APPENDIX
Required Forms for Unitarian Universalist Ministerial Fellowship

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January 2020 revision
MFC-Approved Career Development Centers

Austin, Texas
Southwest Ministry Development Service
Dr. Ross D. Peterson, Executive Director
Serviced by the Columbus, Ohio Office
Phone: 800.297.6192
E-mail: MindevcntrSW@aol.com
www.MidwestMinistryDevelopment.org

Charlotte, North Carolina
Ministry Development Services
Katherine Hudspeth, Executive Director
6100 Sardis Road, Charlotte, NC 28270
Phone: 704.554.9222
E-mail: mdvs@ministryds.org
www.ministryds.org

Chicago, Illinois
Midwest Ministry Development Service
Dr. Ross D. Peterson, Executive Director
Dr. Margo M. R. Stone, Assoc. Ex Dir.
1840 Westchester Blvd., Suite 204
Westchester, IL 60154
Phone: 708.343.6268
E-mail: mmds69chgo@aol.com
www.MidwestMinistryDevelopment.org

Columbus, Ohio
Midwest Ministry Development Service
Dr. Ross D. Peterson, Executive Director
Dr. Vickie P. McCreary, Associate Executive Director
1234 Old Henderson Road, Suite B
Columbus, OH 43220
Phone: 614.442.8822
E-mail: mmds69col@aol.com
www.MidwestMinistryDevelopment.org

Kansas City, Missouri
Midwest Ministry Development Service
Dr. Ross D. Peterson, Executive Director
Serviced by the Columbus, Ohio Office
Phone: 800.297.6192
E-mail: mmds69kc@aol.com
www.MidwestMinistryDevelopment.org

Nashua, New Hampshire
Center for Career Development and Ministry
Rev. Margaret Lewis, Executive Director
121 Manchester Street
Nashua, NH 03064
Phone: 603.943.7611
E-mail: info@ccdmin.org
www.CCDMIN.org

Seattle, Washington
The Center for Ministry in the West
Dr. John Landgraf, Executive Director
564 NE Ravenna Blvd.
Seattle, WA 98115
Phone: 206.957.4693
Fax: 206.527.1009
E-mail: center4ministry@gmail.com
www.CenterforMinistry.org

St. Paul, Minnesota
Leaderwise (formerly North Central Ministry Development Center)
Dr. Mark E. Sundby, Executive Director
516 Mission House Lane
New Brighton, MN 55112
Phone: 651.636.5120
Email: admin@leaderwise.org
https://leaderwise.org

St. Petersburg, Florida
Career and Personal Counseling Center
Dr. Barbara Kranendonk, Executive Director
3200 58th Avenue South
St. Petersburg, FL 33712
Phone: 727.867.7200
E-mail: info@cpccflorida.com
www.cpccflorida.com

Toronto, Ontario
Six Oaks Consulting
Jennifer Clarke, Partner
Dr. Tim Elliott, Partner
#419-20 Southport Street
Toronto, Ontario M6S 4Y8
Phone: 416.767.0922 (C)
Phone: 416.469.9994 (E)
E-mail: info@sixoaksconsulting.com
www.sixoaksconsulting.com
Interview Form for Ministerial Applicant

Applicant Name: _________________________________________________________
Address: _______________________________________________________________
City: _______________ State/Province: __________ ZIP/Postal Code: ________
Primary Phone (Home/Mobile): __________ 2nd Phone (Work): ___________

Interviewer’s Name: _______________________________________________________
Date of Fellowship with the UUA: ___________________________________________
Address: _______________________________________________________________
City: _______________ State/Province: __________ ZIP/Postal Code: ________
Primary Phone (Home/Mobile): __________ 2nd Phone (Work): ___________
Email: ________________________________

To the Minister
Thank you for taking the time and energy to help us get to know this ministerial applicant better. You do a valuable service to our denomination when you provide honest and thoughtful comments. We encourage you to share this evaluation with the applicant, and let this applicant know whether or not you think their interest in our ministry should be encouraged.

NOTE: You may fill the box below (which will expand as you type).

In what capacity and for how long have you known the applicant?

On the basis of your knowledge of the applicant or based on your interview, please comment on the following:

Understanding of Unitarian Universalist history, polity, religious education and liberal ministry;
Motivation for ministry and commitment to Unitarian Universalism;
Emotional maturity, intellectual ability, leadership potential and potential for growth and personal theology.

Version Date: January 2020
What do you see as the applicant’s greatest strengths? Possible weaknesses?


Interviewer Signature (or typed name)________________________ Date_________

Please return this form to: mco@uua.org
Consent for Release of Information for Transfer or Plural Standing

Current or Prior Denominational Affiliation: ____________________________________________
Denominational Official or Adjudicatory: ______________________________________________
Ordination Date: __________
Ordaining Body: ________________________________________________________________
Present Status: Active____ Inactive _____

If active, please list name and address of official ordaining body.
________________________________________________________
________________________________________________________
________________________________________________________

I, ______________________, authorize the Ministerial Credentialing Director of the Unitarian Universalist Association to contact my current or prior denomination regarding my association with them. I understand that the purpose of this release is to provide the Ministerial Fellowship Committee (MFC) with all the information necessary to review my past functioning as a minister and to better judge my ability to function as a Unitarian Universalist minister. This information will be held in a confidential manner by the Ministries and Faith Development Staff Group and the Ministerial Fellowship Committee.

Signature (or typed name) ____________________________ Date __________

Please return this form to: mco@uua.org
Application for Candidate Status and Waiver of Claims and Authorization

Name ________________________________________________________________

Address _____________________________________________________________

Email address ___________________________________ Phone _________________

I hereby apply for candidate status, agreeing to abide by the Rules and Policies of the Ministerial Fellowship Committee and by any amendments thereof.

I further agree 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.

I hereby understand, consent and agree that as part of my application for Ministerial Fellowship that inquiries will be made by the Unitarian Universalist Association and/or its designated committee(s) or agent(s) as to my background, moral character, reputation, health, and fitness.

I hereby authorize every person, firm, company, corporation, governmental agency, law enforcement agency, court, institution, counselor, medical provider or mental health provider having control of any documents, records or information concerning me to provide all such documents, records of information without delay or exception to the Unitarian Universalist Association.

I also understand and agree that as a part of this application process I may be asked questions of a personal or private nature about my background, moral character, reputation, health and fitness (including but not limited to questions about my medical and/or mental health background), and that I must respond to these requests in a good faith, truthful, complete, candid and prompt fashion.

I irrevocably release, waive and discharge the Unitarian Universalist Association and its officers, employees, committees, ministers, attorneys and agents from any and all claims of any type which I have, or may in the future have, as a result of or concerning the application process identified above, the decision made as a result of this application, and/or any inquires made of anyone during this application process.

Signature __________________________________ Date ____________

Please return this form to: mco@uua.org
Statement of Congregational Sponsorship

Applicants to Unitarian Universalist fellowship must be sponsored by a UU congregation. Congregations govern our ministry and authorize its conditions of membership. The purpose of this requirement is to ensure familiarity on the part of our UU ministers with UU congregational life and encourage congregations to take a responsible role in the recruitment, preparation and assessment of ministers.

Sponsorship of an applicant indicates confidence in the applicant’s potential and suitability for UU ministry. The Ministerial Fellowship Committee and the Ministries and Faith Development Staff Group will regard congregational sponsorship as evidence that the person seeking fellowship is actively committed to Unitarian Universalism and the institutions which uphold our faith tradition.

In most instances, sponsorship of an applicant will be approved by the congregation’s governing body, and not by congregational vote.

It is expected that the sponsoring congregation is a member of the Unitarian Universalist Association.

*           *          *           *           *            *           *           *           *            *           *            *

Affirming these responsibilities, we, the ________________________________

Name of congregation

elect to sponsor __________________________ as an aspirant for ministerial fellowship.

Name of applicant

Name of applicant

Name of congregation president or board chair ________________________________

Name of congregation

Address of congregation ________________________________

Return this form by email to: mco@uua.org

If not possible, print forms can be sent to: 

Unitarian Universalist Association

ATTN: Ministerial Fellowship Committee

24 Farnsworth St., Boston MA 02210-1409

Version Date: January 2020
MINISTERIAL FELLOWSHIP COMMITTEE APPOINTMENT REQUEST FORM
(To be completed only by Candidates with either a completed CPE/CPSP/CSCPF unit or internship evaluations and a completed Criminal Background Check)

Ministers in fellowship and candidates applying for fellowship shall inform the Ministerial Fellowship Committee of any of the following incidents immediately: Any criminal arrest and/or conviction that occur 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. Any complaint of abuse and/or neglect of a child or any other person brought against the minister or candidate. Any complaint of domestic violence, harassment or request for a restraining order brought against the minister or candidate. Failure to disclose any convictions or complaints immediately to the Ministerial Fellowship Committee may result in removal of fellowship or rejection of any application.

Name __________________________________________________________________________
Address __________________________________________________________________________
City __________ State/Province __________ ZIP/Postal Code __________
Phone(s) __________________________ Email address __________________________

Optional Personal Information:
Gender identity: ____________________________ Pronouns: ____________________________
Racial/ethnic identity: __________________________
Sexual orientation: __________________________
Health Considerations: __________________________

If you are currently in theological school:
I am enrolled at ________________________________________________________________
Full-time___ Part-time___ Expected graduation date _______________________
If you have completed theological education:
School ____________________________ Degree & date __________________________
Name of Sponsoring Congregation ____________________________________________
Dates of completion (use MM/YY):
Career Assessment(s) _______________ RS MCC Interview (if applicable): ______________ 
Internship (start/end): _______________ CPE (start/end): _______________________
I am: A transfer candidate _____ A candidate for plural standing ____________________
I have already met with the MFC: Date ____________ Decision __________________________

Version Date: January 2020
Please tell us of any accessibility needs for your interview:
_____________________________________________________________________________________
_____________________________________________________________________________________

Please specify the month/year you want to interview:
Candidates are advised to consult the Ministerial Credentialing Office about appointment availability prior to submitting a request. Earliest available appointments will be a minimum of twelve months after the date of request.
1st choice ______________ 2nd choice ____________

By submitting this form, I understand and agree that all materials submitted to the committee may be evaluated by the Ministerial Fellowship Committee. I hereby make application for Ministerial Fellowship in the Unitarian Universalist Association. I have received and read the Rules of the Ministerial Fellowship Committee, and agree to abide by them, and by any amendments thereof.

Signature (or typed name) ___________________________ Date ____________

Please return this form to: mfc@uua.org
Ministerial Credentialing Office, Unitarian Universalist Association
24 Farnsworth St., Boston, MA 02210-1409
Checklist for MFC Interview Materials

1. Digital photograph (headshot in jpeg or gif format)
2. Biographical Information Form
3. 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.
4. Career Assessment Report from an approved career assessment program
5. Statements of Competence and Reading List: The MFC expects candidates to complete all required readings and coursework—or equivalent substitutions—by the time of the interview. All are relevant areas of inquiry during the interview, regardless of whether then candidate has completed them. A candidate cannot qualify for preliminary fellowship until all statements of competence and the reading list are completed.
6. First unit CPE or CPSP Evaluations: _____Self _____Supervisor
7. Internship Learning/Serving Agreement (dated)
8. Internship evaluations: _____ Self _____Supervisor _____Committee
9. Five letters of reference from the following recommenders:
   a. A faculty member or academic advisor, if the candidate has been enrolled in seminary within the last five years;
   b. A Unitarian Universalist minister other than the internship supervisor;
   c. A religious educator;
   d. Anyone of the candidate’s choice who has known them for at least five years;
   e. Anyone of the candidate’s choice.
   All letters of reference must be dated, signed, and must clearly indicate that they have been/will be shared with the candidate.
10. All official theological school transcripts, current at the time of submission
11. All other available official postsecondary transcripts, including undergraduate institutions
12. Criminal Offense Disclosure Form (if applicable)
13. Criminal Background Check: Final report must be received by the UUA. There is a fixed fee of $180, which is a substantial discount from the vendor’s ordinary fee. The UUA offers to cover half of the cost of the criminal background check. Please email mco@uua.org for more information.
14. RSCC letter (if applicable)
15. Consent for Release of Information for Transfer and Plural Candidates (if applicable)

Please return all MFC packet materials to: mfc@uua.org
Biographical Information Form for Candidates

Required Personal Information
Name _________________________________ Date of Birth ____________________
Address _______________________________________________________________________
City __________________ State/Province _____________ ZIP/Postal Code ____________
Phone(s) ___________________________ Email address __________________________

Optional Personal Information
Gender identity: __________________________ Pronouns: ____________________________
Racial/ethnic identity: ____________________________
Sexual orientation: ____________________________
Relationship status: ____________________________
Children (and ages): ____________________________
Health Considerations: ________________________________

Ministerial Formation and Educational Background
Date of RSCC Interview (if applicable): ____________________________
Sponsoring Congregation: ____________________________ Date: __________________
NOTE: For all tables, additional lines can be added by using the “tab” key while selecting the rightmost bottom cell.

Undergraduate
Institution ____________ Degree ____________ Major(s) ____________ Years Attended ____________
Graduate
Institution ____________ Degree ____________ Field ____________ Years Attended ____________
Theological
Institution ____________ Degree ____________ Field (if applicable) ____________ Degree Year (Expected) ____________
Current Professional Certifications

Current National/State Professional Licenses

Version Date: January 2020
## Career Assessment

**Place:** ___________________________________________ **Date:** ________________

## Internship

**Place:** ___________________________________________ **Date:** ________________

## Clinical Pastoral Education (CPE/CPSP/CSCPF)

**Place:** ___________________________________________ **Date:** ________________

## Employment History and Volunteer Background (non-UU)

List *paid* employment with dates, e.g. “12/99–11/04,” or “11/14–” for current positions

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List *volunteer* positions and activities.

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## UU Involvement

List *paid* employment with dates.

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## Religious Record

**First UU congregation joined:** ___________________________ **Date:** ______

**Current congregational membership:** ___________________________ **Date:** ______
Previous/other religious affiliation: ____________________________ End date (if ended): ______

Transfer or Plural Candidate Information

Ordaining body: __________________________________________________________

Ordination date: ____________ Severance of ordination: _________________

Present church: ___________________________ Date joined: ________________

Please return this form to: mfc@uua.org
Letter of Recommendation

Name of Candidate ________________________________

The Ministerial Fellowship Committee of the Unitarian Universalist Association requests a statement from you concerning this candidate. All information you supply will circulate only in the Ministerial Fellowship Committee and the UUA Ministries and Faith Development Staff Group. General laudatory comments alone are not helpful. Please be as specific and objective as possible. We request assessments of the candidate's character, strengths, style, judgment, skills, sensitivity to others, and areas of needed growth, as appropriate to the ministry. We further request that you share the contents of this letter with the candidate so that we may question the candidate about issues raised. A member of the Ministerial Fellowship Committee may call you with questions specific to this reference.

Instructions: You may fill the box below (which will expand as you type) or attach separate letterhead. In either case, you must sign the statement below.

I represent:

☐ A faculty member or academic advisor
☐ A Unitarian Universalist minister other than the internship supervisor;
☐ A religious educator;
☐ Anyone of the candidate’s choice who has known them for at least five years;
☐ Anyone of the candidate’s choice.

☐ Contents of this letter have been shared with the candidate. I understand that this letter will be taken into consideration only if the contents may be shared with the Candidate.

Signature (typed) ______________________________________Date___________________

Name/Title __________________________________________________________________
Address ______________________________________________________________________
Phone ____________________________  Email address _______________________

Please return this form to: mfc@uua.org
Overview of Statements of Competence and Required Readings

The academic expectations of candidates preparing for ministerial fellowship are organized around seven broad areas of ministerial competence. All candidates are required to submit “statements of competence” demonstrating that they have satisfactory command over all seven areas. Each area of competence includes several specific competencies that are expected of all candidates, regardless of where they intend to minister.

Coursework Requirements

Each area of competence includes specific graduate coursework that candidates must complete prior to attaining preliminary fellowship, ordinarily as part of a Master of Divinity degree program. Courses taken need not have titles identical to the coursework expected: the expectation is that candidates complete an accredited graduate course that substantially reviews the required coursework. It is acceptable if the course content is folded into a larger, integrative course. Each competency area also indicates required course content, as well as optional areas of study relevant to the competency area.

It may also be the case that a candidate judges a course taken as part of the candidate’s undergraduate degree to be equivalent to a graduate course. In such cases, a substitution is acceptable so long as the candidate is prepared to justify the substitution to the Ministerial Fellowship Committee (MFC), if requested to do so at the time of the candidate’s interview.

Reading Requirements

Each area of competence includes a list of required and optional readings. Please note that while the course requirements listed will be consistent with Master of Divinity degree curriculums of seminaries accredited by the Association of Theological Schools (www.ats.edu), the readings may not be. The readings include distinctively Unitarian Universalist approaches to ministry. Most of the listed readings are by Unitarian Universalist authors; others are the best sources available for aspects of ministerial practice that are vital to Unitarian Universalists.

In preparing for ministry, candidates will read a much larger body of materials from other religious and humanistic traditions, selected by the candidate and the faculty of the seminaries they attend. In listing Unitarian Universalist materials, the MFC does not imply that these materials are of greater importance. Indeed, deep engagement with multiple religious and intellectual traditions is indispensable to preparation for Unitarian Universalist ministerial

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1 Development of these areas of competence is described in: UUA/UUMA, “Fulfilling the Call: A Model for Unitarian Universalist Ministry in the 21st Century” (2013)
fellowship. The MFC respects the judgment of seminary faculties in choosing among those materials and acknowledges that there are multiple texts that are equally appropriate.

Candidates should read all items denoted as “required” or “read all.” In several cases, constrained choices have been identified. A few out-of-print books are included in these constrained choices; however, it is possible to complete the list by choosing only texts that are in active print or available online. Materials known to be out of print are indicated with asterisks (**).

“**Familiarity**” means that candidates should be prepared to use these resources, as needed, in the context of ministerial practice, and to explain how they would use them to the Ministerial Fellowship Committee, but need not have read them in their entirety.

“**Additional resources**” may be read at the candidate’s discretion; these may be especially helpful to candidates who have a special investment in a particular area of pastoral practice.

The choice of readings on this list reflects the best current judgment of the MFC. In some cases, a candidate and that candidate’s teachers may judge an item that does not appear on this list to be fully equivalent to an item that does appear.

**Completing the Competency Statements**

For each area of competence, candidates are required to provide an essay of no more than 400 words that (a) integrates their knowledge and skills for the competency area while also (b) identifying what their growing edges are. This essay should not simply be a restatement of the information already captured in the other portions of the statement.

In the Microsoft Word version of this document, the text boxes expand to accommodate whatever is written. In the tables, additional lines can be added for listing courses and other activities by using the “tab” key while selecting the rightmost bottom cell. When utilizing the Word version of the competencies, do not delete any readings or alter other items included in the competencies.

**NOTE:** The link for the 2010 MFC Competencies can be found in the Appendix.
Areas of Competence for UU Ministry

One: Worship and Rites of Passage
- Knows how to prepare holistic, inclusive worship and rituals for life passages.
- Demonstrates awareness of multicultural and multigenerational approaches to worship.
- Prepares and delivers engaging sermons, homilies, and reflections.
- Works collaboratively with professional colleagues and lay worship leaders.
- Uses arts to create multisensory worship.
- Integrates theological theory and practice.

Two: Pastoral Care and Presence
- Can provide pastoral care, recognizing differences between pastoral and therapeutic counseling.
- Demonstrates healthy personal boundaries and knowledge of professional ethics.
- Has awareness and skills to respond appropriately to sexuality, mental health, end of life, and relationship concerns.
- Understands cultural and generational needs in pastoral care.

Three: Spiritual Development for Self and Others
- Models spiritual depth in personal practice.
- Articulates philosophies and theories of teaching and learning.
- Models accountable engagement with diverse spiritual traditions and communities.
- Demonstrates understanding of multi-religious knowledge and practices.

Four: Social Justice in the Public Square
- Is engaged with critical justice issues in the local community and in the larger world.
- Can apply the lens of power and privilege in the areas of antiracism, anti-oppression, and multiculturalism.
- Understands basics of community organizing and value of broad-based coalitions.
- Connects the history of UU justice engagement to the present.

Five: Administration
- Is prepared to manage staff and volunteers.
- Has a basic understanding of budgets, stewardship, and fundraising (and the theology thereof).
- Understands role as a minister within a mission-based institution.
- Articulates understanding of conflict management and obstacles to healthy organizational functioning.
**Six: Serves the Larger Unitarian Universalist Faith**

Collaborates with Unitarian Universalist and interfaith colleagues, including other religious professionals.

Articulates historical influence of Christianity on North American culture, including Unitarian Universalism.

Engages with Unitarian Universalism at the local, regional, national, and global levels.

Articulates knowledge of current initiatives and issues within the faith movement.

Demonstrates knowledge of UU history and polity.

Contributes to on-going scholarship and support of professional ministry.

**Seven: Leads the Faith into the Future**

Experiments with emerging media technology.

Articulates a vision for the future, assessing opportunities and challenges for Unitarian Universalism in a changing society.

Explores new generational and multicultural expressions of Unitarian Universalism.
One: Worship and Rites of Passage

Knows how to prepare holistic, inclusive worship and rituals for life passages.
Demonstrates awareness of multicultural and multigenerational approaches to worship.
Prepares and delivers engaging sermons, homilies, and reflections.
Works collaboratively with professional colleagues and lay worship leaders.
Uses arts to create multisensory worship.
Integrates theological theory and practice.

Coursework

Required courses: Preaching/Worship Arts; Liberal and/or Liberation Theologies
Required course content: Multi-religious Studies
Optional courses: Visual Arts, Music Studies

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<thead>
<tr>
<th>Title</th>
<th>Institution</th>
<th>Grade (G/UG)</th>
<th>Level</th>
<th>Required/optional content in each course</th>
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Optional Comments (text box will expand as needed)

Workshops and Trainings

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Optional Comments

Professional Worship and Rites of Passage Work

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<th>Type of work and location</th>
<th>Brief description</th>
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Version Date: January 2020
### Volunteer Worship and Rites of Passage Work

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### Required Readings

#### Read all:

#### Choose at least one:

#### Choose one text each from three of the following contemporary authors:
- **Forrest Church**
  - [ ] *Love and Death: My Journey Through the Valley of the Shadow* (2008)
- **William Jones**
- **William R. Murry**
- **Rebecca Ann Parker and Rita Nakashima Brock**
  - [ ] *Saving Paradise: How Christianity Traded Love of This World for Crucifixion and Empire* (2008)
- **Anthony Pinn**
When Colorblindness Isn’t the Answer: Humanism and the Challenge of Racism (2017)

Jerome Stone

Thandeka

Sharon Welch
**Sweet Dreams in America: Making Ethics and Spirituality Work (1998)
A Feminist Ethic of Risk, Revised Ed. (2000)
**Communities of Resistance and Solidarity: A Feminist Theology of Liberation (1985)

Choose one text each from two of the following 20th-century authors:

James Luther Adams
JLA: The Essential James Luther Adams (George K. Beach, ed.) (1997)
On Being Human Religiously (Max L. Stackhouse, ed.) (1976)

Charles Hartshorne
Omnipotence and Other Theological Mistakes (1984)
A Natural Theology for Our Times (1967)

Clarence Skinner
The Social Implications of Universalism (1915),
https://archive.org/details/socialimplicati00skingoog
**A Religion for Greatness (1945)

Henry Nelson Wieman
The Source of Human Good (1946)

Familiarity with two:
Mark Morrison-Reed and Jacqui James, Been in the Storm So Long: A Meditation Manual (1991)
Mark Morrison-Reed and Jacqui James, Voices from the Margins: An Anthology of Meditations (2012)
Marta Valentin, A Long Time Blooming: Meditations (2014)
Familiarity with all:

☐ UUA, *Las Voces del Camino* (2009)

**Additional Resources**

☐ Nancy Shaffer, *While Still There is Light: Writings from a Minister Facing Death* (2013)
☐ UUA, *Cultural (Mis)Appropriation: Resources to Inform Practice*
  https://www.uua.org/multiculturalism/introduction/misappropriation

**Additional Resources (Not Required by MFC) That You Wish to List**


**Narrative Description (400-word max; See Instructions)**

How have you integrated theory and practices in this area of competence? Please include your growing edges.
Two: Pastoral Care and Presence

Can provide pastoral care, recognizing differences between pastoral and therapeutic counseling.

Demonstrates healthy personal boundaries and knowledge of professional ethics.

Has awareness and skills to respond appropriately to sexuality, mental health, end of life, and relationship concerns.

Understands cultural and generational needs in pastoral care.

Coursework

Required courses: Pastoral Care

Required course content: Sexual Misconduct Prevention/Professional Boundaries; Ethics

Optional courses: Advanced CPE; Counseling; Cross-Cultural Counseling; Human Development; Family Systems; Sexuality Issues for Religious Professionals

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## Required Readings

**Read all:**


## Additional Resources


## Additional Resources (Not Required by MFC) That You Wish to List

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Version Date: January 2020
Narrative Description (400-word max; See Instructions)
How have you integrated theory and practices in this area of competence? Please include your growing edges.
Three: Spiritual Development for Self and Others

Models spiritual depth in personal practice.
Articulates philosophies and theories of teaching and learning.
Models accountable engagement with diverse spiritual traditions and communities.
Demonstrates understanding of multi-religious knowledge and practices.

Coursework

Required courses: Religious Education Theory; Method/Practice; Hebrew & Christian Scriptures
Optional courses: Multi-Religious Spiritual Practice; Spiritual Direction; Philosophy; Child Development

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Required Readings

Read all:


Familiarity with content:

- UUA, Tapestry of Faith Curricula
- Various Authors / UUA, Our Whole Lives Curricula
- UUA, Welcoming Congregation program, [http://www.uua.org/lgbtq/welcoming/program](http://www.uua.org/lgbtq/welcoming/program)

Additional Resources

- UUA Renaissance Modules, [http://www.uua.org/careers/re/renaissance](http://www.uua.org/careers/re/renaissance)
- Maria Harris, *Fashion Me A People: Curriculum in the Church* (1989)


**Additional Resources (Not Required by MFC) That You Wish to List**

---

**Spiritual Practice/Teaching**

List personal practices, spiritual direction, etc.

---

**Narrative Description (400-word max; See Instructions)**

How have you integrated theory and practices in this area of competence? Please include your growing edges.

---
Four: Social Justice in the Public Square

Is engaged with critical justice issues in the local community and in the larger world.
Can apply the lens of power and privilege in the areas of antiracism, anti-oppression, and multiculturalism.
Understands basics of community organizing and value of broad-based coalitions.
Connects the history of UU justice engagement to the present.

Coursework

Required courses: Religious Ethics; Anti-Racism/Anti-Oppression/Multiculturalism
Required course content: (Choose four) Community Organizing/Social Change Theory; Public Leadership; UU History of Prophetic Witness; Justice Theory; History of Oppression; LGBTQI Studies; Gender Studies; Feminist Studies; Disability Studies; Postcolonial Theory; Ethnic Studies; Environmental Justice; Peace Studies

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Workshops, Trainings, and Justice Movement Participation

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Required Readings

Read all:
- All UUA Statements of Conscience, [http://www.uua.org/statements](http://www.uua.org/statements)
Kathleen Parker, *Sacred Service in Civic Space: Three Hundred Years of Community Ministry in Unitarian Universalism* (2007)


Don Robinson, “Our Ministry Begins When We Leave This Place,” Berry Street Essay (2013) [https://www.uuma.org/page/berrystreetessays](https://www.uuma.org/page/berrystreetessays)

Linda Stout, *Bridging the Class Divide and Other Lessons for Grassroots Organizing* (1997)

Familiarity with Content:
- Side With Love campaign, [https://sidewithlove.org](https://sidewithlove.org)
- Unitarian Universalist Service Committee (UUSC), [www.uusc.org](http://www.uusc.org)
- UU College of Social Justice, [http://uucsi.org](http://uucsi.org)
- Coalition of Unitarian Universalist State Action Networks, [http://cuusan.org](http://cuusan.org)
- Unitarian Universalist Ministry for Earth, [https://www.uumfe.org](https://www.uumfe.org)
- UUA Green Sanctuary Program, [https://www.uua.org/environment/sanctuary](https://www.uua.org/environment/sanctuary)
- UUA, Lesbian, Gay, Bisexual, Transgender, Queer Justice, [https://www.uua.org/lgbtq](https://www.uua.org/lgbtq)

Additional Resources

Additional Resources (Not Required by MFC) That You Wish to List

Organizational Memberships, Partnerships, and Ongoing Commitments and Responsibilities

Other Relevant Activities and Experiences
**Narrative Description (400-word max; See Instructions)**

How have you integrated theory and practices in this area of competence? Please include your growing edges.
**Five: Administration**

Is prepared to manage staff and volunteers.

Has a basic understanding of budgets, stewardship, and fundraising (and the theology thereof).

Understands role as a minister within a mission-based institution.

Articulates understanding of conflict management and obstacles to healthy organizational functioning.

**Coursework**

Required courses: (Choose one) Church Administration; Nonprofit Management and/or Leadership

Required course content: Stewardship/Fundraising

Optional course content: Social Entrepreneurism; Marketing; Strategic Management

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### Required Readings

#### Read/view all:
- UUA Commission on Appraisal, “Who’s In Charge Here? The Complex Relationship Between Ministry and Authority” (2013)

#### Choose one:

#### Choose one:

### Familiarity with content:

### Additional Resources
Additional Resources (Not Required by MFC) That You Wish to List

Narrative Description (400-word max; See Instructions)
How have you integrated theory and practices in this area of competence? Please include your growing edges.
Six: Serves the Larger Unitarian Universalist Faith

Collaborates with Unitarian Universalist and interfaith colleagues, including other religious professionals.
Articulates historical influence of Christianity on North American culture, including Unitarian Universalism.
Engages with Unitarian Universalism at the local, regional, national, and global levels.
Articulates knowledge of current initiatives and issues within the faith movement.
Demonstrates knowledge of UU history and polity.
Contributes to on-going scholarship and support of professional ministry.

Coursework

Required courses: UU History; UU Polity; History of Christianity
Recommended experience: Volunteer service at the UUA regional or national level
Optional courses: Advanced UU History Research/Scholarship; Global Studies;

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Required Readings

Read all:

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Ministerial Fellowship Committee
Unitarian Universalist Association


☐ Dan McKanan et al., eds., A Documentary History of Unitarian Universalism, vol. 1: From the Beginning to 1899 (2017)

☐ Dan McKanan et al., eds., A Documentary History of Unitarian Universalism, vol. 2: From 1900 to the Present (2017)

☐ UUA Commission on Appraisal, Class Action: The Struggle with Class in Unitarian Universalism (2017)


Choose at least one:

☐ John Buehrens, Universalists and Unitarians in America: A People’s History (2011)

☐ Mark Harris and Andrea Greenwood, An Introduction to the Unitarian and Universalist Traditions (2011)

☐ David Bumbaugh, Unitarian Universalism: A Narrative History (2000)

☐ David Robinson, The Unitarians and the Universalists (1985)

Familiarity with content:

☐ Three Berry Street Essays, in addition to those listed in Statement Four https://www.uuma.org/page/berrystreetessays

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☐ UUA Commission on Appraisal Reports

☐ Mark Harris, Elite: Uncovering Classism in Unitarian Universalist History (2010)


Choose at least three:

☐ Wayne Arnason and Rebecca Scott, We Would Be One: A History of Unitarian Universalist Youth Movements (2005)

☐ J. D. Bowers, Joseph Priestley and English Unitarianism in America (2007)

☐ Ann Lee Bressler, The Universalist Movement in America, 1770–1880 (2001)


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**Mark Morrison-Reed, *Black Pioneers in a White Denomination* (1994)

Mark Morrison-Reed, *Darkening the Doorways: Black Trailblazers and Missed Opportunities in Unitarian Universalism* (2011)

Susan Ritchie, *Children of the Same God: The Historical Relationship between Unitarianism, Judaism, and Islam* (2014)


**Additional Resources**

- Dictionary of Unitarian and Universalist Biography, [http://uudb.org](http://uudb.org)

Russell E. Miller, *The Larger Hope: The First Century of the Universalist Church in America 1770–1870* (1979)


**Additional Resources (Not Required by MFC) That You Wish to List**

**UU and Other Professional Memberships, Meetings, Professional Relationships**
Include local, regional, and/or continental examples

**Additional Activities**
Relevant resources that you frequent; relationships outside of UU ministry; spiritual direction

**Narrative Description (400 Words; See Instructions)**
How have you integrated theory and practices in this area of competence? Please include your growing edges.
Seven: Leads the Faith into the Future

Experiments with emerging media technology.
Articulates a vision for the future, assessing opportunities and challenges for Unitarian Universalism in a changing society.
Explores new generational and multicultural expressions of Unitarian Universalism.

Coursework

Required courses: World Religions
Required course content: Youth/Young Adult Ministry; Multicultural Studies; Multi-Religious Approaches to Ministry
Optional courses: Entrepreneurial Ministry; Generational Studies; Media and Social Networking; Radical Hospitality; Global Studies

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Optional Comments

Required Experiential Learning

Participate in two or more social justice efforts/actions not primarily organized by Unitarian Universalists.

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Suggested Reading

- Dorothy May Emerson and Anita Farber-Robertson, *Called to Community: New Directions in Unitarian Universalist Ministry* (2013)

Familiarity with Content:

Note: This section is meant to contain resources that support social justice efforts as we lead our faith into the future. The MFC will update this list of resources periodically.

- Dan McKanan, *Prophetic Encounters: Religion and the American Radical Tradition* (2011 or subsequent editions)
- Black Lives of Unitarian Universalism (BLUU), https://www.blacklivesuu.com
- Allies for Racial Equity (ARE), https://alliesforracialequity.wildapricot.org/

Additional Resources


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**Additional Resources (Not Required by MFC) That You Wish to List**

**Narrative Description (400-word max; See Instructions)**

How have you integrated theory and practices in this area of competence? Please include your growing edges.

I certify that I have read the materials selected in the Statements of Competence contained herein.

Name (typed)________________________ Date__________________