



Unitarian Universalist Ministers Association

2026 Annual Meeting

May 21, 2026

Greetings Colleagues!

Enclosed is the agenda and supporting materials for the UUMA's 2026 Annual Meeting to be held virtually in June. Because of our commitment to electronic communications, this packet will be available online. This year will be our last year mailing hard copies.

We are also delighted to share joyful news with you: the hiring of our new **Co-Executive Director for Programs and Ministries, Rev. Mr. Barb Greve**. This is an exciting moment in the life of the Association, and we are deeply grateful to the Search Committee for their thoughtful and faithful work. You will find a full report from the Committee within this packet, and we look forward to celebrating Rev. Greve's ministry among us in the months ahead.

- [Report of the President](#)
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We will once again be holding a two part, on-line meeting during early June, an arrangement that allows more people to participate, gives greater access to voting, and ensures only dues-paying members vote. Participation numbers make it clear that a separate, earlier annual meeting is more accessible and inclusive for many more of our colleagues and allows us to keep Ministry Days for collegial learning and connection. We will hold our business meeting in two parts: **June 2 and 4 each day from 4-6pm ET/ 3-5pm CT/ 2-4pm MT/ 1-3pm PT/ 10am-Noon HT**. [Zoom links will be sent to those registered](#).

A reminder that during the first gathering, after a quorum has been established, the membership will vote on the rules for the gathering. After a presentation of reports, the membership will have the opportunity to discuss the proposals on the floor. At the conclusion of the discussion, the meeting will be suspended to allow for voting (by electronic ballot) on the proposals before the membership. At the second gathering, the election tellers will announce the results of the election and new officers will be installed. All portions of the meeting will be recorded and made available to those who wish to review the meeting.

In order for us to be prepared for the meeting, if you wish to propose something to the Board to consider placing on the agenda, including an amendment to any motion already on the agenda, please email Board Secretary Chris Rothbauer, secretary@uuma.org, **before 9:00 AM EDT on Wed., May 27**. Please contact me at president@uuma.org, or any member of the Board with questions or concerns. This year the board will be holding a dialogue session before the meetings for members to bring questions. Visit the [UUMA Calendar](#) to register for the 75 min session: **Fri., May 29, 2026, 4 ET / 3 CT / 2 MT / 1 PT**.

I look forward to seeing you there,
Rev. Dr. Robin Tanner (She/Her/Hers)
UUMA Board of Trustees President



REPORT OF THE PRESIDENT

Beloveds,

I address you with a theological affirmation — we are beloved to one another as companions and colleagues in this ministry.

Nearly twenty-five years ago, I became a Unitarian Universalist. I joined a congregation in Rochester, NY just as we were getting ready to march in the Pride parade. It was a challenging time in Upstate New York; there had been increasing violence against the LGBTQIA+ community. As we gathered for that march, I was holding a banner with an elder of the congregation. Counter protestors were gathered shouting their vitriol. As we marched toward them, they grew louder and a soda can was thrown toward us. We lost the tune and I stopped marching. This elder, a lifelong Unitarian Universalist, just leaned in toward me and said, “just keep singing.” I did, and together, we marched on.

We are facing increasing threats to our religious freedom and the core of American democracy. In this landscape of threat, we are also presented with daily reminders of the meaning and responsibility of this ministry. It is a time when the strength of spiritual ancestors is about our shoulders alongside another horrible enlivening of the evil of white supremacy and colonization. We know that the stress upon ministry is taking a toll on our members as well as increasing conflict across our ministry. And yet, beloved, hundreds of you keep singing, and ministering and showing up. It is humbling and encouraging, and with your ministries, I offer an annual report of gratitude and witness, as well as advocacy and accountability.


Gratitude and Witness

Thank you, beloveds, for the incredible ministries you are leading. Congregational ministers are companioning beloveds to immigration hearings, opening your doors to sanctuary, and bearing witness at detention facilities. Our military chaplains are showing up for our values in an increasingly hostile government. Many of you are cultivating community ministries centered in love for trans and nonbinary beloveds and leading ministries responding to the urgent policy violence of growing poverty in our country. We see retired colleagues offering support and relief to parish ministers whose communities are occupied again. We hear of the newest fellowshipped among us journeying with tenacity and vision. We see your pastoral ministries, the struggle to find the words each Sunday, and to wonder if your presence is enough. You are enough, and together we are weaving ministries of healing and justice.

I offer deep and abiding gratitude for the ministry of Rev. Melissa Carvill Ziemer, who faithfully for a decade served the UUMA with integrity, consistency, commitment, and grace. Melissa came into leadership in a tumultuous time. She brought calm and clarity to our UUMA. Her portfolio is a large one that called for someone with incredible boundaries, and commitment to the Unitarian Universalist ministry. Because of Melissa, and her willingness to imagine into reality, more collegiality, responsible use of power, and tools for accountability, we are a strong institution today poised to engage the challenges before us and to advocate for our collective transformation. I also wish to recognize the challenge of this role and both the loneliness and moral injury that is incurred in leadership positions such as Melissa’s. We all owe a debt of gratitude for her service. We are planning multiple opportunities to give thanks for Melissa’s ministry. First, in a virtual celebration on Sunday, June 14, 2026 (one hour after the conclusion of GA Business session on that day) and then an open reception for those attending the Studio Site on Friday, June 19, 2026. Click the dates to register for each event and you will receive details as they become available. And profound gratitude that Janette Lallier is continuing as co-executive. Our shared ministry model allows us to create institutional stability in this transition. As we give thanks for Melissa’s incredible ministry with our UUMA, we are inviting you to make a gift to the endowment in her honor. More details will be forthcoming for your chance to contribute.

I also offer gratitude for the incredible work of the UUMA Search Committee, co-chaired by board member Carol Thomas Cissel and Sarah Lenzi. We had an amazing group of candidates, and it was inspiring to hear strong visions for the UUMA, especially in the present challenges. I have every confidence that Rev. Mr. Barb Greve will lead our UUMA with Janette Lallier with the same integrity, commitment, and vision that we have come to expect of our Executive Team. I know that





Barb will bring unique strengths from his ministries in lifespan faith development, chaplaincy and congregational life. He is an institution builder and reformer who will help us meet the challenges of this time. I look forward to working with him over the remaining two years of my presidency.

We also bear witness to the exhaustion, threat, and harm in this time. Our institution is by no means exempt from the impact of trauma. We are increasing our support to community ministries through our programming as well as our commitment to widening the path of ministry. Your board members, Joseph Santos-Lyons and Duncan Teague, have been doing important work in building us toward sustained antiracism and anti-oppression training as well as changes in our institutional practices, policies, and structures. As you will see in the Widening the Circle report, Joseph points to both the promise and continuing gap in our embodiment of our stated commitment to antiracism, anti-oppression and multiculturalism. We can and must do better.

Advocacy and Accountability

In the ever-relevant words of James Baldwin: “not everything that is faced can be changed, but nothing can be changed until it is faced.” This year your UUMA board is doing hard work of uncovering. For our newer members, in 2016 a Berry Street Essay was offered by Rev. Gail Seavey that addressed ministerial misconduct. After the publication of this essay, a process ensued that ultimately led to the essay being redacted. In response to a request received by the UUMA Board from Kate Walker (former Scribe of the Berry Street Essay) on behalf of herself, Gail Seavey, and Deborah Pope-Lance regarding the 2016 Berry Street Essay after the death of David Maynard, your UUMA board issued the following decision guided by our current understanding of our ethics, covenant and commitment to antiracism and anti-oppression: we intend to 1. unredact the portions of the essay concerning sexual misconduct as they were adjudicated, and 2. further work around education and process. In the coming months, we hope to be able to republish this essay and to announce continuing education around prevention, accountability, remediation and repair of ministerial misconduct. We know that ministerial misconduct results from several factors, but that reducing ministerial isolation and increasing communities of accountability are key to prevention. We know that the present stress and trauma also increase the rates of misconduct as well as unresolved conflict. We are working on several fronts to respond to this stress and trauma.

For the last year, your UUMA engaged with the leaders of the other UU professional organizations with the UUA including Cecilia Kingman and CB Beal to address an in care process for conflict between religious professionals. We are encouraged that these meetings resulted in a process that our respective organizations will be sharing in the coming weeks. We remain committed to a process that enables our members to engage conflict not as within a punitive structure, but moreover as a site of transformation that ultimately allows us to replicate health and move toward healing. I am grateful to our board member David Messner who will be bringing important work on collegial ethics and has already provided vital consultation.

Ministry is increasingly financially, emotionally, and spiritually unsustainable. Early in this year, we gathered some of our members alongside our board members to begin the work on four strategic goals. Our Strategic Partners Working group includes our UUMA colleagues: Audette Fulbright Fulson, Joan Javier-Duval, Chris Jimmerson, Christana Wille McKnight, Anya Sammler Michael, Jake Morrill, and Sana Saeed along with Board members Duncan Teague, Carol Thomas Cissel, Wendy Bartel, and myself. I encourage you to read their report. Among their work included defining advocacy for the UUMA, focusing the UUMA on systemic change and advocacy for changes in policy and practice. Special thanks to Wendy Bartel on our board as Wendy truly helped to lead these strategic partners' effort and get it off the ground as we were also in a search for our co-executive. Already you are seeing some of the fruits of the work of the Strategic Partners Team including the in-care process for congregations with conflicted ministerial endings. We remain committed to deepening this advocacy and additional changes in the coming months to meet our goals and improve sustainability, accountability and accessibility of ministry.

Just Keep Singing

Beloveds, so many of you are still singing, and composing new songs in response to the calling upon us collectively now. Yes, we need one another, to find the songs again, to remember our courage, to hold one another accountable and to



journey onward in this our UU ministry. I am so grateful to our entire UUMA Board this year, including our Secretary, Chris Rothbauer who has kept us honest as we navigated multiple significant initiatives.

Foolish as it may be, I remain tenaciously hopeful about our ministry and deeply grateful to keep singing with you.

With a faith known as love,
Robin Tanner (she/her/hers)
UUMA President

REPORT OF THE TREASURER

Dear Ones,

I offer this final treasurer's report following six years of service. With heart, spirit, and mind open, I do so in a moment that calls for both honest reflection and steadfast hope.

So much is happening in our fragile lives each day. Fluctuating gas prices and an unsettled domestic and global economy continue to affect our ministries and those we serve in real and tangible ways. Within the UUMA itself, the past year has brought meaningful staff transitions that have invited all of us to be adaptive, patient, and creative.

As you read these words, I am more than concerned: ICE enforcement actions continue to separate families and erode the human dignity we are called to defend, and anxiety is only deepened by the ongoing grief we carry due to racial violence and unjust deaths, in Minneapolis and in cities across the country. As UU Ministers, we hold that and live with the hurt and harm caused by military conflicts and entrenched violence abroad. The toll we must acknowledge is exacted on human lives and resources, within and beyond our congregations and communities, is enormous.

But there is HOPE. Please know that over the past six years, I have been encouraged by the strength I have witnessed throughout our community. It is often in challenging times that the gift of covenantal ministry becomes most vivid and most precious. Serving as your treasurer has been far more than a matter of budgets and balance sheets; it has been an ongoing expression of covenant and a chance to show up in relationship with colleagues who have answered the remarkable call to Unitarian Universalist ministry.

There is real JOY in this work. There is JOY in being trusted by one's peers to tend the resources that sustain our common life, and in knowing that the work, however quiet and behind the scenes, contributes to something larger than any one of us. Our covenantal relationships invite us to stay present to one another through transitions and imperfections alike. I have found that invitation to be one of the true privileges of this role.

I step away with a full heart, deep gratitude, and every confidence in the good hands that will carry the work of the UUMA and the new UUMA treasurer forward.

As I do each year, I offer you the annual budget figures for the past several years:

- 2018 \$1,163,340 (Institute Year)
- 2019 \$905,349
- 2020 \$782,987
- 2021 \$745,597
- 2022 \$1,370,181 (Institute Year)
- 2023 \$967,551
- 2024 \$911,064
- 2025 \$1,022,770
- 2026 \$1,172,672 (Institute Year) (Projected)

Here are a few specific things I want to bring to your attention. Please read each bullet point.

General Information



- Our Endowment is solid. The current balance is: \$657,126. The 3 yr average balance was (FY23,24,25) \$592,123.
- All UUMA core programs and services are maintained at current levels.
- The staff has continued to work diligently to oversee, and when possible, reduce our expenses.
- Unfortunately, Life Member contributions continue to be low.
- Despite terrible weather on the East Coast, in January, we had a successful UUMA Institute in Albuquerque, NM.
- Once again, I am asking you to specifically support your colleagues who need financial support to participate in UUMA events. Please continue to give generously to the UUMA Scholarship Fund.

FY27 Budget Specific Information

- The Board has fully approved a budget for FY27.
- This budget reflects the rising costs of doing business, including increased credit card processing fees. The Board agreed to pass on credit card processing costs to members. This will include point-of-sale purchases (offering discounts for ACH and check payments).
- The FY27 budget includes a raise in the compensation for both Co-Executive positions.
- To meet this financial need, the Board (in accordance with Board Policy D.5.8) took several prudent steps: (1) Approved a larger draw from our endowment fund. Our endowment use is intended as a short-term bridge, not an ongoing approach. We will draw \$50,000 from the endowment for the next fiscal year; (2) In subsequent years, UUMA dues will increase to decrease the needed draw from the Endowment; (3) The Board also agreed to create a clearly articulated plan (including a Stewardship Committee) to engage the membership in fundraising, including but not limited to, an Endowment Campaign that will raise funds sufficient to cover unrealized gains from the endowment draw as well as the total of the draws.

It has been my pleasure to represent you and to work alongside fellow Board members and the UUMA Executive Team. I will miss the opportunity to connect with these folks regularly, to reflect together on UU ministry, and to collaborate together on many, many challenging decisions. On a personal note, in 2026, I underwent another major surgery, which meant I was not always as present for my colleagues on the Board as I would have liked to be. Time and again, they offered me space, compassion, and an incredible amount of grace, for which I am deeply grateful.

Once again, I extend my deepest thanks to Janette. Working alongside Melissa, I have experienced her as ½ of our association's dedicated, caring heart. She has put up with me for six years. Her grace, patience, and ability to lift so many burdens from my shoulders have been continually remarkable. Particularly because I know I am not always the easiest or most timely person to work with.

So with eyes on the pathway ahead, I do not say goodbye – but See You Soon. I will be looking for your smiling faces online and in person at UUMA Ministry Days and our UUA General Assembly next month in June.


Sending Strength for the Journey We Choose to Travel Together,
Rev. Carol Thomas Cissel (she/her)
UUMA Treasurer

REPORT OF THE TRUSTEE-AT-LARGE FOR WIDENING THE CIRCLE

This year has also been marked by deep loss. We mourn our beloved Natalie Fenimore, immediate past Trustee for Widening the Circle, whose leadership and integrity left a lasting imprint. It was an honor to work closely with her; her clarity continues to guide us.

I was recruited into this role in the aftermath of the pandemic, at a time when isolation, institutional strain, and racial reckonings were still reverberating across our association. What followed was an intensive period of organizing and





discernment—dozens of one-on-one conversations, multiple listening sessions, and focused small-group dialogues. From that process, a consistent set of needs emerged: members are seeking more accessible and sustained antiracism and anti-oppression formation, stronger support for identity-based chapters, and clearer pathways for connection, mentorship, and collegial care in an increasingly strained ministry landscape. Just as importantly, many named a gap between our stated commitments and lived experience, calling for greater consistency, accountability, and integration of Widening the Circle values across the UUMA’s structures and practices. This groundwork helped shape the reconstitution of the Widening the Circle Committee (WTCC) in 2025 and clarified a path from aspiration toward implementation.

Out of that foundation, a growing cohort of UUMA members is engaging more deeply in formation and continuing education, particularly in antiracism, anti-oppression, and multicultural ministry. This reflects sustained, collaborative effort to shift from episodic offerings toward ongoing practice. There are early signs of culture change—more participation, more continuity, and more expectation that this work is core to ministry.

I want to thank those who said yes to building our WTCC: Phoenix Bell-Shelton, William Levwood, Deanna Vandiver, Arran Morton, Rodney Lemery, Dan King, Duncan Teague, and Gordon Bailey. Your leadership has been essential in grounding this work in relationship. I also want to thank Karen Hutt for her thoughtful consultation in the formation of this body. Deep appreciation as well to Melissa Carvill-Ziemer for steady staff partnership during a key transition, stepping in when Darrick Jackson moved on to serve at the UUA, alongside Janette Lallier’s ongoing support.

I also want to name the broader ecosystem that sustains this work. The BIPOC ministers community has grown from a few dozen colleagues when I was ordained nearly two decades ago to roughly 100 today. Our partners in DRUUMM, TRUUST, and BLUU continue to offer critical leadership and accountability.

At the same time, members have been clear about what remains unfinished—and this is where the UUMA must continue to grow. There is strong demand for more rigorous, accessible antiracism and anti-oppression training, and our current offerings remain uneven in consistency and depth. Our identity-based chapters—BIPOC, Disabled, and Trans/Non-Binary colleagues—require deeper resourcing and clearer structural integration into the life of the association. More broadly, there remains a gap between our stated commitments to Widening the Circle and the degree to which those commitments are consistently embedded in our institutional practices, decision-making, and accountability structures.

As I complete my term this June, I offer this as both reflection and handoff. The task ahead is to strengthen fidelity to these commitments: to invest in chapter leadership, to build durable partnerships for high-quality formation, and to align our governance and programmatic life more fully with the values we profess. This is long-term organizational work requiring discipline, clarity, and sustained attention.

We are not finished. But we are more organized, more connected, and more prepared to do what this moment asks of us.

Joseph Santos-Lyons (he/they)
UUMA Trustee-at-Large for Widening the Circle

REPORT OF THE TRUSTEE-AT-LARGE FOR GOVERNANCE

Dear Ones,

If you are reading this, thank you. Nearly every single one of us is working so very hard to meet this moment. Most of us have more ministry on our plate than any of us can actually do. And yet, here you are showing up to do your due diligence to support and strengthen this Association by reading through the Annual Meeting Packet. I am grateful.



This is my final Board report for a UUMA Annual Meeting Packet. For seven years, I have served our beloved Association, first as Secretary then as Governance Trustee of the UUMA Board of Trustees. My first term began in late summer of 2019. We have been through it. I have learned a great deal and want to lift up a few highlights of my experiences.

I have been witness to and an active participant with seven different groups of colleagues who've come together to tend to the business of our Association. Each year, we have striven in different ways to embody the UUMA mission and to do the best each of us could under great duress of the larger context in which many of us learn, live, and work. We have served and struggled together to make the best decisions we know how to make on your behalf, on behalf of our ancestors, and for those who will come next.

My first year, that Board imagined a new why statement into being, that we each had a voice in co-creating:

The UUMA exists to
call forth courageous and transformative ministries,
empowered by love,
committed to collective liberation,
... because we need one another.

These words have echoed aloud in so many meetings where we've wrestled, been vulnerable, learned, grown, ministered, loved, lost, covenanted. Each conversation has gotten a little bit clearer on the role of the Board of Trustees, the Executive, the UUMA itself, and UU ministry. We have leaned into this why statement wholeheartedly even when our hearts were sometimes broken in the process.

In 2022-23, we convened a Bylaws Committee to explore what the UUMA's purpose is. For over six months, the Committee labored alongside many of you to find the words to articulate what moves us to answer the call to serve as a Unitarian Universalist minister and to join this Association. There were profoundly moving conversations with and between colleagues from different identities, perspectives, and experiences. Each time the Committee was inspired to adjust the language, not as word smiths hammering away until we got it right, but rather as word weavers gently braiding strands of wisdom, grace, experience, power, and love to form a tapestry of deep meaning to articulate our UUMA purpose and how we, all together, have responsibility to bring the purpose to fruition:

The UUMA's purpose is to develop, support, and strengthen the professional ministry of Unitarian Universalism.

Through their respective roles, the Members, Board, Executive, and Staff of the UUMA will nurture our transforming faith through collaborative leadership.

Recognizing the complexity of power, and committed to ethical ministry, our relationality with and responsibility to one another, and our shared work dismantling systems and structures of racism and oppression, we:

1. Help interpret and understand the roles and purposes of ministry, informed by our Guidelines for the Conduct of Ministry;
2. Advocate for the ministerial roles, rights, and responsibilities of Members, especially regarding actions that diminish those roles or curtail those rights and responsibilities;
3. Deepen practices of covenant and lifelong learning, finding inspiration and sustenance in our collegial connection to one another, supporting each other in growth and renewal, and strengthening our skills and capacities in ministry;
4. Create and participate in accountability practices in the UUMA and foster accountable relationships with other religious professionals and organizations within Unitarian Universalism.



This purpose won't just happen, as we all know. So, the next Board created and the following Board refined a strategic process that allows for us to engage with Strategic Partners who are both on the Board and beyond the Board to help us grapple with the multitude of challenges of ministering in these...times. You can read more about those strategic goals and those partners and the work we are doing together to address where our systems are still falling short and causing harm to ministers and ministries, and how and with whom we can partner to change the systems, heal the harms, and serve faithfully with Love at the center, elsewhere in this packet.

The UUA Commission on Institutional Change report, Widening the Circle of Concern, includes several observations and recommendations for the UUA's governance and I have returned to the report time and again as Governance Trustee to see what there is the UUMA can apply. Much of my work has been in helping to clarify not only the relationships between the Bylaws and the Board Policies, but also the responsibilities and lane clarifications of the Board and the Exec as the organization has continued to evolve over time, hire staff, and move into a version of policy-based governance with articulated monitoring and accountability that is based in relationship and articulated values. That is a long sentence.... It has been a lot of work to restructure, reimagine, and/or write new Bylaws and Policies to help us face the times we are in and to remember our Bylaws and Policies as living, relevant documents that guide our work. I have only been able to do the work I've been able to do through the work of my predecessors and the trust of each Board with whom I've been honored to serve. I do not take any of that lightly. "Informal structures privilege those in power," the COIC report told us and I have worked to make the power and responsibility more explicit and the structures more formal and hopefully, applicable, particularly as we strive to dismantle ableist, heterosexist, patriarchal, transphobic white supremacy culture.

There is a Bylaw change being proposed this year that I hope you'll support that allows for a bit more Association sustainability while continuing accountability practices. See that report elsewhere in this packet.

There are many other memories to share as it has been a profound honor to serve our UUMA in this way. I will also say here that the UUMA, all of us Members, are deeply blessed by the often unseen gifts and skills, commitments and dedication of the UUMA Staff Michelle, Julica, Hannah, Denise, and the Executive leadership of Janette Lallier and Melissa Carvill Ziemer. So much is possible because all of them make it so.

Thank you for your faithfulness in the seminaries in which you learn and teach, the settings in which you serve and lead, the projects you are engaging in retirement; for the world needs our interdependent ministries just as we need one another. Thank you for your ministries in whatever country you live. Thank you for continuing to live our shared Unitarian Universalist values in a world that so needs our voices, our witness, our courage, and our love.

If you have questions about anything related to governance or the proposed Bylaw change, I hope you'll reach out to me before the Annual Meeting at atlargegovernance@uuma.org.

Wendy Bartel (name.not pronouns.please)
UUMA At-large Trustee for Governance

2026 BYLAW REVISIONS

[Bylaw Change Recommendation for June 2026 Annual Meeting](#)

Current Bylaw:
Article IV Funds and Dues



Section 6: There shall be bi-annual financial review and/or audit of the Executive's records under such provisions as the Board of Trustees may decide. The cost of said action shall be borne by the UUMA and when filed, the audit/review shall be available to any voting member.

We, the Board approved these changes:

Article IV Section 6: There **will** ~~[shall]~~ be a ~~[bi-annual]~~ financial review and/or audit of the Executive~~[s]~~ records under such provisions as the Board of Trustees may decide, **at least once every three years**. The cost of said action will ~~[shall]~~ be ~~[borne]~~ **included in the corresponding UUMA budget** and when filed, the audit/review **will** ~~[shall]~~ be available to any voting member.

Why we are recommending these changes:

Like many of our organizations, we are conscious of using our financial and time resources prudently. At the January meeting, Janette Lallier, the Director of Operations and Finances made a recommendation to change the audit/review schedule to potentially save a bit of money based on past and projected costs of said review/audit as well as to align the financial review with the Treasurer Term and the current Institute for the Learning Ministry cycle. The Board of Trustees unanimously approved this change.

As several members of the Board, including the Treasurer and Dir. of Operations and Finances, have been involved in the Executive Search process for much of the year, there has been inadequate time to also engage in the intense work of an audit/review for this current fiscal year. Because the Board values transparency, this means we are out of compliance with the current Bylaws. This prompted a request to Janette to do a review of time and financial resources for audit/review procedures. It was discovered that moving to every third year may yield a slight savings and lessen the frequency load on the Director of Operations and Finances to assemble all the needed documents, etc. The Board and Executive have been working on practices of both accountability and lane clarification. Connecting the cycle of financial review to the conclusion of the Treasurer cycle brings us further along in our aspirations of alignment. If this change is approved, we will be brought right back into compliance and it will be in alignment with the cycle of a new Treasurer on the Board. Changing 'shall' to 'will' is a Hotchkiss general recommendation of practice. The change of 'at least' allows for more frequent if deemed necessary while also still having a minimum limit of three years to align with the cycle.

Evolution of Change through Shared Wisdom

At the April Dialogue Session with the Board of Trustees, we received some excellent feedback to further adjust the Bylaw proposal to remove 'of the Executive records' as we can imagine a world in which the review or audit might include a variety of things that might not just be the Executive records and for which the Board would be justified in including in said provisions.

We, the Board unanimously approved this additional change as suggested by a UUMA Member at the April dialogue session:*

Article IV Section 6: There **will** ~~[shall]~~ be a ~~[bi-annual]~~ financial review and/or audit ~~of the Executive[s] records~~ under such provisions as the Board of Trustees may decide, **at least once every three years**. The cost of said action will ~~[shall]~~ be ~~[borne]~~ **included in the corresponding UUMA budget** and when filed, the audit/review **will** ~~[shall]~~ be available to any voting member.

If changes are accepted, it reads like this:

Article IV Section 6: There will be a financial review and/or audit under such provisions as the Board of Trustees may decide, at least once every three years. The cost of said action will be included in the corresponding UUMA budget and when filed, the audit/review will be available to any voting member.



Humbly submitted,
Wendy Bartel, (name.not pronouns.please)
UUMA At-large Trustee for Governance

**Robin Tanner, Duncan Teague, Carol Thomas Cissel, Chris Rothbauer, Joseph Santos-Lyons, David Messner, and Wendy Bartel*

REPORT OF THE SEARCH COMMITTEE

On behalf of the Search Committee, we are pleased to report on the completion of the search process for the Director of Ministries and Programs, who will serve as Co-Executive Director within the UUMA's shared leadership model.

The committee engaged a thoughtful and thorough process, grounded in care for the Association and the significance of this role. We received ten applications, each reflecting a deep commitment to the Unitarian Universalist ministry. All ten candidates participated in initial interviews. From there, six candidates engaged in further conversation with Janette Lallier, Co-Director for Operations & Finance, focusing on shared ministry and collaborative leadership. The pool was then narrowed to four candidates for additional interviews, and ultimately two candidates were invited to participate in in-person, full-day interviews.

Following this process, the committee reached consensus on a candidate and completed reference conversations with care and intention. After much anticipation, we are delighted to announce that the Rev. Mr. Barb Greve has accepted the position of the UUMA's next Co-Executive Director.



Rev. Mr. Barb Greve has devoted his life's work to service within Unitarian Universalism. His ministry spans decades of leadership, advocacy, and innovation. Barb's work includes service with the Unitarian Universalist Association's Office of BGLT Concerns, as well as extensive leadership in support of religious professionals across the denomination. He has served as Co-Moderator of the UU Association of Congregations and is a cofounder of Transgender Religious Professional UUs Together (TRUUsT) and the Association of UU Transitions Professionals.

Barb has contributed to the formation of future leaders through board service at Starr King School for the Ministry, Meadville Lombard Theological School, and the UU Studies Network. A Master-level Credentialed Religious Educator, he spent over a decade serving congregations in intentional interim and developmental roles before transitioning to healthcare and hospice chaplaincy, where he became a board-certified chaplain.

He is an Affiliated Community Minister with First Parish in Framingham, Massachusetts, and lives in the greater San Francisco area. Outside of his professional life, Barb enjoys time with chosen family, attending sporting events and concerts, playing cribbage, and musical theatre—and is known to be steadfastly committed to cold-brew coffee.

Rev. Mr. Greve will officially begin his role on July 1, with onboarding and transition time beginning June 14. He will also be present with colleagues at the studio site in Louisville, offering an early opportunity for connection and shared work.

Throughout the process, the committee was guided by the question of who could faithfully partner in leading the UUMA into its next chapter—someone grounded in our values, skilled in collaboration, and inspired by the possibilities before us. We believe Rev. Mr. Barb Greve brings these gifts in abundance.



We offer our deep gratitude to the members of the Search Committee for their time, care, and discernment: Rev. Ali KC Bell, Janette M. Lallier, Rev. Joseph Santos-Lyons, Rev. Dr. Robin Tanner, Rev. Arran Morton (Committee Scribe), and Rev. Ajia Simpson-Newbury (Committee Chaplain). We also give thanks to all who applied and participated in the process.

We look forward with excitement and hope to the ministry that will unfold in this next era of shared leadership.

Respectfully submitted,
Rev. Carol Thomas Cissel and Rev. Dr. Sarah Lenzi, Co-Chairs
UUMA Search Committee

REPORT OF THE STRATEGIC PARTNERS COMMITTEE

Background:

In February 2025, the UUMA Board of Trustees developed a strategic plan, which outlined five strategic questions. Out of these five questions, the Board further developed four strategic goals and called together a Strategic Advisory Partners Working Group to engage with these questions, develop a timeline, and provide strategic fulfillment objectives. The Strategic Partners Working Group is a Board-led working group of the UUMA Board. The members include: Audette Fulbright Fulson, Joan Javier-Duval, Chris Jimmerson, Christana Wille McKnight, Anya Sammler Michael, Jake Morrill, and Sana Saeed. The Board Members working with the Strategic Partners are: Wendy Bartel, Carol Thomas Cissel, Robin Tanner and Duncan Teague. The committee is supported by the UUMA Executive Team, Melissa Carvill Ziemer and Janette Lallier.

UUMA Board Charge to the Strategic Advisory Partners Working Group:

The UUMA Board of Trustees cares deeply about UUMA members, our many varied UU ministries, and the future of professional ministry. The UUMA Board charges the Strategic Advisory Partners with advising the UUMA Board on the implementation of the following strategic goals:

1. Work to ensure UU ministry is physically, emotionally, spiritually, and financially sustainable for more UUMA members especially those who have disabilities, are BIPOC, are LGBTQ+, are experiencing financial hardship, and/or a combination of these identities.
2. Advocate for UUMA members, particularly in congregational settings, to increase trust in and fair treatment by UUA Congregational Life Staff, UUA Ministries and Faith Development Department Staff (including Transitions Staff), the MFC and its Review Team, and congregations.
3. With integrity to the ministry and grounded in our commitment to accountability, partner with the UUA, the MFC, and other religious professional organizations to widen the path to ministry. (Duncan)
4. Develop Board policies, practices, and processes that increase our collegial care and strengthen our abilities to engage in trauma-informed ministries with one another, with Exec/Staff, with UUMA members, and with responses to harm and efforts toward repair.

Furthermore, the Strategic Advisory Partners shall propose data collection methods, implementation actions, and report regularly on progress to and seek counsel from the UUMA Board. Each member shall be appointed by the UUMA Board for one year, renewable for up to three years. The Board members on this Strategic Advisory Partners Working Group shall convene the Partners. (This ends the charge.)

Progress:

The Strategic Partners are meeting in smaller workgroups for each of the goals. Each workgroup includes at least one Board Member. They also meet every other month with the whole team of Strategic Partners and key UUMA staff



members. Progress includes naming accountability partners and responsible parties that will need to be thought partners in the strategic work. Workgroups are beginning to name hurdles and opportunities, ideas and challenges.

Throughout the ecosystem and history of UU ministry, the UUMA embraced advocacy and now takes pride in protections and standards that have been developed over many generations of UUMA advocacy. For instance, the Unified Ministerial Agreement, the “congregations in care” process, congregational accountability, the fact that there are standards of compensation and recommendations, and benefits, including time off and healthcare - all of these were influenced by UUMA advocacy efforts. We acknowledge that there is still significant work ahead. Going forward, the UUMA intends to continue that tradition in the ways described below.

Advocacy by the UUMA is the strategic, system-oriented use of its voice, relationships, and resources to strengthen the conditions, processes, and structures that support sustainable, ethical, and effective ministry—while maintaining clear boundaries from functioning as a representative body for individual outcomes. Our advocacy for ministry seeks to reduce harm, foster sustainable ministry, and alleviate crisis-response by fostering preventative solutions.

The UUMA does not function as a union or legal advocate for members. It does not adjudicate claims or determine fault within the Ministerial Fellowship Committee. Its role is to strengthen the ecosystem of ministry, not to manage individual cases with the exception of grievances within the UUMA.

The UUMA affirms the responsibility of each minister to uphold the standards of the office, and to enjoin existing resources, as needed

Although the UUMA doesn’t engage in individual advocacy, as mentioned later in this document, the following resources for individual support include Good Offices, Coaching, Mentoring, Continuing Education, Collegial Connections, and Communities within the UUMA; and, beyond the UUMA including UUA resources such as, Congregational Life Staff, the Retirement and Benefits Office Staff, and the “Hope for Us” team.

We look forward to the opportunities to engage with partners and you, our members, in the year ahead to continue our advocacy for our UU ministry.

REPORT OF THE EXECUTIVE LEADERSHIP TEAM

UUMA EXECUTIVE LEADERSHIP TEAM

2026 ANNUAL REPORT

We invite you to join us in offering heartfelt gratitude to the colleagues who are completing their service on our Board of Trustees. The Rev. Carol Thomas Cissel has brought steady care and dedication to her role as Treasurer across two terms, offering faithful stewardship, insight born of experience and thoughtful leadership. The Rev. Wendy Bartel first completed an unfinished term as Secretary and then continued into service as Trustee at Large for Governance, offering seven years of committed leadership that has strengthened the association’s governance through thoughtful attention to our Bylaws, policies, procedures and processes.. The Rev. Joseph Santos-Lyons has offered wise and experienced leadership as At-Large Trustee for Widening the Circle, grounding this service in care for the whole of our community. Carol, Wendy, and Joseph, we are deeply grateful for the ways you have given of yourselves in this work.

We also hold deep appreciation for all who have served on the Board this year. Board service asks much, and each member has offered time, insight, and care with generosity. In addition to Carol, Wendy, and Joseph, this year’s Board of Trustees has included the Rev. Dr. Robin Tanner, the Rev. Duncan Teague, the Rev. Chris Rothbauer, and the Rev. David Messner. We are grateful for the leadership they have offered and the commitment they have brought to the life of the association.



This year has been one of steady work, strong participation, and continued attention to the changing realities of ministry in addition to preparing for change in our Executive Leadership Team. We are grateful for the strong, skilled and dedicated staff team at the UUMA: Denise Cawley, Membership Administrator, Hannah Franco-Isaacs, Program Administrator, Michelle Favreault, Ministerial Formation Network Manager and Julica Hermann de la Fuente, Lifelong Learning Manager. We are proud of the way our staff has advanced critical initiatives while also engaging in the adaptive work of transition as I (Melissa) have prepared to conclude my tenure at the UUMA while I (Janette) participated in the search process for a new team member.

Across our programs, finances, and partnerships, we have focused on supporting colleagues in practical and responsive ways—offering learning, strengthening collegial connections, and expanding access to care and support. At the same time, we have begun to align this work with the 2025–2028 Strategic Goals adopted by our Board of Trustees, with particular attention to sustainability in ministry, advocacy, and widening pathways into and through ministry.

What follows reflects our first year of movement in those goals—largely through deepening and coordinating work already underway. We encourage you to take a moment to review the “Why,” “How,” and “What” of the UUMA. ([Learn more here](#)) This UUMA Leadership Report draws on the words and work of our full UUMA Staff and is organized by the headings “What” Statements, which describe what we do and offer at the UUMA.

Respectfully submitted,
Janette M. Lallier, Director of Operations and Finance
Rev. Melissa Carvill Ziemer, Director of Programs and Ministries

We Promote Lifelong Growth and Learning in Ministry

Executive Team Portfolio: Melissa Carvill Ziemer

Staff Team: Julica Hermann de la Fuente, Melissa Carvill Ziemer, Michelle Favreault and Hannah Franco-Isaacs

This year’s programming has continued to expand in both depth and responsiveness, offering opportunities that meet colleagues in the realities of ministry today. Highlights include:

- Two sections of a six-session course on *AI and the Interdependent Web*, with materials emerging for future use
- Meet the Moment: *Strategic Risk Assessment and Engagement Wave Cohort*, led by Deanna Vandiver and Lucas Hergert
- *Fundamentals of Immigrant Justice: Contexts and Histories*, co-led by UURISE and UUMA
- A wide range of MFN offerings, including mini-retreats and vocational reflection spaces

Spring programming has been particularly robust, with strong participation across both MFN and lifelong learning.

A central expression of this work continues to be the **Institute for the Learning Ministry: Praxis, Faith, and the Future**, which brought together colleagues in both in-person and virtual formats for a week of shared learning, worship, and connection.

Designed to meet the complexity of this moment in ministry, the Institute offered multiple pathways for engagement—learning tracks, workshops, worship, and space for rest, reflection, and informal connection. Worship and embodied practice were woven throughout, grounding the experience in shared spiritual life.

Participation was strong across formats, reflecting the continued importance of the Institute as a gathering space for ministers. The Institute also met its financial goals. Through scholarship support, we were able to widen access and support colleagues in attending who might not otherwise have been able to do so.

Across all of this, the Institute continues to function not only as a place of learning, but as a space of collegial care, renewal, and shared ministry. We are grateful to the fabulous Institute Planning Team including Chris Long, Katie Romano Griffin, Hannah Roberts Villnave, Nicoline Guerrier, Jen Raffensperger, Nori Rost, Kevin Tarsa, Lindasusan Ulrich, Michael



Walker, Joan Javier-Duval and Jamili Omar. This team was integral in shifting some of the culture of Institute toward more inclusivity and away from competitive and scarcity-centered models.

This year we are also pivoting our coaching and mentoring programs to provide both more targeted coaching support for specific needs and more general mentorship for all stages and settings of ministry.

We have also begun exploring expanded models of formation and support, including Reflective Pastoral Supervision and strengthened mentoring pathways. We continue to support ministers who are being held in care by the UUA Review Team.

Strategic Alignment (Goal 1: Sustainability): Strengthening access to relevant, integrated learning opportunities that support ministers in sustaining their work over time.

We Support Ministers in All Stages and Settings

Executive Team Portfolio: Melissa Carvill Ziemer

Staff Team: Melissa Carvill Ziemer, Michelle Favreault, Julica Hermann de la Fuente, Hannah Franco-Isaacs

Supporting ministers holistically remains central to our work—particularly as colleagues navigate increasing complexity and strain in ministry.

A key expression of this support continues to be the Ministerial Formation Network (MFN), now in its 10th year. This UUMA program offers ongoing spaces for reflection, identity development/grounding, and connection during ministerial formation. This year, the MFN has continued in the work of vocational advising, discernment support and supplemental education in an ever changing environment in theological schools, congregations and community contexts. The MFN relies on dozens of volunteers and program facilitators who engage theology and practice through relationship and covenant.

In addition to 1:1 and small group mentorship, the MFN has offered more than 25 formation conversations and gatherings with institutional partners, creating multiple entry points for engagement throughout the year. The community practice includes time in retreat space, too, where themes that support the development of MFC competency mix and meld with fellowship and collegiality. In addition to assembling at (on site and virtually) for Institute, the MFN retreats included:

- Theologies of Play and Rest
- Articulating Your Faith (fall and spring)
- Theology of Calling (fall and spring)
- Arts of Farewell and End of Life Rituals

Another key expression of this support is offered via Good Offices. We have over 100 colleagues serving as Good Offices people in both general and specialized forms. In addition to the Good Offices people elected by their chapters (geographic and non-geographic), we have three Good Offices specialty teams: Contract/Call Negotiation Support, Right Relationship Team and Care Team. All Good Offices people engage in learning when they come into the role and have access to regular and continuous support for the duration of their tenure. Our Good Offices Coordinating Team collaborates in looking at the big picture of Good Offices work and helps shape pathways for ongoing improvement.

We are also continuing to expand and integrate our broader ecosystem of support, including mentoring, coaching, and emerging models such as Reflective Pastoral Supervision.

Examples of additional responsive support offerings has included:

- Continued development of additional support-based programming across ministry contexts
- Collaboration with UU Trauma Response to offer Sharing Circles following the removal of a minister from fellowship



- Support circles for colleagues in Minnesota, alongside encouragement to access Sustainability Fund resources for care
- Chaplain Support Groups

We have also continued to offer programming and care that centers the experiences of ministers who are BIPOC, LGBTQIA+, disabled, and from poor and working class backgrounds in caucus and chapter meetings.

Taken together, these efforts reflect a growing commitment to support that attends to the **physical, emotional, and spiritual well-being of ministers.**

Strategic Alignment (Goal 1: Sustainability): Expanding systems of care and support that attend to the full well-being of ministers, particularly those navigating increased strain and systemic inequities.

We Maintain Guidelines and Offer Accountability Processes

Executive Team Portfolio: Melissa Carvill Ziemer

Staff Team: Melissa Carvill Ziemer, Janette Lallier, Hannah Franco-Isaacs

This year has included continued attention to the ways we support ministers through accountability structures that are grounded in care, clarity, and collegial responsibility. Key areas of focus include:

- Publication and initial rollout of the Unified Ministerial Agreement, in partnership with the Unitarian Universalist Association
- Training and integration of Good Offices teams in supporting best practices related to agreements
- Ongoing advocacy related to:
 - contract review processes (especially for less-than-full-time ministries)
 - ministerial and congregational accountability systems
 - alignment with Congregational Life staff across regions

We have also:

- Ensured UUMA member engagement opportunities in UUA Transitions review processes
- Begun developing communication strategies to better inform members about advocacy efforts
- Continued investing in relationship-building with partners in other UU organizations

We continue to hold space for colleagues navigating conflict, transition, and complexity, recognizing that not all situations are immediately resolvable, but all benefit from thoughtful, grounded support.

Strategic Alignment (Goal 2: Advocacy): Strengthening accountability systems with greater clarity, equity, and care while deepening engagement with partners across the UU landscape.

We Work to Dismantle Systems and Structures of Racism and Oppression

Executive Team Portfolios: Melissa Carvill Ziemer & Janette Lallier

Staff Team: All Staff

Our commitment to anti-racism and anti-oppression continues to be expressed through our programming, partnerships, and internal practices. This year, that has included:

- Continued ARAOMC programming in our Learning Together series
- Developing a new anti-racism coaching program (to roll out next fall)
- Partnership with UURISE on *Fundamentals of Immigrant Justice*
- Integration of equity-focused content across learning and collegial spaces



- Ongoing attention to how systems of support, accountability, and formation impact ministers differently across identities
- Investment in the building of our new Widening the Circle Committee, in collaboration with our Board leadership

We are also continuing to build on this work, exploring how emerging models of support and formation can be shaped with particular attention to those most impacted by systemic harm.

Strategic Alignment (Goal 1 & 3): Deepening anti-racist and anti-oppressive practices while ensuring pathways into and through ministry are more equitable and accessible.

We Conduct Our Operations in Alignment with Our Values

Executive Team Portfolio: Janette M. Lallier
Staff Team: Janette Lallier, Denise Cawley

The UUMA remains financially strong. With income and expenses tracking closely to plan, we are projecting to end FY26 with a smaller deficit than originally budgeted. This is largely due to steady dues revenue and a strong showing from the Institute. Originally budgeted at a loss, the Institute is now projected to come in with a slight surplus, helped in part by strong participation and the flexibility of virtual options. With life member contributions below projections; we are beginning to develop a more sustained approach to life member giving.

Operationally, we have continued to invest in systems that support both sustainability and member experience:

- Increased scholarship support in response to member need
- Implementation of automatic Zoom renewals, streamlining administrative workflow
- Ongoing refinement of financial tracking and expense classification as new bookkeeping systems come online
- Continued development of communication systems with chapters and program participants
- Initial implementation and ongoing revision of the Find-A-Minister platform (beta) to better support mentor matching, pulpit supply, and community and innovative/entrepreneurial ministries
- Ongoing revision of our Personnel Manual, including an assessment of PTO and flex/comp time practices for a fully remote and virtual organization and seeking continued alignment with our values through a liberatory lens

Strategic Alignment (Goal 1: Sustainability & Goal 3: Pathways): Building sustainable operational systems while expanding access to ministry through tools, resources, and new pathways.

Membership Report: Numbering 1,883, membership in the UUMA remains steady. This year we have welcomed 45 new members and seen a steady rate of membership renewals (currently at 95%). For the first time, all three of our largest chapters are non-geographic chapters (Community Ministers, Transitions, and Retired Ministers Chapter - which we encourage all Life Members to join). We have sadly noted 31 deaths among our members and acknowledged 16 removals/resignations. Of these, seven members were removed from membership as a result of loss of fellowship/candidacy with the UUA; nine are no longer practicing or pursuing the UU Ministry.

New, Resigned, Suspended, Lapsed and Dropped Members (June 1, 2025 - May 5, 2026):

New Members: Kenneth Jake Bitner, Nancy J Bowen, Bryan Philip Bower, Annelies Brock, Ayliah Charlene Cannon, Nathaniel Clark, Lisa Marie Cockburn, Michael Jermaine Crumpler, Katherine Cullen-Wilde, Jonathan Dean, Taqiyyah Elliott, Teresa N. English, Mario (Mai) Gross, Avery Collier Hamill, Emily Hedrick, Johari Hunt, Ghana Imani Hylton, Eden Johnson, Jeanay B Johnson, Sadie (Sarah Sidney) Kahn-Greene, Jeremiah Kalendae, Holly Kelchner, Rowan Kelly, Beth Lynley Lefever, Dave Leppik, Kristi Martel, Lianne J McCray, Emily Miller Mlcak, Archer Constantine Montano-Buxman, Cassandra Montenegro, Persephone Paisley, Joyce Palmer, Pamela Patton, Maria Renner, harris riordan, Willow



Garrick Shirtz, Patrik Silvola, Louise Smith-Erb, Julián Jamaica Soto, Zan Spaihts-Mohns, Jennifer St. John Logsdon, Bonnie Tarwater, James Tanner Trask, Pablo Vazquez, Dylan Chase Williams

Removed Members: Kaaren Anderson, Gregory Carrow-Boyd, Robert LaVallee

Resigned Members: AJ Blackwood, Cheyenne Boon, Beyssa Buil, Katie Byron, Erik David Carlson, Chris Clark, Terra Collier-Young, Thomas Cruse, JohnMarc Ormechea, Lee Anne Washington, Sarah Ruth Wekoye Davis

Lapsed Members¹: Scott Aaseng, Erien Babcock, Nancy Barnard, Paul Beckel, Julie Brock, David Buckley, Beth Chronister, Kaden Colton, Vicky Combs, Tawna Cooley, Rachel Evans, Matthew Farris, Bambi Galore I. Forrest Gilmore, Rob Gregson, Galen Guengerich, Cassandra Hartley, Kathryn Hawbaker, DL Helfer, Zachary Helton, Anthony Johnson, Ayanna Kafi, Jennifer Kapranov, Katie Larsell, Michelle Lattanzio, Arthur Lavoie, Ruth MacKenzie, Heather Malkawi, Amy McCormick, Melinda McGucken, Kelli McNeal, Zoey McShane, James Miller, Alisha Mills, Lisa Mobayed, Debra Morra, Janet Newton, Kimberley Nies Elliott Nolte, Dara Olandt, Carolyn Patierno, Gregory Pelley, Hannah Petrie, Linda Prokopy, Elizabeth Putnam, Alexander Riegel, Beth Robbins, Meghann Robern, Amy Rowland, Jason Seymour, Klara Siber-Simic, Julie-Ann Silberman-Bunn, Laura Stavoe, Gail Stratton, Jeffrey Thoms, Genoa Tobin, Catherine Torpey, Megan Rylee Uhrich, Rali Weaver, Ru-Lee, Weller-Passman, Lynnda White, Steven Wilson

Dropped for non-payment: Sonya Bergeron, Caroline Bright, Erica Caldwell, William Clark, Peter Connolly, Susan Conrad, Anmarie Dinan Hansen, Adam Dyer, Timothy Ellis, Seanan Fong, Frieda Gillespie, Molly Hammerhand, Andrea Hawkins-Kamper, Jacqueline Hochstin, Samuel Hunt, Laura Imayoshi, Julie Kain, Cynthia Kane, Friederike Kaufel, Amanda Kuchta, Kirk Loadman-Copeland, Ethan Loewi, Arif Mamdani, Kenneth Marino, Morgan Martin, Meg Mathieson, Kent Matthies, Tisha Moore, Aaron Norris, Ellen Parks, Sharon Piantedosi, Cynthia Pincus, Myriam Renaud, Kathleen Rudoff, Lisa Sargent, Jennifer Simon, Jasmine Stock, Beth Taylor, Elizabeth Valencia-Gutierrez, Sky Williams-Tao, Charles Wilson

Ministerial deaths: Penelope Allderdice, Myron Andes, Margaret (Meg) Barnhouse, James Covington, Linda Desantis, Natalie Fenimore, Sandra Fitz-Henry, Charles Forbes Flagg, John Fordon, Douglas Gallager, Harry Green, Frank Hall, Barbara Hebner, Sandra Ingham, Robert MacDicken, Sue Magidson, Marjorie Montgomery, Everett Morris, Michael O'Kelly, Christopher Raible, John Rex, Winston Reynolds, Joyce Smith, Colleen Squires, Weston Stevens, Lynda Sutherland, Patricia Trudeau, Arthur Vaeni, Donald Wheat, George Whitehouse, Walter Wieder

We Provide Spiritual, Theological, and Religious Leadership Throughout Unitarian Universalism

Executive Team Portfolios: Melissa Carvill Ziemer & Janette Lallier

Staff Team: All Staff

The UUMA continues to contribute to the broader landscape of Unitarian Universalist ministry through partnership, presence, and programmatic leadership. This year, that leadership has included:

- Collaboration with the Unitarian Universalist Association and our partners in leadership of the other UU religious professional organizations on shared initiatives such as the Care in Conflict project

¹ Members are held in membership as lapsed for one year after their last dues payment. After that time they are dropped from membership for non-payment. This non-payment can mean a number of things. Most often it is an oversight, but it has happened that people in ministerial transitions (Preliminary Fellowship or Retirement) lose track of their membership. It is also possible that these members are no longer active in Unitarian Universalism or they choose to effectively resign their membership by not renewing.



- Ongoing engagement with systems that shape ministry, including transitions, contracts, and congregational dynamics
- Support for colleagues navigating complex and changing ministry contexts
- Continued planning and marketing and offering of pre-retreat sessions for the next Community Ministers Retreat, co-sponsored with the UUA
- Conversation and advocacy with UUA leadership around health care and benefits.

Throughout our programming and in the many ways and places where we gather, ministers are engaging questions of theology, practice, and identity in ways that respond to the current moment.

Strategic Alignment (Goal 3: Pathways): Contributing to a broader vision of ministry that is more accessible, diverse, and responsive to the changing UU landscape.

Across all areas of work, this year reflects a consistent focus on supporting ministry in ways that are practical, responsive, and relational. We are grateful for the many ways colleagues continue to engage—with programs, with one another, and with the shared work of this association. That engagement is what allows the UUMA to continue adapting and responding to the needs of ministers in this moment.

2026 ANNUAL MEETING AGENDA & RULES

(FINAL)

Tuesday, June 2 : Virtually @ 4-6pm ET/ 3-5pm CT/ 2-4pm MT/ 1-3pm PT

Zoom Information: <https://uuma.zoom.us/my/uuministers>

- Invocation and Call to Order Robin Tanner, UUMA President
- Chalice Lighting Anya Sammler-Michael, Strategic Partner Working Group
- Quorum Check
- Consent Agenda:
 - Appointment of Parliamentarian (Kelly Asprooth-Jackson), Timekeeper (Duncan Teague), and Election Tellers (Samaya Oakley, Paige Getty, Sherman Logan)
 - Adoption of Rules and Procedures (see below)
 - Approval of the 2025 Annual Meeting Minutes
- UUMA President’s Report Robin Tanner, UUMA President
- 2026 Bylaw Revisions Wendy Bartel, Governance Trustee
- Nominating Committee Motion and Discussion Edith Love and Sangye Hawke, Co-Chairs
- Search Committee Report Carol Thomas Cissel & Sarah Lenzi, Co-Chairs
- Report from the Strategic Partners Working Group Jake Morrill and Duncan Teague
- Breakout Session 1: Discussion of strategic goals
- Suspension of meeting
- Closing Words Ali KC Bell, UUMA Search Committee
- Voting opens 8:00 PM ET, June 2, 2026 and closes June 3, 2026 @ 11:00 PM ET

Thursday, June 4: Virtually @ 4-6pm ET/ 3-5pm CT/ 2-4pm MT/ 1-3pm PT

Zoom Information: <https://uuma.zoom.us/my/uuministers>

- Reconvening of Meeting: Reminder of Rules and Voting Robin Tanner, UUMA President
- Chalice Rekindling Chris Rothbauer, UUMA Secretary
- Treasurer Report Carol Thomas Cissel, UUMA Treasurer



- Report of Election Tellers Samaya Oakley, UUMA Election Teller
- UUMA Exec Team Report Janette M. Lallier, Melissa Carvill Ziemer
- UUA Transitions Review Task Force Roger Bertchhausen & Connie Simons, UUA Co-Chairs
- Breakouts Robin Tanner, UUMA President
- Installation of Incoming Board and Nominating Committee Robin Tanner & Duncan Teague
- Recognition of Melissa Carvill Ziemer’s service and Invitation to Celebration of Melissa’s ministry
- Closing Words David Messner, UUMA Trustee-At-Large
- Chalice Extinguishing Joseph Santos-Lyons, UUMA Trustee-At-Large
- Adjournment Robin Tanner, UUMA President
- Treasurer Report Carol Thomas Cissel, UUMA Treasurer
- Report of Election Tellers UUMA Election Tellers
- UUMA Exec Team Report Janette M. Lallier and Melissa Carvill Ziemer
- UUA Transitions Review Task Force Roger Bertchhausen and Connie Simons, TRTF Co-Chairs
- Breakout Sessions: (TRTF or GA Resolutions or Widening the Path)
- Installation of Incoming Board and Nominating Committee Robin Tanner, UUMA President
- Recognition of Melissa Carvill Ziemer’s service and Invitation to Celebration of Melissa’s ministry
- Closing Words
- Chalice Extinguishing
- Adjournment Robin Tanner, UUMA President

Annual Meeting Rules

Rules Preamble:

Beginning in 2020, as part of an on-going process of making the UUMA truly an association for all of its members - after much discernment and with particular attention to fully including and serving people with identities too-long marginalized and under-served by our institution - in the interest of transparency, we put forward new rules for our meeting. These rules attempted to be simple, but comprehensive, rather than relying on Roberts Rules of Order - which were sometimes a source of dispute, and have an uneven reputation amongst us. This year, having already held four annual meetings under this new organizing method, we are putting forward a very similar structure (which incorporates changes based on learnings from the 2020-2023 Annual Meetings). While longer, we believe they add clarity. If they are approved by the body at the start of the meeting (as part of the consent agenda), they will be the rules we will use in our annual meeting - we will not be relying on any other documents, other than the UUMA's Bylaws. In this way, we all have access to the same playbook.

Rev. Kelly Asprooth-Jackson
UUMA Parliamentarian for the 2026 Annual Meeting

Proposed Meeting Rules and Procedures:

In order to help us make decisions as a body, the following rules will guide us:

1. In an effort to center voices that are too often marginalized in dominant culture, we will observe a progressive stack. At least the first three speaking slots for discussion will be reserved for Black, Indigenous, People of Color, disabled, fat, trans, non-binary and other members with marginalized identities. If, after three speakers or one minute of open space with no members in the progressive stack wishing to speak, the conversation will be opened to all.
2. You may speak on an issue once, for up to 2 minutes.
3. You may speak a second time after folks are done speaking for their first time.
4. You can't borrow time from or lend time to another speaker.



5. If no one is waiting to speak on a given motion the President can call for a vote.
6. Discussion time for each item requiring a vote is 15 minutes after which the President asks, "Six more minutes?". The meeting participants will then vote on whether to extend. If no, discussion closes and we vote on the original item. This means we will spend fifteen minutes discussing the main motion before any submitted amendments will be entertained, unless no one is waiting to speak. The fifteen minutes allotted for discussion will be paused during transitions.
7. The Board of Trustees determines the agenda. Members may discuss or work to amend any business items placed on the agenda except Bylaw amendments. In compliance with Article XIV Section 1, no amendments were submitted by Members 60 days prior to the meeting and the full text of the Bylaws amendments accompanied the call to the meeting at least 30 days prior to the meeting.
8. To propose something to the Board to consider placing on the agenda, including an amendment to any motion already on the agenda, please present it in writing to the UUMA Secretary (secretary@uuma.org) before 9:00 AM EDT, **May 27, 2026**.
9. Addressing the Assembly from the Virtual Meeting Space: Those wishing to address the assembly from the virtual meeting space should message the online moderator the nature of their request (pro, con, procedural). The online moderator will introduce speakers to the President to be recognized in turn (pro, con) unless there is a request for a procedural question, which will always take precedence.
10. Where these rules fall silent and the bylaws do not give guidance, the decision of the President shall prevail. The decision of the President can be overruled by a majority vote of the membership present after a motion and second to do so.

Virtual Annual Meeting Gathering Norms:

- Chat: The chat feature will be turned off during core and essential discussions unless the presenter requests chat participation as part of the agenda item. To make space for collegial interaction, the chat will be on a few minutes prior and a few minutes post event. Participants may chat at any time with Tech Team members and UUMA Staff as needed.
- Video: Participants will be invited to turn off their video upon starting the meeting. Participants should unmute their video only when speaking or requested to do so by the presenter. During the pre and post social time, video may be enabled.
- Audio: Participant's audio will be muted automatically upon entering the Annual Meetings programming. Participants should unmute their audio only when speaking or requested to do so by the presenter.

Voting Procedures:

The voting process for the 2026 Annual meeting will be as follows: After items for membership consideration have been presented to the meeting and opportunity has been given for discussion of main motions and any submitted amendment of proposals, the meeting will be suspended to allow voting through an online portal. Members will have at least 24 hours from the opening of voting to log in to their member profile at uuma.org and register their vote. All members who vote are encouraged to have attended the annual meeting or to have watched the recording. Election Tellers will check that a quorum of members has been met in the number of submitted votes, count ballots, and report back to membership of the results at the conclusion of the meeting. Those members experiencing technical troubles or who do not have access to the web may call the UUMA Office line and leave their votes on a secure voice mail system.

Voting on meeting rules and amendments (submitted before May 27) that affect the main motion shall be done by the Zoom polling system.



2025 ANNUAL MEETING MINUTES

2024-2025 Annual Meeting: Part 1

June 3, 2025, 1:00pm PDT/2:00pm MDT/3:00pm CDT/4:00pm EDT

Welcome: Leslie Takahashi

Tech Intro: Hannah Franco-Isaacs

Invocation: Nic Cable

Call to Order: Leslie Takahashi

Quorum Check: Janette Lallier reported that 250+ members are in attendance, quorum is met

Consent Agenda: Leslie Takahashi

The consent agenda consists of:

- Appointment of Parliamentarian: Kelly Asprooth-Jackson, Time Keeper: Nic Cable, and Election Tellers: Samaya Oakley, Chip Roush, and Paige Getty
- Approval of Minutes from 2024 Annual Meeting
- Establish Rules of Procedure

Passed with over two-thirds vote.

President's Report: Leslie Takahashi reported:

- Collegiality and advocacy are critical to what we do.
- We need more transparency
- Widening the Circle Standing Committee will help us widen our circles of concern in ways that are not based on shaming, canceling, or retraumatizing one another.
- We need to find a way to restart youth programs.
- We must advocate for religious professionals as a whole – for all people who help our congregations run.

Bylaw Revisions: Wendy Bartel reported on:

- Two sets of proposed bylaw changes:
 - Article 7: Clarity and transparency around Board roles and processes
 - Section 5 on Board terms, two consecutive terms for a maximum of six years except President, President-Designate, and Vice-President. Terms will start on July 1.
 - Section 6: The incoming Vice-President is recommended to the Nominating Committee by the President-Designate.
 - Section 7: In the event of a vacancy, the trustee that is appointed is eligible to serve one additional three year term.
 - Section 8: A trustee who completes their terms under section 5 will not be eligible for election to the Board until at least two years have elapsed from the end of their last term.
 - Article 11:
 - Section 2: Moves Board terms to article 7 and clarifies the cycle of rotation is for electing new Board members.



Discussion via Progressive Stack: Duncan Teague: Do we need a second? Leslie Takahashi responded: Board motions do not require a second under our annual meeting rules.

Nominating Committee Report: Edith Love and Sangye Hawke

- Nominating the Following Positions:
 - President: Robin Tanner
 - Vice-President: Duncan Teague
 - Trustee for Collegiality: David Messner
 - Nominating Committee: Eric Cherry
- No discussion

Voting Process: Janette Lallier reported that voting opens on June 3, 2025 at 5:00pm PDT/6:00pm MDT/7:00pm CDT/8:00pm EDT and closes on June 4, 2025 at 8:00pm PDT/9:00pm MDT/10:00pm CDT/11:00pm EDT. Go to UUMA.org, navigate to the Member Center. There are two votes: one for bylaws and one for nominating slate.

Small Group Conversation: Members divided into small groups to discuss the questions: How are the changes in ministry affecting you and how is it with you in light of these ever-emerging realities?

Suspension of Meeting: Leslie Takahashi 1:26pm PDT/2:26pm MDT/3:26pm CDT/4:26pm EDT

Closing Words: Carol Thomas Cissel

Thursday, June 5, 2025: 1:00pm PDT/2:00pm MDT/3:00pm CDT/4:00pm EDT

Reconvening of Meeting: Leslie Takahashi 1:01pm PDT/2:01pm MDT/3:01pm CDT/4:01pm EDT

Opening Reading: Robin Tanner

Treasurer Report: Carol Thomas Cissel reported:

- We have a smaller deficit than originally projected
- We have a smaller staff structure (two executives, two admins)
- The Board had one less in-person meeting, which positively impacted the budget
- Life member contributions are down
- The Scholarship Fund needs your donations!
- The Board approved the budget for FY2026

Report of Tellers: Chip Roush

- Wendy Bartel clarified a typo on Wendy's slide (Section 7... "additional three-term term" should have been "additional three-year term")
- Bylaw Changes
 - 216 members voted
 - 214 yes
 - 2 no
 - 0 abstaining
- Nominating Committee Slate
 - 210 yes
 - 4 no
 - 2 abstaining

Executive Team Report:

- Janette Lallier:
 - Gratitude to Leslie Takahashi, Nic Cable, and Marlene Walker, outgoing Board members, for their service



- Gratitude to the Board and Staff
- Gratitude for her sabbatical
- Digital organization: much of the organization resides at uuma.org. Positive feedback, always on the lookout for improvements
 - New Features: App and Event Module, Online Find-A-Minister Tool (matches skills of our members with members looking to hire ministers for specific needs and preferences)
- Melissa Carvill Ziemer:
 - Concern about sustainability of ministry in rapidly changing context of ministry
 - Participated in Widening the Pathway to Ministry conversation
 - Focused on changes in both parish and community ministry; cosponsored retreat for community ministers
 - Connection is vital; don't hesitate to reach out for more support
- Julica Hermann de la Fuente:
 - Reported on the different tracks of programming at Ministry Days
 - Reported on plans for the Institute in January 2026 in Albuquerque
- Michelle Faverault
 - Reported that the MFN Continues to Grow

Discussion of Legal risks and Constitutional Protections: UUA Executive Vice-President Carey McDonald presented on legal risks and constitutional protections as they pertain to the UUA, Unitarian Universalist congregations, and religious professionals given the current political climate. Carey summed up their presentation with these words: “The best way to protect ourselves and continue to be bold advocates for our values is to be proudly religious in public, leaning into our Constitutional protections and our Living Tradition.”

Small Group Breakouts: Members went into small groups to discuss prompts regarding Carey McDonald’s presentation.

Installation of Incoming Board and Nominating Committee: Incoming Board Members Duncan Teague, and David Messner, Incoming Board President Robin Tanner, and Incoming Nominating Committee member Eric Cherry were installed following the approval of the Nominating Committee slate.

Closing Words: Marlene Walker

Adjournment: Leslie Takahashi

Submitted: Chris Rothbauer, UUMA Secretary



2026 NOMINATING SLATE

Positions for election:

Board Treasurer:

Rev. Eric Cherry

Member at Large: Governance:

Rev. Dr. Sarah Lenzi

Member At Large: Widening the Circle:

Rev. Brian Ferguson

Nominating Committee:

Rev. Kiya Heartwood

Nominating Committee:

Rev. Sangye Hawke

The Nominating Committee recruits and selects nominees for UUMA elected leadership, and strives to balance demographic factors such as gender, gender orientation, ethnicity, abilities, cultural competency, age, geography, and ministry type. Members hold 12 conference call meetings each year in addition to meetings during Ministry Days.

Nominating Committee Members: Edith Love (Co-Chair), Sinzchun Sangye Hawke (Co-Chair), Eric Cherry, Nic Filzen, Abi Janamanchi



Rev. Eric Cherry, Board of Trustees Treasurer

Rev. Eric Cherry serves as the Interim Minister of the Unitarian Society of Northampton and Florence (Northampton, MA). Since 1994 he has served congregations in Iowa, Massachusetts and Rhode Island in both settled and interim capacities. From 2007-2018 he was the Director of the Unitarian Universalist Association's International Office. Eric has provided leadership to and participated in multiple UUA, UUMA, Interfaith and Justice organizations and teams. Eric is a born and raised UU originally from Long Island, NY. He is a graduate of Earlham College (BA-1992) and Meadville/Lombard Theological School (M.Div-1998). He and his wife, Linda, have had a home in Mansfield, Massachusetts since 2003. They share it with their 3-year old Beagle-mix, Dexter.



Rev. Dr. Sarah Lenzi, Member at Large: Governance

The Rev. Dr. Sarah Lenzi serves as the Parish Minister at the Unitarian Society of Ridgewood in New Jersey and as the Denominational Studies instructor for Unitarian Universalism at Union Theological Seminary. She previously served as minister for a congregation in Westchester County NY, as an intern in Fairfax VA, and as the young adult coordinator for a congregation in Philadelphia PA. Sarah finds great joy and fulfillment being able to serve a congregation and help mentor seminarians. Sarah's prides herself on bringing the same energy to all parts of her life: she is warm and approachable, with healthy boundaries, a deep sense of responsibility and accountability, the capacity to see both the big picture and the nuances quickly, and, as her children will tell you, an uncanny knack for turning anything into a sermon.

Sarah holds a Master of Divinity from Harvard Divinity School and a Doctor of Philosophy from the University of Pennsylvania. Her academic work focused on the intersections of theology, art and architecture in the medieval monastic context; her thesis, turned book, explores the creation and portability of ritual by interrogating the relationship between pilgrimage to Jerusalem, medieval monastic meditation, and the ritual of the Stations of the Cross. She remains fascinated by the connections between our internal worlds, the communities we participate in, our artistic expression, and the unfolding of our theological and spiritual lives.

A lifelong UU with a commitment to our individual and collective becoming, Sarah has served on the board of UU Wellspring, the board of UU Faith Action New Jersey, the statewide advocacy network in NJ, and recently on the search committee for the UUMA as it sought a new co-executive director. Sarah currently serves on the Election Campaign Practices Committee of the UUA. In all the positions she occupies, she continues to blend the world of academia, practical ministry, theological depth, and joy.



Sarah is deeply invested in her community in her native NYC, coaching Little League and serving on the boards of a local preschool and a local sports organization, among other efforts. In her free time, Sarah enjoys exploring vegan gluten free baking and taking long walks around the city. She lives with her husband, their four children ranging in age from 2.5 to 14, and Shadow, the cat-who-looks-like-a-mountain-lion.



Rev. Brian Ferguson, Board Member At Large: Widening the Circle

Rev. Brian Ferguson (he/him/his) serves as the settled minister at the Unitarian Universalist Fellowship of Redwood City in the San Francisco Bay Area of California. He served for 10 years in Central Texas as a Contract, Settled and Developmental minister after graduating from Starr King School for the Ministry with an M.Div. in 2009. Brian attempts every day to live by his personal vision of transforming himself through the search for meaning and transforming the world through acts of love.

Brian has served on the UUMA CENTER Committee and currently serves on the UUMA Good Officers Right Relationship Team. He served as a leader for the Central Texas Ministerial Cluster for many years and has served as the Pacific Central District Chapter President for the last three years. He believes in the importance of our collegial relationships and institutional strength to support good, sustainable Unitarian Universalist ministry.

Brian grew up working class in a West of Scotland coal mining community and was the first generation of his family to attend college where he earned a B.Sc. Honors degree in Applied Physics. At the age of 23 he moved to the U.S. and worked for 24 years as an Electronic Design engineer and Project Manager. He has been together with his partner Natalie Freeburg since 1997 and they have a 22 year old daughter Isla Ferguson.



Rev. Kiya Heartwood, Nominating Committee

Rev. Kiya Heartwood serves as the settled minister of the Unitarian Universalist Church of the Brazos Valley in Bryan–College Station, Texas, and as Vice President of the Southwest Region UUMA Cluster. A Unitarian Universalist minister, activist, and musician, they are dedicated to cultivating compassionate, justice-centered communities. Rev. Heartwood is a graduate of Starr King School for the Ministry and is currently completing a Doctor of Ministry (DMin) in Art and Liturgy at Austin Presbyterian Theological Seminary.



Rev. Sangye Hawke, Nominating Committee

Reverend Sangye Hawke, (she/they) is a graduate of both UC Berkeley and Starr King School for the Ministry. Sangye began their ministry in the field with the unhoused in Santa Cruz, California. Through this work, Sangye grew an interest in Unitarians and California history. Sangye is fully ordained as a Unitarian Universalist Minister, Tibetan Buddhist, and continues the ministry of being a mother and grandmother. Sangye moved to the Sacramento area to work as a hospital chaplain, then as a fully Fellowshiped parish minister. She is a California "supercommuter" traveling by fully electric car from the Sacramento Valley to the Sierra Foothills, a journey of 1-2 hours each way, to serve as Lead Minister to an eclectic congregation of multigenerational Unitarian Universalists dedicated to learning and transforming their communities and themselves.



2026-27 BUDGET

| | Chart of Accounts | FY27 Budget | FY26 Projection | FY26 Budget | FY25 Actual | FY25 Budget |
|--------|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | Income | | | | | |
| 4100 | Membership Dues | \$595,540.00 | \$562,000.00 | \$555,000.00 | \$545,694.77 | \$540,000.00 |
| 4201 | Interest | \$800.00 | \$700.00 | \$800.00 | \$602.83 | \$800.00 |
| 4202 | Services & Publications | \$51,000.00 | \$50,000.00 | \$55,000.00 | \$46,340.86 | \$55,000.00 |
| 4204 | Misc. Income | \$1,000.00 | \$1,000.00 | \$1,000.00 | \$396.00 | \$1,000.00 |
| 4320 | Institute or Shared Learning Event | \$0.00 | \$300,000.00 | \$300,000.00 | \$0.00 | \$300,000.00 |
| 4302 | Coaching | \$2,500.00 | \$500.00 | \$5,000.00 | \$2,600.00 | \$5,000.00 |
| 4301 | Online Education | | | | | |
| 4303 | UUMA Webinars | \$5,000.00 | \$5,000.00 | \$5,000.00 | \$2,915.00 | \$8,000.00 |
| 4304 | Outside Webinars | \$0.00 | | | \$4,775.00 | |
| 4305 | Other Programs | \$50,000.00 | \$2,000.00 | \$2,000.00 | \$36,922.25 | \$2,000.00 |
| 4310 | Ministry Days | \$225,000.00 | \$75,000.00 | \$75,000.00 | \$180,252.70 | \$200,000.00 |
| 4330 | Ministerial Formation Network | \$129,972.00 | \$122,472.00 | \$116,500.00 | \$116,500.00 | \$126,500.00 |
| 4730 | Grant Support: Lifelong Learning | | \$0.00 | \$20,000.00 | \$20,000.00 | |
| 4740 | Grant Support: Support Systems | | \$15,000.00 | | \$22,677.00 | |
| 4400 | Scholarship Fund | \$1,000.00 | \$6,000.00 | \$1,800.00 | \$11,144.68 | \$1,800.00 |
| 4420 | Sustainability Fund | \$1,000.00 | \$2,000.00 | \$1,000.00 | \$2,794.66 | \$1,000.00 |
| 4450 | Life Member Contributions | \$13,000.00 | \$13,000.00 | \$13,000.00 | \$10,910.00 | \$13,000.00 |
| 4600 | Worship Collections | \$10,000.00 | \$18,000.00 | \$10,000.00 | \$18,245.00 | \$10,000.00 |
| 4420 | Spiritual Direction Fund | \$1,000.00 | \$0.00 | \$1,200.00 | \$0.00 | \$1,200.00 |
| | Total Income | \$1,086,812.00 | \$1,172,672.00 | \$1,162,300.00 | \$1,022,770.75 | \$1,265,300.00 |
| | Expenses | | | | | |
| | Leadership | | | | | |
| 5103 | Sermon Awards | | | | \$0.00 | \$550.00 |
| 5104 | International Collegiality | \$1,000.00 | \$1,000.00 | \$1,000.00 | \$334.80 | \$1,000.00 |
| 5105 | Collaborative Outreach | \$59,000.00 | \$24,000.00 | \$7,000.00 | \$30,602.52 | \$7,000.00 |
| 5106 | General Assembly | \$2,000.00 | \$1,000.00 | \$1,500.00 | \$3,223.92 | \$1,000.00 |
| | TOTAL Leadership | \$62,000.00 | \$26,000.00 | \$9,500.00 | \$34,161.24 | \$9,550.00 |
| 5200 | Lifelong Learning and Growth | | | | | |
| 5202 | Programs | \$12,500.00 | \$7,000.00 | \$15,000.00 | \$12,643.41 | \$15,000.00 |
| 5202B | Programs: Outside Webinars | \$0.00 | | | \$4,525.00 | |
| 5203 | Institute or Shared Learning Event | \$1,000.00 | \$310,000.00 | \$330,000.00 | \$833.71 | \$300,000.00 |
| 5204 | Coaching | \$5,000.00 | \$1,000.00 | \$4,000.00 | \$2,425.11 | \$4,000.00 |
| | TOTAL Lifelong Learning and Growth | \$18,500.00 | \$318,000.00 | \$349,000.00 | \$20,427.23 | \$319,000.00 |
| 5300 | Dismantle Systems of Racism & Oppression | | | | | |
| 5302 | Programs | \$12,500.00 | \$8,000.00 | \$9,000.00 | \$8,321.01 | \$9,000.00 |
| TOTAL | Dismantle Systems of Racism & Oppression | \$12,500.00 | \$8,321.01 | \$9,000.00 | \$8,321.01 | \$9,000.00 |
| 5400 | Support | | | | | |
| 5401 | Support Systems | \$9,000.00 | \$9,000.00 | \$9,000.00 | \$27,704.07 | \$7,000.00 |
| 5402 | Chapter Support | | | | \$36,355.26 | \$11,000.00 |
| 5402 A | Chapter Subsidies and Honorarium | \$10,000.00 | \$10,000.00 | \$11,000.00 | \$6,372.72 | |
| 5406 | Mentoring | \$0.00 | \$0.00 | \$0.00 | \$2,750.00 | \$500.00 |
| 5404 | Ministry Days | \$225,000.00 | \$50,000.00 | \$40,000.00 | \$211,452.84 | \$200,000.00 |
| 5405 | Ministerial Formation Network | \$45,000.00 | \$45,000.00 | \$55,000.00 | \$43,573.65 | \$65,000.00 |
| 5407 | Ministerial Discretionary Fund | \$2,000.00 | \$2,000.00 | \$2,000.00 | \$1,460.56 | \$2,000.00 |
| | TOTAL Support | \$291,000.00 | \$116,000.00 | \$117,000.00 | \$329,669.10 | \$285,500.00 |
| 5500 | Guidelines and Accountability | | | | | |
| 5503 | Accountability Systems | \$5,000.00 | \$5,000.00 | \$5,000.00 | \$5,268.65 | \$9,000.00 |
| | TOTAL Guidelines and Accountability | \$5,000.00 | \$5,000.00 | \$5,000.00 | \$5,268.65 | \$9,000.00 |
| 5600 | Governance & Operations | | | | | |
| 5601 | Board of Trustees | \$43,000.00 | \$37,000.00 | \$37,000.00 | \$51,442.69 | \$40,000.00 |



| | Chart of Accounts | FY27 Budget | FY26 Projection | FY26 Budget | FY25 Actual | FY25 Budget |
|-------|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 5602 | Board Committees | \$1,000.00 | \$5,000.00 | \$1,000.00 | \$50.00 | \$1,000.00 |
| 5603 | Bonding, Insurance & Legal | \$7,500.00 | \$7,000.00 | \$7,500.00 | \$7,399.00 | \$7,500.00 |
| 5604 | Financial Review | \$15,000.00 | \$0.00 | \$16,000.00 | \$0.00 | \$2,000.00 |
| 5605 | Bookkeeping | \$12,000.00 | \$10,000.00 | \$10,000.00 | \$5,049.00 | \$7,000.00 |
| | TOTAL Governance & Operations | \$78,500.00 | \$59,000.00 | \$71,500.00 | \$63,940.69 | \$57,500.00 |
| 5610 | Fundraising | | | | | |
| 5611 | Event Scholarships Disbursements | \$500.00 | \$30,000.00 | \$21,000.00 | \$6,280.50 | \$1,000.00 |
| 5612 | Program Scholarships Disbursements | \$500.00 | \$800.00 | \$800.00 | \$2,813.50 | \$800.00 |
| 5613 | Spiritual Direction Disbursements | \$1,000.00 | \$400.00 | \$1,200.00 | \$470.00 | \$1,200.00 |
| 5614 | Worship Collection Disbursements | \$10,000.00 | \$18,000.00 | \$10,000.00 | \$18,245.00 | \$10,000.00 |
| 5615 | Sustainability Fund | \$1,000.00 | \$7,000.00 | \$1,000.00 | \$3,060.00 | \$1,000.00 |
| 5616 | Membership Waivers | \$25,000.00 | | | | |
| | TOTAL Fundraising | \$38,000.00 | \$56,200.00 | \$34,000.00 | \$30,869.00 | \$14,000.00 |
| 5620 | General and Administrative | | | | | |
| 5621 | Payroll Expenses | \$3,000.00 | \$2,500.00 | \$0.00 | \$2,190.73 | \$2,000.00 |
| 5622 | Bank/Credit Card Fee | \$1,000.00 | \$22,000.00 | \$17,000.00 | \$20,410.82 | \$15,000.00 |
| 5623 | Storage Reimbursement | \$3,600.00 | \$3,600.00 | \$3,600.00 | \$3,600.00 | \$3,600.00 |
| 5624 | Misc. Expenses | \$1,000.00 | \$1,000.00 | \$1,000.00 | \$33,481.17 | \$1,000.00 |
| | TOTAL General & Administrative | \$8,600.00 | \$29,100.00 | \$21,600.00 | \$59,682.72 | \$21,600.00 |
| 5710 | Staff Salary Reimbursement | | | | | |
| Total | Staff Salary | \$449,544.53 | \$419,780.00 | \$418,180.00 | \$403,428.41 | \$406,000.00 |
| Total | Staff Benefits | \$169,851.27 | \$134,868.46 | \$141,647.66 | \$122,448.43 | \$139,386.08 |
| Total | Office Expenses | \$61,750.00 | \$67,175.00 | \$67,675.00 | \$66,642.39 | \$64,600.00 |
| Total | Staff Support Lines | \$32,700.00 | \$29,500.00 | \$26,700.00 | \$28,519.56 | \$26,200.00 |
| 7000 | Depreciation Expenses | 345.31 | 345.31 | 345.31 | 345.31 | \$155.44 |
| 7001 | Amortization Expenses | 10852.00 | 10852.00 | 10852.00 | 10852.00 | \$4,521.67 |
| | Total Expenses | \$1,239,143.11 | \$1,280,141.78 | \$1,281,999.97 | \$1,184,575.74 | \$1,366,013.19 |
| 3101 | Non Restricted Fund | -\$16,383.80 | \$7,927.53 | -\$21,002.66 | -\$62,567.64 | -\$20,630.84 |
| 3106 | Designated Fund - Audit Reserve | -\$11,500.00 | \$10,000.00 | -\$11,500.00 | | |
| 3107 | Designated Fund - Staff Benefits | | | -\$7,000.00 | -\$13,000.00 | -\$13,000.00 |
| 3108 | Designated Fund - MultiPlatform Events | -\$25,000.00 | -\$17,000.00 | -\$37,000.00 | -\$21,200.14 | -\$20,000.00 |
| 3109 | Designated Fund - Deferred Programming | | | | -\$25,000.00 | -\$10,000.00 |
| 3201 | Restricted Fund - Scholarships | \$0.00 | -\$24,800.00 | \$0.00 | \$2,050.68 | \$0.00 |
| 3108 | Designated Fund - Endowment | -\$80,000.00 | -\$37,000.00 | -\$32,000.00 | -\$30,000.00 | -\$30,000.00 |
| 3202B | Restricted Fund - UUFP Grants: Shared Min | | -\$20,000.00 | | \$20,000.00 | |
| 3203E | Restricted Fund - PoTE/UUA Mentoring | -\$8,250.00 | -\$10,000.00 | | -\$16,750.00 | |
| 3203F | Restricted Fund - PoTE MFN | | | | -\$3,405.24 | -\$3,405.24 |
| 3203H | Restricted Fund - Sustainability Fund | \$0.00 | -\$5,000.00 | | -\$265.34 | |
| 3206 | Restricted Fund - Spiritual Direction | \$0.00 | -\$400.00 | \$0.00 | -\$470.00 | \$0.00 |
| | Total Fund Distribution | -\$141,133.80 | -\$96,272.47 | -\$108,502.66 | -\$150,607.68 | -\$97,036.08 |
| 3102 | Fund - Depreciation/Amortization | -\$11,197.31 | -\$11,197.31 | -\$11,197.31 | -\$11,197.31 | -\$4,677.11 |
| 3102 | Fund - New Property & Equipment | | | | | \$1,000.00 |
| 3102 | Total FY Property Activity | -\$11,197.31 | -\$11,197.31 | -\$11,197.31 | -\$11,197.31 | -\$3,677.11 |
| 4800 | Endowment Income | \$40,000.00 | \$40,000.00 | \$40,000.00 | \$115,093.28 | \$40,000.00 |
| 5800 | Endowment Expenses | | | | | |
| 3108 | Total FY Endowment Activity | \$40,000.00 | \$40,000.00 | \$40,000.00 | \$115,093.28 | \$40,000.00 |
| 3108 | Board Designated Fund - Endowment | \$40,000.00 | \$40,000.00 | \$40,000.00 | \$115,093.28 | \$40,000.00 |
| 4850 | Unrestricted Fund UUCEF Interest | \$5,000.00 | \$5,000.00 | \$5,000.00 | \$8,669.81 | \$5,000.00 |
| 4870 | American Century Investment | | \$0.00 | \$2,000.00 | \$2,441.36 | \$2,000.00 |
| 3101 | Total Non Restricted Fund | \$5,000.00 | \$5,000.00 | \$7,000.00 | \$11,111.17 | \$7,000.00 |
| 3101 | Board Designated Fund - Non Restricted | \$5,000.00 | \$5,000.00 | \$7,000.00 | \$11,111.17 | \$7,000.00 |
| | Difference | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |



2026-2027 RENEWAL STRUCTURE

Dues are payable beginning July 1 and must be paid by October 15 to retain membership. The renewal process is dependent upon your profile containing correct information regarding your Household Income including Salary & Housing for the appropriate Ministry Setting and Membership Type. Please make sure your profile is up to date with your income, contact information and ministry roles/setting. You will be given an opportunity to update your profile at the start of the process. Installments (depending on when you renew) and Automatic Renewals (to process at the beginning of July) are both available. If you wish to prepay your FY27 dues, please contact Denise Cawley cawley@uuma.org. The online renewal system will be available June 1.

While we acknowledge that there is no system that will be 100% equitable across all income levels, we hope you will see that the spirit of this structure is intended to level the field as much as possible. Please remember that waivers are available for those unable to pay the minimum; we especially encourage those of you who are making less than \$25,000 a year to consider asking for a waiver. A special note to members earning **Canadian** dollars: please first convert your Salary & Housing into US dollars.

Membership Categories:

Regular: Parish. Members whose ministry is primarily in the parish: See chart

Regular: Community. Members whose ministry is primarily in the community. (Chaplains, Spiritual Directors, Justice, Innovative & Entrepreneurial. See chart

Regular: Retired. Members who have retired from full time ministry through the MFC but plan to continue to work (in either a parish or community setting): See chart

Regular: Candidates & Aspirants for the Ministry (as approved by the UUA): See chart

Life Members: As retired from ministry through the MFC and do not plan to seek employment:

Grace Period: Memberships are payable beginning June 17th (Prepay) and members will have online access until October 15th. Memberships not renewed by Oct 15th will be in lapsed status and have until June 30th to renew and be reinstated. As of June 30 any lapsed memberships will be dropped from membership.

Waivers: Waivers are available to members earning less than \$25K or experience on-going financial hardship. Waivers for membership renewal should be requested before Oct 15 and may not be granted for more than three years in a row without special circumstances. Members on disability will be granted a full waiver with SRI documentation. Beginning June 17, waivers can be requested online by [clicking here](#).

Minimum Temporary Financial Hardship/ Waiver Sliding Scale: We are currently working with our web developers to figure out how best to provide hardship waivers.

| Renewal Chart (July 1-June 30) | | Parish: | Parish: | Can/Asp & | Com |
|---------------------------------------|-----------|---------|---------|------------|---------|
| Salary Range: | | Parish | Retired | Com/Inter* | Retired |
| Your S&H (income) is between: | | | | | |
| \$0 | \$25,000 | \$250 | \$188 | \$125 | \$62 |
| \$25,001 | \$30,000 | \$275 | \$206 | \$138 | \$69 |
| \$30,001 | \$35,000 | \$325 | \$244 | \$163 | \$81 |
| \$35,001 | \$40,000 | \$375 | \$281 | \$188 | \$94 |
| \$40,001 | \$45,000 | \$425 | \$319 | \$213 | \$106 |
| \$45,001 | \$50,000 | \$475 | \$356 | \$238 | \$119 |
| \$50,001 | \$55,000 | \$525 | \$394 | \$263 | \$131 |
| \$55,001 | \$60,000 | \$575 | \$431 | \$288 | \$144 |
| \$60,001 | \$65,000 | \$625 | \$469 | \$313 | \$156 |
| \$65,001 | \$70,000 | \$675 | \$506 | \$338 | \$169 |
| \$70,001 | \$75,000 | \$725 | \$544 | \$363 | \$181 |
| \$75,001 | \$80,000 | \$775 | \$581 | \$388 | \$194 |
| \$80,001 | \$85,000 | \$825 | \$619 | \$413 | \$206 |
| \$85,001 | \$90,000 | \$875 | \$656 | \$438 | \$219 |
| \$90,001 | \$95,000 | \$925 | \$694 | \$463 | \$231 |
| \$95,001 | \$100,000 | \$975 | \$731 | \$488 | \$244 |
| \$100,001 | \$105,000 | \$1,025 | \$769 | \$513 | \$256 |
| \$105,001 | \$110,000 | \$1,075 | \$806 | \$538 | \$269 |
| \$110,001 | \$115,000 | \$1,125 | \$844 | \$563 | \$281 |
| \$115,001 | \$120,000 | \$1,175 | \$881 | \$588 | \$294 |
| \$120,001 | \$125,000 | \$1,225 | \$919 | \$613 | \$306 |
| \$125,001 | \$130,000 | \$1,275 | \$956 | \$638 | \$319 |
| \$130,001 | \$135,000 | \$1,325 | \$994 | \$663 | \$331 |
| \$135,001 | \$140,000 | \$1,375 | \$1,031 | \$688 | \$344 |
| \$140,001 | \$145,000 | \$1,425 | \$1,069 | \$713 | \$356 |
| \$145,001 | \$150,000 | \$1,475 | \$1,106 | \$738 | \$369 |
| \$150,001 | \$155,000 | \$1,525 | \$1,144 | \$763 | \$381 |

Those above these amounts please adjust accordingly or make a donation in the additional amount.



2026 MINISTRY DAYS
JUNE 17-19, 2026
VIRTUAL WITH STUDIO SITE IN LOUISVILLE, KY

PROGRAM

As of May 7 there are 205 people registered for Ministry Days. You can register and find more information about Ministry Days at uuma.org/ministrydays.

WEDNESDAY, JUNE 17
OPENING WORSHIP: MILESTONES

During this annual worship service, we are delighted to celebrate many different milestones including formally welcoming new members, joyfully celebrating the dedication of children in our collegial community, and honoring our members who are retiring and moving into elderhood. Our Board of Trustees takes the lead on this service with a homily from Rev. Joseph Santos-Lyons.



2026 MINISTRY DAYS MUSIC DIRECTOR

Music Director at Ministry Days: Before taking his current position as Director of Music and Arts at Cedar Lane Unitarian Universalist Congregation in Bethesda, MD, Michael Holmes served as Director of Music at the Unitarian Universalist Church of Silver Spring (MD) for 20 years, where he helped to develop a highly diversified, multicultural, and integrated music program. He also promoted enriching and lasting collaborations among musicians in the church and in that community. Now at CLUUC, he has expanded his ministry toward a much wider dimension, through all of the arts, in an effort to connect the Cedar Lane congregation to its wider community. Read more about Michael here.

COLLEGIAL BREAKOUTS

We will have two structured opportunities for collegial connection in our Virtual Ministry Days. If you have an idea of a conversation you'd like to have (about a skill or a practice of ministry in these times, for example) or a group you'd like to connect with (such as chaplains, spiritual directors, Assistant and Associate ministers, etc.) please reach out to Michelle Favreault.

CONVERSATION WITH UUA PRESIDENT, REV. DR. SOFÍA BETANCOURT AND EXECUTIVE OFFICERS OF THE UUA



Please join us for our annual conversation with the UUA President, the [Rev. Dr. Sofía Betancourt](#) and Executive Officers of the UUA: Carey McDonald, Executive Vice President; Rev. Ashley Horan, VP for Programs and Ministries; David Valentine, VP for Finance and Investments; and Rev. Nancy McDonald Ladd, VP for Communications and Development.



THURSDAY, JUNE 18

A CELEBRATION OF 25 AND 50 YEARS IN MINISTRY

Please join us for a special gathering to honor our colleagues who are marking 25 and 50 year ordination anniversaries this year. We look forward to celebrating our colleagues and sharing some of their wisdom and inspiration with you.

WORSHIP: A CELEBRATION OF MINISTRY



Our annual Celebration of Ministry service is a time to celebrate this vocation we share and to celebrate you, our members, who keep saying yes to this calling. Our service will be led by Rev. Shana Lynngood with Michael Holmes, Music Director.

Reverend Shana Lynngood (she/her) grew up in the suburbs of Philadelphia, and is a lifelong UU. Powerful youth group experiences and summer time spent on Star Island led her to ministry. She has served congregations in Madison, Wisconsin and Washington, D.C., and since 2010 the Unitarian Universalist Community of Victoria, BC, Canada. Shana and her wife, Melora, share a co-ministry and life with their two children—20 and 13. When not working or soaking up the amazing natural beauty of Victoria, Shana enjoys poetry, music, art, travel and deep connections with family and friends.

FRIDAY, JUNE 19

CAUCUS SPACES

We will have Caucus Spaces available both for our virtual attendees and for those who join the UUMA at GA day at the GA Studio Site in Louisville. For our virtual participants, we are going to experiment with open space technology to allow colleagues with more than one marginalized identity to participate in more specific conversations. Please be sure to note in your registration if you have one or more marginalized identities (Fat, BIPOC, Disabled, Trans/Non-binary) and we will follow up with more information. Folks in Louisville, we will connect for a shared meal at noon and then coordinate with you directly depending on how many folks register for the in-person event, please stay tuned.

CONFERENCE AT BERRY STREET: MINISTRY IN THE HOT HOLY MESS

This year's Berry Street Essay will be delivered by Rev. Sara LaWall. In an era defined by crumbling democracy, rising fascism, and a world seemingly on fire, how do we find the fortitude to keep showing up? Moving beyond the polished accolades of professional ministry, Sara LaWall shares an honest, unvarnished exploration of the beautiful struggle that is the "hot holy mess" of professional ministry. Balancing the weight of imposter syndrome and personal vulnerability she names the vision for the radical, relentless love required by our faith.

Whether you are navigating the complexities of ministry in a red state or seeking to bolster your own spiritual fortitude, this essay serves as both a dispatch from the frontlines and offers some lifelines for our collective journey. Come experience a call to deepen our collegiality and find the fuel to keep showing up for this broken and hurting world.

