

October 29, 1999

Learning Agreement

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with

The UUA

District Office

District Intern:

Intern Supervisor:

Period:

September 1999 - May 2000

LEARNING GOAL:

My vocational/professional goals generally fall within the broad scope of community ministry. I am specifically drawn to work with multiple congregations on issues of community outreach, but I am also interested in developing suitable skills in religious education and worship. I believe that all of these skills are needed to effectively minister in the community.

My professional goals for this internship include:

- (1) To develop & coordinate congregational programs for the purpose of strengthening congregational institutions by increasing and empowering the lay ministry of individuals within the congregation.
- (2) To develop and coordinate joint and individual congregational community outreach programs that increase & and empower the lay ministry of individuals outside their congregations.
- (3) To develop a better sense of UUA polity and the relationship between the District and Congregations.
- (4) To enhance my ministerial presence in this community ministry setting.

TASKS, RESOURCES & SUPERVISION			
TASKS	RESOURCES	SUPERVISION	
<p>MINISTERIAL ARTS</p> <p>AREA 1. <u>Administration and Program Development</u></p> <p>Responsibility for directing a variety of aspects of institutional ministry, and to develop and implement programs related to the stated goals of an institution or community of faith.</p>	<p>Issues for Exploration</p> <p>Journey Towards Wholeness Project</p> <p>Congregational coalition building</p>	<p>Competencies to Develop</p> <p>Negotiating with denominational office.</p> <p>Working through how to get our constituents what they want.</p>	<p>Theological Areas of Reflection</p> <p>The ministry in administration: issues, rewards, etc.</p> <p>Oppression</p> <p>Privilege</p>
<p>Communications Newsletter Networking</p> <p>Attend rallies, annual meetings, conferences, and special events for the district.</p> <p>Lead workshops, facilitate community groups as needed.</p> <p>JTW Newsletter</p>	<p>Conversations with colleagues</p> <p>Johnson, "Polarity Management"</p> <p>Legislative Briefing Event</p>	<p>Reflection papers due weekly to ANTS group supervision.</p> <p>Reflection papers due monthly to Supervisor, Rev. [redacted] & [redacted]</p>	<p>Desired Personal & Spiritual Areas of Growth</p> <p>Increased theological foundation for actions and interactions with others.</p> <p>Decreased categorical thinking.</p> <p>Appropriate use of authority in ministerial setting.</p>

MINISTERIAL ARTS	Issues for Exploration	Competencies to Develop	Theological Areas of Reflection	Desired Personal & Spiritual Areas of Growth
<p>AREA 2 <u>Denominational Polity</u> The ability to appropriate and interpret critically the history, theology, and polity of a denominational tradition, to relate these to significant contemporary issues raised within or outside the denominational church, and to participate in shaping the changing experience of a denominational religious community.</p>	<p>How to increase the interdependence through "clusters"</p>	<p>To be able to build consensus through patience with the process, getting agreement as to what the common good is, and bringing something to closure. To be able to teach and model an appropriate balance between process & task.</p>	<p>Authority Accountability</p>	<p>Increased self-confidence in addressing others. Appropriate use of authority in ministerial setting.</p>
TASKS, RESOURCES & SUPERVISION				
<p>TASKS</p> <p>Workshops: OWL Conversation Fall Rally Merger Follow-up Board Meetings</p>	<p>RESOURCES</p> <p>Weems, "Church Leadership" Steinke, "Healthy Congregations" Steinke, "Understanding Your Congregation as Emotional System"</p>	<p>SUPERVISION</p> <p>NB report to Board Reflect on Board interactions Events, group & your leadership style</p>		

MINISTERIAL ARTS		Issues for Exploration	Competencies to Develop	Theological Areas of Reflection	Desired Personal & Spiritual Areas of Growth
AREA 3 <u>Preaching and/or Worship</u> The ability to prepare and deliver effective sermons. The ability to plan and lead various forms of worship.	Multiple voices from pulpit Cultural appropriation	Development of a theological theme, with relevant content and cohesive structure. Clarity in presentation. Effective delivery. Articulate and clearly understood voice. Confidence in the pulpit.	Oppression Privilege Connections between people, and interconnections	Simplification of theological theme. Ability of congregants to take away one summary of the theme. Use of humor and story-telling to drive a point home. Increased use of my own voice, as opposed to others.	
TASKS, RESOURCES & SUPERVISION					
TASKS	RESOURCES	SUPERVISION			
JTW Sunday Sermons Systems sermon Polity Sermon Community Ministry Sermon P&P and Justice Sermon	Listen to preaching. Read Sermons <u>Relational Pulpit</u> , by Scott Alexander	Sermon feedback forms Readers of text Listen to a tape			

This agreement accepted by: Student,

Supervisor,

Date: 10/24/99

Date: 10/26/99

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Learning Agreement

with

The District of Unitarian Universalist Congregations

District Intern:

Intern Supervisor: Rev. _____, District Consultant

Period: August 15, 2000 - May 31, 2001

LEARNING GOAL:

This is my second year of part-time internship for the _____ District. My vocational/professional goals fall within the broad scope of community ministry. I am specifically drawn to work with multiple congregations on issues of community outreach/social justice. It is my firm belief that organized interdependent congregational work in the community builds community within the parish, the outside community and the Association.

Continued development of competency in the areas of polity, program development, teaching and worship, will support my ability to minister effectively in a variety of community settings.

My professional goals for this internship include:

- (1) To develop & coordinate congregational programs for the purpose of strengthening congregations by increasing and empowering the lay ministry of individuals within congregations.
- (2) To develop and coordinate joint and individual congregational community outreach programs that increase and empower the lay ministry of individuals outside their congregations.
- (3) To understand UU polity and the relationship between the District and Congregations, as well as the relationship between Association headquarters, the district and congregations.
- (4) To enhance my ministerial presence in the community ministry setting.

MINISTERIAL ARTS	ISSUES FOR EXPLORATION	COMPETENCIES TO DEVELOP	THEOLOGICAL AREAS OF REFLECTION	DESIRED PERSONAL & SPIRITUAL AREAS OF GROWTH
<p>HDS AREA 1. Public Policy & Planning "Relate a significant social policy issue to one's ministry, provide leadership in planning and analysis in the public sphere regarding that issue, engage the resources of a community of faith in addressing that issue. Work in this area focuses on and allows examination of contemporary social systems, institutions, and problems, strengthening the minister's ability to connect religious symbols and meaning with the dynamics of contemporary public life."</p>	<p>UUA: <i>Journey Towards Wholeness</i> Project: Congregational support & advocacy for Cluster #1 (Hamden & Springfield) Grassroots congregational coalition building: i.e. Cluster #2 - Hartford and potential Cluster #3.</p>	<p>Negotiating with Association office. Working through how to get our constituents what they want/need. Networking & establishing contacts in & Cluster #3 city. Organizing grass roots efforts by congregations. Expression of public voice around anti-racism/anti-oppression Navigation of congregational response/fields of resistance</p>	<p>The ministry of administration: What are the issues? What are the rewards? Oppression Privilege Emotional Systems Theory Conflict Management</p>	<p>Increased theological foundation for ministerial presence to others. Appropriate use of ministerial power. Appropriate use of ministerial authority in conflict situations.</p>
<p>TASKS Communication (phone, e-mail, meetings, correspondence) Development & promotion of Anti-Racism Website Newsletter: articles/updates regarding Anti-Racism Work done by district. Networking Attend rallies, annual meetings, conferences, special events, workshops. Lead/organize workshops, facilitate congregational groups as needed.</p>	<p>RESOURCES Conversations with colleagues Meadville/Lombard: <i>Community Ministry Seminar</i> in Jan. 2001. JTW Curriculum/FIA Department, including Jubilee World, JTW Sunday, Transformation Team Training Phases 2 & 3 UUA: "Weaving the Fabric of Diversity" Workshop: "Ministry After a Betrayal of Trust" Steinke, "Healthy Congregations" Steinke, "Understanding Your Congregation as Emotional System"</p>	<p>SUPERVISION Reflection papers to Supervisor, Rev. Observation by Revs. _____, as needed. Intern Committee oversight. Sponsoring Congregation oversight.</p>		

MINISTERIAL ARTS	ISSUES FOR EXPLORATION	COMPETENCIES TO DEVELOP	THEOLOGICAL AREAS OF REFLECTION	DESIRED PERSONAL & SPIRITUAL AREAS OF GROWTH
<p>AREA 2 [Association] Polity</p> <p>"The ability to appropriately interpret critically the history, theology, and polity of [an Association's] tradition; to relate these to significant contemporary issues raised within or outside the [congregation]; and to participate in shaping the changing experience of a . . . religious community."</p>	<p>To increase interdependence through the development of "clusters" around the issue of Anti-Racism, and/or other social justice issues.</p>	<p>To share my vision of interdependence.</p> <p>To build consensus through patience with the process, getting agreement as to what the common good is, and bringing something to closure.</p> <p>To teach and model an appropriate balance between process & task.</p> <p>To empower laity to take leadership roles.</p>	<p>Authority, mine & others</p> <p>Accountability</p> <p>Empowerment of Laity</p> <p>The prophetic voice</p> <p>Board member/group interactions/dynamics</p>	<p>Appropriate use of ministerial authority in response to other's authority.</p> <p>Appropriate demonstration of self-care, while supporting congregational efforts.</p> <p>Development of transitional plan to support congregational projects, in my absence.</p>
TASKS				
<p>District Workshops</p> <p>Fall Rally</p> <p>Annual Meeting</p> <p>Board Meetings</p> <p>Cluster #1 Oct. 2000 Training</p> <p>Cluster #2 9/23 Gathering</p> <p>Cluster #2 2/2001 Jubilee World</p>		<p>ANTS Polity Course, Fall 2000</p> <p>Conrad Wright, "Congregational Polity"</p> <p>UUA Commission on Appraisal - "Interdependence: Renewing Congregational Polity"</p> <p>Edward Frost, ed. "With Purpose & Principle: Essays About the Seven Principles of Unitarian Universalism"</p>	<p>Reflection papers to Supervisor, Rev.</p> <p>Observation by Revs. as needed.</p> <p>Intern Committee oversight.</p> <p>Sponsoring Congregation oversight.</p> <p>Observation by Program Working Group.</p>	<p>SUPERVISION</p>

MINISTERIAL ARTS	ISSUES FOR EXPLORATION	COMPETENCIES TO DEVELOP	THEOLOGICAL AREAS OF REFLECTION	DESIRED PERSONAL & SPIRITUAL AREAS OF GROWTH
<p>AREA 3 <u>Preaching and/or Worship</u> Prepare and deliver effective sermons. Plan and lead various forms of worship.</p>	<p>Articulate with clarity my own "voice" from the pulpit. Provide opportunity for multiple lay voices from the pulpit.</p>	<p>Develop a theological theme with relevant content and cohesive structure. Clarity in presentation. Effective delivery. Articulate a clearly understood voice. Demonstrate confidence in the pulpit.</p>	<p>Oppression Privilege Connections between people, and interconnections Connections between congregations Owning one's center.</p>	<p>Simplification of theological theme yielding ability of congregants to take away one summary of the theme. Use of humor and story-telling to drive a point home. Speaking with prophetic voice.</p>
TASKS	RESOURCES	SUPERVISION		
<p>JTW Sunday Sermon Systems Sermon Polity Sermon Community Ministry Sermon Justice Sermon</p>	<p>Listen to preaching, mine & others Read Sermons William Schultz, "Transforming Words" Christine Smith, "Weaving the Sermon" Robert Slaughter, "How to Preach a Sermon" Thomas Troeger, "Imagining a Sermon"</p>	<p>Sermon feedback forms. Readers of text. Listen to a tape of my sermons. Intern Committee Oversight. Observation by Revs. as needed.</p>		

This agreement accepted by: Student: _____ Date: 10/27/00

Supervi: _____ Date: 10/27/00

Chair, Intern Committee: _____ Date: 10/30/2000