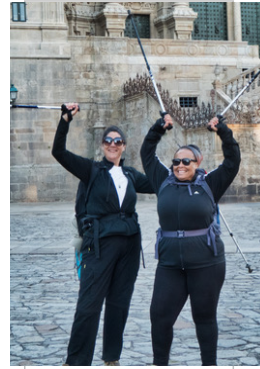


October 26, 2018

A Reflection from the Director of Operations

The last week of August, I set off to Spain to walk the Camino de Santiago (“The Way of Saint James”), a pilgrimage I had never heard of before learning it was part of many of our members’ sabbaticals. With each step, I thought of those of you who had, or would be, walking the same steps and all the millions of pilgrims who had trod the dusty paths, each in search of something different, something greater, something... Perhaps not too surprisingly, what I found had very little to do with what I was looking for. One affirmation: Everyone has their own Camino. Some walked fast, their only concern getting to the next point on the map, while others took luxury tour buses, walking the path as they were able. Some walked alone, others with friends or family, and yet others with strangers that quickly became beloved. At every turn it seemed we reminded each other, when feelings of “Am I walking fast enough? Am I doing enough? Do I have the time, the strength, the will?” - “This is your Camino.” A lesson to get you to Santiago, and indeed a lesson for life.



**Janette Lallier
arriving in
Santiago with
travel partner
Monique**

As I walked, I found myself meeting all kinds of people – some who stayed and walked for a while, some who shared a meal, and others who breezed by with an encouraging “Buen Camino!” Each seemed to appear at the right time, with the right words (even if I didn’t know it at the time). This week I am in Spokane for the UUMA Board of Trustees and Guidelines Committee meetings - three more time zones away from Santiago - and still the right people are showing up at the right time, ready to take on new roles, and do the impressive work of making this ministers association a stronger, healthier place for ministries to thrive. After sitting with dedicated and thoughtful people digging into difficult questions of ethics and accountability, I am heartened to be reminded that when love is our guide, the right people show up at the right time. Over the coming months, you will begin to learn of their work and I know you will share my feelings of appreciation.

I have been back for two weeks now and, as the feelings become memories and experiences life-long stories, there is one feeling that just grows stronger with each passing day: gratitude. My sabbatical was filled with life-changing and affirming experiences, one of the greatest a reminder of how grateful I am to work for and with a group of people who value renewal and know each of us has our own Camino. As you journey your Camino, remember: you are exactly where you need to be. You are doing enough. You have the time, the strength, and the will to reach your destination. This is your Camino!

Thank you for the gift of this time away – it was transformative, and I am grateful.

UUA/UUMA Joint Agreement

The final version of the UUA/UUMA Recommended Ministerial Agreement for Full-Time Senior/Lead/Solo Ministries has been posted on the UUA website [here](#) and on [our website](#).

This agreement will be in use in the upcoming search cycle. Congregations and ministers already in an agreement with one another can explore mutually whether to adopt any, all, or part of this agreement. We are grateful to all the colleagues who participated in the opportunities for giving feedback, which helped make this document stronger.

In the coming months, model agreements for ministers serving in other capacities, including in part-time and interim ministries, will also be created. When those documents are being considered, we’ll reach out to ministers serving in those capacities to solicit feedback.

REMINDER: Ministerial Search Webinar

There's still time to sign up for the Ministerial Search Webinar, which introduces the new search system and website.

Register here for a webinar with Keith Kron, Director of the UUA Transitions Office on Friday, November 2 at 3 PM Eastern. This webinar is open to all, regardless of whether you are in search or not.

Be in Touch!

Please share your questions, feedback, and ideas!

Thank you for your service in the world and for your commitment and passion for ministry.

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Did you miss a previous issue? Our goal this year is to provide shorter, more frequent updates. If you missed one, [click here to catch up](#)