

Sunday, April 10, 2016

24 Farnsworth Street, Chapel
MFC Sunday Business Meeting

Members: Nick Allen, Jackie Clement, Marge Corletti, Jan Devor, Jennifer Hamlin-Navias, Jesse King, Bill Kirkpatrick, Michael Lyde, Shana Lynngood, Joetta Proust, Maddie Sifantus, Gary Smith, Karen Stoyanoff, Greg Ward. Gary left after lunch
Staff: Sarah Lammert, Alicia Forde, David Pettee, Marion Bell
Liaisons: Sherman Logan

NON-CONFIDENTIAL ITEMS:

Process Working Group Agenda Items

Maddie Sifantus moved to approve the updated packet configuration V2.1 April 10 and internship evaluation form V2.1 April 10. Shana Lynngood 2nd. Approved. Unanimous.

Review of Phases of the Reading List Project and distribution of books

Other Business

Bill Kirkpatrick moved to approve December 2015 Minutes. Marge Corletti 2nd. Approved. Unanimous

PROPOSED TERM CHANGES –Jesse requests that people who will be ending their terms wait until the spring meetings.

Committee evaluations –Joetta and Jesse will create a draft evaluation form so that by December 2016 all members up for renewal will be evaluated. The evaluation will be non-anonymous. In 2017, we will ask candidates to evaluate us.

Our moral imperative is to be better, serve better and be accountable.

Training schedule for PWG – Jim Key requests that our next all-day training we ask Marie Fortune, founder of Faith Trust Institute. Marie works on denominational systems and abuse of ministerial authority. Spring 2017.

NEW COMMUNICATIONS PLATFORM.

We are phasing out Flock for the group and want to test Ryver.com. A few members will be testing the platform. Has liner chat as well as threaded conversations. Possible roll out for use will be September 2016.

SAFETY – Being thoughtful about materials that we have access to, we want to create a different process and policy to keep things confidential.

Review: password protected computer and phone. Delete files after use.

CANDIDACY WORKING GROUP NON-CONFIDENTIAL ITEMS

1. Embedded within MFC Policy B. 5 is this text:” Signed Application for Candidacy form, which stipulates agreement to abide by the Rules and Policies of the Ministerial Fellowship Committee and to defer accepting any ministerial position other than internships and student ministries unless approved by the Ministerial Credentialing Director. Violation of this policy shall render

the candidate ineligible for an interview with the Ministerial Fellowship Committee or Ministerial Fellowship for four years from the commencement of the position.”

This language has not been changed in more than fifteen years, and it has proved to be a reliable deterrent for candidates to avoid getting mixed up in a search process before being cleared for search. My sense is that when this text was introduced, the frequency of aspirants and candidates seeking to serve as chaplains, or in community ministry roles, was uncommon. These days, often several times a month, I am contacted by people concerned they are out of relationship with the MFC because they are serving as a per diem chaplain. I always tell them that serving in this kind of position is fine.

David Pettee suggests the text in MFC Policy B. 5 be updated: *“Signed Application for Candidacy form, which stipulates agreement to abide by the Rules and Policies of the Ministerial Fellowship Committee and to defer accepting any UUA congregationally-based position other than internships and student ministries unless approved by the Ministerial Credentialing Director. Violation of this policy shall render the candidate ineligible for an interview with the Ministerial Fellowship Committee or Ministerial Fellowship for four years from the commencement of the position.”* **Jennifer Hamlin-Navias moved to accept the above suggestion. Marge Corletti 2nd. Approved. Unanimous**

2. When the RSCCs were in place, the MFC had this text in Policy 5 B: Scheduling of RSCC Interview: “Aspirants must have scheduled their RSCC interview prior to the commencement of their internship.” This policy language had been added to address a concern observed about a decade before, when there were an unusual number of failed internships, and the one common variable was the number of interns who had no relationship to the ministerial credentialing process at all. Since the RSCCs were eliminated, there has been no minimum bar for prospective interns to meet before starting an internship. CWG would recommend that the following text be added to MFC Policy 5: *“Interns must have achieved aspirant status prior to the commencement of their internship.”* **Marge Corletti moved to accept the above suggestion. Maddie Sifantus 2nd. Approved. Unanimous**
3. MFC Policy 7. CANDIDATE FILE REVIEW currently reads: “The Ministerial Credentialing Director will provide to the Ministerial Fellowship Committee a written review of the material in the candidate’s file prior to the candidate’s interview. The review will be written by the Ministerial Credentialing Director in mutual agreement with the candidate, whenever possible. If not possible, that fact will be noted in the written review.”

When John Weston was Transitions Director, he created the Interpretive File Summary, which is a mechanism still in use today. “The Transitions Director will survey the ministers’ files at the UUA and prepare a written interpretive summary of each, describing reviewers’ views about the each minister’s strengths and weaknesses, and giving notice of any matters meriting concern.” The Interpretive File Summary is a critical part of the search process for a congregational call, but not a community ministry position. About a decade ago, I used this same format to create the Candidate File Review, a mechanism to make sure that the MFC would be aware of any issue in the candidate’s file – which the MFC does not see—that would impact the granting of

fellowship at the time of the interview. To date, with each Candidate File Review, I have always included two pieces of information: the first date when the candidate made contact with the UUA, and the name of the sponsoring congregation. With the change in materials in a candidate's packet that followed the elimination of the RSCC's, we updated the Biographical Information Form to now include the name of the Sponsoring Congregation.

It is also true that over the last decade, it has been exceedingly rare that there was something in the candidate's file not mentioned in the candidate's packet—which the MFC does see -- that warranted inclusion in a Candidate File Review. As an example, a candidate who saw the MFC in December 2015 had this statement included: "XXXX and I engaged in considerable conversation that included Wayne Arnason following his disappointing first RSCC interview." This statement gave the MFC the option of learning why the candidate had been so upset that he wrote letters that required Wayne's involvement, which is quite an unusual occurrence, and was not otherwise referenced in the candidate's packet.

After discussion, the CWG recommends the following language instead: *"The Ministerial Credentialing Director will provide to the Ministerial Fellowship Committee a written review of the material in the candidate's file prior to the candidate's interview when significant information is included there that is not included in the candidate's MFC packet . The review will be written by the Ministerial Credentialing Director in mutual agreement with the candidate, whenever possible. If not possible, that fact will be noted in the written review."*

Shana Lynngood moved to accept the above suggestion. Marge Corletti 2nd. Approved. Unanimous

SETTLEMENT WORKING GROUP NON-CONFIDENTIAL ITEMS

1. PROPOSED PROCEDURE CHANGE REGARDING Policy 16:

This is our current **Policy 16**:

16. POLICY ON WAIVERS of RULE 18

In support of affirmative action, the MFC will look favorably upon waiver requests of Rule 18 in cases of appointed representatives of UUA anti-racism anti-oppression multi-cultural programs. Such waivers can be granted by the Executive Committee.

Policy 16 refers ONLY to **Rule 18**.

Rule 18 has nothing to do with this conversation. It is the "POLICY ON WAIVERS" that is what we're addressing. We want Policy 16 to have more options regarding waivers. Therefore, we want Policy 16 to read: (new text in red)

16. POLICY ON WAIVERS of ~~RULE 18~~ (we want to lose the specific reference to only Rule 18 and include B. and C. This will also leave more room to add any other policies regarding waiver requests)

- A. In support of affirmative action, the MFC will look favorably upon waiver requests of Rule 18 in cases of appointed representatives of UUA anti-racism anti-oppression multi-cultural programs. Such waivers can be granted by the Executive Committee.

B. The Ministerial Fellowship Committee [MFC] grants authority to the Professional Development Director to approve initial requests for waivers of MFC Rule 13C. Subsequent requests for a waiver of MFC Rule 13C must be reviewed and decided upon by the Committee.

C. The MFC also grants the Professional Development Director the authority to approve requests for being placed on Inactive Status (Policy 15) as well as being returned to Active Status in ministry. All such requests must be in compliance with MFC Rule 14.

Maddie Sifantus moved to accept the above Policy 16 revision, Greg Ward 2nd. Approved.

Unanimous.

- Options to think about for future MFC meetings:

Fall 2017: (Rosh Hashanah Thur Sep. 21, Yom Kippur Sat Sep.30)

Wed Sep 13 - Sun Sep 17 or

~~Wed Oct 4 - Sun Oct 8~~

Dec 2017 (Thanksgiving Thur Nov.23, Hanukah Tue Dec. 12)

Wed Nov 29 – Sun Dec 3

~~Wed Dec 6 – Sun Dec 10~~

Spring 2018 (Easter Sun Apr 1)

~~Wed Mar 21 – Sun Mar 25~~

~~Wed Apr 4 – Sun Apr 8~~ Tabled until September 2016 meeting. Because Passover begins on March 30 ends on April 7.... Easter is April 1.