

Format from part of Iliff School of Theology Professional Development/Internship Process

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Professional Development Plan.
Ministerial Fellowship Committee
Third renewal cycle

Development Goal 1: Professional Development.

Last year with the COVID crisis, I was learning new skills in technology and virtual spaces each week. This year, I am hopeful to have more space to be proactive in my development!

Relationship: The first year with ██████████ went surprisingly well given the stressors of COVID, political strife and social justice issues. Given the continued restrictions on gathering and anxiety within the congregation about further spread (and continued restrictions), I plan to focus on managing expectations for reopening and finding creative ways for the congregation to gather safely in-person. I have found encouragement in our outdoor services this fall in some ways, I think this second year with ██████████ will be a new “first year” in that I have yet to experience many activities, traditions and events in an in-person tradition. For example, I have yet to preach from the sanctuary to the gathered congregation. I am very much looking forward to a year of learning and growing in my ministry.

Practice:

- I think that spiritual practice and modeling non-anxious presence will be the most important aspect of my leadership as we move into the next phase of the COVID-19 crisis- possibly from “pandemic” to “endemic” and discovering what/how/why we gather as a community of faith.
- UU collegial support: I continue to attend monthly collegial calls and the UUMA retreats for my region.
- I will be attending the Institute for the Learning Ministry in January in San Diego along with my DRE.
- I plan to enroll in the sexual ethics course with Deborah Pope-Lance as it has been three years since my last engagement in an ethics course.

Resources:

Reading:

1. *Unlocking the Power of Covenant*: Report of the UUA Commission on Appraisal

Evaluation:

I am meeting monthly with my mentor, my committee on ministry and weekly with my board president. I also maintain active collegial connections with several UU ministers in my former UUMA cluster and they each provide feedback and support for my learning.

Development Goal 2: Personal Development. Key areas of personal growth are balancing family and work responsibilities. My partner relocated out of state this summer to finish her education and my children are almost grown and gone, so keeping space for myself in the midst of these changes while I set down roots in my new community are going to be significant challenges. I will be learning to live alone most of the time which I am curious about but cautious to pay attention to feelings of loneliness and isolation as well as not “working all the time because I can now.”

Relationship: Engaging with both UU and non-UU colleagues supports my growth as a minister and keeps me on track emotionally.

Practice:

- My self-care practices of yoga, meditation and personal journaling are key to my development this year.
- Write and share reflective summaries from my journal practice about my experiences with my committee on ministry.
- Take study leave throughout the year as a way of building in rest throughout the church year rather than all at once over the summer.

Resources:

Collegial support and seeking new connections for friendship so that I begin to have a local support system in place. I am going to join a gym and maybe take dance lessons too.

Evaluation: I will engage in theological reflection with my mentor during our monthly meetings and with my UU colleagues in my region. I will set aside a section of each committee on ministry meetings for reflective conversation. I will set aside time to write and reflect on these conversations each month and use them in crafting my self-evaluations for fellowship.

Development Goal 3: Spiritual Formation.

Relationship: Engagement with my mentor and UU colleagues. Explore spiritual direction or coaching for ministry.

Practice:

- Continue my personal spiritual practices and study as outlined in goal two. These activities and reflective practices should continue to provide a good container for development.
- I have been engaged in a year-long Flourishing in Ministry (FIM) seminar and cohort with the Center for Renewal and Courage. This work grounds me in the practice of reflexive and reflective ministry. I will finish this seminar in February 2022. My cohort plans to continue to meet monthly after the seminar ends. This new community has been a welcome source of renewal and support.

Resources: self-care practices as outlined above and continued connection with my FIM cohort.

Reading:

1. *Eager to Love: The Alternative Way of St. Francis of Assisi* by Richard Rohr
2. *Scripture Unbound: A Unitarian Universalist Approach* by Jonalu Johnstone

Evaluation: Feedback from my committee on ministry, mentor and UU colleagues. I will continue to journal and reflect on my process privately as well.

Development Goal 4: Cultural Capacity.

The congregation adopted a resolution at the annual meeting in May 2021 to study the 8th principle. This informs me that there is collective interest in anti-racism work in the congregation. However, this interest is not well defined or rooted in relationships with Black, Indigenous people of color. I continue to preach regularly on racial and social justice issues and incorporate an anti-racism lens to organizational practices but I remain uncertain about how effective these efforts are in building capacity for change in the congregation. There is a lack of connection with local communities of color and I am curious about how to shift the congregation from broad awareness of justice as a need to specific allyship. I hope to engage the congregation in Beloved Conversations this church year if it is available for in-person training. If not, I will engage the congregation in alternate readings and discussions on anti-racism work for our collective learning and work with the Social Action committee to plan events throughout the year.

Relationship:

I see a need for my ministry to deepen around Native American history and justice and will seek out reading, seminars, lectures and local connections to support my learning here. I plan to incorporate fiction books by black and indigenous people of color into my reading plan to broaden my exposure to diverse perspectives.

I have also begun building connections with the local Black Lives Matter Utah chapter and we are currently in discussion about a potential community garden on the church property. This work is challenging me to understand how the local LDS culture and history intersects with racial justice and how members of my congregation understand themselves and their role in anti-racism work.

Practice:

- I will be joining the PFLAG Board of Directors this fall and hope this will foster more community connections for myself and the congregation.
- Exploring creation of a community garden or other collaboration/allyship with Black Lives Matter Utah.

Resources:

Reading:

1. *As long As Grass Grows: The indigenous fight for environmental justice from colonization to Standing Rock* by Dina Gillo-Whittaker
2. *The Night Watchman* by Louise Erdrich (fiction)

3. *Americanah* by Chimamanda Ngozi Adichie (fiction)
4. *Against Civility: The hidden racism in our obsession with civility* by Alex Zamalan

Evaluation: Evaluation will be primarily with my committee on ministry. I will seek to attend at least one justice oriented seminar this year.

Development Goal 5: Relational Formation. When I am under stress I tend towards feelings of being overwhelmed which leads to my either losing focus or becoming too narrowly focused on a small subset of tasks. I seek to get better at identifying when this is happening and ask for support earlier so that I can “let myself off the hook” for unrealistic expectations and get back into productive work rather than losing time because I am stressed out and overwhelmed.

Relationship: I have a good support system personally and professionally already- my challenge will be to expand that now. Covid made exploring local collegial connections difficult but I did attend virtual meetings with progressive clergy locally that helped me feel less lonely. I plan to continue to seek out these connections.

Practice:

- I will practice identifying my own needs through personal reflection and meditation as well as in conversation with my mentor and UU colleagues.
- I seek to receive feedback with an open hearted commitment to growth and development.
- I plan to engage regional staff for board development, especially in the areas of fundraising and best practices for board-minister relationship.
- At the start of each board meeting, we will practice engagement with theological themes related to leadership and social justice to continue to foster a good bond between minister and board.

Resources: As this is primarily a reflective goal, I think utilizing journaling and meditation practices will be primary. However, conversation and reflection with my board president about the growth and development of the bond and good communication between myself and the community will be critical as well.

Evaluation: Evaluation will be in the form of requested feedback from my committee on ministry and the board president.