



AUUA News

Association of Unitarian Universalist Administrators

March 2024



How can it be Spring already? Well ok, for many of us, Spring doesn't come until late April or May. But the signs are everywhere: crocus, daffodils, budget season, more sun . . . maybe. Well your AUUA Board has been working hard on lots of things, not the least of which is Pro Days, or as of this year, Pro Day. Mark your calendars for June 13, noon - 6 p.m. ET. It is sure to be a great day with a theme of *Advocating for Ourselves*.

Be on the lookout for lots of Professional Development opportunities, in fact just go ahead and mark your calendars for the Lunch and Learn series which happens on the 4th Wednesday of the month. In May, Karena Stroh and I will be answering your questions about changes to our [Code of Ethics](#). You will want to attend because you will be voting on this at our Annual Meeting.

I hope your Spring is full of chocolate eggs and sunny days!
~ Christina Fulton, AUUA President

Nominating Team

One important job each year is nominating members for positions on the Board and also positions on the Nominating Team. The Nominating Team has been out of service for a while, but we're bringing it back. The Nominating Team consists of 2 Board members and 2 other AUUA members. Daniel Polk and I will be representing the Board this year, and we've already been tapping the shoulders of a few members to ask them to serve. Please consider saying yes, it is a great way to get to know other AUUA members. In fact, the first thing I ever did for the AUUA was to serve on the Nominating Team.

Once our Nominating Team is in place, we will begin a search for AUUA members who are interested in some deeper commitment to the AUUA. This year, we will be looking for 3 Board members and 2 Nominating Team members. We hope that you will seriously consider this opportunity if you receive an email from us.

~ Christina



4th Wednesdays
2 pm Eastern, 1 pm Central,
Noon Mountain, 11 am Pacific

Join us for a 1-hour learning opportunity each month. No registration needed; just join us on Zoom, meeting id 848 7084 1199 and passcode 955151. You can also find the info on AUUA.org, once you are logged in.

March 27—Care and Compliance: The Benefits Tune-up with Jan Gartner & Sean Griffin

The Benefits Tune-up Workbook, a self-audit tool to ensure care and compliance for staff, has emerged as one of the best-known resources of the Office of Church Staff Finances. We'll share its origin story and evolution, briefly review the basics, and spend some time answering your questions. But most importantly, we want to hear from you. How is the Benefits Tune-up Workbook working for you, as administrators? What are the obstacles to completing it? If you aren't engaging with it, why not? Can we make it more user-friendly for you and/or other leaders? What should we be thinking about for the 2025 edition?

April 24—Trello & Rentals, led by Cheyenne Collins, Office Manager, UU Church of St. Petersburg FL

Learn how to use Trello, a project management program, to organize your rentals and keep track of things. We'll talk about different organization styles and ways to personalize your own board.

May 22—AUUA Code of Ethics

Join AUUA Board President Christina Fulton and Vice President Karena Stroh in a conversation about how best practices guided the crafting of our updated Code of Ethics, presented at the 2023 Annual Meeting. Due to concerns about section III. D (see text below) from some of our members, we did not vote to accept this update.

Section III. D states: *In the case of planned or forced resignation or significant change in role or responsibility, I will work with congregational leadership to execute a well-managed departure or change. Additionally, when leaving my position, I will covenant with my congregation's leadership to remain absent from all church activities for an agreed period of time to ensure a healthy transition.*

We hope you will join us and lean into this conversation which will center how we, as religious professionals, can support healthy transitions.

Zoom Chats on 1st Wednesdays
2 pm Eastern, 1 pm Central,
Noon Mountain, 11 am Pacific

Members of the Board host monthly check-ins for AUUA members. These are opportunities to gather with your administrative colleagues for an hour of conversation about the things that are going well and even about the things that aren't. Zoom info is the same each month: meeting id 899 2154 0776 and passcode 855344. Upcoming dates:

- April 3
- May 1
- June 5

AUUA Member Benefits Packet

Have you seen this fabulous packet about the many benefits of AUUA Membership and how to access them? If not, you can download it from the website, <https://www.auua.org/members/member-resources/>. Thanks, again, to Janni Kretlow for putting the packet together!



Membership Certificates

Beginning January 1, 2024, AUUA Members who join or renew will receive by email an AUUA Membership Certificate with their name and membership dates. You're invited to print, frame, and hang your certificate on your church office wall, helping to elevate the professionalism of your role. As a bonus, this will also give you a visual reminder of the date on which your membership expires, so you can renew ahead of time.



Professional Days 2024
~ Advocating for Ourselves ~
Thursday, June 13
Noon – 6 pm Eastern / 11 am– 5 pm Central
10 am–4 pm Mountain / 9 am – 3 pm Pacific

Professional Days 2024 will look a little different this year, and we hope it's a change that's going to help more administrators attend and help us find more balance in our work.

This year, rather than 2 full days of online trainings we are splitting the Professional Days program into two 1-day sessions. One will be held on June 13 with the theme **ADVOCATING FOR OURSELVES**. A second ProDays session will be held in October 2024 (date and theme to be announced).

In the broadest definition, self-advocacy is the ability to speak up for yourself. It's the ability to identify your needs, communicate them clearly, and help others understand how they can support you. We'll take time on this newly formatted Professional Days event to learn some self-advocacy skills, learn how to set clear boundaries and learn how to help our congregations see what a "right-sized" job looks like.

Along with self-advocacy work we'll also get to meet and hear from the Office of Church Staff Finances, have our Annual Business Meeting to approve the budget and elect Board members and have time to network together.

So, mark your calendars and plan to join us on Thursday, June 13 for ProDays 2024! [Register here](#) by April 30 to receive a special swag box filled with goodies. Registration is \$25 and scholarships are available; see the registration form for information about applying for scholarship assistance.

For more info, reach out to Carol Lewis, ProDays Team chair, at clewis@firstparishcambridge.org

Do You Need the Support of a Good Officer?



Are you experiencing communication problems with your board or your minister?

Do you need a listening ear about challenges with a congregant?

Are you experiencing difficulty with

your professional identity?

Our Good Offices Program provides support to AUUA members when they are experiencing difficulty in their congregation with relationships, role issues, boundaries, or professional identity. Good Offices is available to all AUUA members.

More information is in the [AUUA Good Offices Flyer](#). Request a phone or Zoom appointment with a Good Officer by filling out [this form](#).



YOUR AUUA BOARD

- Christina Fulton, President
- Karena Stroh, Vice-President
- Carol Lewis, Treasurer
- Laurie Lantz, Secretary
- Lewis Copulsky, Member-at-Large
- Janni Kretlow, Member-at-Large
- Daniel Polk, Member-at-Large
- Le Aúndra Salazar-Slaughter, Member-at-Large

These next pages are a shared newsletter that the UU Professional Associations put together for sharing with their members in order to increase awareness throughout UU congregations.

Is Your Whole Staff in Their Professional Organization?

We all know a strong staff is essential to the success of any congregation, and your membership in AUUA helps you be a better administrator. But, did you know there are UU professional organizations for every profession? We want to encourage you to have your staff join their UU Professional Organization, and encourage your congregation to cover the cost of membership. We feel these connections help professionals through networking, trainings, support, and resources which are necessary to grow and nurture our congregations.

UU Association of Membership Professionals (UUAMP)

The UU Association of Membership Professionals (UUAMP) is comprised of both paid staff and volunteers serving UU congregations, who have membership as one of the main components of their ministry. Membership is just \$75* a year and includes:



- Educational opportunities such as Book Discussion Groups and Webinars, Best Practice Seminars, and workshops including our Pro-Days.
- An organization which advocates for your position and visibility within the UUA as well as giving you the tools to advocate for yourself in your congregation.
- Opportunities for interacting with others doing work around belonging, through access to our members-only UUAMP Facebook Group and through our weekly Monday Membership as Ministry zoom chats. In these venues, members can network, discuss our challenges and triumphs, swap resources, and enjoy a sense of community, fellowship and support from colleagues who share your vision and goal.
- A website full of practical and immediately usable tools and resources.
- Opportunities for all members to connect through Facebook, email or phone for problem solving and support.

We also welcome UUA staff and the heads of the other UU Professional Groups to join us in supporting our mission and growing Unitarian Universalism as part of shared ministry. Learn more and sign up at uuamp.org. Please send any questions to uuampboard@gmail.com. *Scholarships are available.

Association of UU Administrators (AUUA)

The Association of UU Administrators (AUUA) is a group of over 300 professionals who work in areas of administration for Unitarian Universalism, both in congregations and other UU organizations. Membership is open to both current and retired administrators. Dues are based on a sliding scale (\$25 - \$125), and scholarships are available to those whose congregations have not provided for professional development.

Members benefit from:

- The combined knowledge and support of those working in this field through Facebook Groups, listserve, and our Breeze Directory
- Monthly online gatherings
- Professional development opportunities (including ProDays)
- Soul Matters groups with other AUUA members
- A Good Offices program
- Online Resource Library
- Organizational voting rights

Visit auua.org for more information.



Association for Unitarian Universalist Music Ministries (AUUMM)

The Association for Unitarian Universalist Music Ministries (AUUMM) supports music and worship arts professionals, leaders, and those they serve through advocacy, education, and inspiration.



Since 1985, AUUMM has been connecting Unitarian Universalist music leaders throughout the United States and Canada with the resources they need and to colleagues who bring new insights to their work. Through enthusiastic online discussions and a robust annual (summer) conference, AUUMM provides resources for musicians who wish to create transformative worship.

If you have ideas to share or are seeking answers to musical questions, AUUMM will be an invaluable resource. Some of the benefits of AUUMM membership:

- Forums for sharing information and resources among members
- A variety of communication circles for special interest groups
- Relational Advocates Program for personnel or professional problems related to work.
- The support and encouragement of a 550+ strong body of UU musicians and music supporters who work together to promote the values and invigorate the mission and ministry of music in our congregations and UU communities
- Lists and catalogs of music resources, music by UU composers, and network publications, including choral music, music for children and youth, and hymns and songs for services and gathering
- Organizational voting rights
- Access to Music Leadership Certification Program of the UUA

Regular and Associate memberships at different levels (voting) and Affiliate membership (non-voting) are available; for more information visit <https://www.auumm.org/page/Join>. For more information or to respond to questions: admin@auumm.org.

Liberal Religious Educators Association (LREDA)

The Liberal Religious Educators Association (LREDA) supports those working in UU Religious Education, and membership is open to anyone interested in UU Faith Development.

Benefits of Membership:

- Connections with colleagues through regular newsletters, meetings, events, and our private covenanted Facebook group.
- Local chapters for training, collegiality, and support.
- Good Officer support when you need confidential advice.
- Access to LREDA's Resources Portal, a collection of stories, curricula, worship services, forms, and templates to support your Faith Development program, all shared by other members.
- Financial support for training, attending conferences, and through our CARES fund help for non-professional expenses.
- The LREDA Fall Conference and Professional Day at General Assembly allow for further professional development and collegial support.

We have lots of membership categories; find out more at <https://lreda.org/Membership>. Reduced or waived dues are available for those with limited means or professional expenses. Email Juliet Donaldson, LREDA's Executive Director, at admin@lreda.org with questions.

UU Ministers Association (UUMA)



UNITARIAN
UNIVERSALIST
MINISTERS
ASSOCIATION

Why does the UUMA exist? This is our statement of purpose:
We, the Board of Trustees of the Unitarian Universalist Ministers Association, understand the purpose of the UUMA to be:

*The Unitarian Universalist Ministers Association
Calling forth courageous and transformative ministries
empowered by love
committed to collective liberation
...because we need one another.*

What does the UUMA do? This is our statement of what we offer:

The Why and How statements are the work of the UUMA Board as a whole. The Executive Team holds primary responsibility for identifying the What, with the input of the whole Board, of course. You can think about the What as our Executive Team strategic plan for advancing the Why through our programs, ministries and operations. The major headings for this plan are below:

- We Promote Lifelong Growth and Learning in Ministry
- We Support ministers in all stages and settings
- We Maintain Guidelines and offer accountability processes
- We Work to dismantle systems and structures of racism and oppression
- We Conduct our operations in alignment with our values
- We Provide spiritual, theological, and religious leadership throughout Unitarian Universalism.

Learn more at uuma.org.