

The Category of AFFILIATE MINISTER
for the First Parish in Wayland, Wayland, Massachusetts

Affiliate Ministers are members of the congregation who are engaged in ministries primarily outside the congregation. At the request of the Parish Minister(s), Affiliate Ministers may fulfill ministerial duties within the congregation. An Affiliate Minister shall be:

- (1) a member in good standing of First Parish in Wayland;
- (2) a person in fellowship as a community minister, minister of religious education or parish minister with the Unitarian Universalist Association;
- (3) a member in good standing of the Unitarian Universalist Ministers Association;
- (4) recommended by the Parish Ministers after consultation with any other professional staff;
- (5) appointed by the Parish Committee and affirmed by the congregation after a candidating process;
- (6) appointed annually by the Parish Committee and the congregation after consultation with the Parish Ministers who shall meet at least annually with an Affiliate Minister to review the appointment;
- (7) compensated only by fees or honoraria received directly from persons served;
- (8) usually identified as an "Affiliate Minister" of the congregation when and where other ministerial staff are identified, e.g. annual reports, UUA, orders of service, newsletters, however Affiliate Minister are not those identified in the by-laws as "ministers of the church".

The congregation retains the right and responsibility to ordain and to establish or terminate any category of ministry. Appointment as an Affiliate Minister shall not by itself qualify as ordination.

Changes to the above requirements may be made by written proposal to the Parish Committee and the congregation. (Approved 1997)

Questions and Answers
On the Category of Affiliate Minister at First Parish
This side provided by the Parish Committee

Q: What is an Affiliate Minister?

A: One of several categories of minister acknowledged by First Parish in Wayland. Other categories include Parish Minister, Minister of Religious Education, Minister Emeriti, Intern Minister, Assistant Minister, Associate Minister.

Q: Who can be an Affiliate Minister?

A: A member of First Parish who holds fellowship as a minister with the Unitarian Universalist Association, is a member of the Unitarian Universalist Ministers Association and is engaged in ministries primarily outside the congregation.

Q: What does an Affiliate Minister do at First Parish?

A: An Affiliate Minister is actively involved in the congregation and sometimes, at the request of the Parish Ministers, fulfills ministerial duties within the congregation such as providing a service and sermon, officiating at a wedding or memorial, teaching a course or providing a pastoral presence on the rare occasion when the Parish Ministers are unavailable.

Q: Is an Affiliate Minister paid by First Parish?

A: An Affiliate Minister is compensated directly from persons served. An Affiliate Minister who officiates at a wedding or memorial service would be compensated directly by the family. When engaged in ministries primarily outside the congregation, an Affiliate Minister is remunerated by the agencies or persons who sponsor and underwrite those ministries.

Q: How is an Affiliate Minister appointed?

A: After consultation with other staff, the Parish Minister(s) recommends the appointment of an Affiliate Minister. The Parish Committee then considers and concurs with the recommendation. After a candidating process, the Congregation affirms the appointment. Annually, after consultation with the Parish Minister(s), the appointment is renewed by the Parish Committee and the Congregation.

Q: Why appoint an Affiliate Minister?

A: There are at least two reasons, one internal, one external to First Parish.

First, from time to time there will be members of First Parish who are also ordained ministers in fellowship with the Unitarian Universalist Association of which we are a member congregation. These minister-members have not only the usual commitments to First Parish of being a member, but also commitments to individuals, congregations and ministers of the wider world of Unitarian Universalism of being a minister. A minister-member may be expected to exercise this additional commitment in the course of his or her involvements at First Parish. Appointment as an Affiliate Minister makes clear this expectation.

Second, the Unitarian Universalist Association of Congregations of which we are a member society requires all ministers who hold fellowship to “ maintain active

involvement with a UUA member society” and to “receive endorsement from one or more of the following: a UUA member congregation, authorized District body, UUA Associate member organization or the UUA.” An endorsement includes “a pledge of continuing relationship and support and affirmation that the work is recognized by the endorsing body as a ministry.” Appointment as an Affiliate Minister recognizes and supports the specific ministry of a minister-member.

Questions and Answers on the Proposed Appointment Of Deborah Pope-Lance as an Affiliate Minister at First Parish

This side provided by Deborah

Q: Why does Deborah want to be an Affiliate Minister at First Parish?

A: Deborah is a Community Minister in fellowship with the Unitarian Universalist Association. All such ministers are required to maintain ties with and have their ministries acknowledged by a UUA member congregation. In a technical sense, this appointment fulfills that requirement.

But in a spiritual sense, First Parish is Deborah’s religious home, personally and professionally. As a Student Minister at First Parish, she was ordained by First Parish in 1978. In 1996 Deborah returned to First Parish as a member and along with her family has been actively involved. Her ministry brings her into contact with the geographic community of First Parish. Her involvement at First Parish and her local ministry places her in relationship with First Parish. Appointment as an Affiliate Minister acknowledges, clarifies and regulates this relationship.

Q: What have been Deborah’s ministerial activities since 1977?

A: She has served in parish ministries in Titusville, NJ (1978-83) and in Sudbury, MA (1986-96) and in community ministries with the UU Counseling and Education Service in Belle Meade, NJ (1983-86) and as a consultant/program leader on the ethics of ministerial practice (1987-present).

Q: From 1986 to 1996, Deborah was Parish Minister at the First Parish of Sudbury. Why isn’t she seeking to be an Affiliate Minister there?

A: The Unitarian Universalist Ministers Association guidelines limit and discourage a previous minister’s involvement with a previous congregation. While her relationship with the Sudbury congregation is cordial, in keeping with these guidelines, Deborah is not a member nor actively involved at the Sudbury church. Affiliate Ministry requires both involvement and membership.

Q: What are the ministries in which Deborah is engaged and which First Parish is being asked to acknowledge with this appointment?

A: Deborah provides programs and consultation on the ethics of ministerial practice and congregational life to laity and clergy in a variety of denominations continentally. She offers a course on “Ethics and Abuse in the Ministerial Relationship” and teaches “Thematic Preaching” at Andover Newton Theological School. Her interfaith programs

and services for clergy who serve where a previous minister engaged in unethical conduct are the only ones specifically designed for this uniquely challenged ministry. In addition, she backs up UU ministers by officiating at weddings and memorials and by providing Sunday services.

Q: What are Deborah's involvements with the wider UU world?

A: She was chosen by her colleagues as President of the local chapter of the UU Ministers Association and as a program leader for UUMA gatherings. In 1989 she was elected to continental office on the UUA Board of Review, the body that hears appeals from ministers removed for cause, and served as its chair from 1993 to 1997. She was a principle consultant and contributor to the 1996 UUA publication on "Creating Safe Congregations: Toward an Ethic of Right Relations." Currently she is Convener of the Task Force on Clergy Misconduct and Sexual Abuse called together by the UU Women's Federation and the UUA Women and Religion Committee in 1991. She has been a frequent guest preacher and Summer Institute theme speaker.

Q: What kind of support is Deborah asking for or expecting from First Parish?

A: General good will and encouragement and acknowledgement of her ministry amounts to considerable support (see above). On occasion, Deborah might utilize the facilities of First Parish to arrange or provide an ethics related program for clergy or laity.