

**Sunday, MFC December 8, 2019**  
**Chapel**  
**24 Farnsworth St Boston, MA**

Shana Lynngood, Chair; Rebekah Savage, Vice Chair; Karen LoBracco; Maddie Sifantus; Nick Allen; Don Brunnuell; Greg Ward; Shawn Newton; Joetta Prost; Shirley Lange; Jennifer Hamlin-Navias; Jackie Clement; Darrick Jackson (sub for Amanda Poppei); Janet Newton (liaison); Clyde Grubbs, MFC Chaplain; Michelle Walsh, MFC Chaplain; Sarah Lammert, UUA Staff; Marta Valentin, UUA Staff; Marion Bell, UUA staff. Zooming in – UUA Board Members Elandria Williams and Sherman Logan

**MOVING FORWARD CONVERSATION, CONTINUED**

**Process Working Group Proposal for MFC Leadership Elections**

Our primary goal for a new MFC leadership transition process is: 1) having a transparent nomination process that represents members' own preferences for service, 2) having leaders widely supported by MFC members, 3) having all roles and functions of the committee filled.

The MFC has historically, and informally, selected its leaders by appointment of the outgoing Chair. In the UUA and UU congregational governance model, leadership selections are most commonly done by a vote of membership on a recommended candidate. This ensures that new leaders have the support of their membership, without introducing the competitive, factional dynamics of an open election.

Balancing the interests of a transparent process, ensuring wide support for selected leaders, and avoiding directly adversarial elections unless necessary, we propose to:

1. Solicit self-nominations from all committee members
2. Executive Committee makes recommendations for appointments for working groups, and working group chairs
3. The Executive Committee **holds a secret ballot (an anonymous vote) for the full recommendation** based on the following question:  
Do you support the recommendations for Chair, Vice Chair, and working group chairs?
4. If more than one member disagrees in the previous poll, we hold individual votes for leadership appointments. All previously self-nominated members would be eligible for election.

In the interests of balancing our roles and responsibilities, the elected chair would continue to make committee assignments and panel chair selections.

## Self-Nominations for Working Groups for September

### **Settlement Working Group**

Don  
Greg  
Maddie  
Michael

### **Candidacy Working Group**

Shawn  
Karen  
Jackie  
Shirley

### **Process Working Group- Sarah, Staff**

Nick  
Joetta  
Rebekah  
Amanda

### **Executive Committee**

Shawn  
Greg  
Joetta  
Rebekah  
Karen

### **Panel Chairs**

Greg  
Jackie

### **Chair and Vice Chair**

Rebekah will stay on as vice chair, if needed.

Decisions will be made in January after time to reflect and for Shana to talk with Amanda and Michael.

January 31 call will be for two hours – renewals and then more of this conversation.

## **MARCH 2020 PREMEETING RETREAT – conversation on categories**

Inviting UUA Board. CoIC? Will also have a facilitator.

Can Mark Steinwinter come in for an update on the online process?

**Exec will meet on Tuesday, March 24. Whole committee will meet on Wednesday, March 25 and Thursday morning.**

**UUMA input?**

## **PROPOSED CHANGES TO POLICY 20**

### **Background**

Policy 20 specifies how we notify external parties about 1) termination by fellowship review, 2) resignations pending fellowship review, 3) votes for termination of preliminary fellowship. A survey of 834 congregational leaders and staff found majority agreement that we should notify all parties about both types of cases (84.6% for terminations; 59.8% for resignations pending review). Respondents also recommended circulating notices to all congregations, professional bodies, and people in ministerial formation.

Following the practice of the Central Conference of American Rabbis, we propose to maintain a record of all cases on the UUA website. These records will indicate whether a review was pending or whether the me

### **Summary of Proposed Changes**

- Direct notice to all parties extended to resignations pending a fellowship review
- List of directly notified persons expanded to include all aspirants, candidates, and leaders of professional bodies
- Instead of “all congregations,” congregational board presidents are notified
- Policy clarifies that notices of termination and resignation pending review are matters of public record
- A record of all cases will be maintained on the UUA website

### **Proposed Revision**

#### **Original Language about Parties Directly Notified**

“The Committee shall inform all ministers, complainant(s), congregations, and the Executive Director of the Unitarian Universalist Ministers Association in writing of cases of fellowship termination when Rules 24B, 24C, or 16A applies...”

“...[T]he President of a congregation in which the minister serves/recently served will be notified of the circumstances of the termination, as will appropriate UUA staff. If the minister is

serving in a non-UU setting such as a hospital or community organization, the minister's supervisor will be informed."

### **Proposed Revision to Parties Directly Notified**

In cases of fellowship termination under Rules 24B, 24C, or 16A or resignation pending a fellowship review, the Committee shall inform: complainant(s), all fellowshipped ministers, candidates, aspirants, all congregational board presidents, the UUA Board of Trustees, a Director of the Unitarian Universalist Ministers Association, the Chair of the Association of Unitarian Universalist Music Ministries, the Chair of the Liberal Religious Educators Association, the Chair of the Association of Unitarian Universalist Administrators, the Chair of the Association of Unitarian Universalist Membership Professionals, and the Chair of the Unitarian Universalist Society for Community Ministries, and the Leadership Council of the Unitarian Universalist Association. If the minister is serving in a non-UU setting, such as a hospital or community organization, the minister's supervisor will be informed.

### **Original Language about Public Notice**

"[When] cases of fellowship termination when Rules 24B, 24C, or 16A applies, the committee shall publish such terminations in the *UU World*"

...

In the event that a minister voluntarily resigns from Fellowship during a Fellowship Review falling under Rule 24B or 24C or Rule 16B, notification of the resignation will appear in the *UU World* and include a statement describing the stage of the review process at the time of resignation. For example, the statement shall read: "Resigned (complaint pending)"; "Resigned (after failure to comply with probation)."

### **Proposed Revision to Public Notice**

Notices of fellowship termination or resignation pending a fellowship review will be considered matters of public record . Notice will be published in the *UU World* and include a statement describing the stage of the review process at the time of resignation. A record of all terminations under Rule 24B, 24C, or 16A and resignations pending fellowship preview will be posted on the UUA website by the Ministries and Faith Development office

## **Summary of Notice Circumstances**

### **Fellowship Review (Preliminary and Full Fellowship)**

24B: "conduct unbecoming a minister, incompetence, or for other specified cause. Incompetence includes, but is not limited to, a pattern of conflicted ministries and/or inability to maintain positive congregational or community relationships."

24C: “When the minister has not satisfactorily completed probation or addressed the concerns previously identified by the Committee during a Fellowship Review”

### **Preliminary Fellowship**

16A: “Significant problems include, but are not limited to the following:

- i. Inappropriate or counterproductive behavior toward the settlement process as determined by the Transitions Director.
- ii. Inability or difficulties establishing and/or maintaining successful relationships without conflict with parishes or communities served.
- iii. Evaluations for renewal that raise issues of concern, including failure to make satisfactory progress towards Full Fellowship.
- iv. Failure to receive satisfactory renewals on a timely basis.
- v. Any other reason(s) or problem(s) deemed significant by the MFC.”

**Joetta moves to adopt the above proposed changes to Policy 20. Greg 2<sup>nd</sup>. Motion passed. Unanimous.**

Ways of the MFC Draft Review – Sarah

**Motion to approve September 2019 Minutes. Joetta moves, Greg 2<sup>nd</sup>. Motion passed. Unanimous.**

**Rescheduled February 1, 2020 renewal call to Friday, January 31 at noon.**

2:30pm Adjourn