

CU*UL
CANADIAN UNITARIAN*UNIVERSALIST LEADERSHIP
The Leadership Development Program of the Canadian Unitarian Council

MISSION/PURPOSE

Provide a comprehensive Leadership Development Program. The program will provide congregations with quality, component-based programs that will ensure they have regional access to relevant Unitarian Universalist programs for their emerging leaders. The program will promote congregational connections and a whole church perspective.

THE PROGRAM

The CU*UL program has a variety of components. Participants may complete the program, participating in a selection of components, to receive recognition as a “CU*UL Leader” or they may choose to treat the various components as ‘stand alone’ program options.

- CU*UL (Canadian Unitarian*Universalist Leadership) School is one component of a comprehensive CU*UL program
 - CU*UL school provides experiential, residential, leadership training over a period of four days.
 - The CU*UL School program includes: personality preference tool training (a temperament model) , Canadian Contextual Theology, Canadian U*U History, opportunities for experience with a reflective small group task team, exposure to Covenant Groups (Small Group Ministry Model), basic information on Systems Theory, Church Conflict (using the Conflict as a gift premise) and Church Size Theory
- Additional components are offered in each of the Service Delivery areas identified by the CUC. Most of the other programs are one day programs (5-6 hours minimum) and some may be longer. They are structured to ensure participation from more than one congregation. The focus areas are:
 - Worship
 - Congregational Transitions
 - Congregational Wellness (includes Systems Theory & Conflict management)
 - Lifespan Learning
 - Financial Stewardship
 - Mission, Vision and Planning
- Reading Lists – there is a body of excellent congregationally focussed material available for leaders. In addition to attending CU*UL School and a selection of CU*UL Components, those wishing to be a recognised “CU*UL Leader”, will read a selection (minimum 5) of recommended texts.

ASSUMPTIONS

- Training programs work best in tandem with experience; participants will be encouraged to find opportunities to apply their new knowledge and skills in the congregation.
- Congregational Leaders often have relevant and transferable leadership training from work and other agencies. While this training may be similar, for the purposes of completing the requirements of the “CU*UL Leader” recognition program, we accept only congregationally focused training.
- We support and endorse a ‘Whole Church’ model for leadership training and congregational life

CU*UL LEADER RECOGNITION

In addition to participation in CU*UL School, those seeking recognition as a “CU*UL Leader” will have completed other components from the program offerings.

- A total, of 15 credits, is required for recognition.
- At least one credit will have been earned in each of the six focus areas.
- CU*UL School (5 credits) is a required component
- In addition to the components offered to explicitly meet the training needs of congregations and the CU*UL Leader requirements, other programs and training sessions will be granted credits. Components from the LREDA Accredited Religious Educator program, Renaissance modules and other related programs will be granted credits. A list of known programs, considered suitable for inclusion in a CU*UL Leader’s portfolio is attached. In order to receive equivalent credit status for other training, submit to the CU*UL team, a brief description of the program (content and length) and reflections on your learning.

Announcements and appreciations of those completing the “CU*UL Leader” program will be made at the Regional Fall Gatherings, held annually in each region.

THE COMPONENTS

The list of program components will evolve in time as the needs of congregations and their leaders are expressed. Some of those in progress or that have already been developed are listed below. (The number of credits assigned are noted in brackets following the program name). The list includes some programs that are offered through the Renaissance Training program for Religious Educators.

- Worship
 - Worship Associates (TBD)
 - Art of Worship (1)
 - Lay Chaplaincy – basics (1)
 - Worship for All Ages (2)
- Congregational Transitions
 - Size Transitions (1)
 - Preparing for Ministry (1)
 - Planning for New Facilities (1)

- Congregational Wellness (includes Systems Theory & Conflict management)
 - Vision & Vitality (2)
 - Conflict is a Gift (1)
 - Healthy Congregations (1)
 - Governance in UU congregations (1)
 - Growth is More than Numbers (1)
 - Committee Leadership (1)
 - Facilitation Skills (1)
 - Small Group Ministry (1)
 - Effective Meetings (1)
 - Communication Skills (1)
 - Outreach and Publicity (1)
 - Volunteer Development (1)
 - Whole Church Social Justice Programming (1)
 - UU Identity Renaissance Module (2)
 - UU History Renaissance Module (2)

- Lifespan Learning
 - Campus Ministry Development (1)
 - Religious Education Leadership (1)
 - Leadership Development Conference facilitator training (2)
 - Spirituality Development Conference facilitator training (2)
 - Youth Advisor Training facilitator training (2)
 - OWL facilitator training (2)
 - Philosophy of Religious Education (2)
 - Teacher Development (2)
 - Multicultural Religious Education (2)
 - Ministry with Youth (2)
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- Financial Stewardship
 - Dreams & Dollars (2)
 - Stewardship Development (1)
 - Congregation as an Employer (1)

- Mission, Vision and Planning
 - Making your Mission Live (1)
 - Developing a Mission Statement (1)

READING LIST (others will be added)

- Beuhrens & Church, A Chosen Faith
- Boers, Never call them Jerks
- Branson, Memories, Hopes, and Conversations: Appreciative Inquiry and Congregational Change
- Durall, Beyond the Collection Plate
- Durall, Creating Congregations of Generous People
- Essex Conversation Committee, The Essex Conversations
- Leas, Discover Your Conflict Management Style
- Mann, Raising the Roof
- Mead, More Than Numbers: The Ways Churches Grow
- Nieuwejaar, A Gift of Faith
- Nicholson, Temporary Shepherds: A Congregational Handbook for Interim Ministry
- Odin Heller, Churchworks
- Oswald, Making Your Church More Inviting: A Step-by-Step Guide for In-Church Training
- Philips, Letting Go: Transforming Congregations for Ministry
- Rendle, Behavioral Covenants in Congregations: A Handbook for Honoring Differences
- Rendle, Leading Change in the Congregation: Spiritual and Organizational Tools for Leaders
- Steinke, Healthy Congregation