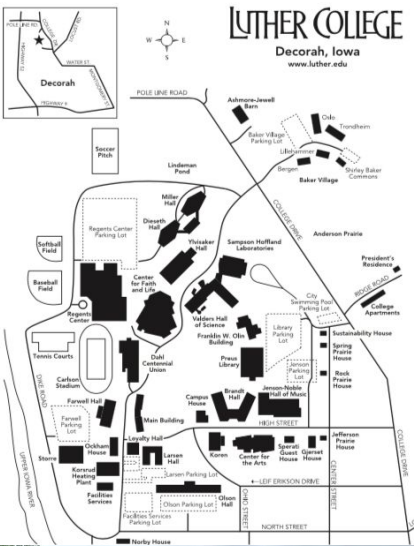
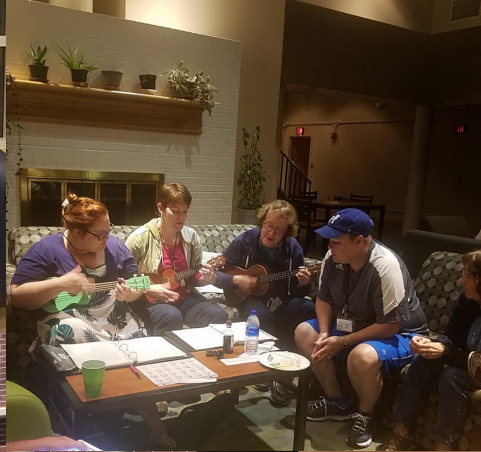
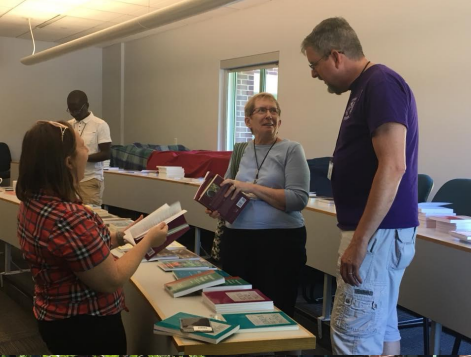


# what we learned at **Midwest Leadership School**

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Beth La Fleur and Katharine Lion





# The Daily Grind Schedule

			Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday		
7:00 AM				Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	7:00 AM	
7:15 AM										7:15 AM	
7:30 AM										7:30 AM	
7:45 AM										7:45 AM	
8:00 AM										8:00 AM	
8:15 AM										8:15 AM	
8:30 AM				Worship Ed Chris and Leslie (CFL Main Hall)	Worship (CFL Main Hall)	Worship (CFL Main Hall)	Worship (CFL Main Hall)	Worship (CFL Main Hall)	Pack cars empty rooms	8:30 AM	
8:45 AM										8:45 AM	
9:00 AM										9:00 AM	
9:15 AM				Rel Values & Heritage (Olin 102)	Rel Values & Heritage (Olin 102)	Rel Values & Heritage (Olin 102)	Rel Values & Heritage (Olin 102)	Rel Values & Heritage (Olin 102)	Wrap Up Sharon (Olin 102)	9:15 AM	
9:30 AM										9:30 AM	
9:45 AM				Rel Values & Heritage (Olin 102)						9:45 AM	
10:00 AM										10:00 AM	
10:15 AM				Session 3 MBT1 1 - Phil (Olin 102)	Session 5 Systems I (Olin 102)	Session 6 MBT1 - Phil (Olin 102)	Session 6 Systems 2/Conf (Olin 102)	Session 6 Systems 2/Conf (Olin 102)	Announce Key Return	10:15 AM	
10:30 AM										10:30 AM	
10:45 AM				Session 1 Parker Palmer (Olin 102)						10:45 AM	
11:00 AM										11:00 AM	
11:15 AM										11:15 AM	
11:30 AM				Announce						11:30 AM	
11:45 AM				Announce	Photos	Announce	Announce	Announce		11:45 AM	
12:00 PM				Lunch	Lunch		Lunch	Lunch	Lunch	12:00 PM	
12:15 PM									Pick-up	12:15 PM	
12:30 PM										12:30 PM	
12:45 PM										12:45 PM	
1:00 PM				Arrival Farwell 8th Fl.	Free Time	Free/Debrief	Free/Debrief 2	Free/Debrief		1:00 PM	
1:15 PM					Bookstore Worship Prep	Bookstore Worship Prep	Bookstore Worship Prep	Bookstore Worship Prep		1:15 PM	
1:30 PM					Open Space	Open Space	Open Space	Open Space		1:30 PM	
1:45 PM										1:45 PM	
2:00 PM										2:00 PM	
2:15 PM										2:15 PM	
2:30 PM										2:30 PM	
2:45 PM										2:45 PM	
3:00 PM										3:00 PM	
3:15 PM				Tour	Group time (Olin classrooms)	Group time (Olin classrooms)	Group time (Olin classrooms)	Group time (Olin classrooms)		3:15 PM	
3:30 PM										3:30 PM	
3:45 PM										3:45 PM	
4:00 PM				Orientation (Olin 102)	Session 2 White Supreme Phil and Sharon (Olin 102)	Session 4 Covenant (Olin 102)	Session 7 Mission Phil and Sharon (Olin 102)	Session 9 Compassion with Behaviors - S		4:00 PM	
4:15 PM										4:15 PM	
4:30 PM										4:30 PM	
4:45 PM										4:45 PM	
5:00 PM				Dinner	Announce	Announce	Announce	Announce		5:00 PM	
5:15 PM					Dinner	Dinner	Dinner	Dinner		5:15 PM	
5:30 PM										5:30 PM	
5:45 PM										5:45 PM	
6:00 PM				Mixer Marty's?		Free/Debrief	Free/Debrief	Free/Debrief		6:00 PM	
6:15 PM										6:15 PM	
6:30 PM					Worship (CFL Main Hall)	Worship (CFL Main Hall)	Worship (CFL Main Hall)	Worship (CFL Main Hall)		6:30 PM	
6:45 PM						Credo (Olin classrooms)	Credo (CFL Main Hall)	Credo (CFL Main Hall)		6:45 PM	
7:00 PM										7:00 PM	
7:15 PM				Worship Staff (CFL Main Hall)	Credo (Olin classrooms)	Credo (Olin classrooms)	Credo (Olin classrooms)	Credo (Olin classrooms)		7:15 PM	
7:30 PM										7:30 PM	
7:45 PM										7:45 PM	
8:00 PM				Day's End		Day's End				8:00 PM	
8:15 PM										8:15 PM	
8:30 PM										8:30 PM	
8:45 PM					Day's End		Day's End	Day's End		8:45 PM	
9:00 PM										9:00 PM	
9:15 PM								Day's End Mandatory Fun! (Marty's)		9:15 PM	
9:30 PM										9:30 PM	
										9:45 PM	

Breakfast  
 Morning Worship  
 UU History  
 Lectures by Rev's Sharon Dittmar & Phil Lund  
 Announcements  
 Lunch  
 Bookstore/Worship Prep  
 Open Space (student created discussions)  
 Leadership Group Challenges  
 Lectures by Rev's Sharon Dittmar & Phil Lund  
 Announcements  
 Dinner  
 Evening Worship  
 Credo (Small Group Ministry)  
 Day's End (Mandatory Social Time)

# Pronouns

- Ask a person what their preferred pronouns are because **you can't always tell by looking at them**. We wrote ours on our name tags so anyone could read them.
- Asking and correctly using someone's pronouns is one of the most basic way of **showing respect** for their gender identity. When someone is referred to with the wrong pronoun, it can make them feel disrespected, invalidated, dismissed, alienated, or dysphoric or all of those.
- By displaying your own pronouns as a **cis ally**, you are making it **safe** for a trans, genderqueer, and non-binary folks to display their own pronouns.
- Inquiring about pronouns is a simple way to show you want to **cultivate an environment that respects all gender identities**.

# Pronouns

	Nominative (subject)	Objective (object)	Possessive determiner	Possessive Pronoun	Reflexive
He	<i>He</i> laughed	I called <i>him</i>	<i>His</i> eyes gleam	That is <i>his</i>	He likes <i>himself</i>
She	<i>She</i> laughed	I called <i>her</i>	<i>Her</i> eyes gleam	That is <i>hers</i>	She likes <i>herself</i>
They	<i>They</i> laughed	I called <i>them</i>	<i>Their</i> eyes gleam	That is <i>theirs</i>	They like <i>themselves</i>
Spivak	<i>Ey</i> laughed	I called <i>em</i>	<i>Eir</i> eyes gleam	That is <i>eirs</i>	Ey likes <i>emself</i>
Ze (or zie) and hir	<i>Ze</i> laughed	I called <i>hir</i>	<i>Hir</i> eyes gleam	That is <i>hirs</i>	<i>Ze</i> likes <i>hirsself</i>
Ze (or zie) and zir	<i>Ze</i> laughed	I called <i>zir</i>	<i>Zir</i> eyes gleam	That is <i>zirs</i>	<i>Ze</i> likes <i>zirsself</i>
Xe	<i>Xe</i> laughed	I called <i>xem</i>	<i>Xyr</i> eyes gleam	That is <i>xyrs</i>	Xe likes <i>xemself</i>

Ne (pronounced like "me")	<i>Ne</i> laughed	I called <i>nir</i>	<i>Nir</i> eyes gleam	That is <i>nirs</i>	Ne likes <i>nyself</i>
Spivak (old)	<i>E</i> laughed	I called <i>em</i>	<i>Eir</i> eyes gleam	That is <i>eirs</i>	E likes <i>eirself</i>
Spivak (new)	<i>Ey</i> laughed	I called <i>em</i>	<i>Eir</i> eyes gleam	That is <i>eirs</i>	Ey likes <i>emself</i>
Humanist <sup>[17]</sup>	<i>Hu</i> laughed	I called <i>hum</i>	<i>Hus</i> eyes gleam	That is <i>hus</i>	Hu likes <i>humself</i>
Hy	<i>Hy</i> laughed	I called <i>hym</i>	<i>Hys</i> eyes gleam	That is <i>hys</i>	Hy likes <i>hymself</i>
Ot	<i>Ot</i> laughed	I called <i>ot</i>	<i>Ots</i> eyes gleam	That is <i>ots</i>	Ot likes <i>otself</i>
Thon <sup>[18]</sup>	<i>Thon</i> laughed	I called <i>thon</i>	<i>Thons</i> eyes gleam	That is <i>thons</i>	Thon likes <i>thonself</i>
Ve <sup>[19]</sup>	<i>Ve</i> laughed	I called <i>ver</i>	<i>Vis</i> eyes gleam	That is <i>vis</i>	Ve likes <i>verself</i>
Xe <sup>[20]</sup>	<i>Xe</i> laughed	I called <i>xem</i>	<i>Xyr</i> eyes gleam	That is <i>xyrs</i>	Xe likes <i>xemself</i>
Ze (or zie or sie) and zir <sup>[21]</sup>	<i>Ze</i> laughed	I called <i>zir/zem</i>	<i>Zir/Zes</i> eyes gleam	That is <i>zirs/zes</i>	<i>Ze</i> likes <i>zirsself</i>
Ze (or zie or sie) and hir <sup>[22]</sup>	<i>Ze</i> laughed	I called <i>hir</i>	<i>Hir</i> eyes gleam	That is <i>hirs</i>	<i>Ze</i> likes <i>hirsself</i>
Ze and mer <sup>[23]</sup>	<i>Ze</i> laughed	I called <i>mer</i>	<i>Zer</i> eyes gleam	That is <i>zers</i>	<i>Ze</i> likes <i>zemself</i>
Zhe, Zher, Zhim <sup>[24]</sup>	<i>Zhe</i> laughed	I called <i>zhim</i>	<i>Zher</i> eyes gleam	That is <i>zhers</i>	<i>Zhe</i> likes <i>zhimself</i>
En	<i>En</i> laughed	I called <i>en</i>	<i>Ens</i> eyes gleam	That is <i>ens</i>	En likes <i>enself</i>
Co	<i>Co</i> laughed	I called <i>co</i>	<i>Co's</i> eyes gleam	That is <i>co's</i>	Co likes <i>coself</i>
Phe	<i>Phe</i> laughed	I called <i>Phe</i>	<i>Phe's</i> eyes gleam	That is <i>Phe's</i>	Phe likes <i>Phesself</i>

# Worship: An enlightening experience for both of us



- Worship is not a transitive verb; it does not require an object.
- Each service was created by a different group given no template and only time guidelines, leading to very original services.
- Music and energy was incredible. Having so many engaged teens really added to that energy (and creativity).

- Worship doesn't have to follow a format
- Intergenerational Revolution! Also inclusivity
- Worship needs I didn't even know existed

# UU History (and Herstory) with Rev. Lisa Friedman

## Two Strands Through History

Unitarianism: Jesus was human, his humanity was most important

Universalism: Universal salvation, no damnation, we experience the divine as love

Beginning in 325 at council of Nicea, the Unitarian view becomes a heresy of the christian church

16th century - Gutenberg Bible and the Reformation leads to the creation of dissenting churches when people are able to read bible for themselves.

-*On the Errors of the Trinity* leads John Calvin to execute Michael Servetus

-Servetus's execution led to the rise of religious tolerance (at least with variants of the Christian religion)

-1568 Edict of Torda by the Unitarian King of Transylvania

-Throughout England and Europe, Unitarians and Universalists are both instrumental to promoting the ideals of religious freedom.



# The American Religious Experiment

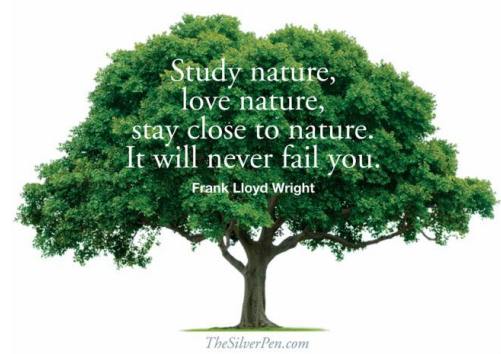
Early colonization by Unitarians: John Murray, Thomas Potter

Hosea Ballou, Olympia Brown

**Winchester Profession (1803):** There is no creed; your own personal relationship with the Holy is what is important.

**Transcendentalist Controversy (1803-1882):** God is not in formal religion but in nature and in our own experience. **Ralph Waldo Emerson:** Unitarianism reaches beyond liberal Christianity.

Western Expansion: Spreading of the Unitarian faith through the creation of small fellowships and societies. **Iowa Sisterhood:** Female Unitarian ministers who shaped the idea of pastoral care



**Humanist Manifesto (1932):** Rise of religious humanism, relationship with Unitarians evolving constantly.

**Fellowship Movement (1948-1967):** So long as you have 10 or more and make one contribution, you can be considered part of the Unitarian denomination.

**Merger of the American Unitarian Association and the Universalist Church of America (1961).** Legacy of merger:

- Unitarianism and Universalism become world-embracing faiths
- Science and progressivism (and their shadow sides)
- Fellowship movement empowers lay leadership
- Commitment to creedlessness, direct experience, and goodness of humanity



**Empowerment Controversy** (1967-77): Black UU caucus forms and draws up requests. Promise of funding by UUA is not delivered. Black Caucus walks out of General Assembly.

**Modern Day Discussions informed by history...**



# White Supremacy Culture is...

- Perfectionism
- Sense of Urgency
- Defensiveness
- Quantity over Quality
- Worship of the Written Word
- Only ONE right way
- Paternalism
- either/or Thinking
- Power Hoarding
- Fear of Open Conflict
- Individualism
- I'm the only one
- Progress is bigger, more
- Objectivity
- Right to Comfort

# Multicultural Leadership Is...

An inclusive approach and philosophy that incorporates the influences, practices, and values of diverse cultures in a respectful and productive manner. Multicultural leadership resonates with many cultures and encourages diverse people to actively engage, contribute, and tap their potential.

## A New Social Covenant

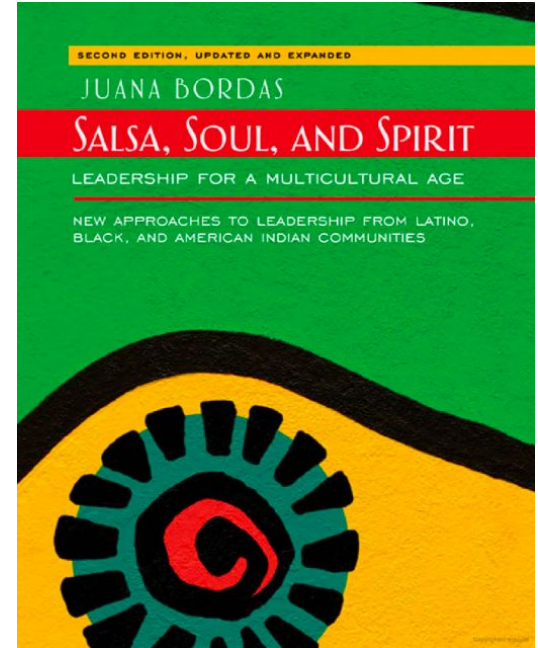
- Learn from the Past
- Move from Individualism to Collective Identity
- Develop a Spirit of Generosity

## Leadership Styles in Communities of Color

- *A Leader Among Equals*—Community-conferred leadership
- *Leaders as Guardians of Public Values*—A tradition of activism
- *Leaders as Community Stewards*—Working for the common good

## Creating the Circle of Leadership

- Intergenerational leadership
- *All My Relatives*—reach and connect with people from a diversity of cultures
- Practice gratitude, hope and forgiveness



# SPIRIT IN ACTION'S GUIDE TO WORKING IN DIVERSE GROUPS

INNER  
WORK



OUTER  
WORK

We  
are  
the  
ones  
we  
have  
been  
waiting  
for.

*part  
of a  
message  
from the  
Hopi  
elders*

## AGREEMENTS

Begin by creating working agreements; they are essential to a group's ability to really work together. These are the **two questions** that have helped our groups create the agreements they have needed.



What do you  
need from me  
so that you  
can step into  
**your power  
with me?**



What do you  
need from us  
so that you  
can step into  
**your power  
with the group?**

Work from your heart.

Stay present.

Slow down.

Listen deeply to yourself and to others. With practice, this can be done at the same time.

Ask questions before making assumptions. If you assume anything, assume people are well-intentioned. We are all a work in progress.

Learn to hold the contradictions.

Practice self-monitoring.

We are each responsible for taking care of ourselves.

Know what triggers you and manage your reactions and responses.

Ask for help when you need it.

Everyone has a choice: to act or not to act.

If you don't interrupt something that bothers you, you alone are responsible.

Go directly to a person when something comes up for you. Gossiping is not useful.

Practice letting go.

Not everything needs to be processed or fixed.

Notice what's going on in the group.

Practice relationships where power is shared and people are respected.

Interrupt oppression.

Learn about our cultural differences: what people value and different ways of doing things.

Hold yourself and others accountable to the agreements.

Agree to disagree.

You don't have to agree with everything.

Find your voice and make sure there is room for others to find their voices.

When sharing ideas, "yes, and..." works better than "yes, but..."

Trust the people who have volunteered to lead, and if you can't, say what's going on for you.

Appreciate the hard work of each other.

Laugh and have fun together.

# Dismantling White Supremacy Culture

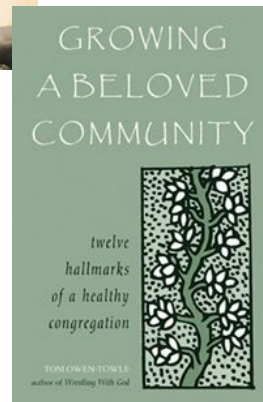
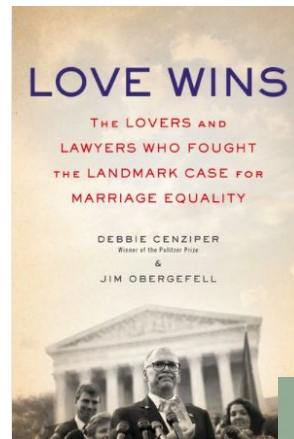
Cornel West 2015 Ware Lecture at UUA General Assembly

Side with Love Website

Love Wins by Debbie Cenziper

IDI - Intercultural Development Inventory Test

- What's our fellowship's endpoint?
- Most Changes come from the board through policies
- Be ready for people of color by making our fellowship ready, make a space for them through programs, services, etc. Beloved Community



# Parker Palmer - Applications to Congregational Life

“Thou shalt not even try to save each other”

“Stop arguing about who’s right: explore each other’s stories”



## Tragic

## Gap

**The gap between the way things are and the way we know things might be. The gap never has been and never will be closed. We must learn to remain in this gap holding tension between reality and possibility.**

# Myers Briggs Typology Indicator AKA: Jungian Typology

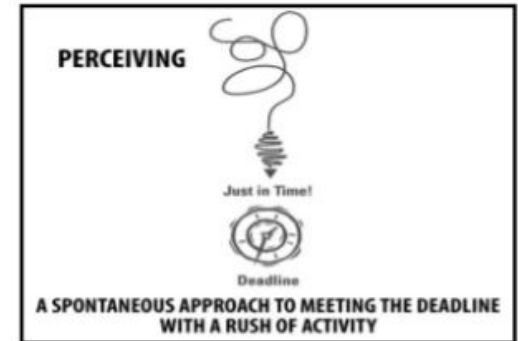
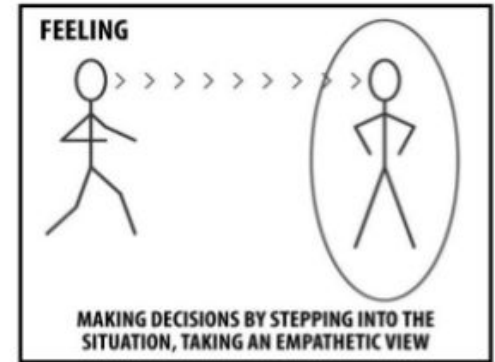
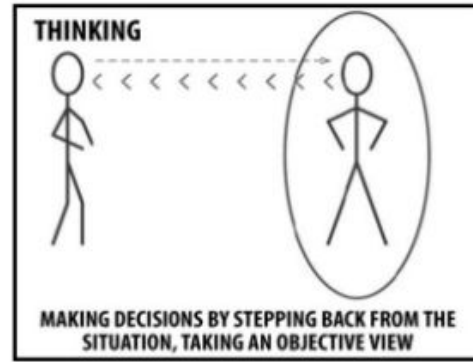
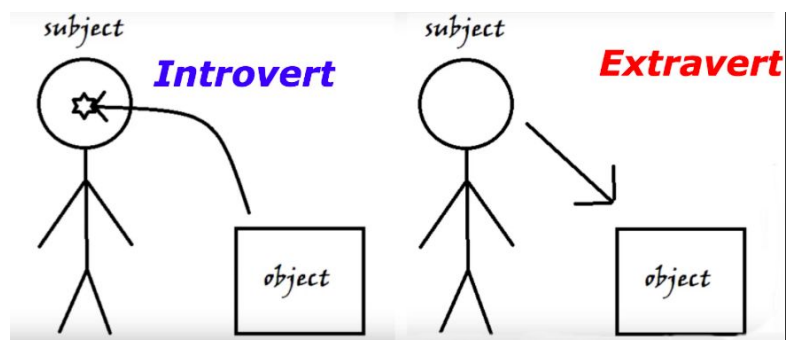
Extraversion	<b>E</b>	or	<b>I</b>	Introversion
Sensing	<b>S</b>	or	<b>N</b>	Intuition
Thinking	<b>T</b>	or	<b>F</b>	Feeling
Judging	<b>J</b>	or	<b>P</b>	Perceiving

Four Pairs of Opposites. We all use both sides of the pair, but one is our natural preference.

Instruments like the Jung Typology Test or MBTI are designed to indicate those inborn preferences.

Pssst...It's a very accurate metaphor, it's not actually science based

[Link to take the test](#)



# Types & Conflict Resolution



With all these different personality types, it's amazing that we ever succeed in getting along at all

If entering a conflict, ask yourself

What needs of mine am I not meeting?

What kind of type might the other person be?

Did I ask too much of this introvert?

Does this extrovert need to get out of the office more?

Is my "P" harshing their "J" vibe?

Everyone is in your family, even those who do things differently. When you accept that there are many "right" ways of being & doing **YOU ARE DISMANTLING WHITE SUPREMACY!**

# Personality Types: Spirituality & Worship

MBTI types break down into 4 pairs in regards to spirituality & worship (what they seek in worship)

## Unity (NT)

Gen Pop 12%  
UU Pop 14%

## Devotion (SF)

Gen Pop 38%  
UU Pop 10%

## Works (ST)

Gen Pop 38%  
UU Pop 5%

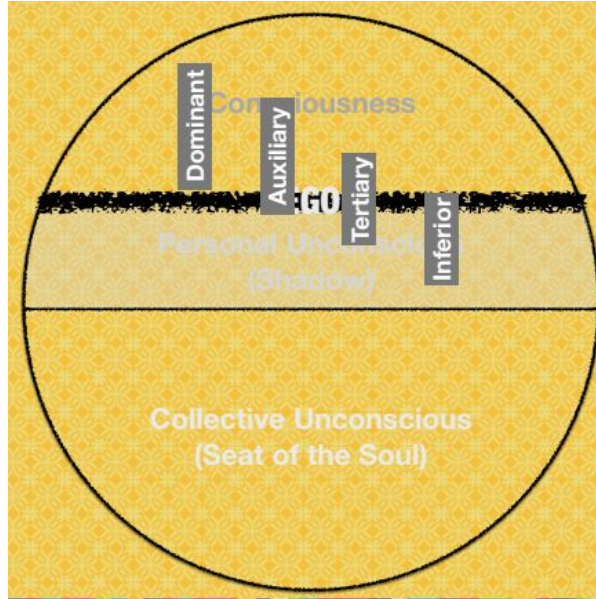
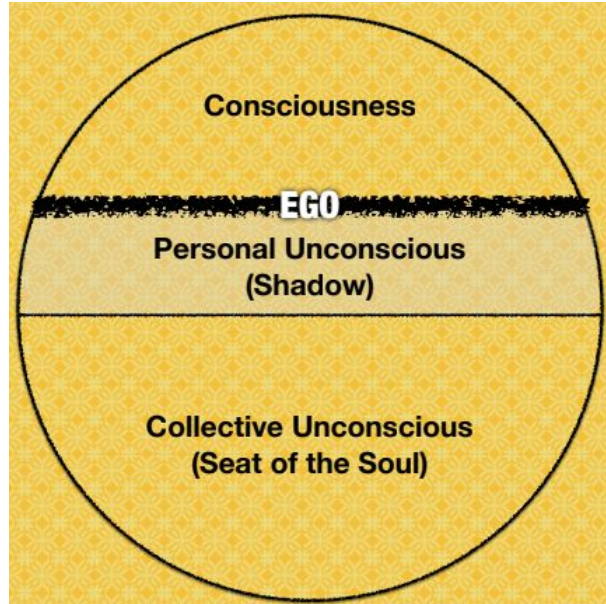
## Harmony (NF)

Gen Pop 12%  
UU Pop 71%

“With intentional sponsorship of all Four Spiritualities, through the accompanying pain and dislocation, we may yet grow into our destiny to serve a world that awaits us.”

-Rev. Phil Lund

# Personality types & Spiritual Growth



“It is worth exploring and strengthening any underdeveloped parts of our personality. This might mean learning about religious exemplars which we are not naturally drawn, as well as expressing our spirituality in new ways.”

-Rev. Phil Lund

# Meditations to Explore Underdeveloped Parts of Personality

## Sacred Space

- Walk in an outside, natural area (slow pace)
- Pay attention to:
  - 1) the way your body feels, each step, pain
  - 2) your location in space
  - 3) Time: the beginning, the middle, and the end of your stepping*{for introverts}*

## Prayer Beads

- Non-denominational
- Create a circle of 28 beads [1 large, 4 medium, 23 small]
- Large** Centering
- Medium** Naming, Knowing, Listening, Loving
- Small** Breath Prayers  
*{for intuitives}*

## Singing Meditation

- Done in a group
- Find a short prayer/song
- Harmonize naturally
- It goes on repeat for as long as it goes, don't try to control it
- The silence afterwards should go on as long as the singing  
*{for introverts or judging}*

# Conflict Resolution & Anxiety

**Premise:** Anxiety is at the heart of all problems within a congregation. Leaders today cannot be as anxious as the people they serve: the job is to serve the mission not all the people.

Anxious systems: 1) Need Scapegoats 2) Use Blame and Shame 3) Are contagious

**Suggestion:** Be calm and courageous NO MATTER WHAT [*Non-Anxious Presence*]

**How:** 1) Dismantle the sense of urgency in the conflict. 2) Do your inner work 3) When calm, address the conflict

**Why:** A system that enables “the problem” is 1) uncomfortable *i.e. will loose congregants*  
2) White Supremacy Culture

## Emotional Fusion:

Happens when people lose their “self”

When both people are “nice” to one another to tighten their bond or when each one functions to take care of the other’s feelings.

Congregations are vulnerable to this. People resist information that might disturb their peace. No one wants to speak the truth

## Emotional Cutoff:

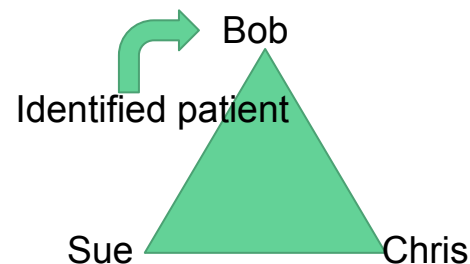
Cutoff is reactive, an automatic response, a person attempts to gain a sense of identity *over against another person*. By projecting a negative label on another...the person seeks to gain a positive identity for him or herself...the emotional distancer often becomes dogmatic, opinionated, and doctrinaire.

## Triangulation:

Bob is in conflict with Sue.

Bob has a source of real tension (either good or bad)

Sue is upset by Bob’s action or inaction. Sue talks to Chris about the conflict. Chris is willing to experience Sue’s anxiety.



# A Better Way

Non-Anxious Presence

Self-Differentiation

1. Take a stand based on values
2. Focuses on self - is self-aware
3. Be in relationship, stays connected to others
4. Sets clear goals (mission)
5. Seeks challenge

## More thoughts on anxiety and conflict:

- 1) Reframe the problem (opportunity for us to grow)
- 2) Communicate clearly, consistently
- 3) The “great” is the enemy of the good
- 4) Healing process 2-5 years, 8 years for highest levels of conflict
- 5) If conflict is high enough, losses will occur
- 6) The one thing you can control is yourself
- 7) How you choose to respond makes all the difference

**Mission** is the way individual spirituality (the search for meaning) is broadened into communal spirituality (finding something greater than oneself to belong to). That “something greater” is the mission of the congregation. Mission helps individuals answer the question “Do I belong?” with a resounding “Yes!”

Mission Statements - explain why you exist and who you serve. One sentence, specific, and easily understood

Vision Statement - aspiration of what the congregation/world would be like if the mission succeeds. One sentence.



**Mission statement:** Seeking to put God's love into action, ... brings people together to build homes, communities and hope.

**Vision statement:** A world where everyone has a decent place to live.

**Mission:** Spreading Ideas

**TED**

# Covenant in Congregational Life

- They are always aspirational.
- They are fractal (patterns of behavior on multiple scales. They guide our interactions on the individual, small group, and organizational levels.
- A covenant **IS**: voluntary, a set of agreed upon norms, a living document that will need amended over time, will only live if discussed, questioned, held, an offer of both freedom and responsibility.
- A covenant **IS NOT**: legally binding, a creed, a policy, something you can copy and paste from somewhere else, the solution to every conflict.

“When together we will....”

Renew Yearly

# Principles of Emergent Strategy (ways of searching for collaborative efforts)

**-Adrienne Marie Brown**

**Relationship is the measure of our strength**

**-Adrienne Marie Brown**

1. Small is good, small is all
2. Change is constant
3. There is always enough time for the right work
4. There is a conversation in the room that only these people at this moment can have. Find it.
5. Never a failure, always a lesson
6. Trust the people
7. Move at the speed of trust. Focus on critical connections more than critical mass - build the resilience by building the relationships
8. Less prep, more presence
9. What you pay attention to grows

# Working with Challenging Behaviors

- 1 in 10 adults in America experience a mental illness
- 1 in 25 adults in America live with a serious mental illness
- 1 in 6 (In Ohio, similar in MI) has a criminal record

-Have a response plan in place.

-Limited access agreements

-Pre-work for screen for sexual offenders

You have a place in the family of things, even if you do not always know how to deal with or handle the people who come through the door...and so do all the people who come through the door.

# Credo (Small Group Ministry)

Questions posed earlier with time to consider how you personally feel about it, can write down your thoughts

Developing our own beliefs

Being Listened to, Hearing others

"Most people need a few experiences of simply being listened to before they can really believe that just listening is enough. In time, we discover that to be listened to is a way of being loved, and that listening is a way of loving. We can take what we learn from sharing groups out into the rest of our lives and bless the world."

*C.Robinson & A.Hawkins*



Rules:

- Only one person talks at a time
- Keep other's privacy, it stays in the group
- No responses, no fixing problems

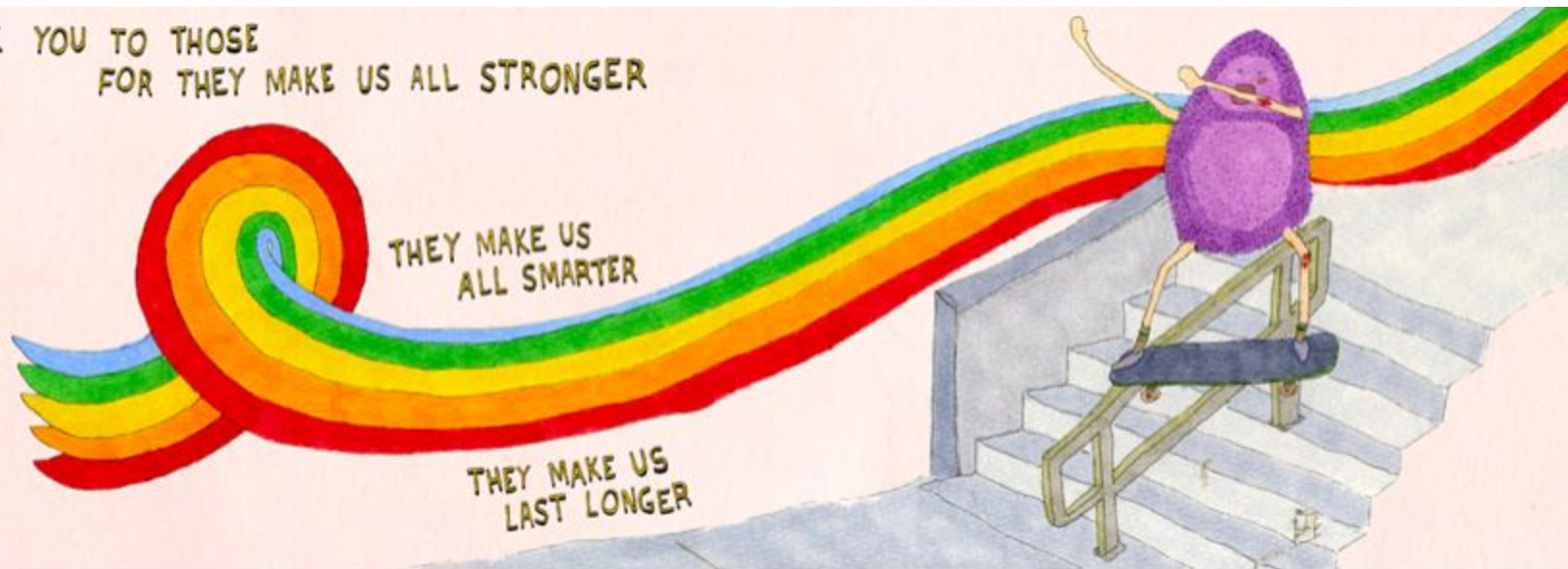
Organization of Credo:

- Gather in a private, quiet (sacred) space
- Opening words & chalice lighting
- Check-in : a brief synopsis of how you are doing that day. To show conclusion, say "I'm in"
- Time for thinking on question
- Round of responses to question
- A second round of concluding thoughts, when done say, "I'm out"
- Closing words & put out chalice

THANK YOU TO THOSE  
FOR THEY MAKE US ALL STRONGER

THEY MAKE US  
ALL SMARTER

THEY MAKE US  
LAST LONGER



WHO MAKE ALL OUR LIVES SO MUCH BETTER  
FOR LIVING



THANKS TO MUSIC  
AND DANCING  
AND SINGING  
AND GIVING



Our **S**incerest **G**ratITUDE to those who gave money, gave time, who watched & fed our kids. **WOW!** You are amazing. We are blown away by your generosity and your faith in us.

