

**CMAC Meeting
February 21-23, 2003
Madison WI**

Present: Kim Mason (At-Large), Joellynn Monahan (At-Large), Katie Chamberlain (At-Large), Steve Caldwell (LREDA), Kat Hawbaker (UUMA)

Not Present: Jonathan Craig (C*UUYAN), YRUU Representative left unfilled

SATURDAY

I. REVIEW Call to the Work- Campus Ministry 2002/2003

- UUA Board liaison position. Check with Kay Montgomery, check with Katheryn McIntyre (Canadian who attended ConCentric).
- Need a YRUU rep to CMAC.
- LREDA will replace Steve C. in Aug. 2003.
- Kat Hawbaker is new UUMA Rep (replacing Mary Ann Macklin).
- July 31, 2003- Before ConCentric will be an old/new meeting.
- C*UUYAN might recommend/appoint a Canadian

Call to Work document = good language for CM brochures, affiliation efforts, district steering committees, etc. (best practices) Campus groups.

www.geocities.com/uushrepeport/campus.html.
Reps. Share Reports with their constituencies.

Minutes, other documents.
Relate to organizations.

II. ANNOUNCEMENTS

Regional CM Conference Calls are being organized by ROCs
Campus Ministry Professionals are doing Conference Calls in anticipation of the YACM Professionals meeting in Kansas City March 2003
Schedule a CMAC Conference Call for May 2003 (before ConCentric).

Reconsider mandate for shared convening by YACM Staff (JL) & Adv.C. person (who?)

III. CAMPUS MINISTRY VIDEOS

**** viewed video****

- Talk to Ben E. about replacing photo in the video that identifies Lutheran/Methodists as unquestioning fundamentalists.
- Perhaps individual photo of sandwich board fringe or Campus Crusade for Christ.
- Professional talking, not really student voices.

VIDEO # 2 Parents who bemoan lack of campus presence for their children.
& student voices.

Viewing Guide/ Discussion Questions:

- Preface comments that YA support at a higher percentage than other age groups.
- Black & white photo is Bill Sinkford
- Campus Ministers have much more in common with one another, than within own tradition.

Other Notes:

More Sikhs than U.U.
More people have lipo-suction than are U.U.
Recruiting Tool

Outreach Opportunity through Campus Ministry

IV. CAMPUS CHAPTERS

- CMAC members are willing to be ambassadors. Co-Trainers, work with ROCs.
- CONNECT UU also function as a speakers bureau search??? [Down the line.] Data base info. On screening people, identifying gifts, skills, interest areas.
- OWL Trainers model (managed by Youth Office)
- Regionally sorted list of hot contacts for YA/CM
- send out to Districts.
- Inspire demand for workshop, trainings, the next step after Mind the Gap Forum...
- Ambassadors of Our Faith the next step of Articulating Our Faith.
- Workshop at ConCentric on public speaking on behalf of YA/CM ministry.

V. CMAC PRIORITIES REVIEW

1. Worship Resources Archives (currently about 30 submissions)

- Need more people to write them up and share them.
- Submit them at ConCentric.
- Worship Book/Box from Nashville GA. (JL's basement) Joellyn will enter/edit

Use Phone Tree to

- Job Description for Worship Leaders at G.A. & ConCentric
- Print Copy & CD Rom of compendium of Archived Worship Material and Other.
- Distinguish from Worship Web
- Worship & More Archives" "Stuff You Can Steal", Check with TECH EXPERT.

JPD Campus Ministry Manual (on website)

CM-L (over 250 people currently)

Write blurb for newsletter:

InterConnections & Religious Leaders Newsletters

Faith Works (used to be the REACH packet)

YA/CM Resource Bibliography widely share this info!!!

2. Organizational Workshop for Local Groups

3.

Campus Ministry 101 (Why & How) 201 (Institute & Sustain)

[offered at GA & Districts]

Start-Up Sessions & Train the Trainers.

Review current Outlines for Campus Ministry Workshops, Training Manuals...

Kim Mason will look at materials.

Streamlining references/ names, language, next step.

3. Listing in UUA Directory. #1 Priority for ROCs is tracking groups.

REN Modules and/or course on Campus Ministry for Theological Schools & Seminarians

-out there, Michael T. working toward it. Todd Strickland (Colo.) did some work. Joellyn will offer help to Michael for wider geographical base and support.

Train the Trainers (Laurel)

Multi-faith CM can't do everything at once, but this is still out there.

Documents that Direct the Priorities of YA/CM Office: Tampa I (Anti-Racism Priorities), CMAC Priorities, C*UUYAN Strategic 5-Year Plan

VI. ANCHOR CONGREGATIONS

Good idea ... may not see congregations doing it (Kim)

Some congregations are already doing these actions ... but this will be a competitive process. (JL)

\$500-\$2000 per year in sustaining stipend (Joseph)

Seeding of congregations that doing existing "anchor" work in YACM is each district until every district has an anchor congregation. Improve building of local congregational presence in each district. (JL)
Is the \$1000 approximate amount ambitious enough for congregations (JPD congregation was turned down for a YACM grant in this amount)?

Should church serve as a model for the district or should it building district cohesion (Katie)? Joseph suggested that district cohesion is a goal. Kat suggests that an anchor congregation would have a moral obligation for this as leaders in the district.

Several campus programs have a ¼ time CM coordinator (JL).

Kim asked if we could see examples of CM grant success stories.

Seeding process for creating UUYAN structure in districts currently lacking (JL).

1/8th time as a minimum may not be realistic for this program (5 hours/week) ... this may be taken up by administrative overhead (Joelilyn).

Congregations that provide support beyond 1/8th time employee would be considered more favorably. (JL)

Congregations should look at other ways (volunteers, committee, etc) to take on YACM group management duties and not use the grant funding for this (Joelilyn)

Maybe looking at this tasking being divided into administrative and program with the understanding that admin isn't taken up with the stipend (Joelilyn)

We need to ask congregations to provide more support for this ... 1/4th time is a minimum floor (Joelilyn)

Anchor \$ could be combined with other grants (JL).

Affordability and limited resources are limiting factors for this ... the trade-off is one or a few really supported flagship programs vs seeding programs in many districts.

Money is incentive to connect to district structures (JL). ... formalize lateral relationships. Rewards for establishing these relationships (Kat).

What are the \$\$ the resource library? This may be assisted through YACM office bulk purchases. (JL)
Perhaps there is list of 5 essential resources? Should anchor congregations have a deeper resource library (Joelilyn)

YACM start up costs ... what is the total cost for this startup ... the minimum cost for success? (Joelilyn) 5 hours (1/8th time) program time along with in-kind volunteer or paid administrative support time? (Joelilyn).
Kat is suggesting 5 hours program and 10 hours admin.

Perhaps we should focus on CM rather than YACM for anchor congregations (Kat). Danger of perception that all we focus on is just CM (JL).

How do we ensure that groups are in compliance with the anchor guidelines (Katie)? ROCs, congregational leaders, etc could be an oversight committee for this. (JL). We may want to look at how we would require and document this collaboration (Joellyn).

Shelter Rock and LREDA already offer grants that require documentation and monitoring of accomplishments (and probably others too) ... we could borrow their processes.

Quarterly newsletter sharing ideas and success stories (Victoria).

Trial program before going to the full-scale in-every-district program (Kim)? Evaluate at the end of the year? We've already done a variation on this already (older grant programs) ... we may have already done the trial program (Kat). Perhaps we should collect info from congregations that have received \$\$ in the past ... see what works and see what didn't work (Joellyn and Kim). Look at success stories and struggles (Joellyn).

Talk to students and find out what worked for them? Look at what in-kind aid the colleges provide? (Joellyn)

Refocus on purpose of this ... is it to promote congregational CM or district CM? (Kat)

Promote the idea that selected congregations would serve as leader for other congregations within the district (Katie)

Many of CM groups end up re-inventing the wheel due to turnover, etc. For example, Mary Ann Macklin had a bunch of institutional knowledge/memory.

Congregations can help preserve institutional knowledge/memory.

Institutionalization may lead to success rather success leading to institutionalization of CM (Joellyn)

Established CM congregations could serve as mentors for congregations working with anchor congregation (Victoria)

One possible goal is for successful established CM congregations to serve as mentors to other congregations in CM ... moving from successful isolated congregation to mentor in the district. Coaching and modeling from the established congregation would spread throughout the district (Kat).

After much discussion, we think we now understand this program. The overview/purpose should be reworded to reflect our understanding. We also have some suggestions for minor reworking of this proposal.

SUNDAY

I. CMAC Membership Advice -

CUUYAN – Possible Canadian voice

At-Larges – at least one active student (currently a former student, campus district staff, div student)

CMAC Members intentional about checking in with active students, representing more perspectives

Replacement of CMAC Members –

Organizations select their own representatives

At-Larges selected by YACM Office from recommendations in the community
Institutionalize awareness about CMAC opportunities by announcing at-large selection process and request nominations (self-nominations okay) online

II. Transition of CMAC

Katie C, Joellyn M (at-larges) leave Aug 2003
Kim M (at-large) leave Aug 2004
Steve C (LREDA) leave Aug 2003
Kat H (UUMA) leave Aug 2004
Seeking 2 At-Large, YRUU, CUUYAN, LREDA members for Aug 2003 meeting

Recommendations

Davis CA Intern (with CM responsibility)
UUA Trustee
Alicia Forde (Berkeley Church Intern)
Archene Turner
Divinity Students of Color (Joellynn track down names)
Phillip Lawson @ FSU
Faculty Member – Leon Dunkley
Ask Jeff Bailey/Sylvia Bass-West to help us nurture new members
Laura Baxter from Leadership Odyssey (lives in Montreal)
Michael Ohlrogge (Youth in Heartland on DYSC)

Action: Agreed to welcome as full member UUA Trustee

III. New Items from Notes Review -

We looked at the minutes and notes from Feb 2002 meeting, Aug 2002 meeting and other campus ministry reports and documents. Strong appreciation to Steve Caldwell for his excellent notes and reports to LREDA. A great model for information sharing with other organizations.

Emergent Agenda

Full Group

- Anchor Congregations
- Brand Name
- Role of CMAC At-Large
- Chaplain for CM Leaders

Small Groups

- Training for Lay/Religious Professionals that links with MFC requirements
- LREDA/Professional Membership for Campus Ministry Workers
- Credentialing for Campus Ministry Workers
- Mind the Gap Follow-Up – reviewing the grants
- CM Brochure Development
- Integration of CM into existing structures

IV. Brand Name

Begin with UU puts it in the natural alphabetical location in directories
Should we be saying “campus ministry” if that is what defines our programming?
“student movement” implies action and may include religiosity
rename, reclaim words if we use “campus ministry”, redefine
CM language helps us get in the doors of colleges
GroupName – a Chapter of BrandName – GroupLocation – Slogan

Consensus on UUCM (UU Campus Ministry)

Organization:

Directory of UUCM's

Network of Chapters of UUCM

YACM Office coordination of affiliation of UUCM Chapters

Logo Development (emphasize movement?) Contest

By GA to unveil

\$500 to winner

CMAC selects

Due May 1st

Fake tattoo, posters, buttons, stickers, t-shirts, bumper stickers, banner, hats

V. Role of CMAC At-Larges

All CMAC members:

Connect with pet ROCs & DRUUMM buddy

& local groups (geographical-district/regional)

Advisors, Ambassadors, Evangelists

Communicate info & resources to constituencies

* * * 10 people on CMAC * * *

UUMA/SLM

LREDA YRUU

C*UUYAN

YA/CM Office (2= Director & CM Organizer)

UUA Trustee

3 At-Large: geographic, CM role/experience

First lines of communicate are YA/CM Office, ROCs, & District Staff

Sounding Board

Support for JL/YACM /CMRel. Professionals

Development of Resources Service

Facilitators & Trainers

Time in between meetings Have Fun!!

Niche perspectives

VI. CM STAFF DEVELOPMENT AT UUA YACM OFFICE

Paid Internship-YA/CM Chaplain

Pastoral Care for Campus Ministry Professionals

Site Supervisor & Committee (with Rev. in Final Fellowship)

-Maybe piece this together with Boston congregation & Rev. sited above.

CLF model and connections

Ken Oliff (Internship Clearing House) some tag for YA/CM component?

Internship is a big investment { \$ is not as much as a professional position. }

*Do not exploit the Intern!! 40 hours max. plus supplemental income opps.

Minimum= \$1200 a month plus housing or benefits.

Other Conversation on exploitation of Religious Professionals

Unionizing talk

Complete CPE before Internship and/or pastoral care experience.

REASONS for INTERNSHIP

1. Need of CM groups for pastoral care and worship support.
2. Internship has great connections & office presence
3. Strengthen UUMA connections