hired a new UUA information assistant/receptionist, Rachel Walden. Significant public relations accomplishments since our April report include a [major story](#) about Our Whole Lives in the July issue of *O, The Oprah Magazine*, approximately [25 unique media stories](#) about GA including syndicated stories by the AP and Religion News Service, and [recent coverage](#) of Peter Morales in the *Chicago Tribune*, *Boston Globe*, and other outlets. Our [UUA page on Facebook](#) has over 8,900 fans and Facebook is the #1 source of referral traffic to UUA.org. Our [UUA Twitter feed](#) has over 700 followers. In order to help Unitarian Universalist leaders use new media successfully, we're developing a UUA [blog about new media](#). And our office is working closely with the Standing on the Side of Love campaign to promote its online communications and public relations initiatives.

Office of Electronic Communication

We're pleased to announce the debut of the UUA's blog service, implemented to help support staff communication with constituencies. Our blog service was tested at General Assembly (see <http://ga2009.blogs.uua.org/>) and several staff groups are considering adding a blog to their communication outreach. Information on UUA blogs is on <http://www.uua.org/blogs/>; this page can also be reached from anywhere on UUA.org by going to the "I Am Interested In" dropdown menu and selecting "blogs." In September, OEC staff offered an introduction to the UUA's blog platform, an introduction to our content management system (CMS), and advanced training on CMS styles and features. We're also hosting lunchtime staff conversations on web-based marketing and CMS tips and features which will help promote engaging content for the web. Finally, we're developing some modifications to our existing home page design and changes to the Leaders' section of our website designed to increase usability and deliver the top picks for basic information into the hands of users, quickly and easily. These potential changes will be evaluated in the coming weeks.

Periodicals Office

The Periodicals Office began publishing *InterConnections* as a free monthly email newsletter for congregational leaders on September 15. Timely updates are posted to the InterConnections "Tipsheet" blog (<http://tipsheet.blogs.uua.org>). New subscribers can sign up at <http://www.uua.org/interconnections>.

UU World published the first issue of "Families Weave a Tapestry of Faith," a four-page insert prepared by the Lifespan Faith Development staff group, in the Fall issue. The "Families" section replaces *uu&me!*, which *UU World* had been purchasing from the Church of the Larger Fellowship.

UU World's business manager concluded that an ad placed on the inside front cover in the Fall issue by the Freedom from Religion Foundation should not have been accepted without significant alterations. The magazine's statement is online at <http://www.uuworld.org/advertising/fall2009freedomfromreligionfoundationad.shtml>.

Publications and UUA Bookstore

UUA Publishing News: Upcoming Titles

Singing Meditation: Together in Sound and Silence, Ruthie Rosauer and Liz Hill. Uses power of song to connect the heart and mind. For participants and facilitators. Sample songs included. 112 pages, \$12.00 (Nov. 2009)

The Whole World Kin: Darwin and the Spirit of Liberal Religion, Fred Muir, ed. Nine prominent liberal religious thinkers examine Darwin's contributions to theology, spirituality and ethics. 136 pages, \$12.00 (Nov. 2009)

A People So Bold: Theology and Ministry for Unitarian Universalists, John Gibb Millspaugh, ed. Essays on the vision, language and practice of Unitarian Universalist social justice today. 192 pages, \$16.00 (Nov. 2009)

The Growing Church: Insights from Unitarian Universalist Ministers, Thom Belote, ed. Practical and inspiring advice from ministers of growing congregations. 128 pages, \$12.00 (Jan. 2010)

Sunday and Every Day: My Little Book of Unitarian Universalism, Patricia Frevert, ed. For worship, RE and everyday use: prayers, stories, songs and more. Illustrated. Ages 5-7. 80 pages, \$5.00 (Jan. 2010)

Sales

For the 12 months ending in August 2009, sales have held steady. UUA Bookstore sales were \$1,090,412, which is essentially even with the same period one year ago. Skinner House titles, which account for nearly one-third of the bookstore's total, are up 8% this year.

Stewardship & Development

Terry Sweetser, Vice President for Stewardship and Development

SUMMARY

Unrestricted Income	As of 9/15/09	ANNUAL PROGRAM FUND
Annual Program Fund	\$956,451	
Friends of the UUA	\$157,388	
Legacy Gifts	\$366,000	
Subtotal Unrestricted Income	\$1,479,839	

Year to date as of September 14, 2009:

FY	Actual	Goal	% of Goal
2010	\$956,451	\$6,608,048	14.5%
2009	\$1,017,582	\$7,166,004	14.2%

The Annual Program Fund is getting off to a slower start this year than in past years in actual dollars, though we are even with prior years in progress towards goal.

Contributions as of September 14th total \$956,451 or 14.5% of the \$6,608,048 goal compared to \$1,017,582 or 14.2% of goal a year ago. FY2010 pledge forms were sent out earlier in June and the requested contribution per member was held to \$56. Pledges received to date are consistent with the FY10 income goal, which was lowered in response to economic effects on congregational finances and difficult budget choices being made as a result.

The APF Staff and Committee members communicate regularly with congregation leaders and collaborate with other UUA staff to provide APF information and stewardship education. The APF Committee met in September for annual fall planning, and goal-setting meeting.

FRIENDS OF THE UUA

Year to date as of September 15, 2009:

FY	Actual	Goal	% Goal	Avg. Gift	Donors	Avg. per Donor	Median Gift	Largest Gift
FY10	\$157,388*	\$1,140,968	13.8%	\$48	2,541	\$67	\$25	\$10,000
FY09	\$152,248*	\$1,650,000	9.3%	\$53	2,520	\$99	\$25	\$25,000

**excluding gifts for New Orleans Volunteer Relief Center and GNOUU*

Initial responses to Friends appeals in FY10 are consistent with achieving the \$1.14 million goal for the program. We are grateful for the continuing support of our 22,000 donors who make up the core of the Friends direct mail program. In addition, 135,000 congregants without a history of Friends giving will be solicited (consistent with previous years.) In a continued effort to reduce expenses, postage paid reply envelopes have been replaced with courtesy envelopes (postage required.)

Stewardship and Development has developed a comprehensive communications plan to coordinate fundraising communications to UUA donors and leverage the new tools available through Kintera, our new online giving and email tool. This year donors will continue to receive direct mail packages, but a portion will receive coordinated email solicitations. These solicitations will be coordinated with our continuing Giving and Generosity electronic newsletter.

Web 2.0 technology presents new challenges and opportunities for connecting with donors. While Facebook and Twitter do not have a proven track record for fundraising, they open up additional avenues for donor engagement and interaction. We continue to investigate these technologies and monitor best practices and results for integration of these channels for fundraising.

LEGACY GIFTS

Year to date as of September 17, 2009:

Legacy Gifts FY09 Summary as of 19/17	UUA		UU Entity	Total
	Unrestricted	Restricted		
Matured Gifts – YTD	\$ 366,000	\$ 5,332	\$ 45,541	\$416,873
New Gifts* - YTD	\$ 2,500	\$ -	\$ 10,000	\$12,500

** New gifts listed at face value; remainder value at maturity generally will be less*

The legacy office has received income distributions from 13 matured gifts for unrestricted purposes in the first three months of FY10 totaling \$366,000. The largest was an unexpected distribution of \$259,000 from the estate of David H. Winne. An additional distribution may result from this estate after final accounting and settlement. We also have a distribution from another estate for \$75,000 which is not included in the totals above as we work with the Treasurer to determine whether it should be considered unrestricted income.

In addition the legacy office has processed 8 gifts totaling \$45,541 for the benefit of congregations.

“NOW IS THE TIME” COMPREHENSIVE CAMPAIGN AND MAJOR GIFTS

In 2007, the Now is the Time Campaign was publicly launched, with the goal to grow Unitarian Universalism—in numbers, diversity, witness, leadership, and spirit. By June 30, 2009, we made history! Contributions of over 24,000 Unitarian Universalists totaled over \$54 million. This included over \$8 million for the direct benefit of UU congregations.

Now is the Time is the most successful fundraising campaign in UUA history. In fact, more Unitarian Universalists have connected with the Association and invested in the success of this campaign than all other UUA campaigns combined!

A final report will be distributed in December 2009.

The team continues to work on major gifts fundraising and plans to meet its goal of raising \$1.1million by June 30, 2010: \$860,000 in major gifts and \$250,000 from Association Sunday.

Information Technology Services

Mark Steinwinter, Director

Top Priorities

- Achieve and maintain legal and regulatory data security standards. Massachusetts law, credit card industry requirements, and our own ethics oblige us to do all we reasonably can to protect the privacy and security of the personal information we keep about individuals. This applies to paper as well as electronic records. A series of

projects are underway that will bring us into certifiable and official compliance with those standards and ensure that we remain so. For example, a new Massachusetts law requires that we protect personal information (a person's name in combination with a social security, credit card, or bank account number) about any citizen of the state. Furthermore, the Payment Card Industry Association (representing MasterCard, etc.) require similar protections as a condition for allowing us to accept credit cards as payment.

- Use technology to improve services to congregations and to strengthen connections between and among congregations, their members, Districts, and the UUA. A variety of projects are underway to address this goal. For example, a new online system, my.UUA.org, allows congregational administrators, District and UUA staff, and eventually individual UUs to view and maintain their basic contact information kept in the primary database at the UUA. Presently, Congregations, Districts, and the UUA each keep separate databases about members, leaders, etc. This is costly, error-prone, and hampers our ability to support and connect with one another efficiently. As another example, the deployment of Persony software to allow folks to conduct meetings, presentations, and trainings online (i.e webinars) continues. To date, over 2,900 people have attended some 340 online meetings using the system.

Initiatives - Recently Completed

- Chapel Technology Upgrade - New cabling and a new wireless access point have been installed. This will improve the wireless service for laptop users in the Chapel.
- Conversion to Flash Video - Thousands of videos in the UUA's archives have been converted to play in the ubiquitous (e.g. YouTube) Flash player. This year's GA live streaming was offered in Flash, and all new videos produced by the UUA will be available online in Flash, as well. This makes our video assets more accessible to more people on more devices (including smart phones).
- Video Production Studio - A mini-studio for producing presentation and training videos is ready for use.
- Staff Directory Photos - Photos have been added to the Staff Directory that is available on the secure intranet. Photos are not available to the general public.

Initiatives - Under Way

- Data Security Compliance - Achieve legal compliance with Massachusetts state laws for major UUA business units by 12/31/09.
- Ministerial Settlement System - Online system to make the Ministerial Settlement process more efficient, transparent, and manageable. System foundation and one feature set online by 4/30/10.
- my.UUA.org for Congregations - Allowing church administrators to view and update the information saved in the UUA's database about the members and leaders of their congregations.

- my.UUA.org for Districts - Allowing District staff to view the information saved in the UUA's database about the leaders of the congregations in their Districts.
- Online UUA Directory - Publish an online version of the UUA Directory.
- Congregational Membership Statistics - Audit and improve the processes by which membership and other congregational statistics are reported.
- Persony Evangelism and Training - Publish a variety of support materials for staff who conduct meetings, presentations, and trainings that could be done online.
- Capture Young Adult Data - Synchronize the UUA primary database with data furnished by young adults as they use the Connect UU online system.
- iPhone Application - Inspirational quotes and biographical sketches accessible on smart phones to increase our presence and voice in the world.

Initiatives - Planned

- Website Redesign - Dramatically improve effectiveness of the UUA website.
- Docstar Upgrade - Expand the use of the DocStar document management system.
- User Satisfaction Survey - Monitor the effectiveness of IT Services.

ITS Mission. We manage the technology that supports connections and information sharing among the UUA staff, congregations, stakeholders, and the general public. We provide high-availability computing infrastructure, software tools and systems, consulting services, and technical support to UUA staff located throughout the nation. We directly manage and safeguard the constituent data of the Association.

ITS Vision. We are a high-performance team of advisers, inventors, analysts, designers, tool makers, system administrators, trainers, and support specialists operating a center of technology excellence – the go-to gurus at the UUA for technology needs and solutions.

ITS Values. We work with a spirit of collaboration and goodwill, value empowerment through sharing of knowledge, and treat one another and those we serve with respect in accordance with the UU Principles. We believe technology's value derives from being a means to achieve humanitarian ends.