

2022 March Meeting Minutes

MFC March 24-27, 2022

Thursday

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, Paul Langston-Daley, Nathalie Edmond. UUA Staff - Sarah Lammert, Marta Valentín, Jonipher Kwong, Marion Bell. Absent: Jacqueline Brett. First-Year Minister Emissaries: Ali KC Bell, Marty Pelham, Tyler Coles

Odyssey - Shirley Lange

Identify Process Observers-Privilege and Power- Amanda, Process-Beth

Announcements

- Renewal call rescheduled to Monday, May 2, 2022
- Couple links in the confidential Sunday agenda are ready for review: rule changes for complaints and MFC Conflict of Interest policy draft
- [Memorial Participation Form](#)

Affirming Our Covenant

Caucus Time (FYMEs Invited)

BIPOC Caucus

White Caucus

Working Groups Meet

Sunday

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, Paul Langston-Daley, Nathalie Edmond. Claire Feingold-Thoryn (sub for Jacqueline Brett) UUA Staff - Sarah Lammert, Marta Valentín, Jonipher Kwong, Marion Bell. Absent: Jacqueline Brett.

Approve December Minutes

Motion: to approve the December 2021 MFC Meeting Minutes. Karen moves/Michael 2nd.
Approved, unanimous.

Calendar

- Summer 2022 dates - online 1 day end of August, [vote here](#)
Monday Aug 29th first choice (confirmed after meeting via online vote)
Friday Aug 26th backup
- Summer 2023 dates - in person, 2.5 days, [vote here](#)
Mon May 8 - Weds May 10, 2023 (confirmed after meeting via online vote)
Mon May 22 - Weds May 24, 2023
- Rescheduled renewal call May 1 (Sunday) Monday, May 2.

First Year Minister Emissary Reports

Tyler Coles

Ali KC Bell

Marty Pelham

Staff Reports

Sarah Lammert

To: Ministerial Fellowship Committee

From: Sarah Lammert, Co-Director for Ministries and Faith Development

Dear all –

I wanted to update you on some bigger picture issues – both in our UUA and in the larger religious landscape - which touch on the work of the MFC.

1) I know you are all aware that the helping professions are seeing larger than normal levels of burnout, exhaustion, and resignations. This is also true in our UU congregations, where we are experiencing a higher level of ministerial turnover than in recent years. Interestingly, seminaries have seen an increase in enrollment during the pandemic; however, that is not translating into increased interest in parish ministry. UU Congregations are having trouble recruiting interns and there will not be enough interim ministers to meet the demand in the coming year.

2) I'm hearing from my LREDA and AUUA colleagues that congregations are cutting back on religious education and administrative positions. I don't have overall numbers, but MFD is funding a survey about how UU congregational staff and presidents are doing as a collaboration between the University of Toronto and the UUA (Tandi Rogers) this spring as an update on the work that the FACT Commission did last year on Stressors and Satisfiers related to COVID. Stay tuned!

3) The UUA completed a draft of the FY23 budget recently, and we were able to restore funds for an annual in-person retreat of the MFC for the purpose of training and relationship-building. UUA staff have worked hard to reduce travel by 50% and this (along with a strong performance by the APF) has enabled us to redirect resources to the work of the COIC. MFD anticipates adding new staff in FY23 in the following areas: an LBGTQ+ and Gender Programs Director in the office of Multicultural Ministries; a Children and Families Resource Associate to look at how we can adapt our approach to this important ministry to meet the current needs of families; a Co-Director for Lifespan Faith Engagement to help

support the revisioning work for youth and young adult ministries; and a 2 year half-time position to create a new UU Digital Music Subscription Service for use by our congregations that will support a liberationist theology. We also received funds to build “The Mosaic” which will be the UUA’s one-stop platform for racial justice resources, and money to update the visuals for OWL.

4) The UUA will be releasing a complete on-line worship service featuring the Rev. Dr. Susan Frederick-Gray entitled “Woven in a Single Garment of Destiny” and created by the Rev. Erika Hewitt along with many collaborators in the next week or two. The service is meant to provide congregational worship leaders the opportunity to take a week off, as well as to promote a message of unity and mutual support.

5) Our UUA Executive Vice President, Carey McDonald, will be meeting this spring with representatives of the UU professional associations to explore whether it will be feasible/welcome for the UUA to provide a year of free EAP services through these groups to all of their members. EAP provides counseling, financial and legal advice, and many other services meant to support employees going through challenges in their personal lives.

6) The Hope for US Team is being launched. This team within Congregational Life is made up of 2 UUA staff and a group of 9 adjunct staff with expertise in conflict engagement. They will be available at a reasonable fee by referral of CL staff to help congregations wrestling with cultural change, and help congregations move through conflict while remaining vital.

7) The UUA Board is working on an overhaul of the UUA Bylaws. Stay tuned at our first multiplatform GA in Portland OR to learn more about their progress and plans.

Marta Valentín

Staff Report: Ministerial Fellowship Committee

The Rev. Marta I. Valentín, Professional Development Director

March 2022

The Professional Development Office

The First Year Ministers Seminar has concluded, with 39 ministers participating, half of which have signed on to continue the optional monthly Peer Discernment Circles. For the first time I attended the Orientation to the Circles that is led by the facilitator that will continue on helping them to stay organized and receive feedback as they go. I was fascinated by how they self-selected into their respective group based on a certain identity (or two) since they will be journeying on for another year (initial commitment but many go on further). They were responsive to each other's needs in a way that only having journeyed together already for six months could have allowed. One or two missed the orientation and the others were mindful that where they ended up was temporary, until they had their say as well, which could potentially trigger a domino effect. It was great to witness the care they took with each other.

The PF Flyers continues to be a hit, although I still struggle with how to get more community ministers to participate, even as I accommodate them. Since my last report our new ministers have had a chance to chat and learn from Revs. Renee Ruchotze and Erica Baron from Congregational Life; Keith Kron and Patrice Curtis from the Transitions Office; Melissa Carvill-Zeimer (UUMA) and I held a session for the Mentees and Mentors to update them on the MFC/UUMA's transformational work; and Susan Frederick-Gray updated them on the UUA's work; and the last one next month will connect them with the UUMA as their ministerial association.

Community Town Hall

Alison ALG McLeod and Michael Tino for the Settlement Working Group set up four town halls to glean feedback from the PF ministers, holding separate sessions for Community and Entrepreneurial (within that "track") ministers. I was able to attend three out of the four sessions and my, what feedback we received. The container was about the renewal process itself, but of course much more was shared. The numbers were small, but I am sure they unofficially spoke for many others. Suffice to say that I am glad we are engaged in transformational work *and* there is much for which we all need to give deep thought. Given what some of them related they exhibited much courage and clearly it was for the betterment of everyone involved, not just an individualistic plea. Although if I am being completely honest, we had a couple who sounded like they came to complain, but I know it was deeper than that. A core question that was raised just as I had been writing it in my notebook was: What is our common understanding of what preliminary fellowship *is*, and what is its purpose?

Carrying on...

I'll leave you with music from the Playing for Change folx in honor of Grandpa Elliott who died on March 8th at 77: "Stand By Me" (<https://www.youtube.com/watch?v=Us-TVq40ExM>), the song that brought him to the world. And "Lean on Me" (<https://www.youtube.com/watch?v=LiouJsnYytl>).

Enjoy! Love, Marta

Jonipher Kwong

Jonipher's Report to the MFC: Spring 2022

January turned out to be much busier than usual for me, with anxiety levels through the roof, especially with the rise of the Omicron variant. In particular, the pandemic has turned the internship world into an "intern's market," with well-established, large congregations unable to find a match this year, putting their internship program on hold and some interns having the ability to choose between three congregations! I'm not sure if this has to do with the "great resignation" from parish ministry (meaning perhaps people are more interested in doing chaplaincy residencies as internships instead), or people not wanting to move in the middle of a pandemic and hot real estate market, or overall stress levels being high and therefore deferring their internships. Is it a blip or a trend? Only time will tell.

I'm doing my best to recruit new leaders and was fortunate enough to be invited to record a video for the Pacific Western Regional Assembly. It was on-demand and about 30 people viewed it. On Saturday, a couple of interested people attended the "live" (on Zoom) Q&A session. I also submitted a GA proposal along the same lines, but due to high demand for in-person workshops, we unfortunately did not make the cut, but we were invited to submit an on-demand video and they're thinking of other ways to get some face-time with me in Portland.

Another project we pivoted on are the next two courses we inherited from the former Religious Institute. Rev. Debra Haffner graciously decided to move aside to make room for a new group of planners to come up with a new training on sexuality and gender identity/expression awareness for ministers and religious educators. I too decided to pass the leadership baton to Dr. Melanie Davis (of Our Whole Lives fame). This project may take another year or so to complete, but well worth the wait in terms of providing materials for those going through the credentialing process. I am still going to serve on the planning committee, but more as a consultant than the main convener/lead.

You may also have heard that the Psychologists and I sent out a survey to 150 Candidates and recently fellowshipped individuals and got a response from 80 of them asking about their experience taking the Career Assessment. That's a very good return rate. You'll hear a little more about this on Sunday. We also completed our one-on-ones with Executive Directors of all the Ministerial Development Centers, giving them feedback on their intake forms, website, and asking them more about their continuing education process, usage of the MMPI-3, and virtual offerings. We're moving ahead with trying to make this component as inclusive as possible.

Finally, I completed the investigation of a complaint filed against an Aspirant and sent the report to the Executive Committee.

On to the numbers. As of March 7, we have 168 aspirants and 157 candidates, for a total of 325 in formation. We are interviewing 11 candidates in March. While a little more than last December, still way below our capacity. There are 19 confirmed candidates for our Fall 2022 meeting and 9 confirmed candidates for December.

Yours on the Journey,

Jonipher

Non-confidential Working Group Recommendations

Settlement Working Group Recommendations – Greg

RULE 14 UPDATE.

Rule 14 is WAY outdated. The MFC removed the \$25 inactive fee a few years ago. This change will update the Rule to match the Policy. It will also update MPL to MFD.

14. Inactive Fellowship Status

Any minister holding Preliminary Fellowship, who in the judgment of the Committee ceases to work as a minister, shall be moved to Inactive Fellowship Status. The decision of the Committee to move a minister to Inactive Fellowship Status shall not be subject to appeal. A minister may apply to the Committee to be removed from Inactive Fellowship Status.

Ministers in Inactive Fellowship Status and their families will not ordinarily be eligible for financial aid administered through Ministries and Faith Development Ministry and Professional Leadership until the needs of ministers in Fellowship have been met.

Every year ministers in Inactive Fellowship Status who wish to retain their Preliminary Fellowship credential must pay a fee of \$25 and keep the MFC informed of current contact information. Ministers who fail to respond within 60 days to a letter of inquiry from the Committee or who fail to pay the required fee will be removed from Preliminary Fellowship by a vote of the MFC.

The SWG recommends the full committee approve the above Rule 14 update.

Motion to affirm the above Rule 14 update: Greg moves/Beth 2nd. Approved, unanimous.

(Must go to UUA Board for approval).

REPORT ON THE RENEWAL RE-DESIGN

Historical Context

- I. As early as 2017, Alicia Forde began asking SWG members to consider, “what is the purpose of Preliminary Fellowship.” Our interpretation eventually became that

we were being asking (as the SWG / MFC) to step out in front so that the rules so that the rules weren't running the system. Rather the committee was running the system for the purpose of serving those MPF and the liberational theology we, together, seek to offer.

II. For the last four and a half years, there has been a confluence of issues with which the SWG has wrestled.

- A significant broadening of professional ministry beyond the traditional parish model (and even within the parish model).
- A growing number of our rules that reveal a favoritism toward Parish Ministry in general and seem to punish non-parish models (community and innovative ministries) by requiring that they adopt 'parish-like' systems in order to 'qualify.'
- A significant rise in the number of waivers that come before the SWG and which are also being accepted / accommodated.
- A growing sense that several of our MFC rules are 'out of date' with respect to where ministry seems to be headed.
- A growing sense of confusion / frustration from MPFs expressed to staff regarding how to interpret / navigate the rules / apply to waivers so as to remain in fellowship.
- Increasing feedback from MPFs that our present renewal process is being experienced more as hoop jumping than supportive for our Ministers in Preliminary Fellowship (MPF).
- Mounting level of time expended by SWG members and Staff simply keeping up with the growing demands of maintaining current system.

III. We have moved through several requests / attempts to bring our current process into compliance with the rules and the needs of MPFs.

- Updated forms to allow Community ministers to create the equivalents to what would Supervisor / Boards and CoMs in parish models.
- Repeatedly encountered MPFs submitting waivers which revealed significant hardships that led to ministers feeling more like the MFC was an adversary rather than a support system (Rules 7, 13Bii, 13Biii, 13Biv, 13Bv, 13Bvi, 13E, 14, 15Bi, 15Bii, 15Biii, 16iv, 18A, 18B, 18C). Some of these even developed standard exemptions which led us to question whether a uniform application of the rule is really possible.

- Developing a Covid Renewal process for ministers whose congregational support system would not allow them to meet the basic requirements assumed in the rules.

IV. Earlier opportunities at re-design seemed presumptuous in light of other parts of the system being re-designed and/or considering how much bandwidth was available for multiple / simultaneous changes.

- Changing competencies (which prompted an earlier re-design of the Renewal Process)
- Changing of the category system
- Changing the number of panels, the panel process and the panel chairing process
- Terming out of one SWG member and the early resignations of two other SWG members
- SWG continues to be a member short compared to the number of committee members we've operated with in the past.

A year ago, led the SWG to look at the Renewal process, still undecided whether we needed to modify the forms or completely remodel and redesign the process. In December 2021, we agreed we needed to reach out to key stakeholders (MPFs) in the process – in particular, those ministers serving in Community or Innovative Ministries – to get feedback for how the system was working (or NOT) for them to participate in the Renewal Process and get the developmental support they need.

We arranged to invite all MPFs – with special invitations to Community and Innovative Ministers to (a) be aware that we are looking at the Renewal process with the eye of wanting to better serve ALL ministers; and (b) inviting them to offer feedback from their experience of trying to effectively serve in their ministries AND feel like they are in compliance with – and supported by – the UUA and UUMA.

We arranged to hold 4 different conversations hosted by SWG members Alison ALGM and Michael Tino. Marta was able to attend three of the sessions and Greg attended one. We also managed to invite UUMA Exec Staff, Melissa Carvill Ziemer, who participated. Alison and Michael took copious notes. In addition, we put up a survey which has gotten some significant and useful written feedback from at least 15 MPFs.

On Thursday March 23, 2022, the SWG discussed the feedback we'd received. Alison and Michael will generate a report of what we learned from all this and provide more detail. Here are some takeaways, for now, that were shared in our meeting

- There is an obvious power dimension present for MPFs who show up to offer feedback to the MFC. They are cautious about being recorded and for going on record knowing that there could be a risk that their future fellowship could be affected by their honest participation. There is unmistakable bravery in their participation.
- There was struggle and pain in some of the sharings. Some continue to experience the MFC in judgmental, 'power-over' ways that still trigger 'traumatic' responses.
- Alison and Michael displayed gifted facilitation amidst the concerns expressed. It can be hard not going into defensive mode when fielding criticism. They were open, receptive and gracious which resulted in us gaining some very valuable insight and building trust among our primary stakeholders.
- It was asked why there is not an element of direct one : one relationship between the MPF and anyone on the MFC (except Marta and Marion). All the attention goes into reading the evaluations and writing a response which feels much less personal and supportive.
- There was clear feedback that the current system isn't working for Community and Innovative Ministers who can't produce equivalent bodies to Boards and CoMs in their working structures without encounter conflicts of interest. Also, in some institutions, it sends a confusing signal to upper staff when UU ministers are asking for people to help them attain 'permanent fellowshipping' status when their supervisors assume they already possess permanent fellowshipping status.
- PFM's were routinely expressing that what they needed most was support. And it's not what they wind up feeling with the current process.
- There was some moderate praise for the work of the MFC. But the greatest and most widely expressed praise was generously bestowed upon Marion and Marta for their support.

Written feedback, by and large, corroborates the responses shared in the online feedback sessions.

Next Steps

The feedback sessions helped to clarify for the SWG that what was needed was, indeed, a re-design of the system rather than a change / tweak of the forms. It is likely that the system will shift to something that centers around a professional development plan. Rather than this being a peripheral tool, it will be a main determinant in the work a minister needs to be aware of and demonstrate consistent progress toward. It is likely that we will find ways to work with the UUMA to incorporate such a plan early in a candidate's formation. The plan can be collaboratively determined with multiple sources of input. Since mentors were listed very high for many ministers (both parish and community / innovative), it is an area of consideration to have mentors play a role to help candidates identify.

The work ahead is two-fold

1. Identify which MFC rules need to be reviewed and changed. Some are clearly not keeping up with the evolution of ministry in the 21st century. Some are even demonstrably unfair and discouraging of the very elements of innovation UU ministry is needing.
2. Developing a new way to measure how ministers can go from novitiate learners (Aspirants) to student learners (Seminarian / Candidates) to Practicing Professional Learners (MPFs) to Life Long Learners (Fully Fellowshiped) in charge of their own development. This process needs to figure out effective ways the MFC can orchestrate feedback and learning opportunities from an array of resources.

Michael Tino has already started and will lead a Team (along with Greg) to explore objective 1. Alison will lead a second Team (along with Shirley, Michael and Greg).

Greg will work with Sarah Lammert to apply for funding to get a consultant (possibly from the COIC) to provide strategic and administrative support for this all volunteer team.

The team will check in with Staff (Marion and Marta) at strategic intervals to get feedback on how feasible it will be to provide interface support with primary stakeholders (from Candidates to MPFs to Ministers in Full Fellowship).

It is hard to offer a realistic timeline for the delivery of beta test without having an idea of what consulting help might be possible.

Tremendous kudos to Alison, Michael for reaching out to stakeholders and Shirley and Greg for developing promotions and liaisons with UUMA. And, of course, all this would be impossible without the trust and confidence built by having Marion and Marta as our primary interface.

Candidacy Working Group Recommendations – Karen

ITEM FOR INFORMATION

Jonipher's Waiver Authority (or Not)

This began with Joetta wanting to simplify and frequently speed up the decision-making process and was greatly expanded by Marion. Highlighted areas require additional clarification with staff.

ITEM FOR INFORMATION AND REFERRAL TO PWG

Jackie's suggestion for MFN deeper engagement

While the decision was made not to make Ministerial Formation Network participation a requirement, we nevertheless want to encourage participation. Candidates attending non-UU seminaries, especially those new to UU, would especially benefit.

Ways we can encourage candidates to deepen UU connections and identity

- Ministerial Formation Network
- UUMA Clusters
- Identity group participation: Virtual and in-person
- Attending Regional and General Assemblies
- Have a mentor that you meet with monthly in addition to Internship Supervisor
- Pulpit supply or offering RE courses in a variety of congregations

Proposed wording for 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.

Ideas on how to update the packet so candidates can reflect MFN or other group engagement:

- Competency 6 question: Describe 3 ways in which you worked to build UU ministerial identity and collegial connections. Do not simply list groups but describe your participation. Examples might include participation in the Ministerial Formation Network events, ??? Respecting the confidentiality of any groups you participated in, reflect on the ways they impacted your formation.

INFORMATION AND REQUEST FOR APPROVAL

Jonipher - Wage Chart of Interns

At our last MFC meeting we recommended and the UUA Board of Trustees approved a reduction in the number of hours in an internship from 1400 to 1000. With this in mind, should the current salary recommendation be changed? Jonipher shared that it is a guideline not a requirement, and funds are available to congregations to support an internship.

Affirmation from CWG - keep the current salary guidelines for interns

1. Finances

The UUA expects that a congregation or a community-based setting will provide a full-time intern with a salary adequate to cover living expenses for housing, food, transportation, incidentals, and at least some professional expenses.

Because of the economy and other factors, the UUA is seeing an increase in the number of interns who are willing to work without a salary. While there is nothing to prevent interns from making this proposal to a congregation, the Ministerial Credentialing Office is concerned about the risk that future interns in the same internship site may feel pressured to work for free given this precedent.

The Ministerial Credentialing Office strongly recommends in the circumstance where an intern approaches a congregation with the willingness to work uncompensated that the congregation seek to save money for intern salaries in the future.

The recommended salary amounts include:

Size (members)	Per month full-time	Per month part-time
<250	\$ 2,011	\$ 1,006
250-499	\$ 2,177	\$ 1,089
500-749	\$ 2,245	\$ 1,122
>750	\$ 2,344	\$ 1,172

The Geo Wage Index should also be taken into account since the cost of living varies throughout the country. (Geo Wage Index Three is considered the national average and amounts above reflect the national average). Find out the Geo Wage Index for your area: https://www.uua.org/sites/live-new.uua.org/files/geo_index_listing_20-21.pdf

A helpful Living Wage calculator can be found at: <http://livingwage.mit.edu/>

Minimum amounts for part-time internships should be pro-rated. Although the UUA does not raise the recommended minimum salary amounts every year, the UUA advises congregations to include cost-of-living adjustments. The UUA does not establish recommended salaries for interns in community-based settings.

Motion: to Keep the wage recommendations of OCSF and NOT decrease stipends due to the change in required decreased internship hours and keep the chart as is. Karen moves/Joetta 2nd. Affirmed, unanimous.

INFORMATION AND REQUEST FOR APPROVAL

MFC POLICY UPDATE: Merging policies 18 &19 together to reflect the same process for investigating complaints and add “exoneration” as a possible outcome.

This would MODIFY Policy 18 and remove Policy 19, so that the remaining policies would need to be renumbered.

RATIONALE: Under our current system, the period of time a person is a candidate is relatively short compared to the time they are an Aspirant. This would standardize the process.

Professional Development Director = Marta

Ministerial Credentialing Director = Jonipher

Executive Secretary of the Ministerial Fellowship Committee = Sarah

18. Procedures for Complaints against Aspirants and Candidates

A. Complaints and Notification

Any individual wishing to file a complaint against an Aspirant or Candidate must contact the Professional Development Director. Complaints must be in writing. As soon as appropriate after receipt of a complaint, the Professional Development Director will notify the Aspirant/Candidate as well as the board chair and/or supervisor if they are working in a ministry setting. With the initial notification, a request shall be made to the Aspirant/Candidate to provide a written statement of the Aspirant/Candidate's position on the allegations in the complaint within fourteen (14) days of receipt of the notice of complaint. At the "intake" stage, the Professional Development Director hears the complaint, provides information on the process, responds to questions from the Complainant(s) and conducts an assessment to determine whether the complaint should be referred for further investigation. The Professional Development Director will consult with the Ministerial Credentialing Director to determine if further investigation is

warranted and keep the Complainant(s) informed of the ongoing process and any actions.

B. Investigations

If an investigation is warranted, the Ministerial Credentialing Director will be notified to conduct the investigation, which will generally include consultation with all involved parties (candidate, Ministries and Faith Development Staff Group, complainant(s), theological school, supervisor, etc.) and review of any additional information, including the Aspirant/Candidate's file, etc. If the complaint involves either an Aspirant/Candidate or Complainant(s) from a traditionally marginalized community, the LGBTQ+ and Multicultural Programs Director may also be consulted. The Aspirant/Candidate may be invited to meet with the Ministerial Credentialing Director and the Executive Secretary of the Ministerial Fellowship Committee to discuss the complaint. In consultation with the Professional Development Director, the Ministerial Credentialing Director will prepare a written report of relevant findings and recommendations that will be presented to the Executive Committee of the Ministerial Fellowship Committee.

C. Resolutions

The Executive Committee may consider a range of resolutions to the complaint, including, but not limited to, exoneration, a letter of reprimand, suspension, counseling, return to Applicant or Aspirant status or removal from Aspirant/Candidate status, etc. The Executive Committee will inform the Aspirant/Candidate of the resolution and a copy of the letter will become part of the candidate's permanent file and sent to the Complainant(s).

D. Removal of Candidacy Status

If the Executive Committee believes removal of Aspirant/Candidacy status is warranted, they shall make a recommendation to the Full Committee.

E. Notification of the Decision of the Full Committee

The decision of the Full Committee shall be communicated as soon as possible to the Aspirant/Candidate, the Complainant(s), UU professional and credentialing bodies such as the UUMA, UUSCM, LREDA, RECC, AUUMM, MLCC and such others as deemed appropriate by the Executive Committee. As the situation warrants, this may include but is not limited to current and/or former ministry contexts, educational institutions, advocates and Good Officers.

JONIPHER'S COMMENT: There is no appeal process mentioned nor does it say the decision is final or that they cannot reapply. I supposed it's good to remain vague about the latter to give us more options, but just sayin'.

Motion to accept the Policy 18 update. Joetta moves/Michael 2nd. Approved, unanimous.

INFORMATION ONLY

Board of Trustee and Staff reaction to MFC requests for Rule Changes after last meeting

The CWG will request a meeting with our UUA Board of Trustees liaison Rev. Sherman Logan to build relationships and obtain more information about why the Board rejected several of the MFC's requests for rule changes.

AGENDA ITEMS NOT DISCUSSED

What would an official mid-term evaluation (similar to how the RSCCs were set up before) look like?

MFC Requirements in Spreadsheet form

Process Working Group Recommendations – Amanda

March 2022 policy working group

Agenda Notes

Future training

Exec is proposing an online gathering on August 29

- Build relationships
- Do training 2-3 hours - disability justice - Amanda P to contact
 - Jami Yandle?
 - Suzanne Fast?
 - Heather Petit? (tech)
 - Look into any tech aspects of disability justice for zoom MFC interviews

Need to bring in an anti-racism training soon

- Could we do this in-person?
- May 8-May 10 or May 22-May 24, 2023

Theories of racialized identity development - with the intent of supporting candidates who are struggling with this ([NPR piece](#))

- Nothing to move on here - need for work around this in reading list perhaps

Rule Changes

Policy 18 and 19 - need language for exoneration - do we combine candidate and aspirant sections?

- Referred to Candidacy Working Group

Adding something about identity (maybe even specifically racial/ethnic identity) to the prompt of “you might explore” at the beginning of the biographical essay in the packet.

- Current language: Narrative Essay: An essay, 3–4 pages double-spaced, that narrates your life journey and call to ministry. We are interested in learning about you as a person: your family background, where you grew up, your commitments and interests outside the ministry, your present family and personal support system. Also, please discuss how you imagine serving in the Unitarian Universalist ministry in the near future.
- Ideas: Racialized power and privilege; genderized power and privilege - Sitting in the Fire; How different identities have different ranks/power – how does your identity sit in the power dynamic (how does that impact your ministry); Your self concept around power and privilege.
- Suggested new language: Narrative Essay: An essay, 3–4 pages double-spaced, that narrates your life journey and call to ministry. We are interested in learning about you as a person: your family background, where you grew up, your commitments and interests outside the ministry, your self-concept around power and privilege, your present family and personal support system. Also, please discuss how you imagine serving in the Unitarian Universalist ministry in the near future.
- AP to offer new language to Marion

Reading List

- Rebekah met with Elias, Sofia, and Dan who want to offer a non-list - it will be a conversation point with each candidate who will create their own based on the strengths, growing edges, and life experience
- Each competency will state “we would like you to engage material that explores x, y, and z” - material may include multiple media
- A sample list will be provided as a potential starting point for candidates
- AP will report out to MFC as a whole for affirmation

Budget

SWG has a potential budget request around a consultant for their renewal overhaul

- This could be something proposed for a grant from the COIC fund
- AP to Greg about this idea

We have a balance of \$3K in Consulting for FY 22 - must be spent by June 30 and can't be for work planned after that.

- This will go to support Jonipher's work in overhauling the sexual health and boundaries curriculum

The budget for consultants for FY23 is \$20K (includes the 10K from the COIC for the Reading List); Real balance to work with is 10K

- 10k needs to cover the training in August and the training in May

{Sarah to send Amanda this information in a spread sheet}

Ongoing ideas to track

- Begin to look for conflict resolution training - maybe restorative justice training?
 - Point toward 2024
 - Keep tabs on the resources requested by the COIC
 - Could be a role for one of the HOPE for Us adjunct staff members
 - Another trainer option would be the team that is working with the shared ethics panel for their truth and reconciliation process
- 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)?
 - Need to continue to watch the trends

