

Welcome to Ministerial Search Committee Info Session

Welcome, Introductions and Process Overview

MSC Introductions

- Chair – Susan Rothfuss
- Communications – Elizabeth Fedorchuck
- Survey Coordinator – Annemarie Hodges
- Packet Editor - Kathy Lovell
- Reference Checker – Barbara Stoddard
- Arranger – Andrew Quinn
- Treasurer – Daniel DeVaney

Process Overview

Steps and Milestones Completed

- ✓ **Retreat** – August 10-11
- ✓ Create **Covenant** for Ministerial Search Committee (MSC)
- ✓ **Survey** – created, conducted and analyzed
- ✓ **Focus Groups** – organized, conducted and compiled
- ✓ **Beyond Categorical Thinking Application** - completed
- ✓ **Neutral Pulpit Sites selected**
- ✓ Negotiating Team **recommended contract & compensation** to the Board and received approval
- ✓ **Congregational Record** approved and made visible

Remaining Steps and Milestones

- **Packet finalized** – Mid-late December
- **Receive Initial List of Applicants** – January 2
- **Beyond Categorical Workshop and Service** – January 12 & 13
- **Pre-candidate Selection** – January
- **Pre-Candidate Visits** – February / March
- **Offer Date – March 28 Noon**
- Contract Negotiations
- Background checks
- **Announce the Candidate – Early April**
- **Candidating Week** – April 28- May 5
- Congregation **Votes to Call** – May 5
- **Arrival - August**

Search Packet Overview

Three parts to the entire packet:

Application for 'Beyond Categorical Thinking' workshop (submitted in October)

Congregational Record – online; new questions this year; submitted Nov 30 to UUA portal

Who are we? What do we want in a minister?

Answers based on survey results, focus group results, staff interviews, discussions with Board and Program Council, MSC deliberations

Available at: <http://uulansing.org/wp-content/uploads/2018/11/CongregationalRecord.pdf>;
(Go to UULansing.org / About / Min. Search Committee)

Set of electronic documents; due Dec. 30 (see next slide)

Set of Electronic Documents (in DropBox)

- Constitution & bylaws; church policies
- Previous 5 years of congregational budgets
- Job descriptions for each staff member
- Congregational covenant
- Most recent annual report
- Minutes from last 3 congregational meetings
- Minutes from Board over last year
- Copies of sample OOS
- Copies of sample newsletters, weekly email news
- Information about community
- Reports from survey and focus groups
- Video tour of building and grounds; diagram of building
- Information about community
- Photos of church activities
- And more ...

2018 UUCGL Ministerial Search

Survey and Focus Group Results

Meeting our Participation Goals!

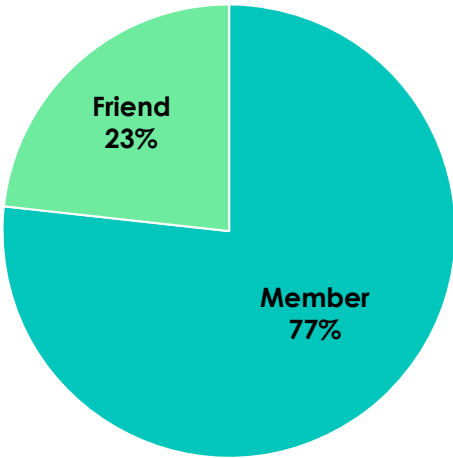
- 259 useable surveys completed: 230 online, 29 hard copies
- 78 members & friends took part in 10 focus groups

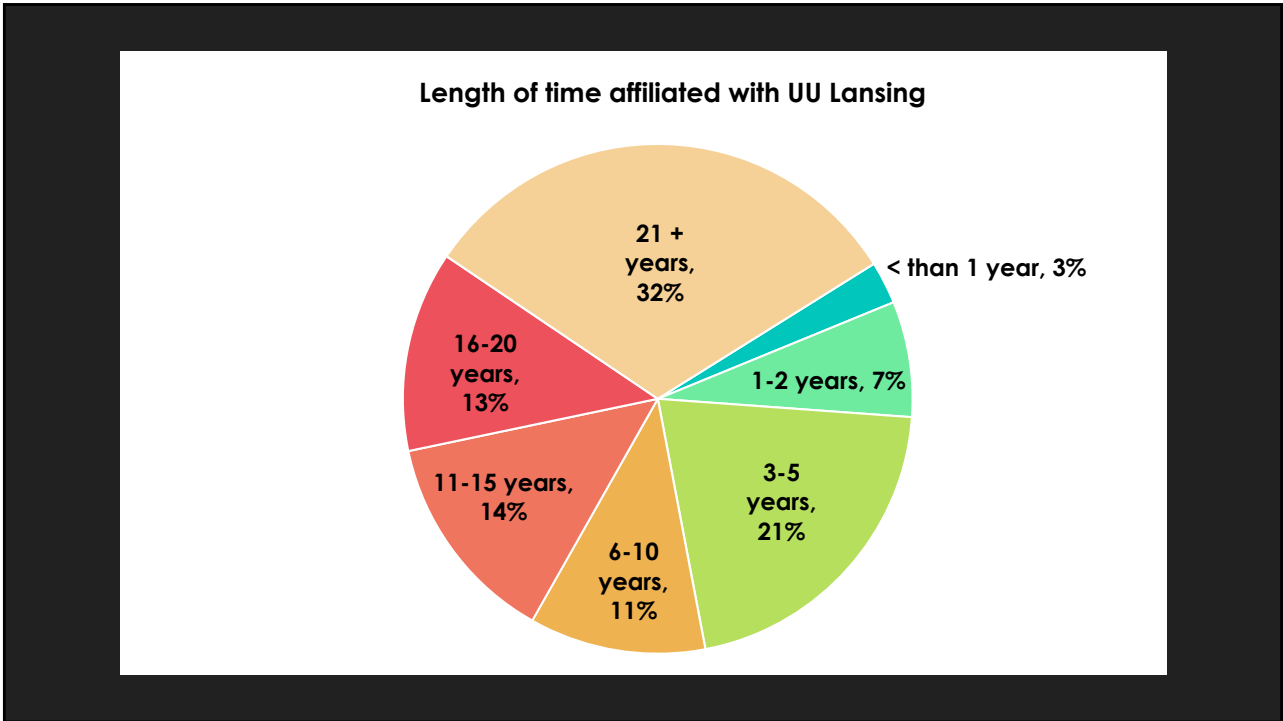
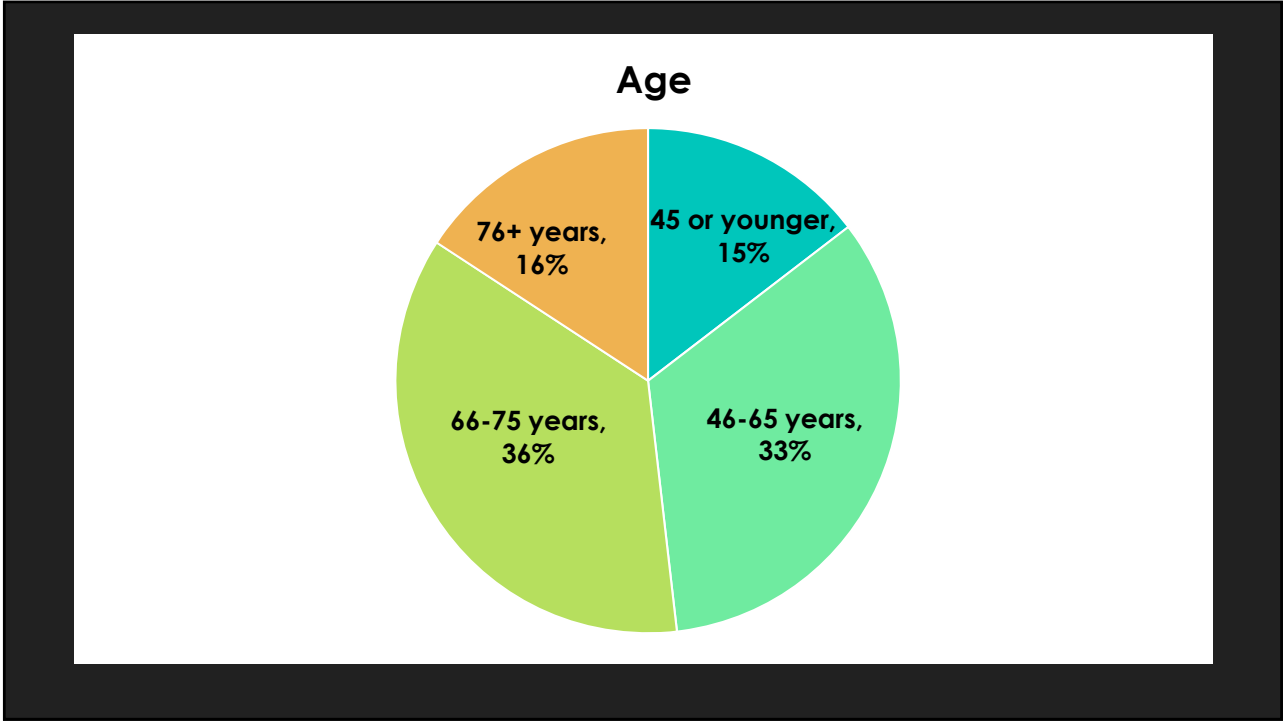
The Survey

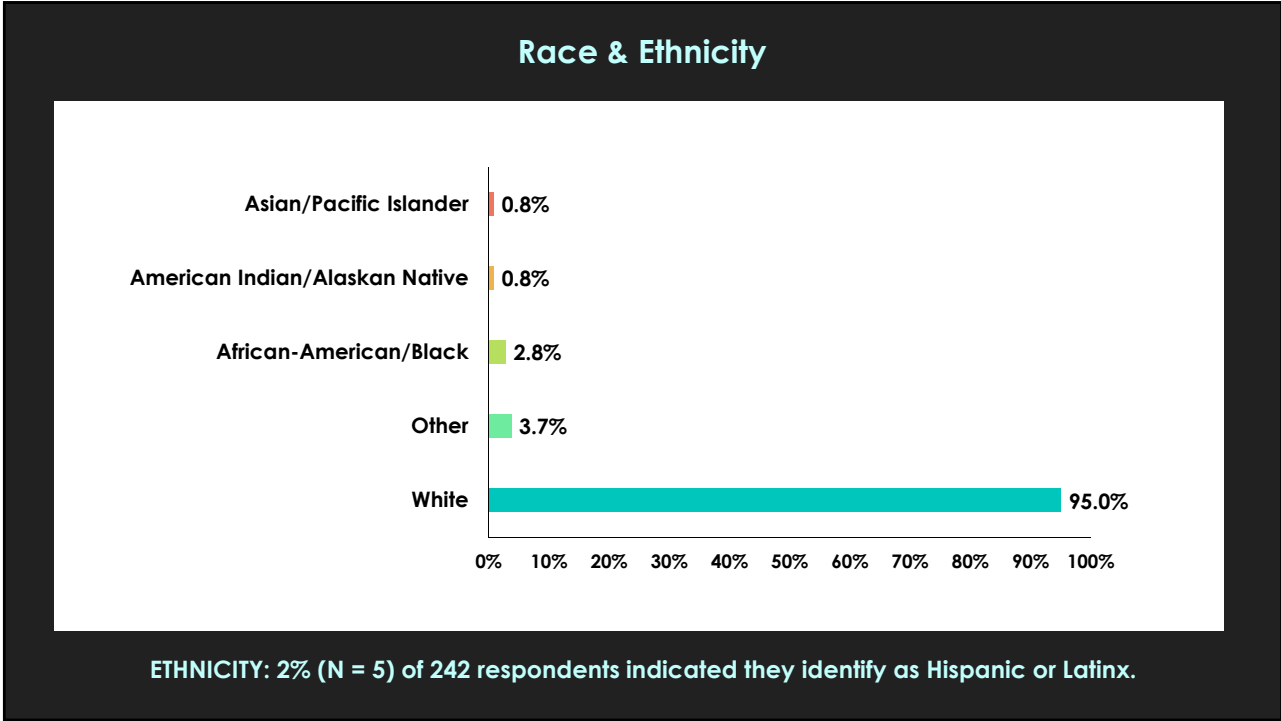
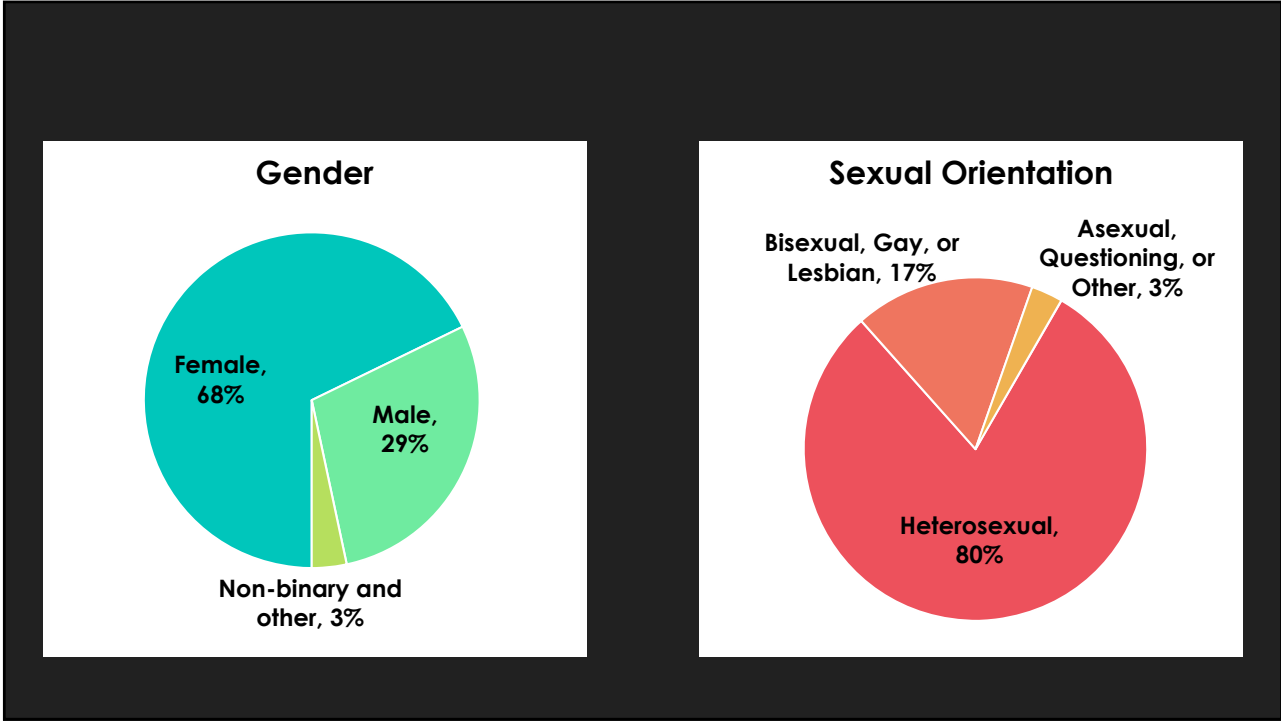
Who we are...

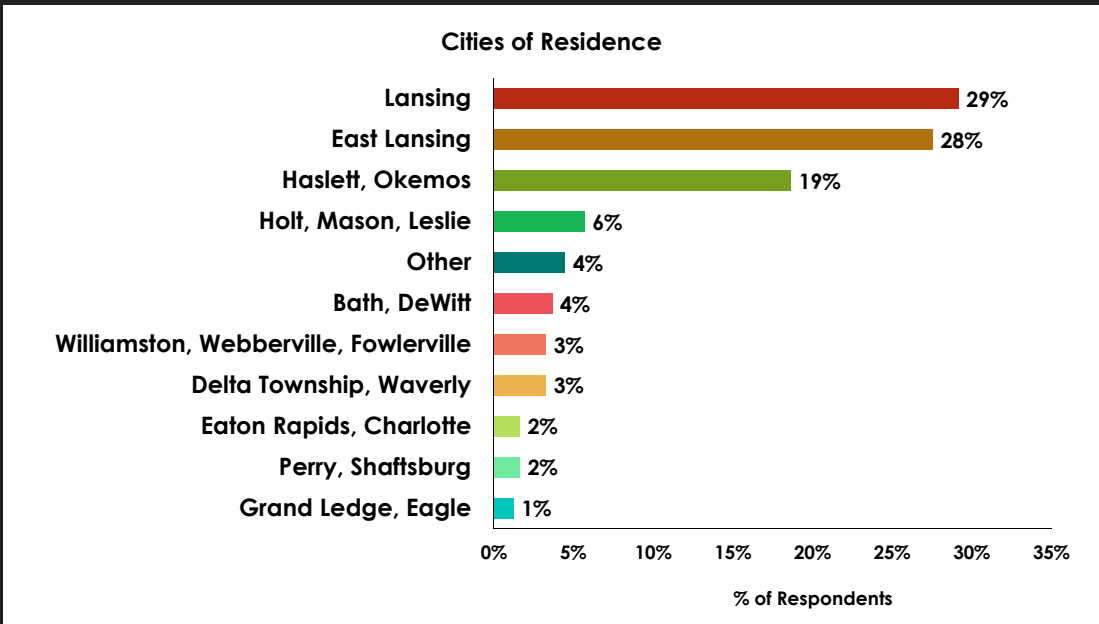
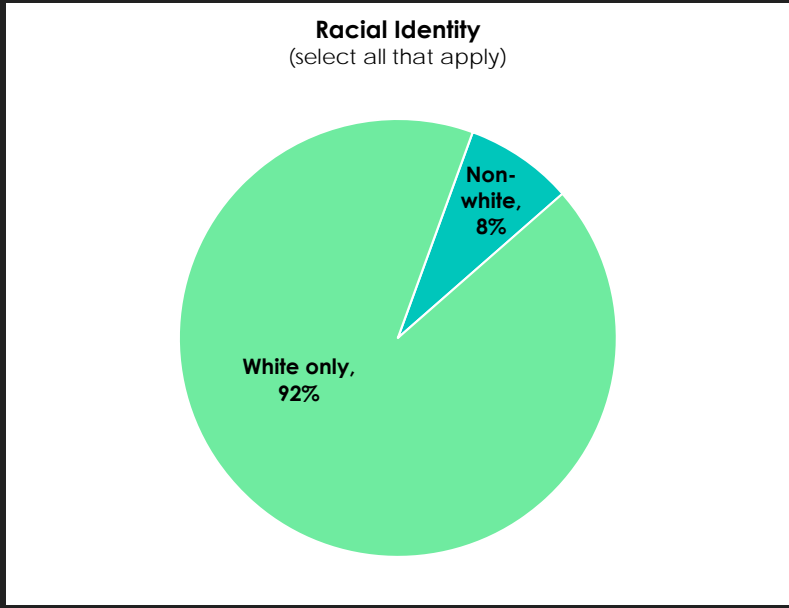
Summary of Participant Demographic Data

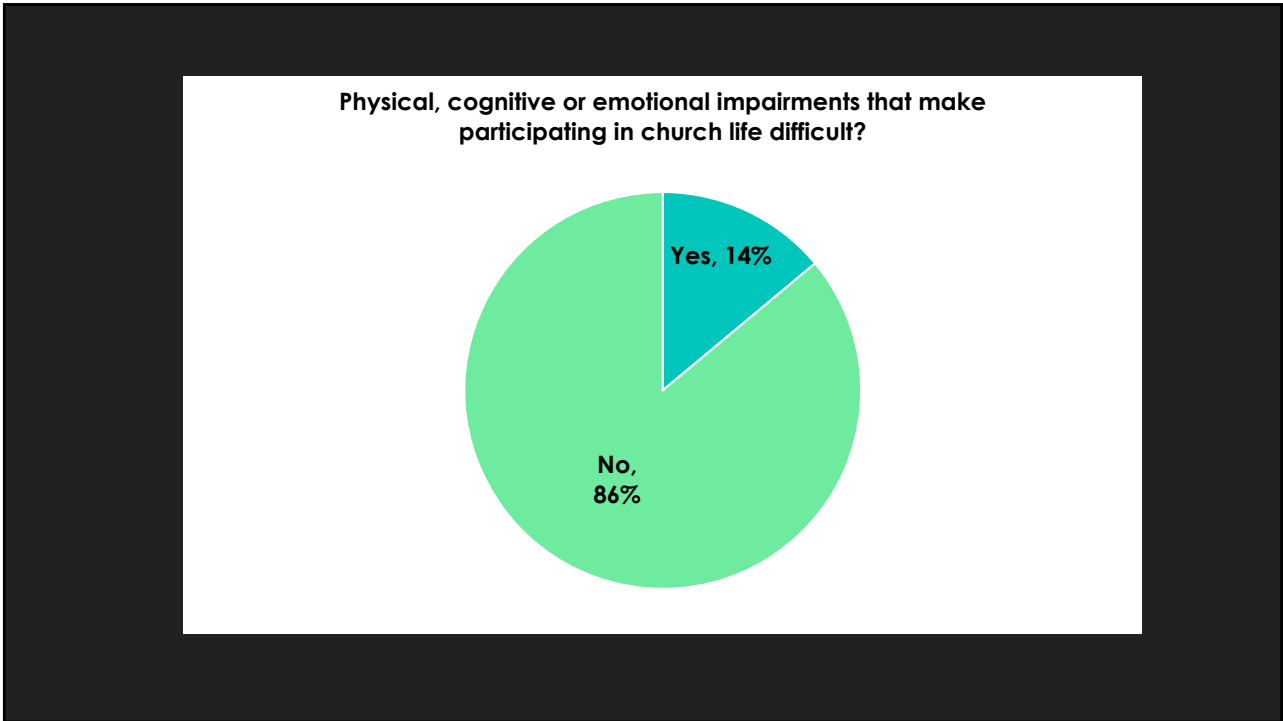
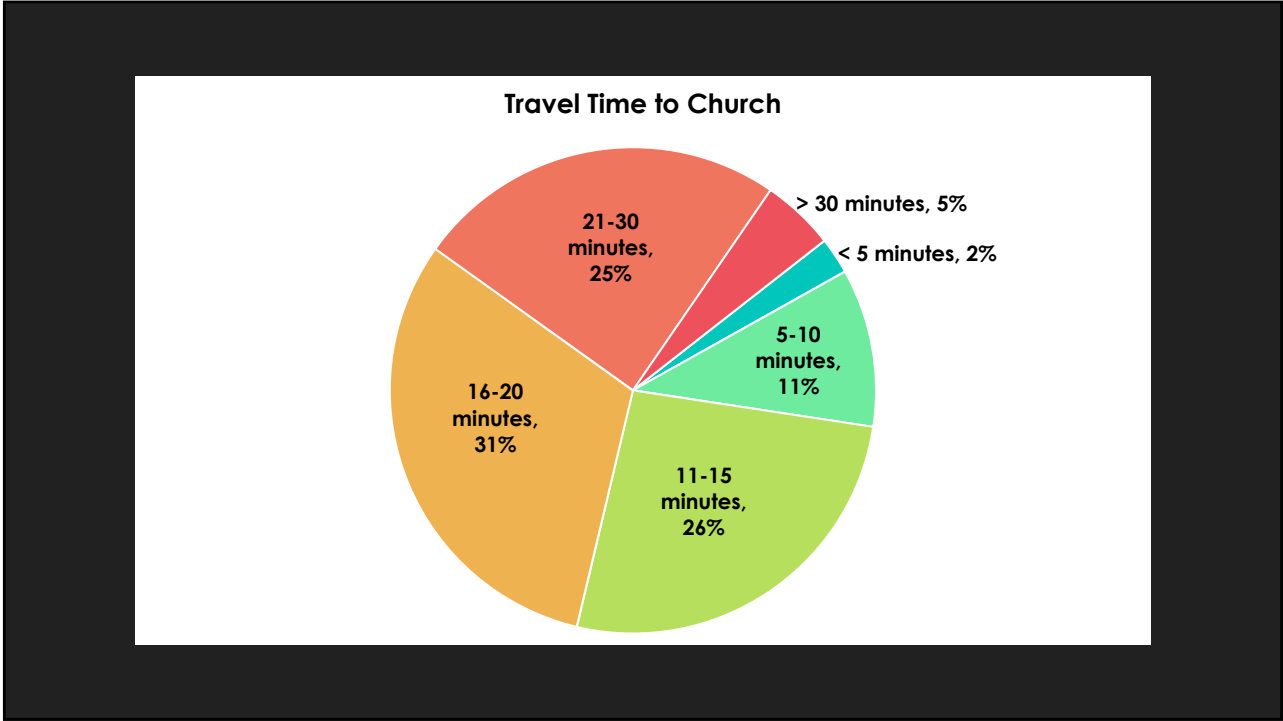
Church Affiliation









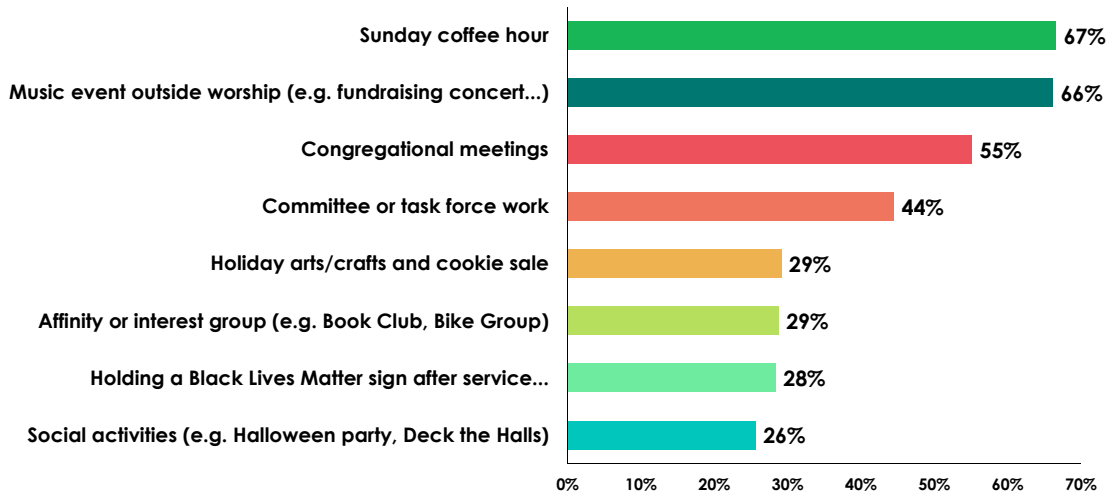


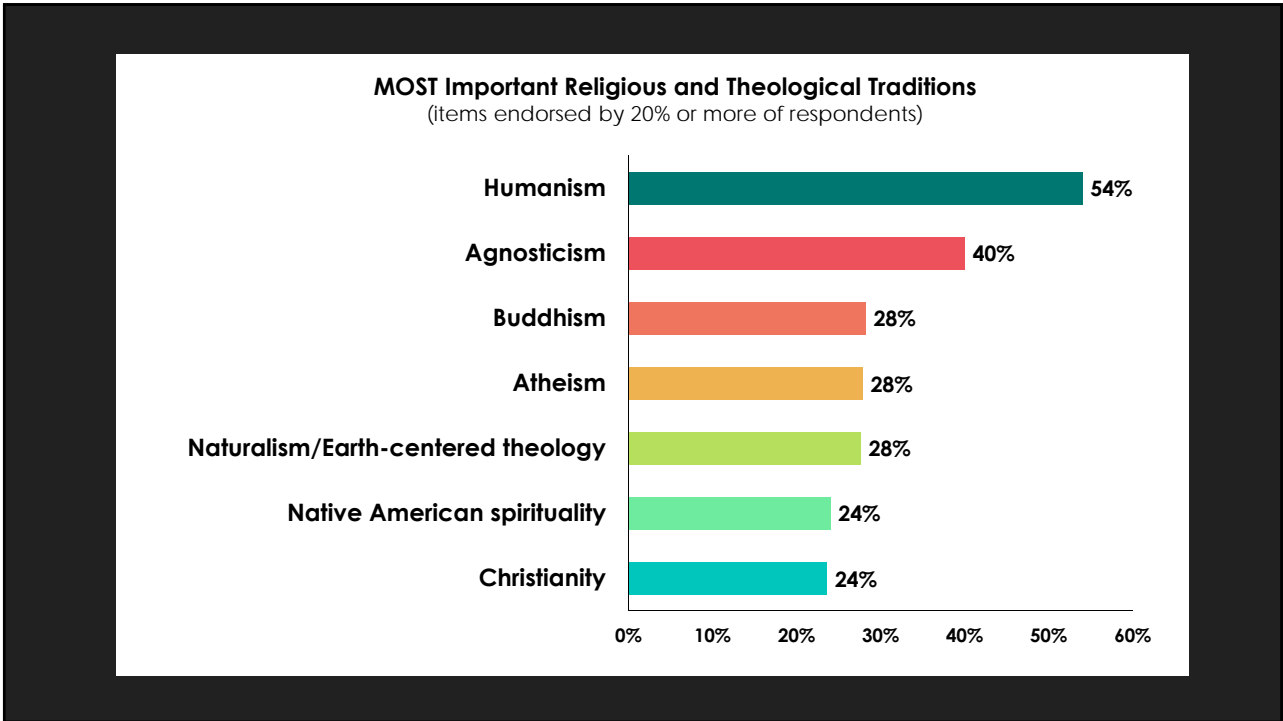
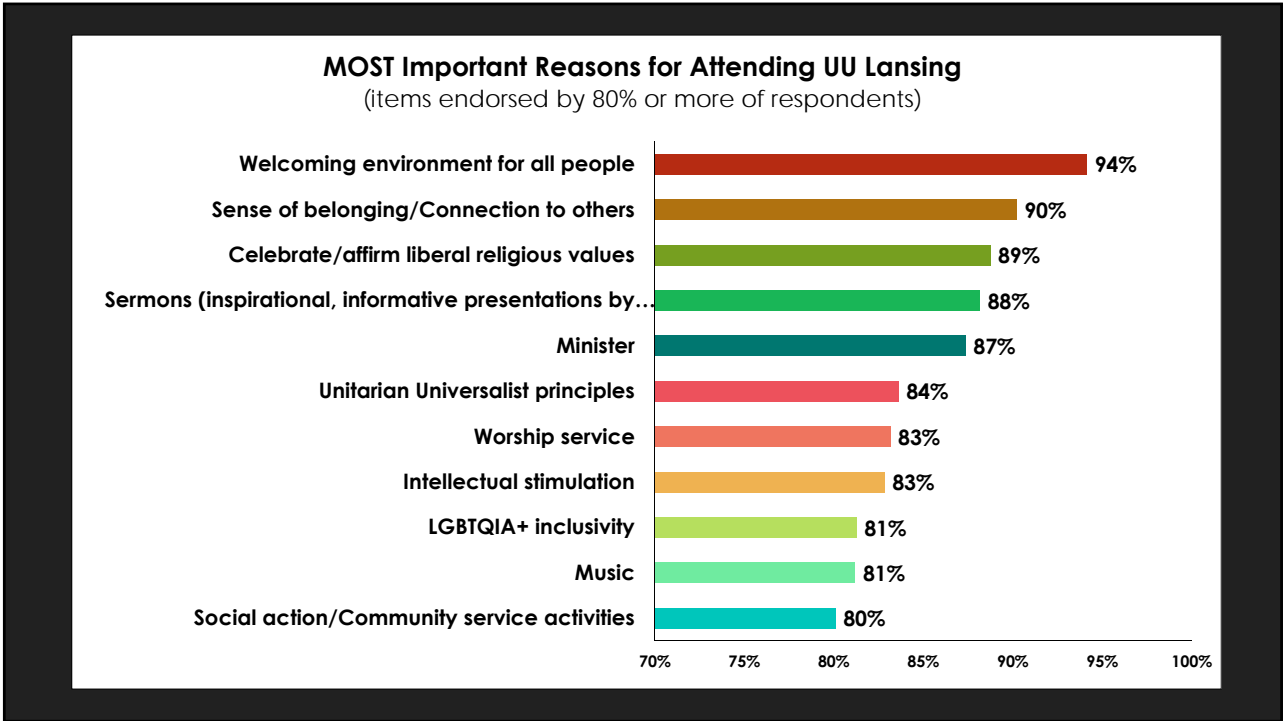
What we do, what we value...

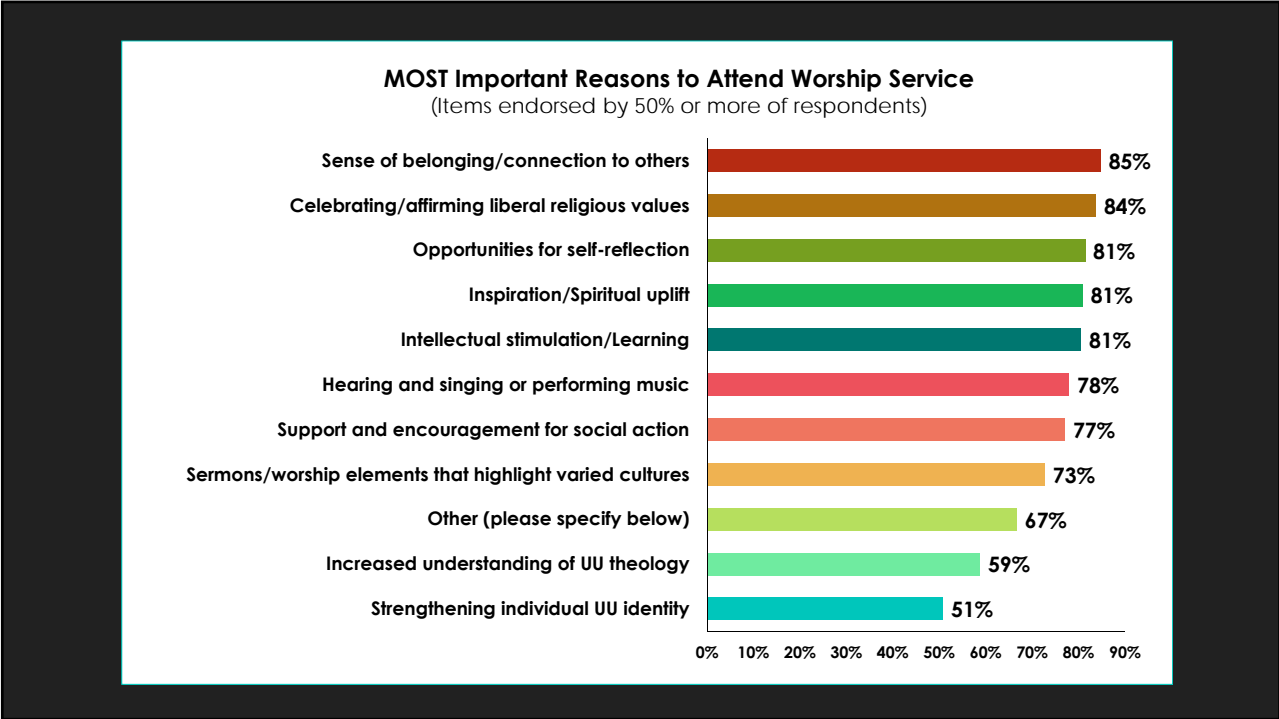
Involvement @ UUCGL, Religious/Spiritual Beliefs and Practices

Church Activities in the Last Year

(Activities reported by 25% or more of respondents)







Most Important Worship Elements

(Items endorsed by 50% or more of Participants)

Sermon by the minister	87%	In Memoriam	67%
Choir singing	79%	Non-religious (e.g. Literary, humanist) texts or traditions	66%
Jazz and/or Folk band performing	76%	Children's story/Story for All Ages	60%
Opening words/greeting (Whoever you are, whomever you love...)	76%	Non-Western religious texts or traditions	58%
Instrumental music, special presentations and performances	74%	Recognizing visitors	56%
Singing together, hymns	73%	Meditation or silent reflection	53%
Closing affirmation	73%	Chalice lighting	51%
Joys and sorrows	71%	Lay participation/Lay led services	51%

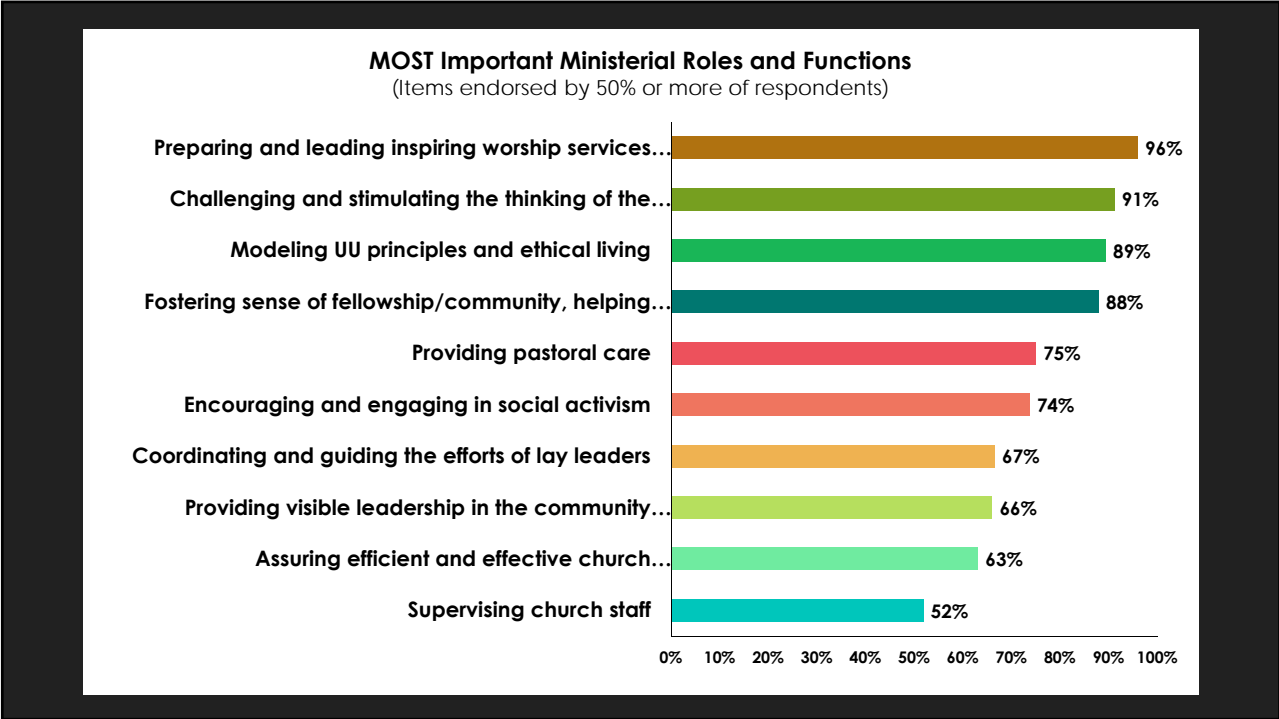
Who we want...

Preferred qualities, characteristics & functions of our next settled minister

Most Important Ministerial Characteristics

(Items endorsed by 75% or more of Participants)

Interpersonal skill (ability to communicate, counsel, empower, etc.)	98%	Intellectual depth and rigor (well-read, challenges congregation)	87%
Empathy (genuine interest in and concern for others)	98%	Sense of humor	85%
Collaborative and cooperative approach	96%	Leadership (take active, prominent role in shaping church future)	82%
Open-mindedness (receptive to new ideas)	95%	Personal commitment to social justice/social action	81%
Reliability, stability	94%	Passion for ministry, a sense of calling	80%
Sociability, warmth, ease in interacting with congregants	92%	Strong preaching/Oratory skill	79%
Character (moral consistency, honesty)	90%	Vision (clear image/plan how congregation can live UU principles)	77%
Humility (awareness of his/her limitations)	89%		



Approval of Various Potential Ministerial Characteristics

(Items endorsed by 50% or more of respondents)

<p>Politically liberal</p> <p>African-American, Hispanic/Latinx</p> <p>Female</p> <p>Another racial/ethnic group (e.g. Asian,...</p> <p>Gay or lesbian</p> <p>Bisexual</p> <p>Disabled</p> <p>Transgender</p> <p>Male</p>	<p>This question is being reviewed by the MSC due to the realization that the wording was not clear. Many congregants chose the neutral option to indicate that the categories did not matter in the selection of a minister.</p>
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Focus Groups

A chance to share in our own words

What defines us as a Community?

(What about UU Lansing, its staff and congregants is most relevant to our search for a new settled minister?)

- Active congregation; Lots of lay involvement in church life, from practical upkeep of the building to leading services
- Deliberate focus on social justice
- Desire for more diversity
- Lots of opportunities to get involved
- Curious, open to learning, value inquiry
- Reach out to the world around us
- Spiritual & theological diversity; some discomfort/tension about how "religious" or "church-y" we should be
- Strong, well-regarded staff
- Transitioning! We've been in a near-constant state of change for the last 3 years
- We try to live our values (e.g. Moving to be more accessible, BLM Banner and signs)

Would you like to see the size of the congregation grow? Why or why not?

YES!

- Especially more kids, families and young adults
- Would increase giving/budget
- The more people who attend, the more our message/UU principles spread
- Hope to grow into our neighborhood/engage neighbors more

DRAWBACKS

- Would need more staff
- Less personal, less sense of community

Ways to grow/Obstacles

- We should maximize visibility of signs and activities (do more out front of the building)
- We could go back to having two services, consider an alternate day and/or format
- Raises issues with/apprehensiveness about "proselytizing" or trying to recruit/convert people

What do you believe the church's main priorities or goals should be over the next 3-5 years?

- Connect with other churches
- Increase attendance
- Increase inclusiveness of our services, etc. and attract more diverse congregants
- Increase outreach to, involvement with community; Outreach as ministry to the community (e.g. 12 step groups, etc.)
- Let the community know about us (and #UU, generally); Use media, advertising to promote
- Resume Covenant Groups
- Renovate and find uses for west wing
- Stabilize budget/get to a sufficient operating budget
- Young adult ministry

What qualities and characteristics would you most value in a new minister?

Someone who...

- Is an inspiring, dynamic speaker
- Strikes a balance between intellectualism and spiritualism/warmth
- Is interested in and welcoming of all people; someone who *likes* people of all ages and backgrounds
- Energetic; dynamic
- Can challenge us
- Can help lead us in our desire to be more inclusive and diverse
- Is a unifier, can handle conflict constructively
- Has real emotional depth; someone with great depth or character and emotion
- Can provide pastoral care
- Listens and tries to incorporate the preferences of as many as possible, but who is ultimately able to make decisions (and stand behind them)
- Has had some experience with, exposure to a non-dominant culture (or is themselves, from a non-dominant culture)
- Has strong administrative and planning skills; reliable, organized, plans ahead, keeps staff and lay leaders informed so that collaboration is possible
- Is involved in Social Justice in the community; will raise our profile in the community, promote the church by being visible.
- Has a sense of humor; someone who can bring joy to the service

What qualities and characteristics would lead you to think a candidate wouldn't be a good fit for UUCGL?

Someone who...

- Is bossy, too directive, not collaborative in their approach
- Rigid, inflexible (described in relation to theology and interaction style)
- Would use the job as a short-term stepping stone to a better post, and not invest here
- Is too sensitive, or ego-involved to receive constructive criticism
- Has it all figured out; they should still be questioning, seeking, remaining open to new truths
- Is heavily Christian, or with a strong bias toward any one religious/theological tradition
- Is too intellectual, dry/stuffy, boring or elitist and condescending
- Is angry, harsh or strident; too political
- Plays favorites; seems to have an "inner circle" that only some people are included in

You should know...

- Your participation in the survey and focus groups was an ESSENTIAL and VALUABLE gift to the congregation, the search committee and (ultimately) the next settled minister.
- The MSC is continuing to refine focus group input for the congregational packet. Stay tuned for more information!
- Consensus is important, but so are unique, even critical observations. If you shared a constructive criticism or actionable suggestion, be assured that we will share it with church leadership.

Thank you!

We appreciate your time and investment
in the search process.

