

Proposed Changes to MFC Policies

September 2023

No suggestions to policies that don't directly impact preliminary fellowship: 1-10, 16-20

11. Mentorships

- A. All active ministers in Preliminary Fellowship are required to have mentors, whom they may choose themselves **from among UU ministers in full fellowship approved by the Professional Development Director or trained by the UU Ministers' Association. Mentoring relationships in place as of September 1, 2023 shall be considered approved.**
- B. The mentor relationship begins when a minister enters Preliminary Fellowship. A minister may change mentors during Preliminary Fellowship ~~as geographic location or ministry positions change.~~
- C. The mentee shall discuss matters of professional concern with their mentor **on a regular basis** ~~for at least an hour monthly.~~ **It is expected that each application for renewal will be based on at least ten meetings between mentor and mentee.**
- D. The mentor **must receive all supervisory evaluations that exist as well as their mentee minister's self-reflection and shall work with the mentee to ensure that their Personal and Professional Development Plan addresses the growing edges identified in these documents.** ~~must receive all completed forms for renewal of Preliminary Fellowship, but will not be called upon for evaluations or for information about the mentee.~~
- E. The mentor will affirm the mentor/mentee relationship annually by submitting the mentor form directly to the Professional Development Office. ~~at the time of the mentee's renewal submission. An internship supervisor may not serve as a mentor.~~

12. Renewals of Preliminary Fellowship

A. Ministerial Formation Team Composition

- 1. The purpose of the Ministerial Formation Team is to support and guide a minister in Preliminary Fellowship through the process of reflecting on their ministry and developing a Personal and Professional Development Plan.
- 2. A Ministerial Formation Team should be composed of 3-6 people, and may include religious professional colleagues (ministers, religious educators, administrators, music directors, etc.), lay volunteer members of Unitarian Universalist congregations, people connected to the specific ministry setting of the minister, and people able to witness the minister in their work.

- 3. The team should reflect the kind of ministry that the minister is engaged in and what they dream their ministry might become.**

Internal note: We need to remember that while we wouldn't not renew someone because of the composition of their team, we might suggest additions to their team to help them move forward in their ministry.

B. Applications for Renewal

An application for renewal should be based on approximately 1000 hours of engagement in ministry. Both compensated and uncompensated hours are included in this total, as is time for self-reflection, spiritual practice, and continuing education, among other practices necessary for a healthy ministry. Ministers will not be expected to justify the time spent in ministry to the MFC. Please note policies elsewhere (14c) that prioritize requests from disabled ministers who need to waive the number of hours of engagement.

Internal Note: C, E, and F were in Policy 13. They belong here. D is a new proposal.

C. Preliminary Fellowship Registration

All ministers in Preliminary Fellowship must register annually with the Professional Development Office informing them of the minister's current contact information and the nature of their current ministry position. Ministers who do not register annually may be removed from fellowship.

D. Ministers who Complete Clinical Pastoral Education Residencies

Ministers in Preliminary Fellowship who successfully complete a Clinical Pastoral Education residency (3 CPE units) may submit their self and supervisory evaluations from all CPE units, along with the appropriate cover sheet, as a complete application for renewal.

E. Ministers who Become Board Certified Chaplains

Ministers in Preliminary Fellowship who become Board Certified Chaplains or who successfully renew their Board Certification while in Preliminary Fellowship can have their certification process count as one renewal of fellowship. The Board Certification certificate must be submitted to the MFC via the Professional Development Director.

F. Military Chaplains Who Have Completed Deployment

All military chaplains who have completed one year of deployment can have that year count as one renewal of fellowship. The UUA ecclesiastical endorser must recommend the chaplain for renewal.

~~A. Ministers in Preliminary Fellowship Serving Non-UU Congregations~~

~~Ministers serving a non-UU congregation will be considered to be serving in a community setting and must comply with the requirements of Rule 13.D.~~

~~13. Progress towards Full Fellowship and Ministry Eligible for Renewal~~

~~Full Fellowship will be awarded when three successful renewals of Preliminary Fellowship are completed and all professional development requirements given at the time of the minister's interview with the MFC have been satisfied.~~

~~A minister is expected to submit an application for renewal annually. If a minister is not currently working in ministry, that minister may remain in any one renewal period for up to three years. Each renewal period must be based on evaluations covering 10–12 months. If the minister is not working in ministry and is in one renewal period for longer than three years, they must apply to the MFC for a waiver of this policy or request to be placed in Inactive Status; otherwise they will be removed from fellowship.~~

~~A. Criteria for Ministry Eligible for Renewal~~

~~Ministerial Fellowship Committee will determine whether ministry work is eligible for a renewal of Preliminary Fellowship in consideration of the following:~~

- ~~1. The minister's work should comply with MFC Rule 6 ("Definition of a Minister") and MFC Rule 7 ("Definition of Professional Ministry")~~
- ~~2. If employed in a Unitarian Universalist congregation, the employing or affiliating congregation should recognize the minister's work as professional ministry.~~
- ~~3. If employed outside a Unitarian Universalist congregation, the minister's supervisor and/or the community served by the minister should recognize the minister's work as professional ministry.~~

~~Ministers are strongly advised to consult with the Professional Development Director about whether their work is eligible for renewal of Preliminary Fellowship.~~

~~B. Preliminary Fellowship Registration~~

~~All ministers in Preliminary Fellowship must register annually with the Professional Development Office informing them of the minister's current contact information and the nature of one's current ministry position. Ministers who do not register annually may be removed from fellowship.~~

~~C. Ministers who Become Board Certified Chaplains~~

~~Ministers in Preliminary Fellowship who become Board Certified Chaplains can apply to the MFC to have their certification process count as one renewal of fellowship. The Board~~

~~certification certificate must be submitted to the MFC and the renewal approved by the Professional Development Director.~~

~~D. Military Chaplains Who Have Completed Deployment~~

~~All military chaplains who have completed one year of deployment can apply to the MFC to have that year count as one renewal of fellowship. The UUA ecclesiastical endorser must recommend the chaplain for renewal.~~

14. Waivers for Preliminary Fellowship and Settlement Restrictions

A. Consideration of Historically Marginalized Identities

In support of equity and inclusion, the Ministerial Fellowship Committee will prioritize waiver requests of **rules regarding employment restrictions for ministers serving congregations Rule 18** (“~~Settlement Restrictions for Ministers Serving Congregations~~”) for ministers from historically marginalized identities ~~who wish to remain in their internship congregation~~. Such waivers can be granted by the Executive Committee.

B. Waivers of Renewal Period Limits

The Ministerial Fellowship Committee grants authority to the Professional Development Director to approve a first request for a waiver of **rules regarding the renewal period for preliminary fellowship**. ~~MFC Rule 13C~~. Subsequent requests for a waiver of **those rules** ~~MFC Rule 13C~~ must be reviewed and decided upon by the Committee.

C. Consideration of Disability

In order to address ableism in our ministry and acknowledge the lived reality of disabled ministers, the Ministerial Fellowship Committee will prioritize requests from disabled ministers to waive the rules and policies regarding hours and settings of ministerial service, especially in order to keep disabled ministers eligible for government disability payments and other necessary assistance.

15. Inactive Status and ~~Active Status~~ Requests

The MFC grants the Professional Development Director the authority to approve requests **from ministers wishing to be placed on or removed from** ~~for being placed on~~ Inactive Status. (~~“Rule 15”~~) ~~as well as being returned to Active Status in ministry~~. All such requests must be in compliance with ~~MFC Rule 14~~.