

Unitarian Universalist Leadership Team Institute



2007 Staff Bios *(in alphabetical order)*

Ellen Carvill-Ziemer LENS Leader: Young Adult Ministry



Ellen is the Young Adult and Campus Ministry Consultant for the Ohio-Meadville District. She is also a trainer for the UUA Youth Office's Basic Advisor and Leadership Development programs and the youth and young adult Anti-Racism/Anti-Oppression Groundwork

program. She is a student at Earlham School of Religion and lives in Kent Ohio with her partner Melissa Carvill-Ziemer and two puppies.

Ellen J. Chulak Project Coordinator



Ellen has spent a lifetime deriving joy from creating forums for people to express themselves, both artistically and personally. With a strong belief in mission and vision leading the

way, it has been her fond desire that Murray Grove become a leader in helping people become more directly connected with themselves and their world through living as more tolerant, loving, spiritual, joyful and creative souls. A life-long Unitarian Universalist, Ellen came to Murray Grove with the specific charge of helping to revitalize the organization. Prior to her arrival, she served as the director of a multi-corporate/agency career center serving thousands of professionals in transition, the

director of development and public relations for an independent school north of Boston and the director of an art and history museum located in Gloucester, MA.

Rev. Dr. Tom Chulak TRACK Co-Leader: Congregational Development and Growth, and UU History and Values



Tom has been growing and building UU congregations for 30 years. In addition to growing our faith, his passion has been focused on UU identity and its implications for congregations and the

wider world. He has served four congregations as their minister and worked for the UUA as Director for New Congregations and the UUA Growth Team. Tom served as a board member of the Alban Institute (a national organization that consults with congregations from many denominations) and has taught at two theological schools. He received a BA in Sociology from University of Wisconsin, and a Doctor of Ministry and an honorary doctorate at Chicago Theological Seminary. He currently serves as District Executive for the St. Lawrence and Ohio Meadville Districts.

Rev. Lyn Cox LENS Leader: Young Adult Ministry



Lyn is the Director for Young Adult and Campus Ministry for the Joseph Priestley District. She comes to Young Adult and Campus Ministry work from both a congregational perspective and a UU

Young Adult perspective. Before coming to the JPD, she served as the Assistant Minister for Education at the UU Society of Sacramento, CA. During seminary at Starr King School for the Ministry, she served for one year on the Pacific Central District UU Young Adult Network Steering Committee. Lyn is glad to be living back in her home state of Maryland among beloved friends and family.

Jeanne Crane
Program Coordinator and
LENS Co-Leader: Shared Ministry



Jeanne is well known for her commitment to lay leadership development and has been intimately involved in the success of the EAGLES leadership school. She currently serves as the interim

program consultant for leadership, planning and growth for St. Lawrence and Ohio-Meadville districts in conjunction with the program steering team. She has a Masters in human relations/adult education and specialized in leadership and team development and organizational change. She worked as an organizational development and training consultant for 25 years.

Natalie Fenimore
TRACK Co-Leader: Family Ministries



Natalie believes that the role of the religious educator is to communicate to the congregation the centrality of its ministry to children and families in creating the Beloved Community. Our

children and youth are not only our future - they are our present; shaping our interactions, or facilities, and our staffing. In our family ministries we can provide a place to experience rebirth and transformation. She is a credentialed Religious Educator serving the UU Congregation of Fairfax, VA, as Director of Religious Exploration. Natalie has been a religious education professional for 9 years and has served two other congregations in the JPD. She is an active

member of the Liberal Religious Educators Association, serving on the LREDA Nominating Committee. She is trained to lead the Multicultural Religious Education and Philosophy of Religious Education Renaissance Modules. Natalie serves on the JPD Board and on the JPD/Journey Towards Wholeness Team. She is a long-time member of the UU Congregation of Rockville, MD.

Rev. Richard Gilbert
TRACK Leader: Justice Making



Richard's work has been an act of faith and his life has been a sacrament of works. Minister, teacher, counselor, activist, writer are all vocations for which Richard has graced with his wisdom

and compassion, from the time he graduated from St. Lawrence University in 1958 and from the St. Lawrence Theological School in 1961. For 32 years, he served as minister at the First Unitarian Church in Rochester, NY, a home from which he explored the tenets of love, justice, growth and celebration with his large congregation. Within his church, throughout the Rochester area, and nationwide, Richard has been an articulate and impassioned advocate for social justice. He has been, among many roles, chair of the peace, justice and human rights committee of the International Association for Religious Freedom; chair of the Interfaith Impact of New York State; convener of the Clergy and Laity Concerned about Vietnam and program director of the Unirondack Summer Institute. He is the author of many articles and publications, including his two books *Prophetic Imperatives* and *How Much Do We Deserve?*

Barbara Green
Program Design Team and LENS Co-Leader: Faith Development



Barb is currently serving as Board President of the Unitarian Universalist Congregation of Glens Falls. During her 13 years of membership, she has been involved in many

areas of church leadership including Small Group Ministry, Worship, Membership, Personnel, Ministerial Relations and Visioning. One of her greatest joys has been her involvement on the district level, particularly as part of the EAGLES staff. Her personal experience as an EAGLES graduate deepened her identity as a Unitarian Universalist and her commitment to the faith. She is passionate about leadership and faith development and has a particular interest in bringing our principles to the workplace. Barb has a Master's Degree in Social Welfare from Albany State University and has worked in agencies, public schools and private practice. She is also an experienced workshop facilitator. Presently, Barb enjoys her position as an Associate Professor of Counseling at Adirondack Community College.

Rev. Carol Haag
LENS Co-Leader: Faith Development



Carol's passion in life is helping people match their interests and skills to needs in their community. Her life has taken many forms: co-creating a family with her husband Carl and their two children,

serving as president of their children's cooperative nursery school, directing the Girl Scout Unit in her town, training teams for the Nuclear Dialogue Project, volunteering in every area of church life except finance, a 13-year ministry of lifespan religious education, serving 5 years on the LREDA Board and currently chairing the Murray Grove Association Board. At every stage of life, each person's faith, values and commitments need expression. Guiding this process is her vocation. Carol earned a BA from Mount Holyoke College, an MSW from Rutgers University, and an MDiv from Meadville/Lombard Theological School. She has been a member of the Unitarian Universalist Congregation of Princeton since 1965 and was named the Minister of Religious Education Emerita of the Unitarian Church in Summit in 2003.

Rev. Patricia Hoertdoerfer
TRACK Co-Leader: Family Ministries



Pat is a beloved Unitarian Universalist minister who many know for her deep commitment to families as the former Children, Family and Inter-generational Programs Director of the Unitarian Universalist Association in Boston. She currently

serves in the role of Lifespan Religious Educational Consultant for the New Hampshire/Vermont District. A genuinely joyous-spirited person, Pat's experience and wisdom are a treat to anyone who has the pleasure of attending her workshops and training sessions.

James Hild
Program Design Team and LENS Co-Leader: Shared Ministry



In the last few years **Jim** has seen a great need for leadership training within in our congregations that requires significant attention from both our district level executives and from our congregations' lay

leadership. He sees the partnering effort between the two to create a new approach to delivering these leadership skills in a spiritual format that emphasizes our UU values as an exciting step forward. Jim is the current president of Unilead, the Leadership School that served the MNY and JPD districts for 25 years. He is the Past President and current Trustee for the Unitarian Universalist Fellowship of Lower Bucks in Fairless Hills, PA. He also facilitates Small Group Ministry in his congregation and for the Joseph Priestly District. Jim is the Senior Manager for Computer Sciences Corporation (CSC), the Facilitator /Manager of CSC's Leadership 2000 Program and CSC's Leadership Management School, and he creates and sustains High Performance Teams. He is a member of the Bucks County Community College Business School Advisory Board

and the President of the Buddhist Sangha Bucks County and a founding Board member.

Patricia Infante
TRACK Co-Leader: Congregational Development and Growth

Pat is the Director for Growth and Extension in the Joseph Priestley District of the UUA. In her position she provides leadership and support to the 65 member congregations of the JPD in the areas of growth, strategic planning, mission/vision/covenant work and stewardship. She works closely with the Growth and Extension Committee in the award and administration of Chalice Lighter Grants and is staff liaison to the Regional Growth Committees within the JPD whose mission is to foster connectedness and peer to peer support among congregations within a particular region.

Janice Marie Johnson
Program Design Team and UU History and Values



Janice is a religious educator, curriculum developer and trainer and currently serves as the Director of Lifespan Education for the Community Church of NY. She believes that education is a spiritual practice. She is an active Unitarian Universalist leader working on the local, district and continental levels. Janice is an ardent believer in the power of the collaborative process and in interfaith dialogue. In all her world, Janice is most proud of her role as mom to artist and activist, Lehna Huie. Janice is inspired by her maxim: Masakhane - "let us build together."

Paula Cole Jones
LENS Co-Leader: Multi-Culturalism



Paula is a management consultant specializing in group facilitation, diversity and quality improvement processes. She was called as a consultant by her home congregation to co-facilitate a process of reconciliation, which led to the founding of ADORE, A Dialogue on Race and Ethnicity, and subsequently nine years of involvement as a leader in antiracism. At the national level for the UUA, she has been part of the development team and now the Lead Consultant for JUUST change, an anti-oppression consultancy program for UU congregations. In addition to being a facilitator for Beyond Categorical Thinking Workshops, Paula is co-chair of the Baltimore-Washington Region growth committee's Diversity Team and a member of the JPD Journey Toward Wholeness Transformation Team. She is a past president of DRUUMM (Diverse and Revolutionary UU Multicultural Ministries) Steering Committee. Paula is married to Dr. Albert Jose Jones, former provost/VP Academic Affairs and professor of marine and environmental sciences at the University of the District of Columbia. He is also a co-founder of the National Association of Black Scuba Divers and a Master Instructor in TaeKwonDo. Paula holds several scuba diving certifications and has earned over eighty trophies in martial arts competition. She and her husband have traveled the world and enjoyed the diversity of many cultures in their pursuit of top dive locations.

Janine Larsen
TRACK Co-Leader: Governance



Janine currently serves as the district executive for the UU Pacific Northwest district that covers congregations in Alaska, Idaho, Oregon and Washington. Prior to her appointment, she worked for 25 years in nonprofit organization management, with a particular focus in fundraising, marketing and strategic

planning. She also ran a home-based business, "Manage to Serve", helping philanthropists give away their money. Janine, a Seattle native, is a member and past president of the Woodinville UU Church in Washington State. She has also chaired her congregation's adult RE committee, volunteered as a PNWD consultant, chaired the District Growth Team and served two years as administrator for the Eliot Institute, the UU Family Camp program in the Pacific Northwest. In addition, she is involved with Seattle's Center for Ethical Leadership and the Deep Hope Institute for spiritual renewal of leaders. Janine and her spouse have two sons, aged 18 and 21.

Andrea Lerner
Resources Coordinator/Librarian



Andrea is recognized as one of the hardest working and most resourceful people in the region. She is the RE Program Consultant and Co-Executive for the Metro NY District, serving 51

congregations in NY, NJ, PA and CT. She has been involved in religious education for 13 years, serving as DRE in Orlando, FL, San Antonio, TX, and Austin, TX, congregations which range in size from 250 members to 700 members, and as informal mentor to DREs from small congregations. She also served on the Board of the Liberal Religious Educators Assn (LREDA) for five years.

David Munro
TRACK Co-Leader: Governance



Dave currently is in his second year as president of the Albany NY congregation and attended EAGLES, the St. Lawrence District Leadership School, in 2000, and then served on

the staff from 2001-03. After a hiatus of a few years, Dave rejoined the EAGLES staff last summer, focusing on the Congregational Development and Growth component of the program. Dave was married to Eileen Hoffman in the Buffalo UU church in 1982. They have two children,

Jamie and Julie (21 and 18), who have "graduated" from the religious ed. Program. Dave is also a member and former chair of the SLD's Leadership Development Committee. Professionally, Dave is an environmental lawyer within the New York Attorney General's Office and a part-time professor at Albany Law School.

Rev. Dr. Tracey Robinson-Harris
LENS Co-Leader: Multi-Culturalism



Tracey is a Minister of Religious Education and is serving as Director for Congregational Services at the UUA: she manages programs and works with staff to challenge and assist our congregations of all

sizes to live up to their potential as liberal religious communities. Tracey came to the UUA staff following years of professional RE leadership at a wide variety of congregations. Her educational background includes a Doctor of Ministry and Master of Divinity degrees from Vanderbilt Divinity School, Nashville, TN and a certificate from the UUA Independent Study Program for Ministry of Religious Education (now the Modified Residency Program of Meadville Lombard Theological School.) She became a UU following a conversion experience at the time of her grandmother's death on Easter 1971: having recently discovered the Unitarian Universalism, and in need of solace and understanding, she had to decide whether her native Southern Baptist Church could minister to her or whether her newfound UU faith was where she could find what she needed. At the UU church in Lynchburg, VA, that Easter Sunday, she found the saving message she was searching for.

Rev. Dr. Richard Speck
LENS Co-Leader: Healthy Congregations



Under the leadership of Rev. Dr. Peter Steinke, **Richard** has developed a series of workshops in which congregational teams are trained to use systems analysis to diagnose and improve or restore the health of their

communities. Currently the District Executive for the Joseph Priestley District, he has previously served as minister and music director to the UU Fellowship of Vero Beach, FL; and is also a national leader of the UU Musicians Network. He was an active lay Unitarian Universalist for many years in Alabama before graduating from Meadville/Lombard Theological School with a Doctorate in Ministry in 1990. Richard's career before the ministry was as a respiratory therapist, with an MA in health care administration. He left health care to pursue new avenues of serving humanity through the ministry.

**Rev Carol Ann Taylor
Chaplain**



Carol has served two of our largest congregations as Minister of Religious Education. They are Madison, WI (7 yrs) & Main Line Unitarian Church (12 years). Her volunteer work includes the GA Planning Committee (8 years), the UUMA Exec Committee (3 years), the UUMA Center Committee (6 years), the LREDA Board (2 years) and most recently as Chair & Dean of the Meadville Lombard Winter Institute (7 years). Carol served as a DRE in three of our congregations: Arlington, MA; Charles ST. Meeting House, Boston, MA; Sarasota, FL. In her 24 years of ministry, Carol has served as a MRE, an Interim Parish Minister, and is currently serving the Joseph Priestley District as its Director of Lifespan Faith Development. Carol has specialized in ministry to & with youth and women, family ministry, the theology of religious education for all ages, and building effective teams of lay and professional leaders. Carol has a BA in Fine Arts-Dance 1957, a BS in Education from Georgia State University, was a graduate of Meadville Lombard Theological School and was ordained in 1984.

**Rev. Joan Van Becelaere
TRACK Co-Leader: Small Group Ministry**



Rev. Joan Van Becelaere started July 8 as the new District Executive for the Ohio Meadville District. She is a community minister from Denver, Colorado, where she spent the last 13 years serving in theological education as the vice president for student services at the Liff School of Theology. She has served on the UUMA Executive Committee and the CENTER Committee for ministerial professional development. She currently lives in Canton, Ohio.

**Douglas Zelinski
TRACK Co-Leader: Small Group Ministry ;
LENS Co-Leader: Healthy Congregations,
and Program Design Team**



Doug's passion for church life caught him by surprise upon joining the Columbus OH First UU Church in 2003. Since then he has facilitated five board retreats and was tapped to convene the Covenant Group program design team. Now chair of the board, his focus is on the governance processes needed to support and sustain the church's current growth trend. Twenty years experience in social services informs his work at church and on the job as an independent consultant. Though future oriented, he is inspired by his church's legacy. As a result he conceived and guided its "Living Heritage" video project. Doug attended EAGLES and UU University in 2006. He is also active in the wider Columbus Community where he is currently leading a United Way GLBT Census project for Central Ohio. He lives in Columbus with Steve Schack, his partner of 14 years.

By Staff Role

Project Coordinator: Ellen J. Chulak
Program Coordinator: Jeanne Crane
Program Design Planning Team: Jeanne Crane, Jim Hild, Barbara Green, Janice

Johnson, Andrea Lerner, Rev. Carol Taylor,
Douglas Zelinski, Ellen Chulak
Resources Coordinator/Librarian: Andrea
Lerner

TRACK Co-Leaders

Congregational Development and Growth:

Rev. Tom Chulak and Patricia Infante

Family Ministries: Rev. Patricia

Hoertdoerfer and Natalie Fenimore

Governance: Janine Larsen and David
Munro

Justice Making: Rev. Richard Gilbert

Small Group Ministry: Joan Van Becelaere,
Doug Zelinski

LENS Co-Leaders

Healthy Congregations: Rev. Richard
Speck and Douglas Zelinski

Faith Development: Barbara Green and
Rev. Carol Haag

Multi-Culturalism: Paula Cole Jones and
Rev. Tracey Robinson-Harris

Shared Leadership: Jeanne Crane and
James Hild

UU Values and Story: Rev. Tom Chulak

Young Adults: Ellen Carvill-Ziemer, Rev. Lyn
Cox

Team Coordinators:

Covenant Groups: TBA

Home Teams: TBA

Roles Teams: TBA