

Dec 2, 2018 Ministerial Search Committee Information Session – Summary of Search Process

Susan Rothfuss - Chair of the MSC:

I want to begin by reading you an excerpt from the new 2018 Settlement Handbook we are following to conduct our search for a new settled minister. "Congregations must also bring authenticity to the search process. No good minister expects a perfect congregation. This is not why people were called to ministry. They were called to ministry to journey with a congregation and its people, navigating the space between who they are and who they want to be. The congregation able to present its challenges, even clarifying which ones they do and do not want to work on with a minister, is better served than the congregation which presents only a good picture of itself. Also, congregations able to present the imperfect in themselves are more likely to appreciate ministers who bring their own imperfect humanity to ministry."

The rest of the committee is:

Communications - Elizabeth Fedorchuk - Elizabeth is our voice, handling all of our communication with the congregation. Invitations to today, Announcements, newsletter articles and Order of Service announcement.

Survey Coordinator - Annemarie Hodges - Annemarie created the survey and the focus groups. She will be presenting her findings today.

Packet Editor - Kathy Lovell - Kathy also has had a big chunk of our work to date. Today she will be sharing an overview of the Congregational packet.

Reference Checker - Barbara Stoddard - Barbara's work is heating up right now as we prepare to check the references for pre-candidates as well as a variety of background checks for the candidate we select. She will be leading us through selecting the appropriate questions to ask when seeking references.

Arranger Andrew Quinn will be making the travel and lodging arrangements for our pre-candidate visitors and our candidating week. He has selected and secured the neutral pulpits for our pre-candidates.

Treasurer - Daniel DeVaney is responsible for managing our expenditures. He created the contract and compensation package along with two other members selected by the Board - Rob Mack and Bob Swanson. They will also be handling the contract negotiations with our candidate.

Steps and Milestones completed

We began our work in earnest on August 10-11 at our Retreat with our UUA Ministerial Search Coach Misty-Dawn Shelley. It was there we decided which assignments we would be taking on.

One of our first tasks was to create a Covenant for the Search Committee which we say at the beginning of each meeting to remind ourselves of how we wish to relate to one another throughout this process, which at times can become challenging.

As you know we have Completed both the Survey and the Focus Group research. The report will make up the bulk of the information we have to share today (slides for these will be posted).

Andrew has selected and secured our Neutral Pulpit sites for our pre-candidates. - This is the part of the process where we will become quiet. We may not be here every Sunday as we will be meeting with and listening to our selected pre-candidates at these various sites. This portion of our work is strictly confidential and we will not be talking about who where or when this part of our work will take place.

We have received approval from the Board for the Contract and Compensation package we will be offering.

Just yesterday - Dec. 1 - our Congregational Record went live - allowing UU ministers in search to see we too are searching..

The remaining steps and Milestones:

The Electronic **Packet will be finalized** this month. Kathy Lovell is the lead on this portion of our work as well.

We will receive an initial list of Ministers who are interested in the UU-Lansing settled minister position on January 2.

Saturday Jan. 12 and Sun. Jan. 13 will be devoted to Beyond Categorical Thinking.

Beyond Categorical Thinking is an anti-oppression program designed to help congregations in the ministerial search process. The 3-hour workshop to be held on Saturday morning January 12 will address issues around race/ethnicity, gender/ gender identity, visible and invisible disabilities and health concerns, and sexual orientation. By completing the program, congregations send a message to all of their members and potential ministers about their commitment to full equality and on-going learning about anti-oppression.

Who attends? Attendance is required of The MSC, expected of church leadership including the Board and Committee chairs. Members and everyone in the congregation are encouraged to attend. Keith Kron from the UUA Transitions office will be our trainer. Keith will also be speaking at our service on Sunday, January 13 where the entire service will focus on helping us learn to get Beyond Categorical Thinking.

Not only are you invited to the workshop but we will have child care available on Saturday. The BCT workshop program even includes an RE component so our children will be learning in age appropriate ways how to think about full equality and anti-oppression behaviors.

In January we will be reviewing applications and holding electronic interviews with selected candidates. From that pool of applicants we will select up to 4 pre-candidates.

In Feb and March we will go silent as we have pre-candidate visits. We will spend a good deal of time over four weekends with the pre-candidates including hearing them speak at services in neutral pulpits.

After that we begin the process of selecting the candidate. March 28 at noon is the date to make an offer. Then contract negotiations begin and background checks will be conducted.

In early April we will announce the candidate.

Candidating week is April 28-May 5 when you will have opportunities to meet the candidate who will be preaching on both April 28 and May 5th. After the May 5th service the congregation will vote to Call.

If all goes well we expect our new settled minister to arrive in August.