

**Campus Ministry Advisory Committee  
February 28, 2004  
Minutes**

**Rep Job Discussion-Roles of Organizational Reps**

What are the roles of liaisons/representatives from UUMA, LREDA, YRUU and C\*UUYAN?

What are people's thoughts about the current rep/at-large system?

- portfolio for at-large people might be good (examples could include rep to YACM professionals, to college students, etc)
- at-large positions could be chosen with regions in mind to have representation around the continent
- developing the relationship with the organizations is something that needs some intentional work, but structure is good
- lets take an intentional look at what Steve did forming the liaison relationship with LREDA
- having YRUU rep in Boston has been very helpful for relationship with Youth office
- two-way communication relationship...building long-term relationships with these organizations
- what organizations outside of the four represented do we need to have relationships with and how do we fit that into our portfolios (ex. DRUUMM YaYA, Women's Fed, Washington interns)
- how does CMAC do the advisory part of its role—advising the office, etc.? how do we get feedback from around the continent? idea for regional gatherings/community forums around the country...getting closer to the ground/grassroots

What would/should organizational reps do (*brainstorm*)?

what is our organization's commitment to CM?

what are their hopes/wishes/needs around CM? communicating those to YACM

what does YACM/CM movement hope/wish/need from the org? communicating that back communicator

should make contact with appropriate person/people in each org on regular basis (before each conference call, etc)

give reports back to organizations after each meeting of CMAC, pose questions relevant to org; make reports to board but make them available from members

attend annual/regular membership meetings of organization (LREDA fall meeting, UUMA professional days, Youth Council, ConCentric) and give report to meeting

perhaps try to attend some district/regional meeting (district meeting, etc) to make contact with wider UU world? work with ROCs/network with ROCs to make sure all districts are covered—have CMAC folks be part of the teams going to different district meetings each year so we can have all of them covered

participate in a Regional CM Conference every other year?

advise YACM on resources—what is needed? what needs revision?

be proactive to offer workshops at district/regional gatherings

→ create one-page document with paragraph on overall role of CMAC and bullets for specific responsibilities/functions, perhaps a covenant that new CMAC members should agree to...need to get more specific with some of these things (how do they translate into actual actions for CMAC members)

## **Anchor Congregations/Awards**

Should we pursue this in any way given the lack of funding for the award?

Might districts fund a district-level award (Kim has been talking with Richard about JPD doing something like this)?

What if we gave nice plaques to hang, without monetary awards?

Would we do the organizational piece?

Perhaps a program similar to Welcoming Congregation—requirements that a congregation needs to fulfill?

Also similar to YES award for youth empowerment (in JPD)—congregations complete checklist—can be combination of congregations we select (because we know they fulfill the checklist) and congregations that self-certify

Need to develop such a checklist—though we do have an outline of this from our discussions in Madison

Recognition: plaque, ribbons at GA (?), map/list at YA booth of anchors

Buttons—“ask me about anchor congregations” for CMAC, YAs  
(perhaps levels of certification—CM, YA, YACM)

What would we want to see?

From Madison meeting:

- congregation-based staff support for YACM of at least 1/8-time
- line item budget of at least \$1K
- “Renewable criteria”—perhaps these are our “pick 2 of 5”
- annual report to congregation board and membership for YACM
- support/volunteers to staff table at district meeting
- YACM resource library at congregation
- membership on district YACM committee
- receive and respond to general requests for information

How do we alter this to fit the new model?

-Basic criteria need something that refers to some sort of programming

-Check x number of these additional things.

can include: sending someone to ConCentric, RCMC, support for YA to GA  
optional criteria of how program is run (Soulful Sundown, etc)

## **Strategic Planning Part I with Tim Peterson**

### **Small Groups: Anchor Cong/Job Description Work**

## **Criteria for Anchor Congregation Selection (5-year certification)**

### **A. Components of a Successful Young Adult and/or Campus Ministry:**

*Congregations must address each of the three categories. Larger congregations will be expected to meet every point within them; smaller congregations may choose ones that are most appropriate for their resources and priorities. Congregations may work with the Office of Young Adult and Campus Ministry to determine the appropriate priorities for becoming an Anchor Congregation.*

#### **Institutionalized Support for Young Adult & Campus Ministry**

- Congregation-based staff support for YACM
- YACM committee in official reporting relationship to the congregation
- Annual report of YACM committee to congregation
- Significant lay leadership working on YACM
- Budgeted financial support for YACM
- Working to increase support
- Send names and addresses of graduating high school seniors to UUA YACM Office every year

#### **Regular YACM Programming**

- At least 12 meetings per year
- Balanced programming (worship, social, social justice components)
- Includes free space for YA programs at congregation and/or commitment to on-campus programming for students
- At least annual YACM-oriented Sunday service

#### **Outreach**

- Intentional outreach to focused constituency (examples include all young adults, YA parents, YAs of color, BGLT YAs, 18-25 year-olds, 25-35 year-olds, YA singles, students on a particular campus)
- Working to grow YA/campus ministries
- Work with other congregations
- Work at district/regional/continental levels
- Presence at student activities fair/orientation events on campus and/or presence of YA programs in newcomer orientation at congregation

### **B. Additional Program Features:**

*Congregations will be expected to meet some of these criteria depending on the scope of their program and available resources:*

- YA and/or campus-based small group ministry
- Commit to regular staffing of a resource table at district meeting
- YACM resource library in congregation
- Membership on district YACM committee
- Send YA delegate to district, regional or national conference
- YA greeters at worship
- YA on board
- Hosting a regional or national YACM event

- Maintaining membership of college students, including getting *UUWorld* (could be through CLF or Bridge Connections programs)
- HUUGS program for college students
- YACM listserv
- Space and link on church website for YACM
- Annual Bridging Ceremony for youth
- Intentional programs for people in 18-25, 25-30 and 30-35 age ranges
- Joint youth-young adult activities
- Receive and respond to information requests by other congregations
- Support for YAs to attend ConCentric
- Resources to help YAs age out of YA groups (after age 35)
- Help other congregations start YACM groups

→ Kim and Michael will draft an application document based on these guidelines

### **Possible Candidates**

FUS-Madison

Ann Arbor

All Souls Tulsa

All Souls NYC

Arlington VA

River Road-Bethesda MD

Unity St Paul

1<sup>st</sup> Unitarian Pgh

North Hatley Quebec

Fort Collins CO

Wellesley Hills

Portland OR cluster

Corvallis OR

Santa Barbara CA

1<sup>st</sup> San Diego

Tallahassee FL

Cambridge MA?

Princeton NJ

Charlottesville VA??

## Ethics Statements

→ Create simple ethics statement for groups, another with additional points for group leaders (based primarily in YRUU advisors ethics statement) and a third, more comprehensive, statement for CM professionals (more based in LREDA/UUMA ethics statements)

Brainstorm of difficult situations that need to be incorporated into this and other issues surrounding ethics statements:

- mental health issues
- providing pastoral care
- asking members to leave the group
- make sure there is a certain consistency between this and YRUU models
- obligations to ones colleagues (I will not speak scornfully in public, etc)...respect for others in the group both within and outside of the group
- issues of confidentiality/shared understanding of confidentiality
- encourage support (financial and otherwise) of UUA programs (YACM programs)...and YRUU and C\*UUYAN programs (?)...and UU congregations (?)...does this belong in the ethics statement for professionals (it is in the UUMA Code of Professional Practices)
- understanding the obligations in the relationships among congregations
- sexualized behavior
- will seek and maintain outside collegial contact for professional growth
- state things in the affirmative whenever possible (we will be respectful, we will honor...)
- would want people to sign these...introduce them in trainings and things, workshops at various organizations
- group ethics statement must take into account that group members will have varying levels of experience with UUism

### Scope Statement:

**Convene a weekend meeting with representatives from YA and CM group leaders, CMAC, and CMAC member organizations to draft a set of ethics guidelines for leaders of young adult and campus ministry groups. Such a statement should take into account the unique role of peer leaders in these groups. This issue has been a priority of our community since ConCentric 1999 and has since been reaffirmed by the Young Adult and Campus Ministry Professionals Convocation, the Campus Ministry Advisory Committee, and staff members (local, district and Associational) who work with groups and group leaders. We feel such a meeting will be able to bring together people with various applicable experiences to create a statement with wide buy-in. We hope that such a meeting could be convened in June 2004 using funding from C\*UUYAN's sexual behavior grant.**

→ Kim and Michael will take primary responsibility for this, Alison should make funding request from C\*UUYAN

→ Recommend to CM groups that they form covenants for behavior in their groups...we should gather examples for people.

→ YACM professionals are encouraged to refer to LREDA and UUMA ethics guidelines

## YACM Resource Update from Joseph

Joseph gave an update on things the office provides for CM.

### **Credentialing Update/Report**

Catherine and Alison gave an update on the credentialing project, and found it difficult to reach all members of this working group.

In August, we came up with an initial grid for potential levels of training/certification/credentialing.

Are there really two categories of people we are dealing with—campus leaders who need training and YACM professionals? If ultimately a credentialing system was run through the UUA staff group on Ministry and Professional Leadership, then campus leaders do not belong in that system.

Perhaps we need two scope statements—one for the YACM office to put together a training program for campus leaders, and one for the MPL staff group on credentialing.

What are the outstanding questions? What are the next steps?

CMAC can focus on creating certification program for campus leaders and congregation-based volunteers for campus ministry.

Can we do this as a caucus of sorts within LREDA, asking for LREDA's endorsement of the development of this process? This should be a credential that can either stand alone or be combined with ministerial or religious educator credentialing.

YACM office should begin working on this. Networking opportunities for certified people should be thought about.

### **Scope Statement:**

**Develop an attainable, relevant, and experiential certification program for campus ministry leaders and allies, including requirements for such a system, resources available (trainings, information/reading, outreach resources etc.) for people working towards it and the responsibilities and privileges of certification. This program would help sustain energy on campuses and in congregations, deepen the ministry offered to college students, strengthen the connection between congregations and campuses, recognize volunteer leaders who have pursued training opportunities, and help assure quality leadership for our campus ministry groups.**

→ Joseph and Michael, on behalf of the YACM office, will be point people for this project. We would like an initial program introduced at General Assembly if at all possible.

### **Job Descriptions and Covenant Update**

Catherine, Vanessa and Joseph worked on a job description and covenant for the CMAC (see addendum). The job description was for organizational representatives. A separate one will have to be done for at-large folks (task for future meeting). We made some minor changes to the document.

For future conversation, we would like to institutionalize communication with groups such as DRUUMM YaYA. Whether this is done through the current buddy system or through a different system is still a matter for discussion.

The covenant was taken from the notes from August 2003 meeting at ConCentric with minor modifications.

### **Strategic Planning Part II**

notes—one strategic initiative identified in Part 1 was to build the management team—grow the number of people who can manage the implementation of the vision (the “green” or management-level people), make link to Kim’s campus worship manual from YACM website and resource bibliography, send CM course syllabus to CMAC

We reviewed strategic planning from Feb 2002 and the visioning work done in Part 1. We then looked at how the key words from Part 1 fit with our vision for what CMAC is and does.

We came up with six categories, including:

#### **programming/resources**

worship, spiritual development, ministry, justice, balance, lifespan faith development, leadership development

#### **communication**

passion, shared, authenticity, organizing, presence, welcoming seekers

#### **cultural shift**

church connection, justice, meaning making, the great demand, money/institutional support

#### **training/leadership development**

learning, involvement, shared, ministry, welcoming seekers, organizing

#### **organizing/networking/politics**

organizing, shared, authenticity

#### **“building the green”**

passion, space, learning, involvement, shared, meaning making, presence, the great demand, shared vision, money/institutional development, church connection, leadership development, organizing, authenticity

We then reviewed the list of CMAC/CM accomplishments and put them in the six categories.

We then took some time to brainstorm ideas for strategic initiatives. We put them up on the board under the six categories.

**“building the green”**

teaching conference in Tulsa  
annual conference call for CM in each region with ROCs  
focused development of district YACM cmtes (2)  
communication bt ROCs and district cmtes  
district YACM organizers in each district  
YACM staff in each districts  
Mind the Gap district campaigns  
sharing stories to inspire people

**communication**

more media ie. radio ads, TV, movies, multi media  
full-page UUWorld ad and survey  
new fundraising campaign  
Simpsons CM posters  
effective publicity for resources  
plug into professional days

**organizing/networking/politics**

research on numbers and demographics  
getting CMs to use UUCM  
CM cluster meetings  
YA GLBT group  
more participation in business plenary at GA  
fundraising letter patterned after campaigns from other organizations  
YRUU soliciting at spring Cons  
YARP convocation

**cultural shift**

focused campaign to ministers/DREs advocating for YACM importance/relevance  
intergenerational congregational facilitation services  
CM workshop at UUMA chapter meetings

**training**

more presence on campus in activity fairs  
facilitation training workshop  
1.5-day workshop for YA organizing  
regional Opera  
CM chaplain training  
advanced CM training  
CM training as conference add-on for district meetings, GA etc

**programming/resources**

interactive CD-ROM

readily available CD and manuals at GA

CD-ROM resource clearing house

multimedia clips for worship

more Small Group Min. curricula

bridging out resources

YA parents programming

YA-friendly Sunday Service resources

worship/spiritual development conference

meditation manual for future info packs

Washington Office for Advocacy resources connecting to CM

How would we prioritize the six large categories?

*2 votes per person*

building the green (5)

communication (4)

training (3)

programming/resources (2)

organizing/networking/politics

cultural shift

**What is our to-do list for our next meeting?**

Review the “big six”

Implementation of Anchor Cong

Credentialing implementation

Ethics implementation

at-large job description

buddy system

report backs to/from our organizations

GA programming and outreach

transitions

## **Campus Ministry Advisory Committee Organizational Representative**

### **Job Description**

Selection: YRUU, C\*UUYAN, UUMA and LREDA organizations (generally the board or steering committee) select the representative to serve on the Campus Ministry Advisory Committee (CMAC).

Term: Representatives are initially asked to serve for two years, extendable to a maximum of four years.

#### Reports:

1. One page written report twice a year to the CMAC about the hopes, wishes and needs of the member organization.
2. One page written report twice a year to the member organization about the vision, mission and strategic plan of CMAC.

#### Roles:

1. Serve as the point of contact between the CMAC and the member organization.
  - a. Establish a relationship with the leadership body through phone, email or personal meeting communicating at least four times a year.
  - b. Ask for feedback on CMAC projects.
2. Seek to attend (or delegate role to someone who is attending) relevant meetings and conferences of the member organization to represent and educate about campus ministry at least once a year.
  - a. *Coordinate with the YACM Office to have resources shipped if possible*

#### Duties:

1. Remain current on campus ministry resources and services available.
  - a. *YACM Staff will brief CMAC members at each meeting.*
2. Communicate at least twice a year with your Regional Organizing Consultant buddy.
3. Attend CMAC meetings, generally two weekends and three conference calls a year.
4. Seek to attend at least one community event such as:
  - a. District Meeting
  - b. Regional Campus Ministry Conference
  - c. General Assembly

#### Compensation:

1. Members to have all travel, lodging and food expenses paid to CMAC meetings.

**Campus Ministry Advisory Committee  
Member Covenant**

We the members of the UUA Campus Ministry Advisory Committee covenant to:

- Appreciate and affirm good work
- Recognize and support members communication and work styles
- Be a responsible volunteer, acknowledging duties as well as personal limits
- Do the work without letting perfectionism paralyze us
- Speak from own experience and assume good intentions
- Strive to be visible and accessible in the larger UU community
- Ask for clarification and information as needed
- Assess our commitment and responsibilities to the CMAC and communicate in a timely way when we cannot follow through
- Be intentional about worshipping and playing together

*Signed by:*

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*This document is to be reviewed and signed at each CMAC meeting*

## CMAC Visioning February 2004

### **passion**

I'm on the verge of emotions-  
passion (2)

### **space**

go to...together-spiritual space-  
liberal alternative space-place to go-  
a space to engage in AR/AO work-  
providing home, engaging-liberal  
spiritual space- space for who they  
are and questions they have-shared  
space

### **learning**

learning-UU history

### **worship**

find a home-shared space of  
worship-liberal space-shared space  
of ministry in our worship (2)-  
worship-do worship every week-  
worship-inspired and empowered  
worship

### **involvement**

bought into it-ownership-real,  
impact felt on lives-involvement-  
engaged

### **justice**

values-programs-involved with  
other groups on campus-social  
action and community involvement

### **spiritual development**

feminist theology-spiritual life-  
place to explore identity

### **shared**

### **ministry**

ministry of one-ministry to those  
who show up makes a difference-  
shared ministry in worship

### **meaning-making**

meaningful (2)-making a difference  
together whether 1, 5, 10 or 20-  
making a difference-making a  
difference for whoever showed up-  
fully functioning adults-they could  
be exactly who they were,  
important-ask questions and heal,  
redefine church-healing-ask  
questions-heal-they know they're  
important-making a difference in  
the lives of whoever showed up-it  
matters!-purpose-people are  
important-space for people to be  
exactly who they were, where they  
could be important

### **presence**

she kept at it...working with her,  
the thing that moves me, the  
difference was profound-having a  
presence even when some can't  
attend-presence (3)-UUs visible on  
campus-having a presence-  
consistent presence a place they can  
go-presence is important, just  
having the place for people to go

### **balanced**

balanced-balanced program

### **the great demand**

demand out there for this work-  
incorporating the different needs of  
people-there is a need and demand  
for this work-overwhelming  
response-respond to needs-creating  
new campus ministries-created a  
group-phenomenal, created a  
campus group, decided-  
entrepreneurial spirit

### **lifespan faith development, 14-40**

continuous connection (3)-YRUU  
made a big difference in my life-  
YRUU-CM-YA group, continuous  
connection-possibilities of  
continuous connection (3)-  
consistently involved

### **welcoming seekers**

new and old UUs-home for lifelong  
UUs and for seekers-mix of people  
who grew up UU and people new to  
UU-people who grew up UU and  
seekers-newcomers with questions-  
seeking (2)-openness-brought in by  
former YRUUs

### **shared vision**

shared vision (2)-collective vision-  
direct work with students-common  
vision

### **authenticity**

organic-authentic (2)-felt natural  
and authentic

### **money and institutional support**

support-seeing church take on  
responsibility for CM-funding for  
CM-raising money

### **church connection**

local church taking leadership-local  
church taking on responsibility-  
church didn't care (2)-hold the  
flame-student/church partnership-

### **leadership development**

giving people the tools to cope with  
the crap-giving people the tools to  
deal with the crap in healthy ways-  
leadership-shared leadership-  
leadership development-giving  
people tools-mentoring (2)