

# Evaluator Form for Application for Renewal of Fellowship

## **A MESSAGE FROM THE MINISTERIAL FELLOWSHIP COMMITTEE:**

We thank you for your significant role in the professional development of our Unitarian Universalist ministers as they move through the Preliminary Fellowship process. In completing this assessment, we call your attention to a document entitled: "Fulfilling the Call: A Model for UU Ministry in the 21st Century." This was the product of a collaborative effort of the Unitarian Universalist Association, the UU Ministers Association, and the Education Development Center, Inc. This work undergirds the evolving paradigm shift in the way the Ministerial Fellowship Committee is doing its work in credentialing ministers and the way in which the UUMA will guide its members through lifelong professional learning.

We are moving from an historic "learned" ministry to a concept of "learning" ministry. We are using "Fulfilling the Call" as a rubric for our ministers to follow in their formation and throughout their arc of ministry. (see below) We believe that this learning is developmental, moving from basic competency to proficiency to, in some cases, and in some areas, exceptional. We understand that community-based ministries and parish-based ministries will have different areas of emphasis as they complete their paperwork and that the emphasis may change over time.

Therefore, we are asking you who partner with our ministers through the stages of preliminary fellowship to consider following a model of Appreciative Inquiry (see below) rather than solely rating the minister on a scale from "strength" to "satisfactory" to "area of growth" to "unsatisfactory." Additionally, we're also asking you to consider your organization's/congregation's overall mission/vision and leadership/ministry, as you undertake this task.

As you move through the following seven designated areas of competency, we ask for your thoughtful response to some selected tasks within the general area of competency.

- We ask for your feedback on where the minister is on the arc from basic competency toward proficiency.
- We ask that you give us examples of how this task was demonstrated, knowing that specifics are more helpful than generalities.
- We ask that you to provide suggestions for growth within these competencies and tasks. How can your congregation/agency companion this minister on a path toward proficiency in these various tasks?
- And, we ask that you to share with us your leadership and alignment of mission/vision with the particular tasks being assessed.

If this evaluation is by a board/committee, please provide the evaluation as a consensus report of the group. Do not provide individual ratings from each group member.

The section entitled "**Comments on congregational or organizational ownership and involvement in this area**" is your opportunity to express your assessment of the congregation or organization's commitment and engagement in that area. For example, it may be noted that the congregation/organization has not done much in the area of social justice in the public square, but then recognize that there is not much commitment within the organization to engage in that area or that the focus of the organization has a different emphasis. "**Continuing Education/Action Steps**" is an opportunity to make concrete suggestions to the minister for appropriate continuing education or action steps that will strengthen that area of ministry. (i.e., take time management course, study system's theory, etc.)

[Fulfilling the Call](#): A Model for Unitarian Universalist Ministry in the 21st Century:

[Appreciative Inquiry](#) Resource (YouTube)

**When completed, all evaluations should be shared with the minister, the minister's mentor and**

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**both evaluating bodies.**

Forms should be submitted as email attachments to [mfc@uua.org](mailto:mfc@uua.org).

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Minister's Name: Roger Butts

Date: June 22,

Select the ministerial setting that applies for this evaluation:

Parish       Community/Entrepreneurial

Please select the evaluating body represented by this form:

Supervisor      x Board  
 Committee on Ministry (CoM)       Ministry Formation Team (MFT)

Congregation/Organization: **Prairie UU Church**

Address: **Parker, Colorado 80134**

Supervisor or Board/Committee Contact: **Vivian Littlefield, President**  
**Vivianl@prairieuu.org**

Email:

Names of Board/CoM/MFT members, if applicable: **VIVIAN M LITTLEFIELD ; Brenda Peterson ; Kim Murray; Clark Huff, Carol Foster ; Calisse Weidner**

Please note that fields for your text will expand to accommodate your entries. Comments should be no more than 400 words.

Area of Ministry:

## 1. **Worship and Rites of Passage**

Check One:

Strength       Satisfactory       Area for Growth       Unsatisfactory       Not Observed

General Comments: *Consider*

- *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.*

**Rev Roger Butts prepares worship services that inspire, radiate energy, provide comfort and hope that often include other speakers from different faith backgrounds and from BIPOC ministers or lay leaders. For example at Easter he partnered with a Black Christian Minister to share their different views of Easter and where our different faiths share similar beliefs (renewal and hope) He is exceptionally sensitive to multicultural, multigenerational services with lay leaders and a new Religious Education Coordinator. His messages are engaging. Recently he asked members to bring and read a poem that they had written. A recent survey of the congregation had a strong favorable view of the worship services. He leads the committee that plans the worship service in a way that includes others' ideas and suggestions and provides many ideas for readings, music and meditation. He conducts many funerals and shares inspiring stories about the family's coming together to support each other in their grief.**

Comments on congregational or organizational ownership and involvement in this area:

**During the 7 months that Rev. Roger has been here, we have met online and are now meeting in**

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person and online. He has helped facilitate this type of service, despite its technical limitations and challenges.

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Recommended Continuing Education/Action Steps: **Reach out to more members, especially long term members to solicit their suggestions for worship; a friendly suggestion is for tighter organization and careful emphasis on the main points of his message and regular reminders of UU values that his message addresses.**

## 2. Pastoral Care and Presence

Check One:

Strength     Satisfactory     Area for Growth     Unsatisfactory     Not Observed

General Comments: *Consider*

- *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.*

**A congregational survey asking for priorities of a new minister clearly showed that the priority was for Pastoral Care. Reverend Roger has met this priority in an exceptional way. He provides pastoral counseling in person or online with a forgiving, gentle and encouraging manner. He is open, knowledgeable and respects the person he is addressing. He counsels lay leaders and the Pastoral Care Team on how to support others in their personal needs and seeks appropriate professional resources. A member's brother died recently and Rev. Roger offered to do the funeral. This member said she was surprised and very thankful since her brother is a non member. and not known to the congregation.**

Comments on congregational or organizational ownership and involvement in this area:

**Rev Roger has supported the ADORE workshop with Paula Cole Jones to address serious issues with racial injustice and white supremacy. He will partner with lay leaders to continue these discussions that will assist PUU to become an 8th Principle Beloved Community.**

Recommended Continuing Education/Action Steps:

**New Pastoral Care providers will be needed next year. Rev Roger should recruit and train additional Pastoral Care lay leaders. Some BIPOC and other members/former members are still feeling that enough has not been done to heal their hurt because of past racial conflict. Rev Rogers should continue to reach out to these individuals, offering pastoral care and suggesting other resources for healing.**

## 3. Spiritual Development for Self and Others

Check One:

Strength     Satisfactory     Area for Growth     Unsatisfactory     Not Observed

General **Comments:** *Consider*

- *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.*

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Many members of PUU have or are reading his recently published book, *Seeds of Devotion*. His spiritual depth and pastoral care described in these stories of hospitalized patients are a model of spiritual depth. A strength is his acceptance of different ways to practice spiritually. Some ways he has helped people explore spirituality is connecting with nature, walking, and writing poetry. His 4 month class on the Transcendentalists demonstrated a teaching style that was interactive, respectful of varying views and engaging. His depth of understanding of the UU history and faith is admirable and helpful to members' growth.

Comments on congregational or organizational ownership and involvement in this area:

Adult and youth religious education is a priority of PUU. He has planned a second class at a local bookstore in the Spring. It has been a marketing tool since mailings about the class are sent to some 3000 community members. He is leading a spiritual retreat with another faith community.

Recommended Continuing Education/Action Steps:

Rev Roger should try to increase time, when possible, to focus on spiritual development. Many members are eager for this opportunity.

## 4. Social Justice in the Public Square

Check One:

Strength     Satisfactory     Area for Growth     Unsatisfactory     Not Observed

General **Comments:** *Consider*

- *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.*

Rev Roger has initiated several community opportunities to address racial and gender injustice. It seems natural for him to find opportunities in the community and state. He testified on gun violence and abortion rights in recent months. He and lay PUU leaders worked with other faith communities to address recent School Board conflict around racial and gender injustice. He coordinated a learning experience for Colorado UURJ's and Christian faith communities on a new book about Martin Luther King's Religious Faith. The attendance was good and helped establish partnerships with some of these other faith communities. He shares his former efforts at organizing faith groups to remove the death penalty.

Comments on congregational or organizational ownership and involvement in this area:

PUU has had a strong involvement in Social Justice, not only in learning, but in action.

Recommended Continuing Education/Action Steps:

Now that COVID is not as great a threat, Rev Roger can lead PUU in new community involvement and Action.

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## 5. Administration

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Check One:

Strength     Satisfactory    Area for Growth     Unsatisfactory     Not Observed

General Comments: *Consider*

- *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.*

Reverend Roger has said this is not his area of strength. PUU upon hiring a 50% minister planned to limit the amount of Administration that was required so the Minister could focus on worship and pastoral care. However Rev. Roger stepped up to assist lay leaders when our Administrative Assistant resigned. Observing his leadership of staff has revealed that he listens to ideas and/or concerns and guides staff to improve and learn. He suggests resources for development and sets clear expectations with the staff. He has a general knowledge of budgets and has been supportive and provided advice and support for the Stewardship drive. He frequently and graciously commends staff and lay leaders for their efforts and successes. He has an unusual caring approach to conflict management. He is taking study time to explore organizational structures and processes for small churches. A strength is his ability to do shared ministry well, respecting how things are done and working together with lay leaders to change when needed.

Comments on congregational or organizational ownership and involvement in this area: PUU had one minister for 20 years, a second minister for 2 years and now Reverend Roger. Change in ministerial style has brought challenges. PUU is pleased with Rev Rogers cooperative, respectful approach. The Board has decided on more Administrative support for both Rev Roger and lay leaders. A new Administrative/Communication Coordinator position has been posted.

Recommended Continuing Education/Action Steps:

Read and Discuss *The Almost Church Revitalized, Envisioning the Future of Unitarian Universalism*. Seek advice from UUA Small Church Consultant.

## 6. Serves the Larger Unitarian Universalist Faith

Check One:

Strength     Satisfactory     Area for Growth     Unsatisfactory     Not Observed

General Comments: *Consider*

- *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.*

Rev Roger is writing his second book. He is taking study time to complete this book, sharing his writing with PUU members and another Christian faith community. The President of the Board has been a UU for 35 years. She has learned things about UU



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enhanced her better and more complete understanding of UU and other faith traditions. Rev Roger has stimulated connections with many interfaith communities. PUU is becoming connected with others at the local and state level. He has also done a pulpit swap with two other Ministers. One is a new UU minister and the other is a Christian Lesbian minister.

. Comments on congregational or organizational ownership and involvement in this area:  
The PUU congregation has now attended two other UU faith community services, one at All Souls in Colorado Springs and the FUSD

Recommended Continuing Education/Action Steps:

enter text

## 7. Leads the Faith into the Future

Check One:

Strength     Satisfactory     Area for Growth     Unsatisfactory     Not Observed

General Comments: *Consider*

- *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.*

PUU has had many challenges with media technology. Rev Roger has engaged in problem solving about how to better use internal technical equipment and social media. He is supporting our efforts to improve and learn. He plans to have us engage in a vision for our small congregation in the future. He encourages staff and lay members to learn and try new things, technically in worship and social activities. He recognizes the trend in losing members and at PUU, specifically, but provides an encouraging, hopeful view of the future. He reminds the congregation frequently that the community needs PUU, a

Comments on congregational or organizational ownership and involvement in this area:

enter text

Recommended Continuing Education/Action Steps:

Work with lay leaders to propose ways to simplify procedures and processes for a smaller church membership with less demands on staff and lay leaders alike.