

Unitarian Universalist Congregation of York
Affiliated Community Minister
Draft Proposal

Introduction

Currently within the Unitarian Universalist Association there are three different ministerial tracks: parish minister, minister of religious education and community minister. While the first two tracks are well known, the third may not be. Community ministers are persons qualified to perform ministries of counseling, chaplaincy, social justice, education in religious studies, mediation or other such ministries as the UUA's Ministerial Fellowship Committee may recognize.

Although parish ministers and ministers of religious education are clearly tied in structural and institutional ways to congregational life, community ministers commonly are not. To address this concern, the UUA Department of Ministry and the Ministerial Fellowship Committee, together with the UUMA and the UU Society for the Larger Ministry, are examining ways to strengthen institutional ties and accountability between community ministers and various UU institutions, especially local UU congregations.

Very few models exist for structured relationships between UU community ministers and local congregations. University Unitarian Church in Seattle, First Unitarian in San Francisco, First Unitarian Society of Milwaukee and St. John's Unitarian in Cincinnati, Ohio are pioneering such relationships. The following proposal draws from documents developed by each of those churches. The Unitarian Universalist Congregation of York seeks to provide a link between its social justice mission, its community minister and the larger York community for the mutual benefit of all. In the process we might also provide some leadership for the denomination in the growing alliance of UU community ministry and congregational life.

We intend first to describe a general policy under which a community minister might formally affiliate with our congregation. Then we will set forth a specific Covenant of Agreement addressing specific details of relationship in calling Kate Seitz Bortner to serve as our Community Minister Affiliate.

Unitarian Universalist Congregation of York
Affiliated Community Minister
Revised Proposal: September 2000

General Policy

- I. An Affiliated Community Minister must meet all of the following criteria:
 - A. a person in ministerial fellowship with the Unitarian Universalist Association (UUA)
 - B. a member in good standing of a UUA congregation
 - C. a minister invited to be an affiliated community minister by the congregation of the Unitarian Universalist Congregation of York (UUCY) upon the recommendation of the settled minister, with the concurrence of the Board of Directors

- II. The Affiliation Covenant is approved by
 - A. the settled minister
 - B. the Board of Directors
 - C. the minister to be affiliated
 - D. the congregation at a business meeting

- III. Affiliated ministers are not to be employed by nor paid by the UUCY on any permanent basis

- IV. The duties of the Community Minister are to be agreed upon annually by the Board of Directors and set out in a Covenant of Agreement.

- V. When the Community Minister performs duties related to ministry as an affiliate of UUCY, he/she shall receive the normal remuneration according to current Unitarian Universalist Ministers Association (UUMA) guidelines.

- VI. Regarding rites of passage within the geographic area served by the UUCY, the Settled Minister shall be the first point of contact for any member/non-member services. S/he may invite the Community Minister to help officiate in whatever manner they determine is mutually agreeable and feasible.

- VII. The Community Minister shall have access to the UUCY's property and facilities according to terms described in the Covenant of Agreement.

- VIII. The Community Minister may be eligible to be a ministerial delegate from the UUCY at the General Assembly and District meetings as long as this participation is relevant to the work of the UUCY, the community at large and/or the professional development of the minister. Participation would not reduce the number of lay delegates apportioned to our congregation. Expenses for this and other denominational activities will be negotiated in the annual Covenant of Agreement.

IX. Professional expenses and professional development resources shall be set forth in the Covenant of Agreement.

X. An Affiliated Community Minister shall be identified on all annual reports to the UUA and other regional bodies. His/her name will be regularly noted on the orders of service and in the newsletter.

XI. The Community Minister and Settled Minister shall meet at least monthly to review their relationship and to determine how the ministry of the Community Minister is working in the life of the church.

XII. Changes in this document may be made by agreement among the ministers concerned and their ministry support teams and shall be effective 30 days after written notice of the change is forwarded to the Board of Directors, unless the Board votes to delay or reject the change.

Unitarian Universalist Congregation of York
Affiliated Community Minister – Covenant of Agreement
Draft Proposal: May 1999

Covenant of Agreement with Kate Seitz Bortner for church year beginning July 2000

- A. The primary arena of Kate's ministry will be with the York City Police Department as Crime Prevention Coordinator. As an affiliated community minister of our congregation we understand her ministry to be part of our own ministry which we are extending to the larger community through her work with the police department.
- B. Should Kate's work with the police department be terminated she would continue to serve as community minister provided she is actively involved in a search for related ministry in the York area. It is understood that the UUCY would bear no financial responsibility to her during this interim period. It is also understood that she would resign her affiliation with the UUCY should she find employment that would either 1) take her out of our geographic area, or 2) not be engaged in work that is clearly understood as ministry by the Department of Ministry and the Ministerial Fellowship Committee of the UUA.
- C. Within the church arena Kate will be available, in consultation with the Settled Minister, as needed and mutually agreed upon to perform:
 - rites of passage—particularly for non-members;
 - pastoral care—to those members including but not limited to gays and lesbians, victims of crime, domestic violence and child abuse;
 - teaching—particularly in the areas of social justice and community building for both youth and adult religious education;
 - preaching—to be in the pulpit once a year as community minister, to assist with those services led by the GayLesbianBisexualTransgender and Journey Toward Wholeness action groups;
 - church leadership—serve as minister consultant to the social justice steering committee, GLBT and the JTW action groups;
 - outreach—to build bridges with the world beyond our walls by participation in interfaith, anti-violence, anti-racist and peace building initiatives.
- D. Kate shall have access to the property and facilities of UUCY. She shall have the responsibility to learn and observe all relevant building use policies and property care protocols.
- E. Kate shall meet every other month with a four member ministry support team with two members chosen by the Board and two selected by Kate. One shall be a Board member and one a member of the Social Justice Steering committee.
- F. Use of office services such as storage, telephone, fax and copier shall be available for the purpose of performing duties directly related to the community ministry of UUCY. Space for pastoral consultation and general administrative needs shall also be provided. Kate will attend UUCY staff meetings at least once a month.
- G. The sum of \$3,000 shall be allocated for professional expenses such as, but not limited to:
 - UUMA membership \$175;

GA registration, travel, housing and board \$2,000;
travel monthly UUMA chapter meetings (200 mi/mo. @ \$.31/mile X 10);
two professional development opportunities/yr \$100;
educational literature-union certificates, wallet cards, UUA Pocket Guides, Our
Chosen Faith

- H. Referrals from the Settled Minister to Kate and vice versa shall be carefully worked out so that each person's ministry is affirmed. Consistent with the UUMA Code of Professional Conduct Kate shall defer accepting from members and friends of the church any invitation for her services in the offices traditionally associated with parish ministry without a clear prior understanding with the settled minister.
- I. Kate, the Settled Minister, the Commander of the Community Service Division and one member of her ministry support team shall participate in an annual review as required by the Ministerial Fellowship Committee. This process is for the purpose of evaluation by UUCY and the York City Police Department toward the goal of receiving final fellowship status as required by the UUA.