

Unitarian Universalist Campus Ministry White Paper

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Introduction –

Rev Mary Ann Macklin currently Associate/Campus & Young Adult Minister in Madison Wisconsin once shared that when providing a weekly sacred place and offering spiritual reflection for students on campus you have to believe in the ministry of one – that if only one person comes that they are there for guidance, support, ministry and that we are called to do all we can for that person. We cannot let expectations of immediate and significant growth be the barometer of our success, but rather concentrate energy on creating that regular, consistent, dedicated and intentional place for campus/young adults.

From a continental perspective, young adult/campus ministry has grown beautifully and seriously since 1998. One major change is that we now have the staff and financial capacity to be “aware” of what is going on at the local level and foster a regular exchange of these activities. Another side is to recognize that the vision is clearer and our campus/young adult leadership broader, diverse and empowered. We are making local campus ministry happen daily, weekly, monthly, yearly.

We must pay attention to the groundwork laid by the hundreds of students, ministers, volunteers and activists who have made campus groups a reality. Rev Donna DiSciullo, recently retired as Director of the UUA Young Adult/Campus Ministry Office, recently has carried the most visible flame for campus ministry. Extensive relationships and planning have been fostered under her vision which give us a strong place to start from for another renewed, coordinated and strategic commitment to campus ministry.

The Problem & The Challenges

1. Young adults aren’t interested in spirituality
2. Young adults don’t pledge or give enough to congregations
3. Young adults will come back when they have kids
4. I didn’t go to church as a young adult
5. Young adults have too much to do: i.e. college, new relationships, first career
6. Young adults need to just go to the Sunday service
7. We’re segregating, young adults need to just be members of a church

The Opportunities and Potential

1. Young adults desire relevant ministry and spiritual care
2. Young adults are often the missing piece in building intergenerational UU community
3. Young adults are already taking significant leadership in UU communities, as youth advisors, directors of religious education, Sunday school teachers, seminarians, new ministers, district field staff, committee chairs and congregation board of trustees
4. Young adults are experiencing one of the most transitional and often difficult times in the course of human development, the importance of UU ministry to this age community can not be understated

STRUCTURES

Advisory Committee – Establish a 5 to 7 member group charged with shaping and holding the vision for campus ministry at the continental level and supporting the people to set the vision for the district and local levels, leading campus ministry training, creating and revising curriculum and resources, and advising the UUA Young Adult/Campus Ministry Office around campus ministry strategy and goals. Membership considerations – regional, age, ministerial, experience. Recommendation for interim advisory committee: Members recommended by LREDA, YRUU, C*UUYAN SC, UUMA and 3 additional appointments by the YA/CM Office. Meet twice a year. First meeting – Joint Training & Campus Ministry in March 2002.

Budget: \$5000 for mostly travel and meeting expenses

Campus Ministry Development & Training Meeting – Recommend we host 2 meetings to focus on establishing the advisory committee, developing training materials, training leaders, and further defining roles and responsibilities. Meet in March 2002 to start. Bring together 15-20 people, who agree to serve as workshop leader/trainers over the next 2-3 years. Selection by YA/CM Office with advice from C*UUYAN SC.

Budget: \$2500 (plus funds for Advisory Committee and Training if we mix together)

District Campus Ministry Representative – We have a young adult representative from each UUA District, and would greatly utilize a campus ministry representative. Recommend that these folks also have funding to ConCentric eventually paid for by their respective districts. Have Advisory Committee stay in touch over the year.

Budget: \$2000 for travel to ConCentric

Connection with UU IGNITE – UUIGNITE, the youth-young adult activist network is growing, expanding and providing more opportunities for UU's to meet each other at social action events. There has also be a strong commitment to creating worship and talking about spirituality in the context of doing justice work. Recommend that we establish a relationship with UUIGNITE leadership and consider joint programming. UUIGNITE provides some of the most relevant Unitarian Universalist experiences for the largest groups of campus students.

Budget: \$500 to bring UU IGNITE leader to a meeting with Advisory Committee

Regional Young Adult/Campus Ministry Leadership Training & Networking

Conferences – Recommend that we establish two conferences, one for the western and one of the eastern half of North America to bring folks together on a more regional level. Potentially move to having these encompass the regions established for regional consultants. Local churches would host the conferences similar to CDE service conferences. Will require new leadership for planning and coordination at the local and district level. Focus on skills, train and teach to utilize the curriculums and programs that are in the YA/CM inventory, networking and information sharing. Conference may serve several purposes. Plan to have them in different seasons, perhaps every 18-24 months.

Budget: \$5000

ConCentric – Recommend that every 2 years ConCentric be the site of a general campus ministry leaders networking and training day. This may add an extra day to ConCentric.

Budget: \$0 for FY'02

C*UUYAN– GA, ConCentric, Opus need to have more intentional and well-led programming for campus ministry. Particularly General Assembly where our ability to connect with generational leadership is our best opportunity each year. Recommend that we ask the GA Planning Committee to have GA Focus Day on Campus/Bridging Ministry. Have ConCentric

2002 be a gathering of Campus Ministry Leaders. Have GA 2003 incorporate significant campus ministry networking and training and repeat this every two or three years. Recommend that the Advisory Committee submit a written report to each SC meeting and ConCentric, and that a permanent liaison be established between the SC and the Advisory Committee.

Budget: \$0

UUA Young Adult/Campus Ministry Office – The continental level coordinating could consist of several annual or bi-annual events and merge training, advisory meetings, conferencing and consulting together. Recommend that the YA/CM Office retain primary responsibility for facilitating and managing the coordination responsibilities and maintaining the information, technology and campus ministry resources.

Budget: already in YA/CM Office

SERVICES

Training & Teaching – Establish a set of campus ministry workshop outlines that provide uniform education and skill building around campus ministry leadership. Workshop leaders may be trained every two years and certified by UUA YA/CM Office or Advisory Committee. Build workshops around the newly revised Campus Ministry Manual. Goal to train 10+ leaders every 2 years. Workshops would vary in length:

Budget: \$2500 for travel, printing (possibly combine with Advisory Committee expenses)

CM 101 – The “Reflection” workshop focused on new and young campus ministry programs. Primary goals to clarify the “why” of campus ministry, the “what” of participants interests in campus ministry activities, and to timeline next steps. 1.5 hours

CM 201 – The “Growth” workshop focused on young campus ministry programs and more intentionally congregational leadership. Primary goals to define roles in campus ministry organize and refine campus ministry structure, skill building around communication, outreach, retreat planning, and facilitation. 2.5 hours

CM 301 – The “Institutional” workshop focused on campus ministry programs and congregational leadership. Primary goals are to understand and plan for paid campus ministry staff or stipend coordinator, supervisory structures, roles, and fundraising. 2.0 hours.

Interfaith Campus Minister/Campus Chaplain Training – The mainline protestant congregations host a new minister training every two years. In conversations with UCC and Disciples of Christ campus ministry leaders the training would be relevant for religious liberal UU’s and may provide a foundation for a UU specific training for campus ministry professionals. Recommend further conversations with the trainers of the mainline protestant campus ministers training. Also send a delegation who will be UU campus ministry trainer/workshop leaders.

Budget: \$1500

Allies/Chaplain – Another training piece to be developed to do a 1-2 hour workshop on being a campus ministry ally. Other possible titles include chaplain (preferred), ministry team, spiritual advisor, advisor, etc. Focus on role of campus ally, working with congregations, working with campus groups, empowerment, information and record keeping.

Budget: \$2500 for travel, printing

Consulting – Hundreds of conversations happen each year between leadership at all levels about campus ministry. Priority is for us to better track this information and deepen the relationships in order to make new campus ministry and extension ministry happen. The new

“Tostada” Youth & Young Adult database is essential for this function and for access to be given to members of the Advisory Committee in addition to YA/CM Staff and C*UUYAN Steering Committee. Recommend that consulting training be provided to Advisory Committee, C*UUYAN Steering Committee and the new regional consultants for young adult/campus ministry. Focus being on making effective and efficient use of emails, phone calls and written letters, communication styles and practices, strategy for new starts, strategy for conflict management. Try to establish a growing list of 15+ people maintained and referred out by the YA/CM Office.

Budget: \$1000 for paid trainer and phone expenses

UUJEC Curriculum – UU's for a Just Economic Community have created a 6 part (2 hours each) curriculum around globalization, which is the current UUA Study Action Issue and a hot topic among UU youth and young adults. Recommend that we train 5 campus leaders to lead this curriculum and take it back to their campus.

Budget: \$3000 for travel

District Campus Ministry Structures – Need to develop a set of structures, services and resources we encourage districts to adopt. Recommend that the Advisory Committee develop several models and produce a training outline on how to teach this to district ya/cm leaders.

Budget: \$0 (included with Advisory Committee expense)

YRUU District Cons – Recommend that we create 1 or 2 workshop/discussion models for YRUU Spring or Bridging Cons that can be led by a bridger or young adult advisor about campus ministry and getting connected with C*UUYAN. Advisory Committee project.

Budget: \$0

District Bridging Ceremony – Recommend that we establish district-level bridging ceremonies in every UUA District.

Budget: \$0

Bridging Letter – Recommend that we institutionalize the annual mailing to all people 18-20 on the YRUU list (now Tostada) welcoming them to C*UUYAN and letting them know of the opportunities available to them on campus, in congregations or in their community. This has been done for the last 3 years. YRUU Liaison on SC continue to be responsible for this.

Budget: \$750 for printing and mailing

Speakers Bureau – Recommend that we establish a Campus/Young Adult Speakers Bureau and begin to compile names and contact information of individuals who would be willing to travel and do programs, events, speaking engagements for campus and young adult groups. This Speakers Bureau could be supplemented in order to make affordable and facilitate a stronger exchange of ideas.

Budget: \$1000 for travel

Resources – We need to identify and most importantly prioritize the written and online resources for campus ministry that need to be developed or updated. Recommend that this be a top priority for both the YA/CM Office and the Advisory Committee. Need to be able to have professional graphic design services to translate our resources into sharp, recognizable and consistent materials with uniform template, logos and visuals.

Budget: \$1000 mostly for graphic design fees

Research – Currently we are surveying the largest 100 UU congregations and identifying which are closest to university/college, which do we have young adult/campus ministry programs at currently, and prioritizing for potential campus ministry staff and new programs. Recommend

that we broaden this and ask CDE research staff to assist with this information gathering and analysis.

Budget: \$0

FUNDING

Incentive Grants – We currently have a serious gap between the amount of funding grants available for campus ministry staff and programs and the people at the local level willing to implement the work and apply for the funds. Currently there are 4 main funds – Billings Fund for Campus Ministry Events (up to \$2000), YA/CM Program Grants (up to \$500), Campus Coordinator Grants (flex but average \$3000+ over 3 years), Campus Ministry Staff Grants (flex but in the tens of thousands). Our biggest need are dedicated campus students who understand campus ministry and can make an 18-24 month commitment to making a campus program happen. These folks may likely become coordinators for groups, and establish a relationship with a local congregation. The footwork required to get to the level of having the congregation pay a stipend or salary for campus ministry is proving to be more difficult and challenging than the passion and vision would indicate. Over the last 5 years we have seen little growth locally despite funds available, and a lack of interest or knowledge about the grants available as outlined above. Recommend that we do a pilot test: recruit and pay 10 campus students in FY '02 to commit to starting up a campus group and/or working with a local congregation to apply for a campus ministry grant for a coordinator or staff position. Pay would be in the form of a stipend, perhaps a \$200 one-time stipend, for their consultation and organizing work. The campus students would be identified, selected and supported by YA/CM Staff and Advisory Committee. They would be invited to a training or meeting to best prepare them for their work. If this pilot test is successful, make this an annual program for the YA/CM Office.

Budget: \$4000 for stipends and travel

Congregation - Campus – Connection Grants – Recommend that the name for this grant be changed immediately. ConCamCon is very unwieldy and gives us poor visibility for perhaps our most important growth grant for staff. Need to rethink the name that is more useful and creates a buzz, perhaps something like CEO Grant (Campus Extension Outreach) or something. Need to clarify who receives and approves grant applications. There needs to be direct involvement if not facilitation by the Campus Coordinator in the YA/CM Office, perhaps something to be delegated by the YA/CM Director. This goes for granting in general, it will make more sense to have a system in place that utilizes the experience and on the ground work of the Campus Coordinator in this decision making for campus ministry related grants. Also, recommend that we change the grant requirements and be more flexible on the money being given out.

Budget: \$0

Billings Fund – Recommend that we develop a list of speakers and programs that are good Billings Fund programs, past examples, recruit and organize new ideas and people. Provide this information online and from the office for local campus groups.

Budget: \$500 for phone calls and printing

FUU Grant for Programs – We have received considerable funds from Veatch and FUU over the last decade for young adult/campus ministry. FUU has expressed a willingness to fund local campus ministry positions and programs on a one-time basis, and this is a huge positive and plus. We have built a strong relationship with FUU over the last 5 years and they are making funds for young adults a priority. Recommend we create clear informational material for local groups as to what grants are available for campus ministry work and what purposes we encourage applications for.

Budget: \$0

ADMINISTRATION

Brand Name – It would be useful to have a unique name to convey Unitarian Universalist Campus Ministry. Something uniform for local campus groups. Polity issues aside, recommend that we think of a simple name for our campus ministry and attempt to use it consistently and widely. Makes it easier for students to connect with the new programs (i.e. just look for X on campus, like “campus crusade for Christ” or “Hillel” or “STEP”), plus it gives folks a sense of unity across the continent.

Budget: \$0

Logo – Recommend that we create a UU campus ministry logo. Related to the creation of a brand name.

Budget: \$100 for development

Brochure – Recommend we create a simple three-fold brochure about campus ministry in the UUA.

Budget: \$1000 for printing and development

Campus Ministry Website – Recommend we have a simple site with many references to the services on www.uuyan.org, YA/CM database and the groupfinder.

Budget: \$500 for web development

Campus Ministry Video – Recommend that we produce a 7-10 minute video about Unitarian Universalist Campus Ministry. Video could be used as a part of training, workshops, or shown on loop in exhibition format (District Meetings, General Assembly).

Budget: \$5000 (recommend request for proposal)

Staff/Interns – It is clear that there is considerable work to be done, much of it administrative and communication oriented. Recommend that we have 2 interns working on this each summer for 8 weeks each. For future study is the idea of having a Director of Campus Ministry as outlined several years ago by the YA/CM Office and C*UUYAN SC.

Budget: \$4000 for living expense stipend at \$1000/month

TIMELINE DRAFT

October 18-21: C*UUYAN SC and YA/CM Staff meet in Denver

-review and delegate

-assign SC liaison for CM

-nominate CM Advisory member

November 1-5, 2001: UUA Large Church Conference

-prepare campus ministry workshop and meet with potential members of Advisory Committee

-work on training outlines, begin to compile information

January 2002: C*UUYAN CPC + potentially C*UUYAN Strategic Planning

-coordinate and identify planning support for training weekend and conferences

-possible pre/post meeting with several Advisory Committee members

March 2002: 3 _ day Campus Ministry Design and Train-the-Trainers Meeting (proposing Feb 21-24 at Murray Grove Center in NJ)

-review baseline data collected by YA/CM Office

-establish vision with short mission statement work

- set goals and priorities with short long range planning activity
- develop at least 2 workshop models for campus ministry teaching
- vision for growth and institutional development

June 2002: Campus Ministry Advisory meeting at GA

- continued work and follow up from tasks

July 2002: Campus Ministry Advisory meeting at ConCentric

- prepare for Campus Ministry Days at GA/ConCentric upcoming

October 2002: Campus Ministry Design and Train-the-Trainers Meeting

Review:

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