



AUUA News

Association of Unitarian Universalist Administrators

Fall 2022

Zoom Check-ins Have Resumed

Members of the Board are again offering monthly check-ins for AUUA members. These are opportunities to gather with your administrative colleagues for an hour of conversation about the things that affect us in our jobs.

1st Wednesdays at
3:00 pm Eastern
2:00 pm Central
1:00 pm Mountain
Noon Pacific

The exact dates:

- Sept 7
- Oct 5
- Nov 2
- Dec 7
- Jan 4
- Feb 1
- Mar 1
- Apr 5
- May 3
- June 7

Zoom info is the same each month:
meeting id 899 2154 0776
and passcode 855344

We hope you'll join us!



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Change is...

Well, yes. Change is Hard. Change is also an Opportunity. When things are changing, they are in a state of being thawed out, and we can re-group and improve the ways we accomplish our work under that kind of circumstance, when things that have been frozen in place are a little more flexible. I hope all of you have excellent opportunities for learning and growth as we begin the third autumn of congregational life in a pandemic.

There is room for hope during these times, coming in many forms: a) the joy of opening a new box of crayons, b) becoming experts at creative problem solving, c) learning to give each other the benefit of the doubt, d) abandoning perfectionism in favor of sincerity, and e) encouraging each other to hang in there until things start to get better, while keeping our goals in mind, including supporting Unitarian Universalists working for justice and inclusion and the dismantling of white supremacy.

This year in the AUUA we look forward to an exciting workshop with Susan Beaumont about staff supervision in November, continuing our monthly Zooms for administrators, perhaps with some focused topics for discussion, and planning an outstanding online AUUA ProDays for June 2023.

Hang in there, everybody. If I could send you each a new box of crayons, you know I would!

In faith,
Carol Marks, AUUA President

Please note the new mailing address for the AUUA (for checks, etc.):

AUUA
c/o First Parish in Cambridge
3 Church Street
Cambridge MA 02138



Restart?

AUUA Board member MaryBeth Hannan's congregation, the UU Church of Kent, Ohio, recently engaged in a Congregational

Restart workshop facilitated by Central East Region's Congregational Life Staff, Rev. Sunshine Wolfe. A prevailing message from the workshop was that the struggles we are experiencing with lack of volunteers, hesitation of our members to re-engage in church life, fatigue and exhaustion (staff and congregants) is not unique -- all of our congregations are challenged right now.

Consider the following:

- This is a liminal or temporary time. The "way of doing church" pre-COVID no longer exists. There is a "new normal" for us down the road.
- Going forward during this liminal time should be considered a temporary transition. What we do now sets the stage for the future.
- Develop programming that meets the needs of everyone in your community (those attending in person and virtually, those who may be marginalized, children, staff).
- Slow down and don't be in such a hurry to fix what's broken.
- Consider volunteers for "small tasks" or "one-offs." For those who are tired, a long-term volunteer commitment may be overwhelming.
- Be together in community and have fun. There is healing to be found in being connected and having fun together.

MaryBeth highly recommends a Restart Workshop for all congregations to help church members and staff better understand how to navigate this transitional time in church life. Contact your regional staff for more information about a workshop of this nature.



Pro Days 2022 a Success!

Thank you to everyone who participated in AUUA Professional Days in June! The general consensus is that it was a great success -- we had some fabulous presenters & workshop leaders!

If you attended and have not yet completed an evaluation form, please do so here:

<https://forms.gle/yV5qVxJWem3xcoup9>. The 2022-23 Pro Days Planning Team and the Professional Development Team value your ideas & suggestions.

If you missed a session or would like to re-watch one, the recordings are now available via the member benefits area of the AUUA website:

- log in at auua.org,
- go to Members→benefits→resource documents,
- scroll down to the link for Master AUUA resource folder.
- Once in the master folder, look for *Pro Days Archive* and then the Pro Days 2022 folder. Each workshop or presentation has 4 files: video, audio, closed captions, and chat.

If you have trouble finding them, email auuacommunication@gmail.com for assistance.

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?

A Good Officer is trained to provide a listening presence for you in times like these. All communications with a Good Officer are kept confidential. Good Offices is available to all AUUA members. More information is in the [AUUA Good Offices Flyer](#). If you feel the need to speak with a Good Officer, please complete [this form](#).

Exciting Professional Development Opportunity for AUUA Members and their Congregational Staff

The AUUA is subsidizing this event so that all AUUA Members may participate. You are also encouraged to invite other members of your staff. Details are in the [Facebook Group Event Section](#), register at <https://bit.ly/39u2gNT>, and mark your calendars!

STEPPING UP TO SUPERVISION

With Susan Beaumont



- Supervision in a Congregation- What's Unique About That?
- Setting Performance Expectations
- Crafting Feedback Conversations
- The Annual Performance Appraisal
- Hiring Right So Managing is Easier
- Progressive Discipline and Termination

NOVEMBER 1 & 2, 2022
11AM - 5PM EST

ONLINE WORKSHOP

DEADLINE FOR REGISTRATION: OCTOBER 25, 2022

\$100 for AUUA Members

\$175 for staff members of an AUUA member

\$375 for everyone else



AUUA members and
their congregational
staff may register at
<https://bit.ly/39u2gNT>



Association of

Unitarian Universalist Administrators

Supporting and strengthening Unitarian Universalism through effective administration

THE BENEFITS OF AUUA MEMBERSHIP

Membership in AUUA is open to all administrators in UU congregations and those serving in an administrative capacity at the UUA or UU-affiliated organization. AUUA membership offers many benefits to administrators, and through them to congregational leadership, program staff, and members at large. AUUA offers its members access to the following programs and areas designed to support them in their support of their congregations.

- **Members' Listerv and Facebook Page**— collective wisdom from UU church administrators from across the world.
- **AUUA Resource Library** — a constantly growing collection of sample forms, policies, procedures, job descriptions, and informational articles.
- **Professional Development Opportunities** – an array of development opportunities are offered by our ProDays Team and our Professional Development Team. These opportunities are included in your membership fee or for a nominal additional fee.
- **Scholarship Assistance** – The Pedersen Memorial Fund offers ProDays scholarship assistance for AUUA members and our General Scholarship Fund offers assistance for paying AUUA membership fees as well as assistance with fees for Professional Development opportunities offered by the AUUA.
- **Good Officer Assistance**
- **Leadership Opportunities** — join a committee or represent your colleagues on the board; help plan Professional Day activities; share your experiences as a UU church administrator as we develop our organization to aid in the missions of our churches through effective church administration. Email Carol Marks, President@auua.org, for more information.

A few reminders about membership:

- Membership is open to all administrators serving Unitarian Universalist congregations. (Not all AUUA members are Unitarian Universalist or a member of a UU congregation.) You need to renew your membership annually.
- **Additional administrative staff within your church, regional office, or UUA department receive a 50% discount off their AUUA membership fee** after one fully paid AUUA membership – this discount is available for up to five additional staff members. If you have staff that you feel would benefit from their own membership in the AUUA, please contact MaryBeth Hannan, churchoffice@kentuuu.org, who will provide you with a discount coupon code to use during registration of additional staff members.

To join or renew AUUA membership, please follow the steps on our website - <https://www.auua.org/benefits-of-membership/>.

Membership Fee Assistance Scholarships

The pandemic has forced many congregations to cut budgets and eliminate professional expense lines for many. If you do not have a professional expense budget or you are among those who are not able to renew your AUUA membership because of budget cuts, please be aware that scholarship assistance is available which can help pay up to 50% of your AUUA membership fee.

To apply, submit a request to Treasurer@auua.org. Please refer to the [AUUA Membership Fee Assistance Policy](#) for details & requirements.

YOUR AUUA BOARD

Carol Marks, President

Christina Fulton,

Vice-President

Carol Lewis, Treasurer

Laurie Lantz, Secretary

Lewis Copulsky,

Member-At-Large

MaryBeth Hannan,

Member-At-Large

Daniel Polk,

Member-At-Large

Le Aundra Salazar-Slaughter,

Member-At-Large