

Sunday, December 4, 2016

24 Farnsworth Street, Chapel

Ministerial Fellowship Committee Sunday Business Meeting

Members: Nick Allen, Jackie Clement, Marge Corletti, Jan Devor, Jennifer Hamlin-Navias, Jesse King, Don Brunnuquell, Michael Lyde, Shana Lynngood, Joetta Proust, Maddie Sifantus, Kristen Harper, Karen Stoyanoff, Greg Ward

Staff: Sarah Lammert, Alicia Forde, David Pettee, Marion Bell

Liaisons: James Galasinski, Shawna Foster

BUSINESS FROM THURSDAY, DECEMBER 1 MEETING:

- Keith Kron, Transitions Director, gave a brief report on Transitions and ministers in search
- Richard Nugent, Director, UUA Church Staff Finances, gave a PowerPoint presentation on Fair Compensation and Economic Sustainability (See Addendum)
- Approve September 2016 Meeting Minutes – Nick moves to approve, Karen 2nd. Approved, Unanimous
- Reminder about the Spring 2017 meeting – full day training on Wednesday, March 22 (Exec will meet on Tuesday, March 21). Don and Shana will miss this meeting. P.D. Wadler will sub for Don and Nayer Taheri will sub for Shana.

BUSINESS FROM SUNDAY, DECEMBER 4 MEETING:

SWG's Preliminary Fellowship Renewal Update Report – Maddie/Alicia

Working Group for Renewals: Maddie Sifantus, Jennifer Hamlin-Navias, Ashley Horan (CDT), Kelly Mason, and Alicia R. Forde

The working group has been successful at holding one meeting thus far. See attached for the outcome of that conversation.

Based on that conversation as well as feedback gathered from Community Ministers, the following is being offered for your consideration:

- Consider assessing community ministers, especially those serving institutions, on the role they serve/position held within that institution. This might include offering the option for supervisors to submit the institution's evaluation form, use the MFC's renewal forms, and/or submit letters of evaluation.
- Retain Affiliation with Congregations and, perhaps, allow community ministers to form either a committee on ministry with members from the affiliating congregation OR a reflection peer group comprised of colleagues who are invested in the wider ministry (and not solely the minister's ministry).
- The UUSCM's Affiliation Guidelines stipulate that the ministry provided to a congregation by a community minister is expected to be uncompensated (unless the minister in question provides services above and beyond the affiliation agreement). Outline, in the renewal expectations, the parameters of reasonable engagement for community ministers with affiliating congregations.

The Settlement Working Group began the task of updating the renewal forms and will share drafts at March 2017 meeting.

Process Working Group Report and Recommendations

1. Website improvements:

Joetta has reviewed all online MFC materials and suggested organizational changes to website information. Joetta will work with David P. and staff.

Online competency portal - Staff needs to make sure that new competency revisions have been passed and updated. MFC needs to ensure that development platform is sufficiently flexible to accommodate future competency updates.

David noted IT continues to work on the online process. Staff is also working on cleaning up old pages on uua.org

2. Committee self-evaluation:

Exec Com has developed self-evaluation tools and procedures for both the Working Groups and for individual members. Proposed forms are forthcoming in March, 2017

3. Continuing Education update

- March 2017 sexual misconduct training with Marie Fortune.
- September 2018 proposed training (2 hours)
- "Ladder of inference" session led by Jesse King (40 min)
- Group dynamics and working styles (80 min)

4. Updated Policy 5 change for CPE and Internship Waivers:

Proposed Clarification of MFC Policy on Waivers for CPE Equivalency and Internships

Summary:

Our published policy documents are ambiguous about the version of the CPE equivalence waivers policy we are currently using. By recommendation of David Pettee, we advise the committee to support the stricter rule.

Rescinded text:

POLICY ON WAIVERS FOR CPE EQUIVALENCY AND INTERNSHIPS

All candidates who wish to request a waiver of the CPE and /or internship requirement must arrange to have the waiver request considered at a meeting held in advance of their MFC interview.

Waiver requests must include at least two letters of recommendation that address work in a previous ministerial role and grounding in UU congregational life. In addition, where applicable, please include recent ministerial employment evaluations, and any certificates noting professional licenses, current membership and good standing in a relevant professional organization.

IMPLEMENTED TEXT

POLICY ON WAIVERS FOR CPE EQUIVALENCY AND INTERNSHIPS

All candidates who wish to request a CPE equivalency CPE and/or a waiver of the internship requirement must arrange to have these request(s) considered at an MFC meeting held in advance of their MFC interview.

Waiver requests must include at least two letters of recommendation that address work in a previous ministerial role and grounding in UU congregational life. In addition, where applicable, please include recent ministerial employment evaluations, and any certificates noting professional licenses, current membership and good standing in a relevant professional organization.

Candidates requesting a CPE Equivalency need to submit a detailed explanation of the program they wish to attend, or the training they have already experienced which the Committee will examine against the following criteria:

(A) The program should be such that it will:

- (1) provide an opportunity to develop ministerial role identity;*
- (2) promote growth in self-understanding;*
- (3) increase competence in interaction with others;*
- (4) help the candidate utilize methods of self-evaluation; and*
- (5) include didactics, peer review, and practical counseling.*

(B) The time requirement shall be equivalent to a CPE program (approximately 400 hours total involvement).

(C) The program must provide evaluation by the supervisor and the candidate based on CPE evaluation models.

If the Committee is satisfied that the proposed program meets the above criteria, it may grant the candidate permission to substitute it for the CPE requirement.

Motion to accept the above Policy 5 clarification (Marge moves/Michael 2nd): approved, unanimous

Also discussed: In April 2017, PWG will initiate a full-scale review of the Policies of the MFC process to address inconsistencies between our rules, policies, and practice.

OTHER BUSINESS:

Pettee -All MFC candidate interview slots for 2017 and 2018 are full. We are booking now into 2019. The loss of the RSCC system, which took some time for candidates, has made it much easier to get candidate status now. People are getting spots as soon as they can. David noted how hard it is to tell people they can't meet with the MFC until 2019!

Also note, too, that only one candidate is on a wait list right now. There are spaces held for return interviews. Not sure about 2017 December.

It's time, again, to consider an extra panel or add two interviews on a Wednesday. Especially if there are returns. Most desirable meetings are September and December for those who want to go into search.

Noted that there are pros and cons to both extra interviews and the third panel.

Jesse will talk to staff about whether we should book extra Wednesday interviews or a third panel

Sarah Lammert gave a brief report on the Harvard conference on Future of Ministry she attended on Saturday.

FEEDBACK AFTER INTERVIEWING CANDIDATES USING NEW COMPETENCIES

Miss the depth in the old essays. The 400 word are more a list of what folks did. Just listing experiences.

Miss depth of theology and analysis of ARAOMC. Miss the insight.

Should the instructions be more detailed with those 400 word essays?

About the bio - The theological call is not a bio request. Either clean up that language if we want theological/bio statement or just get that in the interview somehow.

Tricky part was going back and forth between new and old.

We don't have an explicit sex health question. It should have its own line item.

The new competencies are more integrated and contextual.

They force candidates to pull things together to apply them in a situation

ARAOMC needs to be a separate question.

Always asking an admin question with the new competencies.

Should we adapt short essay requirements with more instruction?

We should fit the questions from the old competencies that we don't want to miss into the new competencies. Can PWG work on reworking this?

Sarah suggested Panels meet earlier on Thursdays at 1:15 to allow panel members some time going over the process.

Working Groups should have pre-meeting calls for business to allow more time for the Thursday business meeting.