

March 23, 2022 Version

Proposed Updates to MFC Rules regarding Termination of Fellowship

Background: The Rules and Policies governing removal from Fellowship have been substantially revised over the past decade to provide for more direct access to the process for complainants. As we continue to live into the process of becoming a justice-seeking institution, it is time to update these proceedings in the interest of further balancing the rights of complainants over and against those of ministers in full fellowship being complained against.

As the Rules are currently constituted, the rights of ministers in Full Fellowship are weighted more strongly than those of complainants -- particularly in cases where the Executive Committee recommends removal of fellowship. Rather than simply putting the recommendation to a vote of the full Committee, the Rules require a second round of investigation using an independent group of volunteers appointed by the MFC who may choose to expand the scope of the investigation. In practice, this means that the complainants, many of whom are dealing with trauma from the misconduct, are required to wait for several additional months, and revisit the case over and over again. This seems unnecessary and even cruel.

Additionally, even after this very long and involved process, the minister is given the right to appeal to a separate committee, the "Board of Review." Given that this right to appeal exists, having a second round of process within the MFC seems like overkill. There is also the option for a minister to file for re-admission to fellowship under Rule 26, which affords the MFC another time to review the case.

The proposed changes would:

- *Simplify the process by removing a lengthy second round of investigation by volunteers (who are not trained);*

- *Create a single process for complaint procedures for ministers in fellowship without distinguishing whether they are in preliminary or full fellowship;*
- *Empower the MFC Executive Committee to make final determinations in all cases except when recommending removal from Fellowship, which would require ratification by the full Committee.*
- *Allow for the MFC Executive Committee to schedule meetings around misconduct cases asynchronously with their very intense panel meetings, which provides greater flexibility and less strain on the members.*

NOTE: This change would require a re-numbering of MFC Rules from Rule 16 on.

Text highlighted in yellow is new proposed language; text removed is displayed with a strike-through it.

~~16. Termination of Preliminary Fellowship~~

~~A. Grounds for Removal from Preliminary Fellowship~~

~~Ministers in Preliminary Fellowship who demonstrate significant problems that raise questions about their suitability for the UU ministry may have their fellowship terminated by vote of the MFC.~~

~~Significant problems include, but are not limited to the following:~~

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

~~B. Procedures for Removing Ministers from Preliminary Fellowship~~

~~When warranted, the staff of Ministries and Faith Development Staff Group may handle situations that arise concerning a minister's performance.~~

~~If the Executive Committee deems that evidence warrants a review of the minister's Preliminary Fellowship, it will ask the minister to meet with the Executive Committee for a Fellowship Review at the next most convenient meeting. The Executive Committee shall give the minister a minimum of 30 days' notice. The minister may submit any relevant material prior to the Executive Committee's decision. The minister must be accompanied by a Good Offices person of the UUMA, who must be a minister in Full Fellowship. Expenses for both ministers' travel will be borne by the MFC.~~

~~The Executive Committee shall also invite the complainant to meet privately with the Executive Committee, accompanied by an advocate designated by the Office of Ethics and Safety. The option to appear before the Committee shall be person or by secured teleconference software. The choice between such methods of appearance shall be at the discretion of the invitee. All expenses involved in the travel and appearance of the complainant, or individual representatives of classes of complainants, will be borne by the Committee. The Executive Committee may invite additional representatives or complainants to meet privately with it, accompanied by an advocate designated by the Office of Ethics and Safety, if (1) the Executive Committee deems such meeting essential to fully understand the nature of the complaint and ensure its appropriate resolution. and (2) the Moderator of the Board of Trustees approves its payment of expenses involved in the travel and appearance of such person(s).~~

~~Following the Fellowship Review with the Executive Committee, the minister will be informed of the decision of the Executive Committee as to whether the minister will be continued in Preliminary Fellowship and/or any contingencies that have been voted before the minister can continue in Fellowship.~~

~~A recommendation by the Executive Committee to terminate a minister's preliminary fellowship will be referred to the full Committee for a vote.~~

~~If the Executive Committee established contingencies or made requests of the minister, the minister's failure to satisfactorily fulfill the contingencies and/or requests shall constitute grounds for termination of preliminary fellowship.~~

[NOTE: The current Rules 17-19 don't concern misconduct cases and would remain unchanged except to be renumbered as 16-18]

~~20.~~ **19.** Complaint **Intake** Procedures

~~Complaints or issues regarding a minister's conduct or performance may be raised by the MFC at any time through the initiation of a Fellowship Review. Any individual or group of individuals wishing to file a complaint against a minister must~~ is invited to contact the Intake Person for the Office of Ethics and Safety. At the "intake" stage, the Intake Person for the Office of Ethics and Safety receives the complaint, provides information on the process, responds to questions from the complainant(s) and ~~conducts an assessment of the complaint to determine whether the complaint should be referred on to the MFC. The assessment shall include any statements by the persons filing the complaint, and about any other victims, or classes of victims, that should receive consideration if the complaint is referred to the MFC.~~ refers the complainant(s) to an advocate who can help the complainant(s) understand the process and put their complaint(s) into writing. Complaints must be in writing and cannot be submitted anonymously.

The Intake Person for the Office of Ethics and Safety has the discretion to refer matters not suitable for adjudication by the Ministerial Fellowship Committee (MFC) to other resources such as ~~District~~ the UUA's Congregational Life Staff, Ministries and Faith Development Staff, the Unitarian Universalist Ministers Association (UUMA) or Good Offices, etc.

The Intake Person may refer the complaint(s) for an investigation by a Consultant for Ethics and Safety to determine the facts and circumstances involved in the complaint(s) and the response of the minister. The Consultant's report will be reviewed by the MFC Executive Secretary and the UUA Executive Vice President to determine whether the complaint should be referred to the Executive Committee of the MFC.

~~When the Committee receives a complaint about ministerial conduct or receives concerns regarding a minister's competency, the Committee shall take appropriate corrective action which may include a process of redress which can range from no action, specific professional development assignments, a period of probation or, in cases involving serious misconduct or incompetence, termination of Fellowship.~~

~~If the concerns of the Committee cannot or have not been addressed through specified assignments and/or a probationary period, then the Committee will recommend the minister be removed from Fellowship.~~

24. 20. Procedures for Fellowship Reviews

The MFC Executive Committee may call for a Fellowship Review on its own motion or upon review the receipt of an investigation complaint regarding a minister's conduct or competence by a Consultant for Ethics and Safety. All ministers in Fellowship are expected to adhere to the Code of Conduct as stated in the Unitarian Universalist

Ministers Association Guidelines. Action may be taken by the Ministerial Fellowship MFC Executive Committee regarding a minister's Full Fellowship status for unbecoming or unethical conduct, incompetence or other specified cause after notice and opportunity for a Fellowship Review before the MFC Executive Committee.

A. Invitation to Appear before the Committee

The MFC Executive Committee shall give the minister a minimum of 30 days advance notice and an opportunity to appear before the MFC (in most cases via secured teleconference). The minister may submit any relevant material to the Committee and will be given copies of any documents upon which the Committee may rely. The minister will be invited to meet with the Executive Committee of the MFC and may be accompanied by a UUMA Good Offices person in Full Fellowship. The minister will be given a copy of the complaint(s), and a summary of the investigative report of the Consultant for Ethics and Safety. If a minister fails to appear at a Fellowship Review, the Review will proceed in the minister's absence.

The MFC Executive Committee shall also invite the complainant(s) to meet privately with the MFC Executive Committee, accompanied by an advocate designated by the Office of Ethics and Safety. The option to appear before the committee shall be in person or by (in most cases via secured teleconference). software. The choice between such methods of appearance shall be at the discretion of the invitee. The complainant(s) will be given a copy of the minister's response to the complaint(s) and a summary of the investigative report of the Consultant for Ethics and Safety.

The MFC Executive Committee may determine that no further action is warranted, may propose to the full Committee a mutually agreed upon course of redress such as a Probation or other restorative process, or may determine that further investigation and a full Committee Fellowship Review is warranted recommend removal be removed from Fellowship. Removal of Fellowship must be ratified by the full Committee.

B. Investigation for Fellowship Review

If a full Committee Fellowship Review is called for, the Executive Committee will assign an investigative team from outside the Ministerial Fellowship Committee's membership, to be in contact with complainants and other individuals the team deems relevant. Information gathered by the investigative team will be shared with the Committee and with the minister.

C. Notice of Investigation Findings

A written notice shall be sent to the minister outlining the reasons for the Fellowship Review, all information gathered from the investigation that will be considered at the Fellowship Review, the date and location of the Fellowship Review, and the procedures

~~which will be followed. Such notification shall be postmarked not less than one month prior to the scheduled date of the Review.~~

D. B. Expenses of Parties to Appear before Committee

In the rare instance that the MFC Executive Committee wishes to hold a Fellowship Review in person, all expenses involved in the travel and appearance of the minister and the minister's Good Officer person will be borne by the Committee. All expenses involved in the travel and appearance of the and the complainant(s), or individual representatives of classes of complainants, and their advocate will be borne by the Committee. The Executive Committee may invite additional representatives or complainants to meet privately with it, accompanied by an advocate designated by the Office of Ethics and Safety, if: In-person Reviews before the MFC Executive Committee will only be conducted if:

- i. the MFC Executive Committee deems such a meeting essential to fully understand the nature of the complaint and ensure its appropriate resolution, and
- ii. the Moderator(s) of the UUA Board of Trustees approves its the payment of expenses involved in the travel and appearance of such person(s).

E. Response Period

~~A written response to the contents of the investigation including the name of the minister's Good Offices person and any additional material the minister intends to submit for consideration is required within 14 days of receipt of the notice referred to in Rule 21G.~~

F C. Procedures in Cases of Criminal Charges

In the event that criminal charges are pending against the minister, the MFC Executive Committee may suspend all or part of the intake process or investigation until the conclusion of the criminal adjudication. A court transcript/record may be used in lieu of or in addition to an investigative report. Ministers should cooperate with the MFC in providing access to any transcript or record. A termination of Fellowship may be based in whole or in part on the court transcript/record without any further evidence.

G D. Procedures for Administrative Suspension of Fellowship

Upon recommendation of the Executive Secretary, the MFC Executive Committee may administratively suspend a minister's fellowship until, and while, a minister's status is being reviewed by the MFC. A minister will be expected to abide by any such suspension and any other conditions or requirements imposed by the MFC during any

investigation or deliberation by the Committee.

22. 21. Probation

The Executive Committee of the MFC may require or impose conditions, requirements or contingencies on a minister in Fellowship during a period of probation.

In addition to any specific requirements imposed on the minister, all ministers on probation shall be required to be evaluated annually and have evaluations submitted to the Executive Committee of the MFC. The Executive Committee will require a reflective statement and self-evaluation and evaluations from the minister's committee on ministry and governing board or supervisor addressing the specific concerns of the Executive Committee. The minister will also be required to have a formal mentoring relationship and a developmental plan. All requirements must be documented annually and submitted to the Executive Committee for annual review. The length of the probationary period shall not exceed three years without a waiver being granted by the Executive Committee. If the minister is not engaged in an active ministry during the probation period then the minister will be moved to Inactive Fellowship Status until such time that the minister reenters active ministry at which point the probation will be reinstated.

Failure to satisfactorily complete a Probation or to address concerns previously raised by the Executive Committee may result in termination of Fellowship.

23. 22. Administrative Hold from Settlement

When a minister experiences conflict or a difficult parting with a congregation or other institution, UUA Ministries and Faith Development Staff Group or Congregational Life staff (collectively, "MFD or CL staff") may refer that minister to participate in a process of assessment by the UUA Review Team. MFD or CL staff may also refer ministers who show a pattern of conflicted ministries and/or inability to maintain positive congregational, collegial, staff and/or community relations patterns of incompetence for a process of assessment by the UUA Review Team. MFD or CL staff have the right to place the minister on hold from settlement until the assessment process has been concluded, or for a period of not more than three years.

During or at the conclusion of that period of time, if there is no resolution of the assessment, the minister will be referred to the MFC Executive Committee for consideration of a Fellowship review. In some cases an alternate Review Team may be designated. The list of ministers on Administrative Hold will be reviewed annually by the MFC Executive Committee at the Fall meeting. If at any time the minister wishes to

contest being placed on hold for settlement and/or recommendation for ministerial positions, the minister has the right to request a Fellowship Review before the Ministerial Fellowship Committee.

24.23. Termination of Fellowship for Administrative Reasons

The status of Fellowship of a minister in the Unitarian Universalist Association may be terminated ~~upon occurrence of any of these circumstances:~~ when the Committee is unable to maintain contact with a minister for two consecutive years. The Committee shall make a record in summary form of its efforts to maintain such contact.

Reinstatement may be made by the Committee upon petition of the minister.

~~A. When a minister's performance and/or behavior is found by the Committee to be 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.~~

~~B. When the minister has not satisfactorily completed probation or addressed the concerns previously identified by the Committee during a Fellowship Review.~~

25. 24. Appeals to the Board of Review

In all cases involving termination of ~~Full~~Fellowship, except those arising under Rule ~~23A~~, the minister may appeal the decision and the following procedures shall be followed:

Appeals to the Board of Review must be made within ~~thirty (30)~~ **twenty-one (21)** calendar days of notice of the MFC's decision terminating a minister's ~~Full~~Fellowship. A minister who appeals to the Board of Review agrees to abide by the Bylaws of the Association and the Board of Review's requests and ~~rules, policies and procedures~~. The minister also agrees that the final disposition of the appeal by the Board shall be binding upon the minister and that the minister shall have no further recourse to any proceeding or review within the Unitarian Universalist Association.

If such an appeal is not filed in accordance with rules of the Board of Review, the minister whose Fellowship status has been terminated agrees that the decision of the Ministerial Fellowship Committee shall be final and binding.

~~When an appeal is timely filed~~ **When an appeal is filed with the Board of Review** in accordance with these Rules, the minister's status shall be that of "suspension from Ministerial Fellowship" until their case is finally disposed of, and during the suspension the minister's name shall not appear on lists of those in Ministerial Fellowship, and the minister shall not be recommended for settlement by Ministries and Faith

Development.

~~However, financial rights existing at the time of suspension, including any right to receive pension or insurance payments which are dependent upon Ministerial Fellowship, shall not be affected during the period of suspension.~~

~~If action by the Committee is affirmed, modified, or reversed upon appeal, the Ministerial Fellowship Committee shall take such action and make such entries on its records as required by any decision or order entered in the appeal proceedings.~~

If the Board of Review affirms, modifies, or reverses a decision of the Ministerial Fellowship Committee upon appeal, the Ministerial Fellowship Committee shall take such action and make such entries on its records as required by such decision or order entered in the appeal proceedings.

26.25. Re-Admission

The MFC Executive Committee shall have authority to re-admit a minister to Ministerial Fellowship. An application in a form determined by as the MFC Executive Committee ~~shall determine~~ shall be filed. The application shall include, but not be limited to, a brief statement of the reasons for termination of Fellowship status, and the reasons for the consideration of re-admission which the applicant believes should be considered. Readmission may be contingent on satisfying certain requirements or conditions. Compliance with any requirements or conditions set by the MFC Executive Committee shall constitute some evidence of satisfactory progress, but is not necessarily a sufficient basis for re-admission and shall not limit in any way the right of the MFC Executive Committee to make the readmission decision notwithstanding such compliance. The decision on an application for re-admission shall not be subject to appeal.

27. 26. Conviction Disclosure and False Representation

Ministers in Fellowship and applicants applying for Fellowship shall inform the Ministerial Fellowship Committee of any of the following incidents immediately:

1. Any criminal arrest and/or conviction that occurs except for violations that are classified as infractions, such as speeding tickets and other violations that cannot result in incarceration. Arrests and convictions related to substance use must be reported.
2. Any complaint of abuse and/or neglect of a child or any other person brought against the minister. Any complaint of domestic violence, harassment or request for a restraining order brought against the minister.

Failure to disclose any convictions or complaints immediately to the MFC may result in removal of Fellowship or rejection of any application.

If at any time the Committee determines that Fellowship was granted based on misleading, or false representation(s), fraud or omission of any information, the MFC has the right to remove a minister from Fellowship.

28- 27. Cooperating with the Committee

It is expected that all candidates for Fellowship and all ministers in Fellowship will cooperate with the Committee at all times. This includes, but is not limited to, responses to requests for information, provision of requested documentation, attendance at meetings with the Committee, and compliance with any remediation and/or probation requirements. Non-compliance may be grounds for termination of Fellowship.

28. Prohibition Against Retaliation

No person should directly or indirectly retaliate against another person. Retaliation includes, but is not limited to, any statement or conduct that threatens or intimidates anyone for making a complaint or participating in an investigation, or otherwise interferes with the individual's participation in the investigative process.

30. Public Information

Notices of Fellowship termination or resignation pending a Fellowship Review will be considered matters of public record.

Proposed Changes to the MFC Policies Related to Removal from Fellowship:

[Note the MFC can vote on changes to policies without UUA Board

action] 17. Procedures for Complaints against Ministers

A. Initiating a Complaint

Complaints **against a minister** involving alleged **incompetence**, Unprofessional, unbecoming, and/or **unethical** conduct ~~of a minister or other~~ **in** violation

of the rules of the UUMA or Fellowship or other specified cause shall be received and reviewed by the Office of Ethics and Safety Intake person (hereafter called the "Intake Person"). Complaints may be from: a person or persons with knowledge of the circumstances (or, if a minor child, their custodial parent/caregiver); the congregational, institutional, or agency board with whom the minister works or has worked in the past; the UUA Ministries and Faith Development Staff Group; UUA Congregational Life Staff; or a member of Ministerial Fellowship Committee who is not a member of the Executive Committee.

An advocate will be assigned by the Intake Person to individuals considering filing a complaint. The role of the advocate is to provide neutral, compassionate assistance in determining whether to file a complaint, information about the process, assistance in drafting the complaint, and support throughout the processing of a complaint. Complaints must be in writing and signed by the complainant(s) or Board and shall contain a brief statement of the facts upon which the complaint is based. The complaint should be accurate and honest and made in good faith.

The Intake Person will determine whether the a complaint is a congregational matter or an ethical matter requiring further inquiry, and shall refer such ethical matters to the Consultant for Ethics and Safety in Congregational Life (hereafter called the Consultant).

The congregational Board President and/or direct supervisor of the minister will be informed that an investigation is being undertaken, and informed of the nature of the complaint. of the complaint and the nature of any investigation being undertaken.

The Consultant will investigate and determine recommend whether the matter should go before the Executive Committee of the MFC for a Fellowship Review. Decisions to not refer a complaint to the Consultant or the Executive Committee of the MFC require review and unanimous agreement of the Co-Director of Ministries and Faith Development Executive Secretary (or their designee) and the Chief Operating Officer Executive Vice President of the UUA. The Chair(s) of the Ministerial Fellowship Committee may also be consulted.

An advocate will be assigned by the Intake Person to individuals considering filing a complaint. The role of the advocate is to provide neutral, compassionate assistance in determining whether to file a complaint, and to provide information and support through the processing of a complaint. Complaints must be in writing and signed by the complainant(s) or Board and shall contain a brief statement of the facts upon which the complaint is based. If necessary, the Intake Person will assist the complainant in reducing the complaint to writing.

B. Governing Rules and Policies

Determinations of unbecoming conduct, incompetence, ethical misconduct and/or other specified cause shall be governed by the rules of Fellowship and the Code of Conduct of the Unitarian Universalist Ministers Association ("UUMA") in force at the time of the acts under review. In all cases, complaint procedures and decisions will follow MFC Rules and Policies in force at the time of the receipt of the complaint is received.

C. Confidentiality, and Communication and Non-Retaliation

Confidentiality is key to the complaint process, and all parties are asked to respect the sensitivity of the information generated and must keep it confidential. The parties shall have, except where confidentiality and privacy concerns require otherwise warrant, comparable access to information about the process, including the outcome of the proceedings. The complainant will have the ability to review and respond to the written response of the minister to the complaint.

No party should directly or indirectly retaliate against another person. Retaliation includes, but is not limited to any statement or conduct that threatens or intimidates anyone for making a complaint or participating in an investigation, or otherwise interferes with the individual's participation in the investigation process.

D. Resolution of Complaints

Upon receipt of a complaint, the minister may will be invited to meet with the Executive Committee of the MFC and is expected to may be accompanied by a UUMA Good Offices person in Full Fellowship. ~~The cost of meeting with the Committee will be borne by the Committee.~~ The Executive Committee shall also invite the complainant to meet privately with the Executive Committee, accompanied by the advocate designated by the Office of Ethics and Safety. ~~The option to appear before the committee Meetings with the Executive Committee shall be~~ (except in rare instances as outlined in Rule 20 B) ~~in person or by secured teleconference. The choice between such methods of appearance shall be at the discretion of the invitee. All expenses involved in the travel and appearance of the minister and the minister's Good Offices person will be borne by the Committee. All expenses involved in the travel and appearance of the person filing the complaint, or individual representatives of classes of complainants, will be borne by the Committee.~~

The Executive Committee may determine that no further action is warranted, may propose to the full Committee a mutually agreed upon course of redress, or may recommend removal from fellowship to the Full Committee. ~~(this may require further investigation and a Full Committee Fellowship Review if the minister is in Full Fellowship).~~

Written confirmation of a resolution agreement shall be sent to the minister within 14 days. A copy will be placed in the minister's file. Additional copies will ~~may~~ be sent to other persons or institutional representatives as deemed appropriate by the MFC.

E. Complaint Investigations

The type of investigation required by a complaint will depend upon the alleged circumstances and the type of additional information required.

~~When the Executive Committee calls for a Full Fellowship Committee Review, it will charge the Executive Secretary to determine the type and scope of the investigation and appoint an investigation team from outside the Ministerial Fellowship Committee's membership, in consultation with the MFC Chairperson.~~

If interviews are required as part of an investigation of the complainants or the minister being complained against, both parties ~~the individual(s) bringing the complaint and the minister~~ have a right to an individual interview, ~~and to know the identity of the interviewer and makeup of the investigation team before the interview.~~

The following are guidelines which are to be used by the investigators **Consultant** in conducting its investigation:

- In consultation with the **Intake Person and** Executive Secretary ~~and the MFC Chair~~, it is the responsibility of the investigator to develop a full and complete record of the facts and circumstances surrounding the complaint and any other relevant information which may be useful to the Committee in its deliberations.
- ~~Each individual appointed to be an investigator is~~ **The Consultant is** expected to maintain neutrality and an open mind throughout the investigation. • All information obtained through the investigation must be held in the strictest confidence **by everyone involved in the process, including the complainant(s), minister and Consultant. However, the Consultant may share with the minister and complainant(s) information in order to obtain their responses to the allegations or arguments being made and allow meaningful interviews of other individuals who may have knowledge of relevant facts but should repeat to each person the need for confidentiality. .**
- ~~In consultation with the Executive Secretary and the MFC Chair, the investigators should determine what, if any, additional information is required to assist the Committee in its deliberations and the most efficient method for obtaining that information.~~
- If it is determined that personal interviews would be appropriate, the ~~appointed investigators~~ **Consultant** will interview the complainant, the minister against whom the complaint has been made, and as many other individuals with knowledge of the issues or circumstances raised by the complaint **as determined**

to be necessary and appropriate by the Consultant. ~~Any summary of an individual's statement must be approved by that individual to be included in the report.~~

The appointed investigator **Consultant** will file a report and all information collected with the Executive Secretary promptly after the conclusion of the investigation. ~~All notes and other information gathered by the investigator should be transmitted to the Executive Secretary for archiving as soon as possible following the completion of the investigation.~~

The MFC Executive Secretary and UUA Executive Vice President shall review the report. The MFC Chair(s) may be consulted. If it is determined that additional information is required, the investigators shall obtain the additional information before the report is forwarded to the Executive Committee.

F. Recommendation for Fellowship Review

~~Once the investigation is complete, the Executive Committee shall determine whether or not there is sufficient concern to believe that the minister has engaged in unprofessional, unbecoming conduct or other conduct in violation of Rule 24.~~

~~If it is determined by the Executive Committee that there are insufficient grounds for a Fellowship Review, the Executive Secretary shall so notify the minister, complainant(s), and other interested parties. The determination by the Executive Committee to not recommend a Fellowship Review may be appealed by the complainant(s) to the full Committee. The appeal should be written and contain a review of the reasons why the determination to not recommend a Fellowship Review should be overturned and must be received within one month of the receipt of notice of the no cause determination. As soon as an appeal is received, the Executive Secretary should give notice to the minister and the minister may file a response.~~

If it is determined that there are sufficient grounds for a Fellowship Review, the Executive Secretary shall notify the minister, complainant(s), the Unitarian Universalist Ministers Association Executive Director, and other interested parties and schedule a Fellowship Review.

G. Fellowship Review

The Fellowship Review before the Committee shall follow the guidelines set forth in Rule **20** of the MFC Rules.

H. Right of Appeal by the Complainant

Complainants have an opportunity, on the basis of newly discovered evidence, to request reconsideration of a decision to not terminate Fellowship.

20. Notification of Termination of Fellowship

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, the Chair of the Unitarian Universalist Society for Community Ministries, and the ~~Leadership Council~~ **Executive Advisory Team** 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.

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 review will be posted to the UUA website by the ~~Ministries and Faith Development staff~~ **MFC's Executive Secretary**.