

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.

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Minister's Name: Roger Butts

Date: 5/28/2022

Select the ministerial setting that applies for this evaluation:

Parish Community/Entrepreneurial

Please select the evaluating body represented by this form:

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

Congregation/Organization: Prairie Unitarian Universalist Church

Address: [click here](#)

Supervisor or Board/Committee Contact: Vivian Littlefield
vivianL@prairieuu.com

Email:

Names of Board/CoM/MFT members, if applicable: Maurice Murray, Margaret DeLeon, Susan Ermisch, Dierdre Thompson, Jan Cruz, Allyson Gunn

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.*

Roger is very conscientious about all wrights of passage and our congregants; his sermons are well prepared, informative, and inspirational. Roger has a tremendous network and has brought them to our community and it's been very enlightening. Here are some examples:

Stephanie Rose Spaulding
Reverand Dr. Anthony Scott

Roger integrates many different spiritual beliefs into his services.

He demonstrates a sense of humor at the right time which makes his sermons even more engaging.

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

Roger has taken on the leadership role of our Core group which is responsible for planning all services. Roger makes it easy to keep things moving forward and has been very good to work with. He makes a point to involve members from the full congregation in services.

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Recommended Continuing Education/Action Steps:

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.*

Roger immediately established office hours and he reached out to many of our congregants that we hadn't heard or seen in some time. One example, a congregant that has not been present for several years and was in an accident and he sent her a card which meant a lot to her. He reaches out to the full congregation as well as individuals. An example is the email sent to the congregation after the Texas elementary school massacre expressing his pain and anger while leaving us with hope.

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

This is Roger's greatest strength and it is what our congregation needed when he joined us.

Recommended Continuing Education/Action Steps:

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.*

Roger offers counsel as well as other resources to our congregants on all their spiritual journeys and doesn't shy away. An example with one of our congregants was speaking with her, providing context for her issue, recommending a book and when she was not finding it, sending her a copy.

His sermons demonstrate significant knowledge of different religious practices and beliefs and he is very good at connecting them around the point he's making in his sermon.

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

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Recommended Continuing Education/Action Steps:

enter text

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.*

Roger is engaged with many justice activities and has been doing these consistently even before his time at Prairie. Previous to joining Prairie, he had done significant work around the abolishing the death penalty. Since being at Prairie, he facilitated a working group between our church and a UCC congregation in Parker around our public education issues, specifically the Douglas County School Board.

He is active currently in the fentanyl issue with law makers and has spoken publicly. His focus here is in support of antiracism and anti-oppression impacts.

Roger frequently attends marches and protests.

Roger brought Mike Martin, of Raw Tools, to speak with us which drove home the issue of weapons on the streets. Very impactful. This is a relationship Roger has cultivated over time. A great example of how effective he is in connecting people and issues.

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

enter text

Recommended Continuing Education/Action Steps:

enter text

5. Administration

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.*

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- *Articulates understanding of conflict management and obstacles to healthy organizational functioning.*

Roger has put in place systems and volunteers to keep the administration pieces working. He manages meetings and agendas well. He appears to be efficient with his time and effective at utilizing his works across different applications.

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

enter text

Recommended Continuing Education/Action Steps:

enter text

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.*

Roger works with many others in the UU faith and also works to connect our faith with other faith traditions. His network is vast.

He makes a point of ensuring the congregation is aware of the UU philosophies and beliefs. Some examples include a Transcendental Book Club which he set up which emphasized the Universalists and Unitarians evolution.

Roger is very supportive, knowledgeable, and active in promoting our adoption of the 8th Principle.

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

enter text

Recommended Continuing Education/Action Steps:

enter text

7. Leads the Faith into the Future

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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.*

Roger does many of the social posts in our Prairie pages and is connected to the wider UU network. He is comfortable and promotes the effective use of technology. We have a hybrid model for service (virtual and in-person every Sunday).

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

enter text

Recommended Continuing Education/Action Steps:

enter text