

**Report of UUA Trustees
Ministerial Fellowship Committee
March, 2011**

Board Liaisons to MFC

David Friedman – UUA Trustee, St. Lawrence District

Rev. Jose Ballester – UUA Trustee-at-Large

The Ministerial Fellowship Committee (MFC) gathered at the UUA in Boston from March 30th – April 3rd, 2011, and the following report highlights the activities of the MFC that may be of particular interest to the UUA Board of Trustees.

Summary of Candidates Seeking Preliminary Fellowship:

We saw a total of 22 candidates (ignoring our gender identity training), 6 men and 16 women with a wide range of ages.

The Committee grants the following Categories:

- I (“good to go!”)
- II (cleared for fellowship providing contingencies are met)
- III (individuals the MFC would like to see again following additional work on ministerial formation)
- IV (discouraging the candidate from further preparation for ministry)
- V (no potential for ministry)

The MFC granted 9 Category I’s, 8 Category II’s, 3 Category III’s, and 2 Category IV’s. As to the schools, Meadville Lombard candidates received 3 I’s, 3 II’s, and a III, Starr King had a II and a III, Andover Newton had 3 I’s and a II, both Wesley and both Seattle U candidates achieved Category I’s, and “Other” schools had candidates who achieved a Single I, II and III and 2 IV’s.

As to renewals, we granted 11 first renewals, 12 second renewals, and 7 final renewals. Three candidates were “red flagged” and four were CPS’ed, i.e. continued in present status. Three waivers were granted and three requests denied.

MFC Votes concerning issues of future meetings (reminder summary from MFC Chairman Arnason’s letter to Board of some months ago):

In the interest of assisting in catching up on the interview backlog queue, the September 2011 MFC meeting will run the three panel experiment, much discussed in the past, and presuming success and budget permitting, the March 2012 meeting will be a three panel meeting. This could shorten the backlog queue by twenty candidates.

The MFC voted, and now seeks UUA Board approval for, some changes in the Rules of the MFC:

- In Section 9A, Interview Procedure; Return Interviews; add:
“Candidates who received a III may not meet with the Committee again sooner than one year after the initial interview.”
- In Section 13B, renewal requirements; under “each renewal review must include the following:”; Strike the phrase vi “A letter from a congregation stating that the minister has affiliated with that congregation”. Replace with: “A copy of the agreement or covenant with one’s affiliating congregation.” [This is applied just to community ministers.]
- In Section 13C, renewal period requirements; strike the phrase “No person in Preliminary Fellowship shall remain in any one renewal period for more than three years without a waiver from the Committee.” Add the wording: “ A person has up to three years to establish a ministry that is eligible for renewal of fellowship and submit an application for renewal of fellowship. Once a person begins working in ministry that is eligible for renewal of fellowship, one must submit an application for renewal of fellowship annually. If a person stops working in ministry, the minister may remain in that renewal period for up to three years before either entering Inactive Status or applying for a waiver from the committee. If a waiver is granted to extend the renewal period, the extension will be for one year.”

Additional reportable items:

- i) A two hour continuing education/engagement session entitled Transgender 101 was led by members of TRUUsT, Josh Pawelek, Barb Greve, & Michelle LaGrave. The goal being to build knowledge and awareness in the MFC of the issues confronting transgender ministerial candidates.
- ii) The MFC discussed future education day topics, with much interest in the topic of the impact of issues of “class”. Typically, the September meeting has a full day of education, vs the shorter two hour segments.
- iii) The MFC awaits the (much shorter, we hear) revised report on the Strategic Review of Ministry. [Update: just received and forwarded to the MFC]
- iv) The panels were superbly served by substitute panelists Ken Collier and Paisa Parsa, and by Liaison’s Megan Lynes and Carie Johnsen. Additionally Randy Burnam ably sat in for early weekend interviews in place of Psychologist P.D. Wadler.
- v) At the initiation of David Pettee, a robust discussion of the merits of having only two RSCC’s, meeting twice a year, has begun.

- vi) Barring unexpected surprise in the bylaws voting at GA Charlotte, this was the last meeting for Jose and David as full MFC members. Carey McDonald's service was also honored as he leaves the MFC by virtue of his new appointment at the UUA.

And topics in beginning discussion for the future:

- i) The need to examine what the competencies are for the various types of ministries and whether all ministers must be fully competent as parish ministers, as is currently required.
- ii) Is there a difference in competencies between a community minister who is a chaplain, and one that is a community organizer? Should any weight be given to other professional certifications that a chaplain has earned?
- iii) Do the racial definitions/identities/self-identities serve any purpose and do we need to examine these constructs?

DF
JB

Addendum, not part of formal reporting, but for reference

This looks correct to me. It is written out differently, but I think it says the same thing as the minutes. Here is what I have in the minutes: [bold is additions, strike through is deletion]

13. PRELIMINARY FELLOWSHIP

B. RENEWAL REQUIREMENTS

Each renewal review must include the following:

- i A self-evaluation
- ii An evaluation completed by one's supervisor or supervising committee (i.e. Board of Trustees, supervising minister, supervisor, etc. In ministries where one does not have a supervisor, a supervisory committee or relationship must be established for the purpose of evaluation.)
- iii An evaluation from one's Committee on Ministry. For community-based ministers, all Committees on Ministry must include members of a congregation and appropriate representation from the institution or agency being served by the minister. If the minister is not employed by an institution or agency, then composition of the Committee on Ministry must be approved by the Ministerial Development Director.
- iv A professional development plan
- v A form completed by the minister's mentor confirming that the minister is in a mentoring relationship.
- vi ~~A letter from a congregation stating that the minister has affiliated with that congregation~~ **A copy of the agreement or covenant with one's affiliating congregation.** (community ministers only.)

Following any review, Preliminary Fellowship may be renewed, continued in present status, terminated or a determination made to move the candidate to Final Fellowship.

C. RENEWAL PERIOD

A person has up to three years to establish a ministry that is eligible for renewal of fellowship and submit an application for renewal of fellowship. Once a person begins working in ministry that is eligible for renewal of fellowship, one must submit an application for renewal of fellowship annually. If a person stops working in ministry, the minister may remain in that renewal period for up to three years before either entering Inactive Status or applying for a waiver from the committee. If a waiver is granted to extend the renewal period, the extension will be for one year. ~~No person in Preliminary Fellowship shall remain in any one renewal period for more than three years without a waiver from the Committee.~~

Jory

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