

MFC Winter 2021 Meeting – NON-Confidential

December 1-4, 2021

Present:

Rebekah Savage, Co-Chair; Jackie Clement, Co-Chair; Shirley Lange; Karen LoBracco; Amanda Poppei; Joetta Prost; Michael Tino; Greg Ward; Beth Norton, Alison ALG McLeod, Katie Romano Griffin, Jacqueline Brett, Paul Langston-Daley, Nathalie Edmond, Ben Gabel. UUA Staff - Sarah Lammert, Marta Valentín, Jonipher Kwong, Marion Bell,

Open Business Meeting

Motion to approve September 2021 Minute: (PLG, 2nd Joetta). Approved, unanimous.

Upcoming Odysseys:

- Spring 2022 - Shirley
- Fall 2022 - Katie
- Winter 2022 - Jacqueline
- Spring 2023 - Alison
- Fall 2023 - Beth
- Winter 2023 - Paul
- Spring 2024 - Nathalie
- Fall 2024 - Emily

First Year Minister Emissaries: Alex Jenson, Terri Pahucki, and Isabel Call join meeting

First Year Minister Emissary Reports

Update on Unitarian Universalist Society of Community Ministries endorsement - Ben Gabel, Co-President UUSCM

From the website:

The UUSCM Faith Endorsement is a focused assessment of Unitarian Universalists seeking endorsement for BCCI certification.

The UUSCM created the Faith Endorsement for BCCI in collaboration with the UUA to provide UU's who are called to professional chaplaincy with an option for endorsement that does not also require receiving fellowship from the UUA Ministerial Fellowship Committee. The UUSCM Faith Endorsement is strictly applicable for the purpose of achieving BCCI certification as a professional chaplain or pursuing the ACPE education required for BCCI certification.

Applicants for UUSCM Faith Endorsement must complete and submit a series of requirements that demonstrate their active engagement with the UU faith, awareness and knowledge of UU values and identity, and a commitment to live into those values as a BCCI chaplain.

The requirements include essays about UU engagement and identity, passing a real-time interview with the UUSCM Endorsement Panel, and a demonstration of a commitment and progress towards preparation as a professional chaplain.

Endorsements granted by UUSCM are granted for a period of five (5) years before a renewal process is required, coinciding with the 5 year review and evaluation process required to maintain BCCI certification. Endorsed Chaplains are required to meet ongoing UUSCM requirements and be renewed periodically.

STAFF REPORTS

Sarah Lammert

Thanks to UUA Staff that works with MFC.

Lifted up the Faith Communities Today report on Exploring the Pandemic Impact on Congregations. Available here: <https://faithcommunitiestoday.org/>

Staff Report: Ministerial Fellowship Committee

The Rev. Marta I. Valentín, Professional Development Director

December 2021

The Professional Development Office

Brief updates on The First Year Ministers Seminar and PF Flyers.

Jonipher's Report to the MFC: Winter 2021

Brief review on UUMA internship supervisor call, attended by 30 colleagues.

Good response to internship salary grant application process. Gave more than \$55,000 last year towards this year's internships to 9 congregations.

As of November 18, we have 175 aspirants and 149 candidates, for a total of 324 in formation. We are interviewing 9 candidates in December. Indeed, this is way below our capacity. There are 15 confirmed candidates for our Spring 2022 meeting and 12 confirmed candidates for next Fall.

FUTURE MEETING DATES:

Summer 2022 Options: Will make decision after members submit their available dates.

- First Week in June in person
- One day online August 29, 30 or 31

Spring 2023 - Easter is April 9. Passover is April 5-13. FOWH is?

CONFIRMED SPRING 2023 Wednesday, March 15- Sunday March 19, 2023.

NON-CONFIDENTIAL WORKING GROUP RECOMMENDATIONS

SETTLEMENT WORKING GROUP NONCONFIDENTIAL REPORT.

After significant discussion, it was felt that we need to reach out to stakeholders (specifically, ministers in preliminary fellowship) and invite them to offer input about our aim of redesigning the renewal process. As was stated on their behalf, 'Nothing about us without us!'. It seems wise to understand that any efforts to revise a process that stakeholders are already concerned about will result in widening the trust gap currently in place unless we invite stakeholders to the table.

Two processes were identified for soliciting feedback

1. Some opportunity to respond on line.
2. Some opportunity to respond in an online conversation

Concerned that reaching out to ALL stakeholders would make this process cumbersome, slow and unmanageable, we identified simplifying the current call for input to ONLY include (at this point) Ministers in Preliminary Fellowship (rather than also soliciting feedback from Congregation Boards, Committees on Ministry, Mentors, or the other potential development partners who contribute to a minister's professional growth).

We identified a need to reach out to Ministers in Preliminary Fellowship and

- Provide some background on
 - how the system has worked in the past,
 - some of the challenges of the current system that are not meeting the needs of some ministers (especially those in non-parish ministries),

- some of what we feel is needed in terms of feedback in order to successfully support ministers professional development
- Some of the ideas we've explored about how the process could be more fair, more accommodating of those whose ministries are in a non-traditional (parish) setting
- Provide an online way to offer feedback
- Provide three dates where Ministers in Preliminary Fellowship can join online conversations and provide feedback for the redesign process.
 - One for Ministers in Preliminary Fellowship serving in a parish setting
 - One for Ministers in Preliminary Fellowship serving in a community ministry setting (including chaplaincy)
 - One for Ministers in Preliminary Fellowship serving in an entrepreneurial setting

Shirley and Greg will work to put together the background. They will send it out for feedback to both staff and the other SWG team members. They will also suggest a possible way of inviting written feedback (like a google form).

Alison and Michael will work with Marta and Marion to find appropriate dates for the three online conversations and they will attend and help listen / record / facilitate those conversations. They will also bring back the feedback to be considered in our redesign efforts.

Respectfully recounted, Greg

CANDIDACY WORKING GROUP NONCONFIDENTIAL RECOMMENDATIONS

CWG Policy/Rule Change Recommendations

1. Make the UUMA's Ministerial Formation Network (MFN) a requirement

RATIONALE: Setting up the expectation early on that collegial relationships and UUMA involvement is part of what a UU minister does. Anecdotal evidence seems to indicate that candidates coming from non-UU seminaries, as well as transfer candidates, would especially benefit. UUMA indicates they have the capacity and would welcome this change.

OUTCOME: No proposed policy change. After conversation with Melissa Carvill Ziemer, we determined that making MFN compulsory would interfere with their mission to be a support to candidates, a space where they can share freely without worry that what they say will become part of the MFC process. Additionally, tracking actual participation beyond simple membership would be difficult. A marketing campaign that stresses the value of MFN participation appears to be the best option at this time.

First draft language for the Requirements Booklet:

Connection to collegial groups and deepening UU identity has resulted in noticeably stronger ministries. We strongly encourage participation in collegial spaces and particularly in the Ministerial Formation Network. The value of active participation in the MFN in particular will be noted favorably by your MFC panel.

2. Change to Rule 12 Internships

CURRENT TEXT:

All Candidates are required to complete satisfactorily a full-time or part time supervised internship. Full-time internships must be for at least nine months. Part-time internships extend over a total of 18 months at a minimum of 20 hours

per week. Supervision will be provided by a minister in Full Fellowship. Equivalent experience, e.g., fieldwork placements or supervised ministries, may be considered on a case by case basis.

Part A. Amend total internship hours to be consistent at 1,000 hours

RATIONALE: The Internship Manual currently requires 1440 hours for those who pursue a one-year full-time internship and 1080 hours for two-year part-time. Both exceed what most other denominations require.

This change would require UUA Board approval and also need to be incorporated into the Internship Manual.

Part B. Require that internship supervisors are UUMA members

RATIONALE: We want to ensure that the minister in full fellowship is also abiding by the UUMA's code of ethics and is held accountable.

OUTCOME for Parts A and B:

AMEND RULE 12. Internships

All Candidates are required to complete satisfactorily a full-time or part time supervised internship. **Interns must complete at least 1,000 hours over one to two full congregational years.** (2A) ~~Full-time internships must be for at least nine months. Part-time internships extend over a total of 18 months at a minimum of 20 hours per week.~~ Supervision will be provided by a minister who is in Full Fellowship **and a member of the UUMA.** (2B) Equivalent experience, e.g., fieldwork placements or supervised ministries, may be considered on a case by case basis.

Note: Both changes require approval by the UUA Board and updates to the Internship Manual.

MOTION to affirm the recommendation of the CWG for Rule 12: Affirmed, unanimous. Must go before UUA Board for approval.

3. Clean up Policy 3A.

CURRENT TEXT:

3A. Applicant Status

Applicants are those who have contacted the Ministerial Credentialing Office indicating intent to pursue ministerial fellowship. The Ministerial Credentialing Office will maintain a record of applicants.

RATIONALE:

Part A. Remove the word “Status” in the title as Applicant is not a status but a designation.

Part B. The description is functionally incorrect. Prospective applicants make contact with the MCO, but do not necessarily follow through with application to the credentialing process. A list of Contacts is maintained separate from those who have filed an application.

Part C. For clarity, add a reference to the seven year time limit to reflect the September 2021 changes made elsewhere in Policy 3 that redefined Aspirant and Candidate status.

OUTCOME:

AMEND Policy 3A. Applicant Status

Applicants are those who have contacted the Ministerial Credentialing Office indicating intent to pursue ministerial fellowship **completed an Initial Inquiry Form.** The Ministerial Credentialing Office will maintain a record of Applicants. **The policy limiting time in the UUA Formation process to seven years begins [1] [2] [3] [4] [5] [6] when the Initial Inquiry Form is submitted. (those currently in process would be legacy in)**

MOTION to affirm the recommendation of the CWG for Policy 3A: Affirmed, unanimous.

4. Wording change to Rule 11 General Qualifications: Change “member society” to “UUA member congregation”

CURRENT TEXT (as proposed Sep 2021 but not yet ratified by the Board):

- must be sponsored by a member society or a UUA recognized covenanting community;

RATIONALE: This same change has been previously made in other rules and policies. Since we are sending this rule to the UUA Board for approval on changes proposed in September 2021 (adding covenanting communities as sponsors of candidates), it seemed like a good time to make this relatively simple change for consistency and clarity.

OUTCOME:

Rule 11. General Qualifications

All candidates must have satisfactorily completed all educational and skill training programs and demonstrate the qualities, skills and aptitude required for Unitarian

Universalist ministry as determined by the MFC. Those qualifications and requirements include, but are not limited to, the following:

- satisfactory completion of an approved clinical pastoral education (CPE) program and an internship (as described in Rule 12, “Internships”), or the equivalent;
- have completed the required reading;
- have undergone an approved career assessment program;
- be able to demonstrate an understanding of and experience with UU congregational life based on at least two years’ active involvement or equivalent;
- must demonstrate a strong motivation for our ministry;
- must be sponsored by a ~~member society~~ **UUA member congregation** or a UUA recognized covenanting community;
- and must demonstrate a balanced and healthy personality, a capacity for self-understanding, a concern for others, and ministerial leadership skills.

The Committee will further require that the candidate be well informed on the history and development of Unitarianism and Universalism, familiar with the Bylaws of the Unitarian Universalist Association, and fully committed to the purpose, objectives and guidelines of the Unitarian Universalist Ministers’ Association. A candidate for the Ministry shall also have a Master of Divinity degree or its equivalent from a theological school approved by the Committee, or have had an equivalent educational experience. Any exceptions to these qualifications must be approved by the MFC.

The MFC retains the right to request and consider any and all information it deems relevant in making its determination regarding whether to accept or reject a candidate.

Motion to affirm CWG recommendation: Affirmed, unanimous. Must go before UUA Board for approval.

5. Conversation around Mid-formation Review - with the discontinuance of the RSCCs we lost an important coaching/gatekeeping function earlier in the process. Joetta and Jonipher, as liaisons to the theological schools, note that this is something the schools have asked for. CWG discussed several ways this might happen - online only RSCC or MFC Mid-process Review where an expanded MFC rotates through mid-process reviews and fellowship interviews. Believing that this requires input from a wider group, we would like to add this to the transformation agenda for further discussion and evaluation of the resources that would be needed.

PROCESS WORKING GROUP REPORT

Debrief on trauma training from Leslie Takahashi

- Surprised there wasn't more engagement - ask to build in breakout sessions for smaller discussion
- Definitely a 2.0
- Definitely applicable to our work as the MFC
- Maybe some reading ahead of time would have been helpful - was a lot of information to receive in the moment
- A resource list would be helpful following the training

Future training

- Anti-racism training
 - Tema Okun has created new course, Personal Work of Racial Healing - work centers in heart and body - Jacqueline will follow up with Tema
 - Rebekah reached out to Crossroads and is waiting for a response

- Disability justice training - Vilissa's contract is \$5k - **need decision** on whether we can afford this within our current budget - this would be for July
 - Sarah and Beth will talk with Vilissa about shifting to July, about budget, and about the idea of a mock MFC to prep her
 - PWG will support the creation of a mock MFC as needed - can be an opt-in for MFC members and FYEs or other recent candidates - could be used as training for new member
- No training is needed in March; all training is concentrated in the summer

Considering timing for training

- Given the smaller number of candidates, could we consolidate candidates into two meetings (virtual) and use a third meeting for training and trust-building (in person)?
- Will be explored at the next co-chairs meeting with staff
- Begin to look for conflict resolution training - maybe restorative justice training?
 - Point toward 2024
 - Keep tabs on the resources requested by the COIC

Check on status of reading list updates (Rebekah)

- Sophia Betancourt, Dan McKinnon, and Elias Ortega will work together - will engage non UU seminaries for academic review of what students are learning right now and to complement that with the reading list that speaks to our competencies AND instills ARAOMC across all competencies
- BIPOC authors not only in justice competency but across competencies
- We are preferencing deep work over quickness in this work
- Received 10k to support this from the UUA - Rebekah will let three creators know we are ready to start

Review COIC task list for PWG

- Is there a conversation to be had about how competencies are demonstrated in the packet (including but not only the ARAOMC competency), related to the new way of conducting interviews/conversations?

Budget for Consultants - need to request additional funds? We have \$12K budgeted and have the following plans which require consulting:

- Review of Sexual Ethics and Boundaries Course by Transforming Hearts
 - Jonipher is in conversation with them. \$150/hour. - hoping to cap at \$5-7k
- Reading list update (\$10K) (Grant received)
- Any other training/coaching for the MFC Transformation work (Kent Anderson meeting with Wider the Path group (\$300 paid for initial consultation), etc.)
- \$1650 paid to Sunshine and Kate from this budget.

Sarah to get us the budget in toto