

**MFC MEETING SPRING 2021 – VIA ZOOM**

# **Thursday, April 8, 2021-Sunday, April 11, 2021**

**Jackie Clement, Rebekah Savage, Joetta Prost, Don Brunnquell, Shirley Lange, Michael Tino, Karen LoBracco, Amanda Poppei, Karen Rasmussen, Greg Ward, Shawn Newton, Michael Lyde, Nick Allen, Maddie Sifantus, Pam Wat. FYME: Michelle Ma, Lane Fisher, Viola Abbitt. UUA Staff: Sarah Lammert, Marta Valentin, Jonipher Kwong, Marion Bell**

## **ANNOUNCEMENTS**

- Renewal Call rescheduled from Saturday, May 1 to Friday, April 30
- Participate in Sunday's Memorial Service
- Positions to fill - to be voted on in July:
  1. Exec Team Member for external communications with Joint Ethics Board and UUMA, internal communications with working groups after Exec meetings, *will be elected at summer meeting*
  2. Emissary Shepherd - Karen LoBracco currently
  3. Panel Chairs (Maddie, Greg, Jackie currently)
  4. Wider Path TF

## **ADOPT NEW\_COVENANT (Addendum 1)**

**Motion to accept the new MFC covenant: (LoBracco moves/Rasmussen 2nds) approved, unanimous. Noted: need to update text "liaisons" to First-Year Minister Emissaries.**

## **CATEGORY REFORM PROPOSAL UPDATE**

- Category reform proposal adopted by MFC at December 2021 meeting: Rule change was passed by UUA Board 1/23/21
- Communication plan (send to stakeholders - seminaries, UUMA, MFN mentors, the World)
- Rule 11: candidate must complete degree, internship, and CPE in order to attain fellowship. A successful interview for a candidate who had one or more of these unfinished would be “continued in candidacy.”

More discussion around Rule11 and how we'll work with that going forward. New Policies? Policies around cleared for search?

The rules/policies don't even mention search. Which is why we're sometimes flexible about this with 2's. We could benefit by writing a policy.

We'd also need to educate search committees that “continued in candidacy” isn't a bad thing.

## **TRANSFORMATION UPDATES – MICHAEL TINO**

1. Category reform – we need to have conversations about how we'll work with the new categories in September. Reenvisioning the interview process. We want the packets to speak to competencies. We want to have more substantive conversation than can you name a curriculum or . Changing categories might give us flexibility to conduct interviews differently.

2. Career assessments

3. Wider Path Task Force. Widening path that leads to ministry. We, as MFC, are looking at a wider path to Fellowshiped minister. Looking at other denominations. What do we hope that comes out of an Mdiv for a fellowshiped minister? SKSM ML sharing their paperwork on their ATS accreditation process. We can ask do we NEED those things?

Kent Anderson developed models of ministerial formation and education that don't rely on MDIV. He worked with a seminary in Vancouver. They were having the same economics issue with ministry. He calls it reverse engineering seminary. No courses, requirements. They instead build a team around students and work with that person individually. Nothing like a traditional school experience

4. Next Steps update - Amanda is convener for everything else that CoIC that we need to work on other than the Wider Path.

5. Preliminary fellowship reform. DB working with SWG. Hoping to change to make it more of a partnership in ministerial growth than an evaluative and punitive system. Ministers in preliminary partnering with the MFC.

## **TRAINING WITH TRANSFORMING HEARTS COLLECTIVE – 2:30pm-5pm**

### **APPROVE FALL AND WINTER 2020 MFC MEETING MINUTES**

Motion to approve the fall and winter 2020 MFC meeting minutes: Joetta moves/Shawn 2<sup>nd</sup>. Approved, unanimous.

### **Process Working Group Recommendations - Amanda**

--Reaffirmation and inclusion in minutes of our approval of Jonipher's request to change any and all language in the MFC materials toward non-ableist language without changing the meaning or intent (Amanda, Rebekah, Nick, and Sarah affirmed via email)

--Acknowledgement and appreciation that Jonipher is working with the Religious Institute, and directly with Jane Rzepka, to obtain PDFs of out of print resources that are on the MFC reading list and make them available to candidates. Jonipher is also using a grant to have Rev. Deb Haffner update the Religious Institute materials. Sarah Lammert will reach out to Skinner House to see if anything could be made available free of charge and in compliance with copyright laws.

--Awareness that Starr King is changing their "Certificate in UU Studies" from 18 credits to 12 credits, in an effort to make it more accessible. PWG decided that this does not materially affect the MFC.

--Consider request to change the language in the MFC material for candidates to clarify phrases like "Familiarity with Content" and "Required/Optional Content in Course," among others. Amanda will review (drawing on Joetta's expertise as willing), confirm changes with Jonipher, and communicate with the MFC about changes.

--Check in on future training plans and MFC training budget; are they in alignment? Is there any action needed? Is there training we need to begin planning for beyond this summer?

--Transforming Hearts training will be completed this Spring

--Sunshine Wolfe and Kate Walker will offer healthy boundary training in July; there is funding for their honoraria

--Melissa Carville-Ziemer will speak with the MFC about new UUMA guidelines in July; she does not require an honorarium.

--The budget is for consultants (might that be helpful to Michael Tino in transformation work?) is \$12,000 for July 1, 2021-June 31 2022.

--Anti-racism training, connected with our upcoming COIC work, might be helpful. Possibly Crossroads (<https://crossroadsantiracism.org/>)? Possibly a special Beloved Conversations training? Rebekah will reach out to Taqueina Boston to ask about good trainings and will consult with Michael about how a consultant may be helpful. PWG recommends that the MFC engage in specifically anti-racism training work every 18 months.

Janice Marie Johnson suggested the MFC do the Crossroads training.

--Review the current description of the PWG's duties and consider changes to recommend. Amanda will work with Nick and submit to MFC co-chairs.

--Rule 9 has been changed and approved by the UUA, and that change is reflected in MFC outward-facing documents.

--Nick and Michael Tino will draft new language around when candidates are approved for search and for the Service of the Living Tradition based on the category reform.

### **CWG NON-CONFIDENTIAL ITEMS**

#### **Review of Meadville Lombard Internship evaluation forms**

Conversation and input to MFC. *This item will be discussed at the CWG meeting held during the April MFC meeting.*

#### **Update MFC Policy 3.B.iv to match the language in the “Requirements for Fellowship Booklet.”**

The Policy should be change to:

**If not graduated from a graduate theological school, evidence of acceptance to a theological school or another approved program, such as an acceptance letter, enrollment verification letter, or unofficial transcript. Or, if graduated from a theological school, submission of that official transcript. Also, submission of all official transcripts from prior graduate level academic preparation.**

## **12. Updates to MFC Policy 3.D**

Suggested changes are to match the language in the Requirements Booklet

### **3. D. Further requirements prior to the MFC Interview**

In addition to the items completed for Candidate Status, a Candidate will have:

- i. Completed the MFC Appointment Request Form;
- ii. Submitted the \$250 appointment fee at the time the MFC interview is scheduled. This fee may be waived under extenuating circumstances. Please consult with the Ministerial Credentialing Director for further information.
- iii. Submitted the following paperwork required for inclusion in the MFC interview packet:
  - a. Digital (head shot) photograph;
  - b. Biographical Information Form;
  - c. Personal **Narrative** essay as described in the **“Checklist for MFC Interview”** in the appendix
  - d. Career Assessment Report from an approved career assessment program (**career assessments older than seven years at the time of an MFC**)

interview will be reviewed by the Ministerial Credentialing Director and may require an update);

e. Statements of Competence and Reading List as “described in the Checklist for MFC Interview”;

f. First Unit (and additionally, if applicable, most recent) CPE or CPSP evaluations from Candidate and supervisor. For candidates who have completed more than two CPE units: A one-page statement that summarizes any significant learning or growth in-between the first and most recent CPE units may be included.

g. Internship Learning/Serving Agreement

h. Internship evaluations from Candidate, supervisor, and internship committee

i. Five letters of reference (dated, signed, and indicating that they have been shared with the candidate) written by:

1. A faculty member or advisor if the candidate is enrolled in seminary, or a recent graduate;
2. A Unitarian Universalist minister other than the internship supervisor;
3. A religious educator
4. Anyone of the candidate’s choice who has known them for at least ~~six~~ five years;
5. Anyone of the candidate’s choice;

j. All official (up to date) seminary transcripts;

k. All official undergraduate transcripts and graduate transcripts from schools where a degree was conferred, all seminaries and theological schools and all official transcripts for courses taken in fulfillment of a waiver or competency requirement.

l. Criminal background check;

m. Conviction Offense Disclosure form (if applicable).



- n. Consent for Release of Information for Transfer and Plural Candidates (if applicable).
- o. RSCC letter (if applicable)

Motion to accept the CWG recommendations above. Joetta moves/Nick 2<sup>nd</sup>.  
Approved, unanimously.

## **SWG Nonconfidential REPORT ON PRELIMINARY FELLOWSHIP RENEWAL PROCESS**

**Reimagining Preliminary Fellowship** MFC Proposal (Current 2-4-21 by Don Brunquell, affirmed by SWG)

### **Overview of Vision**

Ministry is a lifelong growth process. When a minister has received preliminary fellowship, the MFC remains involved in encouraging and monitoring their growth in the first few years of ministry. Many other groups are also involved, including the MFN and their local ministerial clusters, the Board and Committee on Ministry in the groups who are served by the ministers, The UUMA, and the UUA staff in the congregational life, regional, and central offices.

The goals of all of these groups are to support each minister to be successful in their work with the community they serve. To this time, the MFC role has reflected evaluations of the minister by themselves, their COM and their community (congregational or community ministry). We hope to broaden this role beyond evaluation to a role of encouraging growth and support for each ministry, where evaluation is feedback for future growth.

To do this we are changing the development/evaluation process in the following ways. These steps are to be reviewed by the MFC, other developmental partners, the UUMA, and now minister focus groups before adopted.

1. Develop a structure that emphasizes partnership and ensures ongoing discussion with the supervisor (Board, supervising minister, or organizational supervisor) and the Committee on Ministry. This is best accomplished by the minister developing a

formal communication plan with those bodies that becomes part of their renewal application.

2. Revise the evaluation forms to move in the direction of a development partner, mentoring role rather than simply an evaluative role.
3. While recognizing the 7 competencies, more specifically address (1) communication with the developmental bodies; (2) COIC proposals and (3) community outreach in both the partnerships and the evaluation of every renewal.
4. Develop a brief video to be viewed by the minister and their developmental partners (supervisor, Committee on Ministry, and mentor).
5. Clarify and strengthen the role of the mentor.

## **Process and Timeline**

Covid, Voting and the Insurrection at the Capitol as well as a host of other things threw us off our previous timeline. Don Brunquell has very graciously agreed to continue working with this project through June. He will be working with Michael T., Michael L. and Marta V. The immediate goal is to have a scalable model to send out to stakeholders for review. Our list of stakeholders includes:

- o Staff (Marion, Jonipher, Sarah)
- o Some target groups for whom we want to make sure this new Renewal System serves them well
  - Recently Fellowshiped Ministers (emissaries)
  - Society of Community Ministries or chapter of the UUMA for Community Ministries
  - Some Innovative or Entrepreneurial Ministers
- o Congregational Life Staff and Regional Staff (recommending some Congregational Boards and CoM's who could respond)
- o Recently fellowshiped BIPOC Ministers
- o Recently fellowshiped GLBTQI Ministers

The hope is to get feedback from these groups by fall 2021 and begin the process of creating tools and resources to support the new system by December 2021.