

DISCUSSION QUESTION #1: What mattered most during time of separation?

Date of session	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	
Sept 16	Unity was good about communication, "fabulous", mattered a lot!	Kept our staff; still employed	Preservation of the [church] community; the extra production that went into the services.	Willingness to dig in and figure it out; forging ahead; figuring it out as we went.	Felt a loss of engagement, but church wasn't giving up on us [numerous emails!]; [congregants] figuring out ways to keep together.	Music program kept [them] connected; Chalice Circle was VITAL (all on Zoom); drove by church to see its physical presence.	Worried about the staff, people willing to take risks; so many parts stayed vital. Music cobbled together, but it happened!
Sept 21	<i>The wonderful daily messages we received from our ministers.</i>	<i>Having the ability to access church activities through technology.</i>	<i>The depth of spirituality that was presented in the online services.</i>	<i>Throughout the pandemic I lived alone. I appreciated how the Young Adult Group provided me a connection with other people.</i>	<i>The constancy of worship. It was there to access when I was able to access it. The flexibility to worship was invaluable.</i>	<i>Access to the church was always available. This created a sense of openness with everything that was going on. New relationships were allowed to grow and flourish.</i>	
	<i>The work done by the entire staff managing the technology that kept us together.</i>	<i>The anti-racism programming provided me true spiritual growth.</i>	<i>The depth of spirituality that was presented in the online services.</i>	<i>During this time everyone's spirits were up, then down. There was a great deal of COVID related anxiety. The insurrection. The congregation was facing spiritual challenges. The ministers were great in providing a variety of messages that helped us cope with these spiritual challenges.</i>	<i>The technology the church provided allowed even small groups to meet on a regular basis.</i>	<i>The actions of the church and staff encouraged members of the congregation [so] that connections with groups and individuals could happen and be truly maintained.</i>	
Sept 22	A community-wide look at public health. Elders and kids – paying attention to everyone's needs. The daily videos and services were first rate. I felt like Unity was well ahead of the pack.	Continued working on issues related to racial justice Felt very lucky that Janne and Rob stayed an extra year, made a huge difference to have consistent and created, and enthusiastic leadership	Inspirational words from ministers each week kept me feeling connected and touched KP and Ahmed put a ton of work into the last year which was deeply appreciated	Regular zoom sessions to keep us connected, and finding ways to continue with our rituals Felt how disconnected the congregation was from the reality of my cultural experiences, waiting for the congregational family to catch up	Missed the opportunity to connect with fellow UUs and worship accordingly Online services felt like an oxymoron being in community only didn't make sense for me		

DISCUSSION QUESTION #1: What mattered most during time of separation?

Sept 26	Practicing rituals at home	Staff produced high quality zoom experiences	Introduced to new community through online activities	Short minister messages were nice				
Sept 29	Videos were inspiring, but did miss the spiritual connection	Knowing that the church would always be there got me through	Zoom fatigue was real	Chalice Circles and other opportunities to connect with people virtually	I really missed the music - it wasn't the same over livestream, though Ahmed's efforts were Herculean	The church made the effort and investment to make worship possible when we couldn't gather.		
	Being reminded how meaningful being together fully can be	Donating virtually felt good	Having occasional touch points with the church building was really important	Rob and Janne delaying their retirement really steadied the ship	All in all incredible work by Unity in a very bad situation. Pivoted quickly, professionally, and worked through glitches as they came up	Valued the online work and opportunity to connect through programming virtually		
Oct 6	Streamed Services every Sunday	Continuity of ritual - even if couldn't see each other and be together. Still had routine.	Social justice extra things wouldn't have time for otherwise. Because virtual had time to do more.	Church did all of it during that time. Didn't leave out fun things or memorial services. Had a lot of them. All the same creativity here in extra bushels. Couldn't keep up with.	Variety and fun - as well as hard stuff	Beauty was there. Flowers and art. So many things. Made my life possible	Period of time when looked forward to daily (or almost daily) ministers message. (2x) Took turns doing some structure and something to look forward to.	Personalized message from each minister ... different glimpse of ministerial leadership of church. Surprised by some using that medium and ended up being a strength as a minister. Been going to Unity a long time and wouldn't have had that glimpse. I'm Luddite and don't like ... appreciated individualizations

DISCUSSION QUESTION #1: What mattered most during time of separation?

	Daily - meaningful to know could go there and still feel connected to ministers.	Part of art team - and we still functioned during this time. Got things done as group ... congregational art show. We were active and that kept me going.	Continuity ... different flavor ... open email to get daily message on own time with diff voices and respective areas of spiritual emphasis. Then check in on Sunday ... flexibility was new boon. One could decide ... maybe not watch at 10am ... maybe watch at different time that suits what's going on. Continuity and flexibility while adapting. Appreciated that.	Creativity Unity entered this period ... art and flowers program ... creative, and church auction entirely online. Yet felt like been there	Still able to Janne and Rob and send them off. Mattered a lot.	What missed - which also mattered - working with black neighbors ... being with them and doing something with them. Circle couldn't meet ... met online and still are But that part of not being together was really painful. Emphasis not being in white groups but working in groups with people who don't look like us		
Oct 12	I felt that I did not lose touch with the church. Utilizing the Zoom technology allowed things to be even more interactive.	I appreciated the messages from the ministers as well as from other staff members.	Ditto to the above... I also had the opportunities to meet and get to know other members of the congregation. Ahmed's Hymn Sing was a good example of this	I came to appreciate other ways to worship. Our family sitting on the couch and then having conversations following the Service.	The Cook Alongs. They took some effort to prepare, but in the end it was worth it	The efforts of Ahmed and the Music Ministry Team. They provided a wider range of music to expose me to. This was also a time where they just could have closed up shop, but instead they expanded the musical offerings to the congregation.	The ability to watch Services with friends and family who live out of town. Watching the Services and then discussing them with my sister afterwards enhanced our relationship	Enormous credit goes to the Staff as their technical expertise grew.
	I found myself listening more intently to what was being said online.	I appreciated how the Zoom technology allowed me to experience church services, and other events, without having to travel	I appreciated the overall effort made by the church to remain connected with the congregation.	I was impressed by the innovative thinking that went on to provide as many options to the congregation to stay connected.	Sharing bonds, sharing interests. Cherishing people.			
Oct 13	Zoom coffee hours, small group conversations. Chalice circle. Rituals and order at the livestreamed worship service. .	Sense that it was the same place even though we couldn't be here – continuity and sense of place.	Youth being able to participate in Coming of Age and other RE offerings, including Bridging of seniors.	Music – continuity of music was comforting. Sermons during worship	Respected how careful we were (even though missed the building a lot). Pastoral care was amazing (expressed by multiple members).	Understanding the enormity of the pandemic – the ministers did a great job of ministering. Knowing that everyone here was still working so hard to keep everyone connected.	Felt cared for just knowing that the community was doing so much.	Missed being physically present, missed feeling the music and seeing people.

DISCUSSION QUESTION #1: What mattered most during time of separation?

THEMES: connection,
continuity, presence,
care, grounding,
attention and
responsiveness

Oct 17	Able to do RE and worship, daily messages, maintaining traditions, having hybrid online/inperson options,	staff's tremendous commitment, chalice circle, zoom coffee hour, getting to know associate ministers.						
Oct 20	<ul style="list-style-type: none"> • Sunday services • pastoral care or anything else. Really phenomenal. Creative solutions to the challenges. Being able to give Sunday offering on app. 	<ul style="list-style-type: none"> • Children kept engaged • Music was great. 	<ul style="list-style-type: none"> • OWL. A lot of work for adults to deliver an online program. Kids engaged. • Daily messages 	<ul style="list-style-type: none"> • Meeting on Zoom kept people connected. It was surprising how effective it was. 	<ul style="list-style-type: none"> • You would have expected that programming would have gone down during building closure. The exact opposite was the case. Programs really picked up and he was thrilled. 	<ul style="list-style-type: none"> • Things were "blooming" online. 	<ul style="list-style-type: none"> • OWL: very helpful and important. 	<ul style="list-style-type: none"> • Just knowing that if you had a need you could reach out to the church. The
Oct 27	<ul style="list-style-type: none"> • Missed the music and connections 	<ul style="list-style-type: none"> • Person had a lot of personal loss during Covid, but the church's work to do great services and continue quality work was important 	<ul style="list-style-type: none"> • Church friends passed, but the online services mattered. Having the little connection possible through Zoom very important 	<ul style="list-style-type: none"> • Connection and continuity of connection. Grateful to staff and board to make the Big Pivot, and go online. It was a struggle, but the steady keeping on was crucial to connection. 	<ul style="list-style-type: none"> • Missed interaction after services. But would come to the Wednesday events and they were important. 	<ul style="list-style-type: none"> • Online coffee hour and that was a small group of regulars and liked that. Able to connect there. Had been a casual attendee but officially joined during Covid. That coffee hour was important and be part of the community. Because it was a small group it might have been different than the larger group in person after church. 	<ul style="list-style-type: none"> • Doesn't remember faces, so Zoom was terrific, everyone's name was right there. As an introvert does better connecting in small group but the Zoom meetings were wonderful, did not need to leave the house! 	<ul style="list-style-type: none"> • The church's responses during George Floyd was very important.

DISCUSSION QUESTION #1: What mattered most during time of separation?

- Another voice for social justice opportunities during Covid. The fact that there was a community here and dedicated to acting and learning new things.
- Something positive: Rob and Jann sticking around for another year

DISCUSSION QUESTION 2: qualities of best ministerial leadership (breakout groups asked to name 3-5 qualities their stories illustrate)

Date of session	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6
Sept 16	The service offered when the Wellstones died. No answers, no fix, but it was perfect.	Joining Unity was "profoundly personal", depth of welcome from Eller-Isaacs, sincerity woven into the depth of their spirituality.	Emotional intelligence; good at reading people: dynamic, take the situation, summerize, add clarity	[Eller-Isaacs] emotional intelligence [allowed congregants] to feel comfortable sharing their truths, powerful in the aggregate; [Janne and Rob's] willingness to speak uncomfortable truths; broach uncomfortable topics	When hearing of a [congregant's] worry that spiritual growth, grounding, rest, was being left behind in the focus on racial equity, this worry was addressed by offering the pulpit for this concern to be voiced. "Rob went into an uncomfortable space..."	During Worship Associates meetings, Eller-Isaacs allowed themselves to be honest, open, vulnerable; acknowledged limits to their capacity to bring a theme [to fruition]. Being more human made a deeper connection, "modelled the best of ministerial behavior, that we would all aspire to."

Themes: emotional intelligence (Eller-Isaacs very mature); transparency, vulnerability, experienced; presence; commitment to publicly represent UU values [in the wider community]; took responsibility within the UUA--Unity [seen] as a model, we're a teaching congregation; seriousness (Eller-Isaacs took their jobs seriously), a serious connection with leadership

Sept 21	<i>The Love Bus to Iowa. The Ministers saw an opportunity to provide members of the congregation to take part in a truly momentous occasion. This is what a church should do.</i>	<i>The Ministers decided we should take a moment prior to the beginning of the service to greet members of the congregation who were sitting around us. I was deeply opposed to starting this practice. As I voiced my displeasure with this, I was impressed how the Ministers were open to hearing my position on this issue, and welcomed the dialogue that followed.</i>	<i>During a time of personal struggle, the personal contact that I had with Rob as he helped me through this difficult time.</i>	Personal stake in each congregant's spiritual life, development; community building, trust building with the Unity community	Being fully present with grief, difficult[ies]; deep compassion	Respect for the staff and the rest of the leadership team at all times—publicly and privately supporting one another
---------	---	--	--	--	---	--

DISCUSSION QUESTION 2: qualities of best ministerial leadership (breakout groups asked to name 3-5 qualities their stories illustrate)

	Be challenged by the church.	True interest of the ministers in its members.	Ministers empowered congregation members to think about and act on issues.	Setting tone and the ability to create a respectful atmosphere.	
9/21 Themes:	<i>Exhibit a sense of Humanity.</i>	<i>Spontaneous leadership.</i>	<i>The ability to listen.</i>		
Sept 22	Leadership (also shared) and service	Presence/level-headedness in grief or crisis	Making an effort to share emotion and warmth	Administrator, teacher, counselor, preacher	Willing to listen to times when people felt hurt
	Joy	Open to counter-cultural innovations	Feeling emotions and feeling them openly	Someone who makes people feel seen	Modeled vulnerability
	Personability	Capable of growth	Sharing experiences in a vulnerable way	Organizational leadership	Capacity for a wide variety of tasks
Sept 26	Compassionate, caring practice Strong connection to pastoral care Willing to name/discuss hard topics	Pastoral Care Connecting congregation to broader community Willingness to connect individually with people	Understands inclusivity Practice what they preach Support Action		
Sept 29	Leadership as executives and spiritual leaders, and being able to distinguish between the two	Modeling collaborative leadership and working in partnership with the congregation (especially worship associates and interns)	Navigating financial challenges - understanding organizational need and balancing that with donor capacity	Ministry to people who are grieving or going through a hard time.	Seamlessness in worship and feeling like week to week services are interwoven
	Evolving with congregants as they grow/mature	Practicing radical hospitality	Holding the church to its stated values, even if doing so might be unpopular	Support for music programming and the sense of community that developed with that group.	Inspiring people to take action on social justice issues - particularly after the killing of Jamar Clark
	Support and commitment to pastoral care	Sense of personal connection and care for people and groups.	Being willing to reclaim religious language and use it in our liberal faith	Understanding and utilizing the power of ritual - Janne's Me Too service as an example.	Generosity in mentoring people who are entering the ministry

DISCUSSION QUESTION 2: qualities of best ministerial leadership (breakout groups asked to name 3-5 qualities their stories illustrate)

Oct 6

Welcoming, Warm, Helpful, Humor, Connection, Relational, Courageous, Self-Aware, Approachable, Sense of humility, Encourages leadership, Inclusive of kids, Transparent, Community building	Sharing personal struggles, embrace of the diversity that already exists among us, Support for music, for men's programming, Anti-racism/healing work (Selma), Support for outreach, present "in the moment"	Ability to address important world events--demanding a response, present to individual struggle/suffering-pastoral care-true empathy, Recognition of lay resources, acknowledging mistakes, deft at creating ritual--integrating art/music, expanding multiculturally, Circle of Peace, working to lessen conflict
---	--	--

Oct 12

A situation occurred where rooms needed to be switched for several events. All parties were upset by the situation. After discussions with the ministers, the situation worked itself out. All parties involved felt they were listened to and they were heard. Provided empathy. Other Values that were expressed... Creativity and openness to social justice and other engagement. The value of music in worship. The value of integrating different elements into the worship services. All elements within a service flow together. "Our worship services are rich."	Janne's Me Too Service. A transformative event. It was the first time I understood the pain and grief that many women experienced. The courage to present difficult subjects. Janne and Rob postponing their retirement. Demonstrating their commitment to the congregation, and taking the steps of doing what needed to be done. During a Memorial Service the teenage daughter sang. During her song she broke down and could not continue. Rob joined her in song and drew the whole community with them. Maturity and compassion.	Ministers support to a family during the father's dying days. Providing support for a family during a very difficult time. Church support following 9-11 and George Floyd killing and following unrest. Opened the church as a place of support and facilitated conversation. The welcoming and energy of Karen Herring. Getting people involved and being welcoming. Ministers provided support to a family where addiction was an issue. Provided support and encouragement to the family and especially to the young people.	The building remodeling. Being open to conflict. Resolving disagreements. Religious Education. Commitment and support to the program. Appreciate that the ministers were bringing the issues of whiteness and anti-racism work, leading from the pulpit and in the programming to look at systems and bias. This work has given us a good foundation and prepared us for this moment. Creating brave space. How can we be the most useful to the community. That the ministers realized when the aspirations of anti-racism work where beyond where the congregation was, they realized they needed to pull back. Needed to work on our own stuff/ understanding whiteness. Seeing the ministers get arrested in front of immigration court. Bravely setting an example.	We are blessed with different styles of ministerial leadership, because different people access it differently. KP honors the process and trusts that what is happening among the people in the group is what needs to be happening. Ahmed's leadership is very valuable. He calls the congregants into the experience and sets a context. Leadership that is always looking ahead, looking to move us forward. Leaders that don't focus on themselves, but focus on the community. It isn't all about the minister.
---	--	--	---	--

DISCUSSION QUESTION 2: qualities of best ministerial leadership (breakout groups asked to name 3-5 qualities their stories illustrate)

Oct 13

THEMES: pastoral care,
teamwork, responsiveness
to congregation's needs,
strong partnerships,
creating connections, going
deep quickly, synthesizing
and processing events,
intellectual interpretation,
walking the talk,
vulnerability and passion,
integrity and humanness,
financial stewardship,
developing the lay
leadership, touched
everything (also, a note in
all caps: DO NOT CHANGE
THE CHRISTMAS
PAGEANT ☐)

Oct 17

Community Support for current events/crises, enabling lay leadership, encouraging community groups/programs, call to action, pastoral care, rituals, celebrate youth, religious pluralism, inquiry based, religious education,

Racial justice. Accept congregation's wishes/be flexible. support for current events/crises. pastoral care. programs. practice what you preach/modeling. supporting RE. hiring/maintaining great staff. fostering teaching church/interns. be inviting/welcoming.

Oct 20

• Leadership after insurrection (January 6?0

• During Bush administration

• Pastoral care — important aspect of church

• Management skill — navigating diverse opinions in a large congregation. Example: church building remodel. Listening respect for opinions

• Vulnerability/Humanness

• Creating and valuing personal relationships

• We congregation receive of ministers

• Appreciation

DISCUSSION QUESTION 2: qualities of best ministerial leadership (breakout groups asked to name 3-5 qualities their stories illustrate)

- | | | | |
|---|---|---|--|
| <ul style="list-style-type: none"> • Dealing well with disparaging comments toward a Bush supporter | <ul style="list-style-type: none"> • Commitment to spiritual practice | <ul style="list-style-type: none"> • Shared ministry with children and adults (empowered children) | <ul style="list-style-type: none"> • Verbal acknowledgment |
| <ul style="list-style-type: none"> • More emphasis on spiritual connections between us all | <ul style="list-style-type: none"> • Commitment to youth and children’s programming (personal affinity for the kids) | <ul style="list-style-type: none"> • Pastoral Care — tender, compassionate | <ul style="list-style-type: none"> • Volunteer recognition |
| <ul style="list-style-type: none"> • Rob’s planning/direction the day the church shut down. | <ul style="list-style-type: none"> • Strong sense of community — ethical action | <ul style="list-style-type: none"> • Co-creative leadership on social and racial justice — including role in the community | <ul style="list-style-type: none"> • Offer perspective |
| <ul style="list-style-type: none"> • Pilgrimage to Boston | | <ul style="list-style-type: none"> • Spiritual leadership through worship, ritual, personal practices | <ul style="list-style-type: none"> • Community |
| <ul style="list-style-type: none"> • Connecting past to present, yet same concerns/different context | | <ul style="list-style-type: none"> • See big picture and chart new directions | <ul style="list-style-type: none"> • Sharing offering |
| <ul style="list-style-type: none"> • Come away with learning/friends | | | <ul style="list-style-type: none"> • Responsiveness to need — Katrina, women’s march, Iowa, 9/11, election fears |
| <ul style="list-style-type: none"> • Working towards prayer | | | <ul style="list-style-type: none"> • Longevity in relationships |
| <ul style="list-style-type: none"> • Teaching. | | | <ul style="list-style-type: none"> • Many opportunities to meet people and develop friendships— retreats, covenant groups and chalice circles |
| <ul style="list-style-type: none"> • Themes: | | | <ul style="list-style-type: none"> • Autonomy — with purpose — congregation and interns |
| <ul style="list-style-type: none"> • Leadership | | | <ul style="list-style-type: none"> • no micromanaging — Welcoming Teams, Food Teams, RE, Staff |
| <ul style="list-style-type: none"> • Teaching | | | <ul style="list-style-type: none"> • Build trust — offer trust through safe environment, psychological safety |
| <ul style="list-style-type: none"> • Connection | | | <ul style="list-style-type: none"> • Connection (relates to community) |
| <ul style="list-style-type: none"> • Calling out without shaming | | | <ul style="list-style-type: none"> • Create opportunities |

DISCUSSION QUESTION 2: qualities of best ministerial leadership (breakout groups asked to name 3-5 qualities their stories illustrate)

- Integrity - Courage
- Encourage lay people and intern programs/activities
- Space for contribution and fulfillment
- Embracing meditation
- Nurturing
- Welcoming liturgy
- Pastoral Care
- Innovation
- Danny's church
- Self-clarity, vision, authenticity, synthesis of mission
- Good listening
- Pushing us to look beyond ourselves and outside our comfort zone to take action.
- Creative
- Embracing policy governance
- Collaborates with group for good of the community over the good of the individual
- Modeling radical hospitality and compassion
- Willing to try new things
- Teaching community to go deep quickly
- Embracing change
- Jann's service re: sexual abuse: her vulnerability, the way she provided access to other women who had experienced abuse. Very powerful.
- Willing to challenge the status quo
- Leadership through powerful messaging
- Challenge congregation to consider new perspective

Oct 27

DISCUSSION QUESTION 2: qualities of best ministerial leadership (breakout groups asked to name 3-5 qualities their stories illustrate)

- Values children and making personal relationships within all ages

DISCUSSION QUESTION #3: What are three wishes you have for Unity's ministerial leadership going forward?

Date of session	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6		
Sept 16	Feel supported in desire to bring change [both among & beyond]; continue to have us confront hard 'stuff' [within]; that they be approachable & down to earth	Embrace a variety of musical experiences, both congregational & ensembles	Profound spiritual depth; emotional intelligence & deep maturity; someone who wants to empower others to go out and be the hands and face and heart of the spiritual life of Unity	Balance the weight of history and not be crushed by it; lead in a collaborative way; balance needed in the service between heart/head: human soul needs more than just the intellectual, facilitating connections, [congregants] need to be open, vulnerable and courageous as modelled by the minister	As a congregation we need to have an open mind, this will be an opportunity of new experiences, new ways.	1.) Ability to balance personal spiritual growth ("within") vs. external ("beyond") societal demands; 2.) ability to balance joy and seriousness of the whole Unitarian enterprise; and 3.) balance servanthood and bold leadership.		
Sept 21	<i>A very strong wish to maintain our current model of Executive Team Leadership; Wish to expand diversity in our leadership.</i>	<i>A very strong wish to balance the traditions that Unity has with the inevitable changes that will come with ministerial leadership.</i>	<i>A wish to continue the tradition of Unity as a teaching institution.</i>	Lead in such a way that there is strategic growth and accountability for what we hope to achieve (as a congregation and personally)	Joy and vibrancy; Compassion; Love for us individually and as a congregation	Intelligence; Prophetic vision; Flexibility	- Social justice: constantly balancing the needs of what to focus on as a congregation with delegation	Commitment to Unitarian Universalism —passion for this unique religious tradition
Sept 22	Approachable, personable, and receptive to ideas. Willing to listen.	Make us think and open us up to different perspectives.	Understanding the importance of pilgrimage and connection to our roots.	The ability to connect with a diverse group of individuals.	Help us connect with each other and those outside of our communities.	Authenticity Avoiding the theological "flavor of the month"		
Sept 26	Preacher Teacher - explainer of Unitarian theology Counselor Administrator	Vulnerability Eloquent Critical thinker - intellectually stimulating Build in sabbatical opportunities	Good person Generous in interactions, gets to know us Good at fighting and making up Someone who feels okay being "churchy"	Good communicator Healthy interactions and teambuilder Humble ego Resolution of disagreements	Emphasis on music Trans visibility Continue supporting COMTs and community relationships Transparency	Courageous - both as self and pushing congregation Challenge our ability to be multiculturally inclusive		
	Skilled in leadership of large staff	Strong fiscal management	Guide people on a journey					
	Centered in own spiritual practice	Connected with their own spiritual practice	Create a safe place for congregants learn and grow					

DISCUSSION QUESTION #3: What are three wishes you have for Unity's ministerial leadership going forward?

Sept 29	Preaching comes from heart, not just mind	Don't get angered by what is said from pulpit	Let others lead too, don't have to be part of everything	Comfort with technology and open to emerging ways of connecting	Capacity to challenge the congregation and simultaneously hold us in care, both personally and as a whole	Understand the value of maintaining food ministry
Oct 6	Able to facilitate better connections within the congregation. We want to feel more connected. Need more intimate connections, and also a "small group family" Place to sit down for coffee together, What is sustainable, how much can we add? Working with other communities of color - letting them lead, Sunday worship - ceremonial components, EQ, Excitement about who we are, Personal connection and inclusion	Connecting, belonging, place to 'get to know each other' • Less cerebral and intellectual, more action oriented • Bring the message down to earth, simpler, approachable, humor. • Delivery not only cerebral (ie, former minister Gretchen) Social justice and political activism and opportunities Continuing education, Very spiritual, Music ministry	Creating a space that is more friendly to people of color Continued focus on social justice issues.	Build on tradition of shared leadership and shared ministry An appreciation for current ministers, staff, and infrastructure	Model vulnerability that we aspire to as congregants A focus on the spiritual side of life, not a strick focus on politics or intellectual things	Move farther away from patriarchal deity concept Support for religious education and programming for children
Oct 12						

DISCUSSION QUESTION #3: What are three wishes you have for Unity's ministerial leadership going forward?

The ability to present a good Sermon.	A continued thoughtful exploration of spirituality and unitarian history/values in Sunday services/sermons and in adult education.	The new minister would have the trust of a broad swath of the community; you want them to visit you in the hospital or marry your child.	That the new minister will open the door a little wider to new people.
They would personify the Emersonian values of having a deeper connection/ understanding with reality. "They were meant to be here."	An ongoing emphasis on our children's programming and growth in our youth and especially young adult programming.	The new minister demonstrate growth in congregational numbers among younger people.	That they will be a good boss and have a sense of humor and humility, have a good fit with the staff.
Our new Minister would have a musical soul, a feminine perspective, and the ability to nurture.	Continued integration of our amazing musical programming into services and social justice action.	The new minister would demonstrate a shared leadership model with continued strong leadership capabilities in our staff and lay leadership.	Someone who blends the heart and the head. A person who can lead the congregation to feel the embodied spirituality.
A person of color.	The senior minister should be seen as a leader in social justice activities in the broader community.	That we as a congregation will be more open-minded to welcome and accept the new minister.	We don't want a token person of color . . . we want a genuine good fit.

DISCUSSION QUESTION #3: What are three wishes you have for Unity's ministerial leadership going forward?

Shared leadership with staff, collaborative style. Roots and wings. Intuitive discernment. Keep what's working but make it better. Help us truly become an anti-racist congregation. Distributed leadership throughout the congregation, delegation and personal growth. Draw out others' gifts, a climate that uses and nurtures gifts. LGBTQ+ issues – need to include older members of that community, a more expansive vision of what it means to be welcomed; not just a focus on youth. We could get new members at Pride if we participated more. When it comes to being a congregation that's more racially diverse, we should go to the people who are different than us. Love for worship associate program to continue and have more diversity of style;

THEMES: broad and deep leadership, cultivating others' strengths, increased inclusivity and diversity, expanded ways to diversify, many opportunities for individual spiritual growth, nourishing our children and youth, stronger sense of community

DISCUSSION QUESTION #3: What are three wishes you have for Unity's ministerial leadership going forward?

continue variety of church programs. nurture multiculturalism. support RE. encourage adult faith formation. maintain worship service aspects (moment of silence, variety in music, youth involvement).

humility. listener. open to all members/ no inner circle. no hierarchy of members. sermons with spiritual connection, not bragging about vacations. Boldness/Big ideas. Tie action to unitarian principles/ends. Action/outreach. Respectful of traditions. Maintain emphasis on relationship with God/Divine.

Oct 20

- More focus on spiritual development and exploration of other religions
- Maintaining commitment to pastoral care
- Empower shared ministry with congregation and staff
- Inspirational
- Good listening
- continue, build on anti-racism efforts
- Embrace who/what we are as a congregation and help that flourish with prophetic vision
- Lifelong/grounded Unitarian values
- Patience in getting to know
- Better integration of children in the whole life of the church, connecting to the ministers and dust life and service
- A good preacher who speak from/to head and heart
- Able to empower and build relationships (focused)
- Have courage to hold us
- [word I could not interpret] leadership connect whole congregation to greater St Paul community
- Balance between challenge and refuge
- Clearer avenue and direction on how individuals or groups can start up something new
- E.g, Who to talk to, etc.

DISCUSSION QUESTION #3: What are three wishes you have for Unity's ministerial leadership going forward?

- More opportunity to develop community amongst adults

Oct 27

- More visibility of youth in the "larger" community
 - Willingness to lead and willingness to follow the congregation
 - Ability to actualize compassion without burnout
 - Interweaving the word-music action
 - Ability to move us forward in racial justice work in a big way.
- A minister who inspires us to examine our role in the world by balancing social justice [and] spiritual growth inside of us.
 - A minister who follows a collaborative ministerial model and does not put themselves above the leadership team.
 - Dedication to facing the truth with an ability to correct/confront gently.

DISCUSSION QUESTION #4: Imagine it is 3 years into our new minister's service, and it has proven to be a fruitful match. What would you see in the church and in the community that would indicate that to you?

Date of session	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6
Sept 16	Come away from services feeling gifted; intellectually and spiritually	Everyone feeling connected, belonging, ownership	Greater diversity in the pews: not just BIPOC, but age, gender, a panoply of people reflected in attendance and volunteerism	Knowledge that we need to change & [ok] to feel uncomfortable [challenge our comfort zone by bringing new people and ways of doing things into our congregation]	Diverse congregational engagement	A lot more young people; music continue to be as fabulous as it now is Membership #s and \$\$ are at least stable, if not increased; membership (and visitors) is more reflective of our community in all the ways that diversity shows up; music program is thriving and congregation can't wait to hear what Ahmed (and colleagues) are creating for worship each week; preaching from the pulpit that touches lives as they are lived in the everyday.
Sept 21	<i>A more diverse congregation with a reputation within the community as being a diverse religious community.</i> Deep congregational engagement in activities / groups within the church.	<i>Members of the congregation are actively engaged across the breadth of our church community.</i> People using the church to help them do what they feel called to do.	<i>A deeper sense of involvement from every member of the church comm</i> More people of color in our congregation.	To see personal growth in a new area. Seeing movement for the congregation as a whole in the IDI (moving forward from minimization)	To be known for acting on our principles within the community. Being in true relationship (not just as helpers or fundraisers), a deepening of our commitment, connection and relationship with organizations in our community that we support. New members and attendees tell us that they are connected in meaningful ways to the church/church community.	Congregational growth. Our church is more diverse than it is today. Regular attenders at Unity would have support during difficult times from the ministerial leadership team. When challenges occur in our community, we don't only look to the ministerial leadership team for direction [on] what to do next. We can self organize to get started with some action.

DISCUSSION QUESTION #4: Imagine it is 3 years into our new minister's service, and it has proven to be a fruitful match. What would you see in the church and in the community that would indicate that to you?

Sept 22	<p>Within: Emphasize spiritual practice Focus on next revision of ends Just as happy in a different way Among: Physical location outside current one Visible socio-demographic diversity Some, but not huge turnover in membership Violently strong feelings against minister(s) have not resulted in them leaving Budget stability or expansion Congregational cohesion beyond cult of minister personality Beyond: Good outreach to community</p>	<p>Within: Dig deep and explore out spirituality Articulate what a Unitarian is Among: Membership increased Team working well together Belonging for all people Environmentally walk our talk Diverse congregation with understanding and representation Create new programming that stimulates spiritual and community connection Beyond: True partnership, not just reaching out Built community beyond the walls Partnership expansions Known for social justice stance, activity, and partnership</p>	<p>Among: Strong emphasis on an intelligent and forward thinking service Taken control of debt and eliminate it Add more to endowment Goals and education of the church are integrated in ways that the youth understand and help to infuse everywhere Beyond: Still giving away 70% of Sunday offering Church is broadly admired and commands passion and commitment Moved from a lot of talk to taking action - have a sustainable action program and people who inspire congregants to be involved courageously and strongly</p>
---------	---	---	--

Sept 26	<p>Maintain physical structure Connections with community outside the church Feedback loop to evaluate our Ends</p>	<p>financially solvent Church is busy, filled with people in different activities Strong ministerial relationships with neighboring churches</p>	<p>Growing in many ways, financially, people, learning More people at the table Services that adapt to different people's needs</p>
---------	---	---	--

Sept 29	<p>People will still want to support the church financially</p>	<p>Relationships maintained and expanded with congregations different from ours</p>	<p>Congregation is diverse in age, ethnicity, and socioeconomics, and the environment at church is welcoming and meets the needs of newcomers</p>	<p>Full youth choirs, all services have more people of color and there is greater inclusivity</p>	<p>Vibrant Sunday services in the sanctuary and all week long. People feeling engaged and connected through the church</p>
---------	---	---	---	---	--

DISCUSSION QUESTION #4: Imagine it is 3 years into our new minister's service, and it has proven to be a fruitful match. What would you see in the church and in the community that would indicate that to you?

	Smiles and warmth getting back in the church	Sermons that are so inviting and engaging that I can't wait to get there	A large committed congregation and social activism that people can be part of, both social justice and climate/environmental work	Continue with the christmas carol shout!	Growing, thriving congregation that reflects the community with more diversity and a thriving children's program
	Finding ways to engage with worship that are less rooted in whiteness, and the congregation has learned to feel at ease in response to changes that expand who	Maintained or even increased levels of shared ministry	Continued progress with technology and accessibility	Wider pastoral care programming	Knowing that sometimes some branches need to be trimmed to allow others to grow
Oct 6	<p>Feel connected</p> <ul style="list-style-type: none"> , We know each other , Deeper connections •Action focus - uniquely Unity •Feeling of approachability to our ministers , Emphasize diversity in our "service," who we partner with, how we help. And less trying to make our congregation diverse. •Have become a more diverse congregation <p>Our congregation has grown in number</p>	<p>Continuing commitment to social justice is evident</p> <ul style="list-style-type: none"> , We will have felt we've been "put on the map" in terms of our relationship to the broader community, Full / increased participation (services, budget, etc) 	<p>Feedback loop of communication (staff, members, ministry)</p> <ul style="list-style-type: none"> , More diversity in daily activities , A sense of belonging - small group and big congregation •Connection with social justice opportunities, Feel like we are going in every way 	<p>End comments/questions:</p> <ul style="list-style-type: none"> • Glad came to in person gathering vs. zoom (applause) • Survey misses what conversation accomplished. Need both. Thank you. • We are a community. Not just a survey. • Some people missed the survey deadline. 	

DISCUSSION QUESTION #4: Imagine it is 3 years into our new minister's service, and it has proven to be a fruitful match. What would you see in the church and in the community that would indicate that to you?

Oct 12	<p>10% of the congregation would be involved in a musical group. 30% - 50% of the congregation would have a child participating in Religious Education. 20% - 25% of the congregation would be working towards social change within the community.</p>	<p>Good speakers who are easy to listen to and can pull a whole service together.</p>	<p>A powerful RE program.</p>	<p>Hugging, being able to gather in person and have close contact</p>
		<p>A continuation of the teaching role of unity regarding interns.</p>	<p>More engagement of adults with the kids not just the parents . More ethnic diversity.</p>	<p>Community, easy feeling, like a large family picnic on a summer day.</p>
	<p>Welcoming, supportive, facilitating the congregations' own creativity.</p>	<p>No masks, COVID in the rear view and we are all still speaking to each other.</p>	<p>A growth in numbers of young people and young families. High visibility of our service and actions in the larger community. High degree of vibrancy and connection within the community</p>	<p>Engagement in the larger community. Community based services. Collections for distributions. Keep finding ways to be engaged meaningfully in the work, minister is coordinating the other congregations to action.</p>
	<p>Multicultural church - continue to move forward with this end.</p>	<p>Vibrant and healthy community.</p>	<p>which will lead to stronger commitment to action. More visibility of lay engagement and leadership. (community action teams)</p>	<p>Welcoming place, a new person walks in and feels welcomed with a sense of belonging, particularly if it is a person of color, that they can tell that we are doing our work.</p>
	<p>Support of social justice actions.</p>	<p>Many different faces in the pews .</p>	<p>Continued shared leadership model. (senior ministers, non-senior ministers AND lay leaders.</p>	
	<p>A church open and welcoming to children, young adults, and those with children.</p>	<p>Many opportunities to participate in unity and the community.</p>	<p>A platform for children and youth. (they need to be heard and given opportunity to be engaged in leadership)</p>	
	<p>Preaching that would be open to challenges.</p>	<p>Many opportunities to express oneself and to explore who they truly are.</p>	<p>See more young adults and youth participating in programs and worship</p>	<p>Balance between comfort and being flexible and open so that we are not excluding people/experiences.</p>
	<p>Increase diversity in the church - more different faces in congregation.</p>	<p>Within, among and between - active in the community at large and with each other.</p>		<p>Rituals that are maintained - dedications. Excited for changes.</p>
		<p>Encourage deep spiritual</p>		

DISCUSSION QUESTION #4: Imagine it is 3 years into our new minister's service, and it has proven to be a fruitful match. What would you see in the church and in the community that would indicate that to you?

Oct 13 Financials are good and the congregation numbers are good. That Unity is thriving. Relationships among staff are strong, and music too. New diversity of experiences shared by worship associates. Something that we don't even have the power to think of right now. Visionary leadership that we can disciple on. Appreciate and honor and know that we can disagree. Still maintain some of the traditions that have been so strong. Merging of Waters is a good example. Everyone has opportunities to explore spiritual practice. More deep relationships within the congregation. People truly talking to each other. Be welcoming to anyone and everyone. To feel and know more about what it means to be white in our society in a way that doesn't trample; we're getting closer but we still need help/leadership. A community that grows more compassionate. Being real, knowing more about what it means to be human. Knowing more people in our congregation, having more relationships. A community that appreciates how much connection matters and keeps a balance.

THEMES: more depth in understanding what multicultural means, we all know more people here and know each other better, some traditions maintained but also evolving as a congregation, greater

Oct 17 More diversity. Religious pluralism. Increased attendance. lots of programs. increased pledges. more youth members.

Less hierarchy/inner circle. Feeling valued for my contribution. Being seen. continuity of tradition. new members, but same foundations. more diversity. vibrant RE. Touching/personal sermons. Vibrant High School program. Flourishing music ministry.

DISCUSSION QUESTION #4: Imagine it is 3 years into our new minister's service, and it has proven to be a fruitful match. What would you see in the church and in the community that would indicate that to you?

- | | | | | |
|--------|--|---|---|---|
| Oct 20 | <ul style="list-style-type: none"> • *More diversity — racial, economic, education • Unity — unified — one from many • Ritual and spiritual center as well as action • Vibrancy — energy — good engagement among community • Membership increase both qualitative in demographics and quantitative • Diversity of programs • Not so formal ALL of the time (services just more relaxed) | <ul style="list-style-type: none"> • Neighborhood sees us as a partner with more interaction • Thriving, high level of enthusiasm in the church • Hearing raves about pastoral care • Kids feel engaged not just downstairs • Progress towards anti-racist community • All feel essential to the well-being of the church | <ul style="list-style-type: none"> • Make notable progress toward our Ends and are energized in the renewal process • Most people have sense of spiritual growth/deepening • Energetic children's program • Greater presence in wider community | <ul style="list-style-type: none"> • “Growing” congregation • Meaningful depth and breadth of programs • Enthused, active, engaged visitors and members • Solvent, stable finances and RE • Radical welcomeness for all (everyone sees themselves at Unity Church) • Appreciation of (the arts) and all people • Community knows what Unity is and stands for, and knows are visible, articulate minister (and staff, lay leaders) and vice versa. |
| Oct 27 | <ul style="list-style-type: none"> • Energy—full church with diversity • <u>More active outreach especially partnership in the community with BIPOC</u> • <u>Sense of continuity for members especially for those with treasured activities/relationships/memories, etc.</u> | <ul style="list-style-type: none"> • We see more participation by young people • Stable or grown in membership • Outreach and increase of visibility to the secular community. | | |

FOCUS GROUP: PASTORAL CARE ASSOCIATES

Q1: From your perspective, what is the value of Pastoral Care Associates in the ministry of Unity Church?
 Q2: Tell a story about a time that you saw or experienced the best of ministerial leadership, as it relates to pastoral care.
 Q3: What are three wishes you have for Unity's senior ministerial leadership going forward, as it relates to pastoral care outreach?
 Q4: Imagine it is 3 years into our new minister's service, and it has proven to be a fruitful match. What would you see in the church and community that would indicate that?

Sept 26

Group 1

The PCA extends ministerial capacity of the church. The work of the PCA is done for the entire church. The work extends beyond the church into the community when we spend time with congregants wherever they are (hospitals, assisted living centers, etc). Provides comfort and care for people experiencing difficult life events.

Attending to people in their time of desperate need, like a congregant whose husband died suddenly on Christmas Eve. Ministers attended to that family between Christmas Eve services. Helping elders and those who are ill to manage their move into to assisted living and nursing care, hosting Lectio Divina sessions at Episcopal Homes for Unity congregants and others from EH to stay connected to the church,

Learn more about young families who have pastoral care needs; establish sub-set of people designated to do lighter duties, like rides to appointments; continue to learn from speakers about relevant topics; connect youth with elders to help with technology issues; deep involvement of the ministers in pastoral care; shared ministry concept

Anyone feel comfortable calling the minister for help, financially sound and generous, everyone is invited to be part of pastoral care, shared ministry continues to thrive, Circle of Peace continues and grows, greater understanding about different facets of Unity (RE, Social Justice action, Ministry Teams, etc.)

Within the group, there is a culture of care and growth, learning and guidance.

FOCUS GROUP: PASTORAL CARE ASSOCIATES

Group 2	The work of the PCA is integral to who we are as a congregation, as we care for people who are experiencing life changes. The PCA extends the ministerial capacity of our church.	Janne is remarkably sensitive and insightful, able to match PCA members with congregants who were in need. Rob and Janne knew everyone in the congregation - Janne had studied our directory before arriving at Unity and greeted people by name early in their ministry at Unity. Both Janne and Rob were great motivators and could masterfully match people called to serve with those in need.	Minister who is perceptive and can help new members to the PCA find confidence in their ability to do pastoral care work. Communicate clearly who has needs and which member of the PCA might best help fill pastoral care needs.	Everyone is excited to come to church, not a personality cult, more young people, minister has respected for members' vision for the church, not just their own, open to new ideas, not just relying on the same programming that has been successful in the past, convergence of current values and hopes with new ideas.
---------	---	--	---	--

Helps us to listen and observe the changing needs of our congregation

FOCUS GROUP: PASTORAL CARE ASSOCIATES

Group 3	Connection with the congregation, connection with each other, sharing the load with the minister, gift of listening presence to those in need. Wide range of skills among the members of the group. Everyone brings value to the group. One participant was around when the original Parish Visitors was established. Feels gratified by how the program has grown over the years.	Janne had Bobby McFerron sing over the phone to a congregant who was dying. Doing things that touched people to their core. JEI has a unique ability to touch people at their core.	A minister who knows us and feels comfortable with us, someone with a view of the vastness of common human needs, what people needs. More clarifying and emphasis on PCA objectives, training, bringing in resources, make pastoral care more visible in the congregation. Focus on proactive work (education, seminars on marriage/family life/management after separation or divorce, etc. Fine tune member selection for the group - some are not the best fit for the group.If new settled minister does not have a strong background in human psychology, like Janne did, then either work with current ministers or bring in another associate who has a strong background in human psychology, grief work, suffering, etc. Ways to make pastoral care more accessible to people who cannot go to church or take visitors. Bring in young people and parents into pastoral care. More attention to families with young children, especially new parents (said multiple times).	We want everyone to feel connected to Unity (there are those who don't). We want the style and ambiance of Unity to feel more like a large family . Social justice, racial justice - want to see next minister continue that work and make it real, make it happen. If leadership is in an optimal place, we'll have more of that. Structure - excellent administrative team. Want new minister to work with next administration to continue fundraising, but place more of the fundraising on administration, coordinating with the new minister. Hope for more integration of our values in the world. We're spread a little too thin. Hope PCA membership and reach beyond retirees to a new model for welcoming in new members, younger. Hope the new minister is active in the community.
---------	--	---	--	--

3 Overarching Themes

Connection - PCA helps keep people connected to the church, even if they can't be there, connects people who regularly attend by promising they are not alone. We know the congregation on a deeper level. We bring compassion and empathy.	Empowering Others - Janne and Rob have shown a strength in noticing potential in people that they might not have noticed in themselves	Value and Knowledge of Pastoral Care - value the concept of a team doing this work in the church community, track record of doing this work and can bring knowledge of working with diverse communities.	Develop new models of Pastoral care within the church to include not just retirees, but younger members as well. Know and work with the local community around Unity,
---	--	--	---

FOCUS GROUP: PASTORAL CARE ASSOCIATES

Extension of Ministry - Multiple people on team allows with a variety of skills allows more people to be reached and noticed than what a minister might be able to do on their own.

Responding to Needs - Janne and Rob notice where needs are and find a way to respond quickly: being by the side of someone in need, opening space at church for big national moments, and creating church resonance to the pandemic (i.e. congregational connectors). The MeToo sermon. **Note: one member said that they had had no positive experiences with Rob and Janne.**

Interpersonal Skills - notice potential in people - both PCAs and in congregatants - an ability to match personality, strengths, and needs.

Know and work with the local community around Unity,

Value to PCAs - friendships and support created among PCAs and with congregants they serve, training and learning through the team

Bringing people together effectively - Selma march, Love Bus, "come-to-church" moments (9/11, 2016 election, Wellstone crash)

Outreach to Younger Families and Youth, Families with young children

Merging of old and new - respect our past and where we've been, but have courage to bring new ideas to the congregation

Community/Denominational Outreach - Homorod St. Peter, Internship program

Congregational health and vitality - financial health, young people active in the congregation, shared ministry is valued

Community outreach/civic action - presence in the community, increased comfort level of community members coming into our building, as a denomination, provide an alternative/antidote to religious right.

FOCUS GROUP: TEACHING ASSOCIATES

Oct 11, 2021 Q1: From your perspective, what is the value of Teaching Associates in the ministry of Unity Church?

Q2: Tell a story about a time that you saw or experienced the best of ministerial leadership, as it relates to adult faith formation.

Q3: What are three wishes you have for Unity's senior ministerial leadership going forward, as it relates to the Teaching Associates?

Q4: Imagine it is 3 years into our new minister's service, and it has proven to be a fruitful match. What would you see in the church and community that would indicate that?

Q.1 Value of TA in ministry of Unity

Q2. Stories of best ministerial leadership in AFF

Q3. Three wishes for ministers as relates to TA - what would you tell them?

Q. 4 three years out what do you see in the church and in the community if the match is fruitful

Naming TAs resident theologians allowed growing into greater comfort with talking about theology – which previously was a challenge to do

Soul Work directly linking anti-racism with spiritual practice - feels BIG to make that connection, and to be ready to engage in the hard work of being uncomfortable, yet willing to talk Work with Team Dynamics and KP - stunning

Continue TA with strong support from ministerial/executive team - recognize this program is carrying on R&J legacy

participants:

Pilgrimage to Boston and to Transylvania - expanding our knowledge of history, but also the daily gathering to reflect on the connections we were making with our hosts and each other. The questions Rob and Janne asked pushed us to much deeper reflection

Not only presence of current programs but THRIVING lay led efforts (TA RE WA) because those involved feel both inspired and challenged

Merrill Aldrich TAs look for opportunities to talk about and connect to what's in our covenant, ends and principles – more involvement expands our network of contacts in the congregation – we fan out to the congregation expanding the reach of the ministry.
Clover Earl
Mike Funck
Angela
Wilcox Tom
Zell

Need theological leadership but recognize learning is a two way street – we can and we should learn from each other (leaders and TAs) There is “L” and “I” leadership – both need to be valued and empowered Ministers need to be open to suggestion from TAs

Finding Yourself at Unity classes – Lisa F made great changes by rotating classes and allowing more ways in, less rigidity promotes growth (reference to “punch card” brought nods, but was not explained???)

Progress toward our “ends” - hope to become more multicultural but know that the “ends” don't end embrace the challenge to keep moving forward

Theology has complexity, and we come at it from different backgrounds, can be awkward to get to a shared experience and understanding, but when we as TAs establish deeper background in theology are better prepared to share that with others

TA program needs to be allowed to flourish and grow – and that means allowing change For example, TAs now asked for 3 year commitment, could be continued involvement and ongoing engagement among the “TA Cadre” just as RE teachers continue beyond initial commitment

FOCUS GROUP: TEACHING ASSOCIATES

Janne's services linking "me too" and anti-racism – powerful spiritual moments in AFF

Want to see and hear when you walk in the door - our joy, our laughter, our lively conversations, feel our real sense of unity as a community and keep radical hospitality thriving with those who may not share our theology or style

We are going deeper faster and have the confidence to put ourselves out there so everyone else can see there is an opportunity to dive in as well

Hope for more awareness of TA program in the congregation because Unity is such a large church it also has large capacity to use TA resource

Creation of worship associate program shows incredible thought about developing lay role in worship Leaders are letting go and trusting associates

Many outside groups continuing to use our space but also having more interaction with the congregation in meals, worship, community action, etc SHARE MORE THAN SPACE by building authentic relationships with those groups – including both the adults and the kids around us.

co-pilot: KP's vision is to ensure an opportunity to go beyond RE – allowing and supporting adult faith formation (AFF) Picking from a menu of options – not lock step curriculum – allowing AFF to be a wide range of experiences from COA to rotating Finding Yourself at Unity classes

Need to look at how people are invited to be TA – make the process more public and visible as selection process is for WA "open doors" to the program

Susie Macpherson

Task oriented ministry teams - integrates lay interests in action agenda Important that church's agenda is continually reexamined to assess current needs/interests and spiritual development within, among and beyond us

Be able to compare where we are today to measure our growth in three years – we need to be mindful of how we are changing to be able/prepared to respond to it

Allowing TAs to be leaders has opened up our ideas, skills and talents – we bring our whole selves to the task of creating AFF

See TAs as "resident theologians" with an established base camp and spreading out on a mission but also give opportunity for renewal to the TAs in recognition of the work they do

We have evolved over 3 years and are still evolving – we are kindred spirits and we have learned to talk to anyone on these issues

FOCUS GROUP: TEACHING ASSOCIATES

Themes: strong sense of agency, growth in a challenging topic/task, using creativity, expanding and re-inventing ministerial outreach

Themes: valuing depth and challenge, varied/flexible activity inside and outside church walls, and trust in lay leadership/capacity building

Theme – promote, use and build the TA program

FOCUS GROUP: RE MINISTRY TEAM

Q1: From your perspective, to what degree do you think children and the RE program are integrated into the life of the congregation?

Q2: What has your experience been like to integrate Unity's worship themes into your work with RE Ministry?

Q3: What are 3 wishes you have for Unity's senior ministerial leadership going forward, as it relates to RE Ministry?

Q4: Imagine it is 3 years into our new minister's service, and it has proven to be a fruitful match. What would you see in the church and community that would indicate that?

October 11 Children are not frequently involved in church.

There is no overlap

· For the ministers to know the kids.

· People who are not directly connected to RE will know RE.

· Include children in joys and concerns at the pulpit.

The five questions drive exploration and learning in RE.

· By name.

· Sanctuary church and RE church are more connected, inclusive, and aware.

· Have youth lead a service.

Why don't the five questions apply in adult RE and worship?

· To ask questions.

· Conflict, but different ways of being are met with curiosity and welcome.

· COA is only time voice of youth is elevated.

We do not hold the principles and questions as adults.

· To be present in RE spaces.

· Children's voices are heard in the service – through direct participation, shared content, or recognition of their presence in this faith community.

The average person who attends has no idea:

The adult worship needs to be more cohesive with the RE learning. A connection needs to be made on a weekly basis.

· Ministers delight in children.

· We continue to feel unification toward a common end(s).

· That they can help, even if they do not have children.

· Be friendly.

· Minister is creating relationships with leaders of other faith communities and is present at local events.

Create a shared faith experience.

· The scope of the youth programming.

· Have an awareness of lessons in RE.

· People feel and know they are missed.

· Story

FOCUS GROUP: RE MINISTRY TEAM

Integrated is an important word here: I value separate spaces, but at this building we take it to an extreme. There is a need for child-centered and adult-centered spaces. Children are often dismissed in adult spaces here. I do not understand why. Integrated resonates - youth/children are woven in.

RE themes do not mirror adult themes. Having a conversation in the car on the way home is not always possible as there is no continuity.

Why can't we have a shared reading.

Children don't know how to sit well and quiet in church as they are not invited into the larger congregation in the sanctuary. Wouldn't this also be beneficial to attendees?

Bedtime ritual (UU family) is nice.

· Prayer

· Parable

· Theme

Working to merge words and rituals of adult worship in junior high so the youth have an experience of church.

Changing a full RE curricula may be challenging.

· Comment on RE learning in service.

· That the ministers have a clear idea of what the children and youth are learning.

· Ministers periodically show up in RE ministerial team committee.

· Ministers understand what volunteers set aside or gain in order teach RE.

· Ministers directly connect with RE teachers.

· Poetry and music continue.

FOCUS GROUP: RE MINISTRY TEAM

Seek reflections in weekly service that invite different perspectives: family, youth, etc.

Reordering content through stories and experiences might be an option.

I have never integrated worship themes.

- Ministers show gratitude directly and one-on-one to RE volunteers, specifically teachers.

- Ministers will be aware of the systemic challenge in the segregation of children and adults within the congregation.

- Ministers have recently been a parent of youth or has a direct connection to that.

- Ministers are deeply practiced in spiritual faith so they can be deeply grounded and compassionate.

- Ministers give congregants a place to “risk” from.

- Ministers are free every fourth Sunday to participate in RE. KP or guest ministers lead on that Sunday.

- Ministers create a culture of integration to allow the strategy to be successful.

- Elevate and make visible children’s voices.

- To lovingly manage change to manage transformation.

- Minister has courage to manage change.

FOCUS GROUP: WORSHIP ASSOCIATES

Q1: From your perspective, what is the value of Worship Associates in the ministry of Unity Church?

Q2: How has being a Worship Associate affected your own faith formation?

Q3: What are 3 wishes you have for Unity's senior ministerial leadership going forward, as it relates to the role of Worship Associates?

Q4: Imagine it is 3 years into our new minister's service, and it has proven to be a fruitful match. What would you see in the church and community that would indicate that?

October 11

Group 1

Integration of lay people with ministry; laypersons as leaders. A democratization of religious and spiritual language and experience. Shows the congregation that this doesn't reside only with professional minister(s). This manifests our UU values.

- Softens and/or eliminates the barrier, or distance, between the chancel and the pews.
- Broadens the experiences that tie in with service topic and themes.
- Congregation knows that the WA's are not experts, and they can relate better.
- Ability to add personal stories bring value to congregation. Often provides a depth of feeling that enriches the service.
- Very tangible of our community: we actually see the community in action in the service.
-

Knowing that I would be called upon (in WA planning sessions) to talk about my experiences at UCU, and daily spiritual practice, that has made me pay attention to my life more.

- This has helped me explore the UU faith more deeply...coming from a different faith. This forces me to be more intentional.
- Helped me understand what role worship plays in my own faith; and learn that services are important to my faith formation. Liturgy, music, the role of WA's...these are all key.
- Opportunity to a wider role in the church, because I'd been so involved in RE, almost exclusively.
- The writing of the sermon, reflection, Call to Worship, made me pretend to be a minister for a short time, and that self-reflective demand caused me to focus on what I actually believe.

To develop the next generation of leaders, especially with young people.

- We have a missed opportunities for youth in the services.
- I want the new ministers not to take the WA program for granted. They should challenge the WA program and the individual WA's, and make sure the program continues to bring value; to strengthen it.
- WA is the perfect vehicle to achieve multi-cultural congregation; there's no better way to encourage a diversity of perspectives and life-experiences; and empower them to greater visibility and presence.

Diversified the congregation more.

- Could some of "church" not be in this building? Could "church" be something we take beyond the walls? Could we hold a BBQ and feed the neighborhood? And take that to neighborhoods in need?
- How can we make sure that all our children find themselves at home here? Can we make the service fit the children, and not fit the children into the service?
- We'll be better at welcoming complete strangers who come to the building for the first (or umpteenth) time. Don't let them experience the isolation that can happen in the coffee hour. Church becomes a place where people who have never been to church before feel welcome.
- Our own intellectualism and our inwardness gets in the way of welcoming others. The congregation needs explicit help to learn how to do this

FOCUS GROUP: WORSHIP ASSOCIATES

Group 2

I became the eyes and ears of and for church leadership.

- The value of deepening faith for the individual WA
- Diversifies our pulpit.
- Gives congregation a way of entry, of greater intimacy and engagement in the life of the church. It lets people 'crack into UCU.
- The chance to help shape the service, even to help shape the minister's own sermon.
- Increases sense of connection, belonging to UCU. Inspires my increase of giving time and resources to UCU.
- I had to stretch to understand what is important to others in the worship experience. It broadened my understanding of people's needs.
- Planning meetings went deep into theology and spirituality. The exposure to these conversations was so valuable.
- It felt like COA for adults.
- Grappling with tough themes.
- It prepared me to be challenged, to become a spiritual person. Part of an important process.

The public proclamation of my beliefs, to reveal, be vulnerable – that is challenging, and it makes it real.

- The monthly themes = the components of faith. That broadened my definition of faith. Helped me understand what's most important. Ex: "sacrifice."
- The length of the worship associate commitment helped me grow into the role, that was valuable.
- This was an opportunity to have holy disagreement. Processing this with our ministers was very powerful. Our ministers modeled holy disagreement as part of community.
- Finding a way to express views that differ.
- Being a worship associate made the circle whole for me, a circle that had been incomplete for years.
- The ability to take religious language and express the Unitarian faith.

Can we develop a greater sense of surprise in the WA's role in the chancel?

- A commitment to the worship associate program as strong as Rob and Janne had.
- That Worship Associate are part of being a teaching congregation, a necessary part.
- It is almost a deal breaker if the WA program stops. Worship associates must stay if we value shared ministry.
- Decisions made in the team planning should be honored.
- Ministers should deeply listen as we modify worship in changing times, changing worship culture.
- That we get clarity on the role of the minister, the religious professionals.

Could there be comfortable/cozy coffee hours, maybe with wine and conversation.

- Digital: the digital experience is as welcoming as the in-person experience.
- Digital: Keep the livestream, but give all leadership significant technical help.
- Less serious in its tone.
- Our commitment to social justice continues, but it can't be just cerebral and intellectual.
- More color, more vibrancy, more welcome
- A greater organic connection and symbiosis between OWL and COA.
- Real progress on our End Statement to become a multi-cultural spiritual home built on authentic relationships.
- Sermons: pitched at an 8th or 9th grade level.
- Church relevant to people in their 20s, 30s, 40s, etc; to all ages, races, orientations etc.
- People have opportunity to be engaged at any level they want to be.

FOCUS GROUP: COMMUNITY OUTREACH

	Q1: From your perspective, what is the value of Community Outreach Teams in the ministry of Unity Church?	Q2: As you think about your involvement with an Outreach Team, tell a story about a time that you saw or experienced the best of ministerial leadership.	Q3: What are 3 wishes you have for Unity's senior ministerial leadership going forward, as it relates to the role of Community Outreach Ministry Teams?	Q4: Imagine it is 3 years into our new minister's service, and it has proven to be a fruitful match. What would you see in the church and community that would indicate that?	Notes
October 25	Discussed as large group				
Group 1	<ul style="list-style-type: none"> •Community Outreach Ministry Teams (COMTs) help us define "the beyond" part of our mission •Helps congregants understand about where they can choose to participate in the life of the church •Integrity, Service and Joy; Outreach is the embodiment of that. Tikkun Olam mentioned to describe what COMTs do •Brings congregants together across teams. •Creates continuity of mission. Participants come and go, but the COMTs remain. •A way for the church to be known, to understand what we're all about. •Educates the congregation about, for example, Unitarianism. •Helps us live our lives out in the world. •Creates a way for new congregants to connect with the church. 	<ul style="list-style-type: none"> •Qualities: Listening Skills, Developed Process, Soft Guidance •Sermons that challenge us. •"Ability to perceive congregants as individuals and understand ways to motivate congregants •Respectful outreach •Can locate, align and distribute resources. •Involved partnership with COMTs •"Goes beyond double helix" training. 	<ul style="list-style-type: none"> •Clarity on who speaks for Unity (in the context of COMTs formation) •Integrating COMTs issues into the service •Continuing clear support for COMTs •Senior minister with strong commitment to Social Justice •Open minded; good at conflict resolution 	<ul style="list-style-type: none"> •Unity Church is more visible on social issues •The clarity between COMTs and Ministerial Leadership has been resolved •A developed process to discern the issues the church will support •Minimized bureaucracy •More work to connect faith formation/spirituality with social action 	<p>Five out of nine COMTs had representation: Obama School (3); Indigenous Justice (2); and 1 each from Mano a Mano, Partner Church, and Act for the Earth. Missing were Affordable Housing, Gun Sense, Evergreen Projects and Racial & Restorative Justice.</p> <p>One of the groups had the persistent themes of clarification of COMTs, their role as a part of church perception and needing more support.</p>
Group 2	See above	<ul style="list-style-type: none"> •The ability to create Deep Learning experiences •Inspiring theological direction •Ability to build community •Modeled passion & commitment to social justice •"Church polity and connection"; defining clearly the roles in the church 	<ul style="list-style-type: none"> •Social justice commitment and re-engage the various COMTs •Facilitate the widening of the circle and lead into the future •Balanced, yet visionary •Team builder 	<ul style="list-style-type: none"> •Growth in young membership •Active, engaged and welcomed diverse membership •Active community building amongst members •Strong faith formation (for all ages) •Stable and growing COMTs •"Pulpit appeal" 	

FOCUS GROUP: FORMER BOARD CHAIRS

October 24	Q1: The building was closed but church was open. What stood out for you about the leadership of the church during this time of separation?	Q2: As Board chair, when have you experienced senior ministers working particularly well with the Board? How would you describe those qualities?	Q3: As board chair, when have you experienced difficulty in the interaction between the minister and the Board? What do you think was the source?	Q4: From your perspective, how should the senior minister work with the BOT when work is stuck or ignored, or when congregational conflicts have surfaced?	Q5: How would you characterize the Board's evaluation of Unity's called ministers?	Q6: What do you believe is important for the new minister to understand about working with Unity's Board?
	Ability of ministers and staff to adapt to virtual world	<p>EXAMPLES</p> <p>The issue surrounding the elimination of the courtyard. Ministers concluded it was important for them to be able to take care of individuals on both sides of the issue. Therefore, it became apparent the Board needed to take the lead on resolving the situation.</p>	When board members are recruited, fundraising isn't part of the skill set, but is expected of Board members.	Be transparent and provide clear communication	Inconsistent, irregular, and forgettable	Understanding Policy Governance
	Innovation of programming	Ministers coming to the Board with specific responses on progress towards meeting our Ends Statements.	Understanding policy governance: it is status quo here. Could it be subject to replacement? Do we want a minister who is well versed in policy governance, or someone we can indoctrinate/train into the model?	There are multiple roles for a minister to fulfill: cheerleader, prodder, listener. Does a minister have the ability to determine which role to fulfill, and when?	The Ends questionnaire (annual survey) has stood in for ET evaluation	The Board of Trustees represents a very broad cross section of the congregation, not just a group of significant donors.
	Resiliency and creativity exhibited	Ministers providing clarity about policy/operational commitment to policy governance.	If the minister is a strong personality, how do Board members respond? There's a distinction between the ministerial role of pastor and CEO.	The minister needs to understand existing policies (Ends Statements) as a source of response to issues.	There have been evaluations, but not solely evaluating the called ministers.	Understanding the dual role of corporate CEO and pastoral care giver.
	Creativity and determination	Rob and Janne agreeing to delay their retirement.	An autocratic style... listening, but not acting.	Ministers may need to moderate Board conflict on a particular issue. (Sanctuary Church discussion was handled well in this way.	Questions to consider: should this be done? How to do this appropriately? Is the Congregational Survey the only way, to do this? Is it a sufficient way to evaluate the ET?	Understanding the concept of shared ministry. The Board is a partner in this shared ministry. Building a partnership where each partner has a well defined role is the challenge of this work.

FOCUS GROUP: FORMER BOARD CHAIRS

Loyalty and commitment	Development of Ends Statements framework (Within, Among, and Beyond).	Exhibiting lack of confidentiality.	Inform the Board ASAP when issues arise.	There are always discussions about what is "in bounds" to evaluate according to Policy Governance	The Board is very strong, even though Policy governance is a steep learning curve. Understand and comply fully with Policy Governance approach
R&J delaying their retirement and staying with us	This first capital campaign.	Dismissive and minimizing of Board and staff concerns on issues	Provide the Board with a list of possible solutions.	The evaluation process is always awkward	Honor and act on Board's and congregation's robust commitment to the Ends Statements: whether in how BOT meetings are conducted procedurally and substantively or regarding church programming, treatment of staff and volunteers, preaching from the pulpit, or involvement in the larger world.
Tireless efforts of Barbara Hubbard	LEADERSHIP QUALITIES REQUIRED IN THESE SITUATIONS	Displaying a lack of receptivity to Board requests	Ask for advice. Seek outside counsel.	Conversations center on assessing performance via Policy Governance vs. Strategic Plan	
Thoughtfulness	Ability to keep an open mind on issues	Defensive, acting unilaterally	Look to the Board as a partner and resource.	The Board generally struggles with this issue.	
Commitment and tenacity exhibited by whole staff	Adaptability. Transparency.	Responded defensively, even antagonistically.	Listen	Evaluations are usually squeezed in. Other issues are deemed more pressing.	

FOCUS GROUP: FORMER BOARD CHAIRS

Range of programming provided

Receptivity to the Board

Took substantive action without proper notice, consultation, or approval.

Seek to understand the breadth of issues

The BOT recently decided to stop doing an annual evaluation of the executive leadership as it is not required under the policy governance approach and, more to the point, did not seem meaningful in any event; the evaluation should be occurring monthly as part of the monitoring portion of the BOT agenda; I think the BOT needs to develop more clarity about the way forward to ensure full transparency and accountability concerning the performance of the executive leadership (including the senior minister);

Hardworking commitment

Knowledge and experience

Formulate opinions in the community in a democratic process

2013 survey filled out by Board members was a significant step forward in holding BOT accountable for specifically and meaningfully assessing the ET on all points outlined by policy governance Limitations. Don't know whether the process was continued in the following year(s).

FOCUS GROUP: FORMER BOARD CHAIRS

Boldness, flexibility, creativity

Visionary. Ability to provide out of the box thinking.

Honor and maintain Policy Governance, guided by the Ends Statements, Strategic Plan, and UU principles.

we have been in a discernment process for the last couple of years, that has yet to yield an alternative to what was being done when I joined the board. It is my understanding (which came from a conversation with Laura Park) that while it is not a requirement under the PG model, the majority of the board agrees that we should have a process to evaluate the ET.

Good mentors

Seek outside advice when necessary

Ability to exhibit a good sense of humor

Engage consistent with core values: wonder, open-hearted engagement, courageous action; and with policy governance principles: direct/honest, respectful/constructive

Collaborative, open-minded

FOCUS GROUP: BIPOC

Q1: Tell a story about a time that you saw or experienced the best of ministerial leadership at Unity, related to the BIPOC community.

Q2: How could ministerial leadership help create a church where you feel genuine welcome and belonging?

Q3: What are 3 wishes you have for Unity's ministerial leadership, as it relates to the BIPOC community?

Q4: Imagine it is 3 years into our new minister's service, and it has proven to be a fruitful match. What would you see in the church and community that would indicate that?

October 25 There hasn't been any ministerial leadership related to the BIPOC community, everything has been from or for the benefit of the majority. Desire to be heard/seen by minister. Minister must be inclusive. Minister must not be limited by "tradition" or limited perception of spirituality. Minister must take UU principles beyond the pulpit. Minister must be value all members, and work for all members, not just those pulling the purse strings. Minister must be aware of and address white savior complex. Minister must bridge the generational gaps in the church. Hiring KP, and KP's ministry in the church.

Minister must acknowledge, address, and combat white savior complex. Minister must have a forward moving ministry, not just historical patting on the back. Minister must be connected to minority communities. Minister must engage and empower the congregation to work towards racial justice, not simply provide sermons for white consumption to placate white guilt. Minister must live UU values, not just preach them. Minister must recognize where people are in their spiritual journey. Minister must work to dismantle the "secret code" of UU belonging that others new members and people of color. Minister must create spaces where minorities feel invited, comfortable, and supported in conversations about racial justice at Unity. Minister must work to prevent tokenism by supporting minority leaders in the church, and by bringing in more minority voices to leadership roles. Minister must be open to different worship formats. Minister must work to make minority congregants feel seen and comfortable. Minister must see value of congregants involvement beyond financial support. Minister must create accountability when congregants do not act according to UU principles. Minister must truly embody curiosity, wonder, and awe. Minister must have genuine interactions with minority members and communities.

Minister would create space for minority members to be themselves on an on-going basis, create a home within a home. Minister must also join minority members in those spaces. Minister would make statements of acknowledgement of land, cultures, and communities that exist at Unity. Minister would actively engage with minority members and seek out minority leadership early in their tenure. Minister would empower the staff to also partner with minority members. Minister would cut through rules and regulations emblematic of white supremacy culture in order to achieve ends and empower minority members. Minister wouldn't be limited to the "certain ways we do things" in UU. Minister would decentralize power. Minister would work to dismantle white supremacy culture. Minister would engage in and foster substantial outreach so that community at large can experience the possibility of UU. Minister would actively recruit minority members. Minister would hire more minority leadership in visible roles. Minister would actually understand what it means to be a minority member of a mostly white, affluent church.

A full church with high online viewership as well. Many more minority members, staff, and leaders. A church connected to other minority congregations in meaningful ways. A church where white and minority members converse. A church where RE deeply addressed racial justice.

FOCUS GROUP: LGBTQ

Q1: Tell a story about a time that you saw or experienced the best of ministerial leadership at Unity,
Q2: How could ministerial leadership help create a church where you feel genuine welcome and belonging?
Q3: What are 3 wishes you have for Unity's ministerial leadership, as it relates to the LGBTQ community?
Q4: Imagine it is 3 years into our new minister's service, and it has proven to be a fruitful match. What would you see in the church and community that would indicate that?

October 16

Group 1

Key experience - welcomed to the church by other lesbian couples, not necessarily the ministers; Roy was tolerant, R & J were celebratory; felt safe with the ministers, welcomed; gender neutral bathrooms (hurray!); Marriage Equality; ministers vulnerable about their own journeys with their own homophobia and discomfort; OWL (first time heard about gender fluidity, etc.); Trans youth said that KP a model for how to use gender neutral language;

Marriage equality; gay prom; pi day;

But...

- Led Men's retreat session on toxic masculinity - did not go well. Language around retreat not inclusive. Few topics around gender
- Women's retreat: gender specific, non-feminist. Did not return the following year.
- We're a diverse affinity group - awkwardness in welcoming "us". we don't fit into a box.
- We've come a long way in LGBTQ issues, but not in issues around misogyny. Still a culture of "men know best," so we'll follow the men's ideas.
- "In-crowd" associate with big donors. Manipulated RE sign up so kids of "in-crowd" parents could be together (built other in-crowds this way)

- Relationships that lead to better conversations about who we are as a community of faith. People don't feel connected here or a sense of belonging. Want to see the leadership help to build that sense of community.
- The size of church is overwhelming. It takes time and commitment to make sure new people feel comfortable
- Fostering more intergenerational community building
- LGBTQ people have become invisible; the church has worked on marriage equality, included us in the COA curriculum, etc, but now needs to look at more robust ways of making sure LGBTQ people feel equal part of the community. Need a blending of blending in and visibility. Get away from retreat culture. Something needs to be integrated into our larger ends.
- Spiritual pathways program. For all. Mentorship.
- Less ego in the pulpit, more humility and curiosity.
- More opportunities to get young people more engaged in church life, teaching elders, participating on the welcome team. - - Tap into the richness of our faith community.
- When you look at the church website, you don't have a sense that gender issues/LGBTQ issues are part of what we do here.

- Dancing in the aisles. Being more in your body.
- Mentorship across generations/mutual mentorship
- Conversations from leadership about gender, race, etc.
- Language - more not less. Gender neutral is not enough; needs to include more people
- Make Queer Culture more a part of multi-culturalism
- Worhsip that is not a performance, but a real, affective, embodied, compassion-filled experience
- Safe spaces at church for people who don't care for the Parish Hall after church, who need a quiet place to reflect or to meet with others "like us." Comfortable, not segregated
- A more consistent network of people providing pastoral care. And build a culture where it's ok to reach out to a minister or a member of the pastoral care team at 2:00 am
- A place where we truly feel like our wounds are welcome, everyone's wounds. Safety.

(Zoom meeting date)

FOCUS GROUP: LGBTQ

Group 1

- Invited to speak on an OWL panel. Learned a lot from the Trans person who was also on the panel
- Had good experiences at church that did not necessarily come from the minister. Have not been ministered to as a specifically GLBTQ person
- Photo exhibit of Trans people in the Eliot Wing. Conversations with artists and speakers who were Trans. Helped me understand what is going on in the Trans community. But that didn't come from the ministers
- Welcoming church - sprang out of the issues of the day with the Boy Scouts
- Ray H.'s presence is a good example of ministerial leadership at Unity. Ray invites our community into the life of the church
- Ministers open about our relationship and later marriage. Traveled to Transylvania where our marriage and relationship were not recognized. Ministers responded supportively and made sure we were safe
- More purposeful welcoming to church and events.
- Greater support for individuals and families when a person is coming out, similar to the work the church is doing around race, but tied to gender and sexuality
- Language - greater intentionality around terminology, generational approaches and discomfort,
- **Would like to see the ministers set a tone and modeling that has the minister talking to us, not about us. We want to be ministered to, addressing our spiritual lives and needs. Recognizing that not just young adults are coming out LGBTQ, non-binary, fluid, etc., but some parents and other adults are too. We need openness in ministering to all of us**
- We were more welcomed as a straight couple. Once one of us started coming out and transitioning, we lost that support and acceptance, critical when we needed it. Would like to see more avenues for getting support when needed.
- Eliminate gender separated groups at church.
- Standing LGBTQ group in all aspects of church life, like Wellspring Wednesdays
- Curiosity about what is happening in my life and family
- Representation in leadership (sometimes we feel like we're not real members of the church)
- An LGBTQ out minister
- Regular place to gather with one another
- Our stories integrated into messages throughout congregational life. Readings from the pulpit from people of color, but also LGBTQ people of color
- A minister who is knowledgeable about the queer community and actively curious about us and open to learning about us and from us
- A minister who genuinely believes that there are many ways to participate in the church, not just on Sundays. (this is not specifically about gender)
- Actively engaged with LGBTQ parents and families
- More messages of love, worship, and connection, where everyone feels welcome, no matter the church's official designation (welcoming congregation). A live ministry for all to be involved with.
- Families of all kinds are seen and appreciated
- Provoked, so that we can grow as a congregation and a people of faith
- Ministers bring us into "zones of discomfort" and we can hold that space together. Want a minister who can introduce conversation with people who might know nothing about us. Minister who can hold the discomfort and really engage with us about that
- We come to Unity because it nourishes us, not just out of a sense of duty
- A regular place to meet: Wellspring Wednesday, Queer Cafe, a place for community, where we are centered
- A place to talk about queerness and faith, coming out and how did the church support us as we did.
- Cross-generational activities, even babysitting (older, robust adults helping new families with care)
- more LGBTQ couples programming and support (at least a certain percentage of groups like couples retreats are populated by us)
- **More from us (pictures, newsletter articles, etc.) in Unity's print and online media (like a regular articles, announcements, etc., in the Community and email blasts, and on the website).**

Overarching Themes

FOCUS GROUP: LGBTQ

Safety - physical (bathrooms) and emotional (support from ministers)	Desire for culture shift - from cerebral to affective	- Visible including of LGBTQ+ people in discussions and workshps that focus on EDI work - Leadership from the pulpit to include LGBTQ+ people	Language - want to see diverse expressions of gender and sexuality embraced by wider congregation
Ministers standing up for the rights of LGBTQ people in meaningful ways, visible work in the congregation (Bus to Iowa, Marriage Equality)	Visibility - want to be listened to and taken seriously. Much of the recent work of the church (last 2-3 years) has focused on anti-racist work. LGBTQ community has become invisible in discussions, workshops, and from the pulpit	- Leadership support for LGBTQ+ prople to be integrated more visibly into church life -Intergenerational relationships - desire for more talking with and learning from young people - Mentorsips - not just COA or new member ,but as a way to grow various pathways to church engagement - Sense of Belonging and Community - hard to create this in such a large church	Any DEI discussions or workshops include matters related to the LGBTQ+ community, even if the workshop or discussion is about BIPOC people. Inclusivity - truly welcoming people's wounds, ensuring everyone feels they have access to pastoral care
Incorporating diversity of sexuality and gender in RE work	Institutional systems and change: Announcements from pulpit, format for RE program	- Would like to see someone from the LGBTQ community selected to be Unity's next settled minister. If not that, then someone who has strong insight into the lives of LGBTQIA people	Balance - want to be visible and also have separate, safe spaces in the church without being marginalized or "off to the side."
Representation of LGBTQIA on staff, especially RE	Unspoken hierarchy - misogyny, "in-crowd"	- Want someone who has a curiosity about LGBTQIA community, culture and individuals and families	Space for queerness is available, welcoming, established to facilitate connections between LGBTQIA individuals and families, including on the website!!
	Create a space/programming for LGBTQIA individuals and families to gather and find each other	- Want them to incorporate LGBTQIA stories, perspectives, and issues into Unity's programs, sermon's, RE, etc.	A vibrant LGBTQ+ community supported by the minister. Minister will be leader in recognizing LGBTQIA people throughout the church and its activities.
	Have LGBTQIA on staff, including in leadership		Special events and programming topics held by the community and the minister on topics related to LGBTQ+ lives
	Learn how to minister to LGBTQIA people, in sermons, in programming, and in pastoral care, for all ages and family types		Families of all kinds are seen and appreciated
	Include de-gendering Unity's programs and sermons, especially around the Christmas		Greater media presence of our community in online and print formats

FOCUS GROUP: TOWER CLUB YOUTH

Q1: (not final wording): best of ministerial leadership, related to youth of the church

Q2: How could ministerial leadership help create a church where you feel genuine welcome and belonging?

Q3: What are 3 wishes you have for Unity's ministerial leadership, as it relates to the youth, both those in Tower Club and those not in Tower Club?

Q4 (not final wording): After you've moved on from Unity... When you imagine the next group of youth participating in Tower club, what do you wish for them in the new minister?

Date

Breakout grp
1?

Breakout grp
2?

FAQs

Sept 26	Marg	<p>Can our current ministers apply? Are we receiving applications now?</p> <p>What if we know of someone who we think would be good - can we recruit them?</p>
Oct 6	Lia	<p>Will survey be opened again?</p> <p>Why couldn't get paper copy of survey and fill out and drop off? • What will happen to all this information? Who's helping team evaluate? • What are major steps of process from here on out? • Is the team looking for a couple again or single? Or one or two ministers. • Is the job too big for one person? • How many applicants estimate might get?</p>
Oct 11 (WA)	Lia	<p>What happens next with all this data you're collecting</p> <p>What are the next steps in the search process and the role of the UUA?</p>
Oct 27	Betsy	<p>How do candidates know we are looking? How do we know clergy are looking?</p> <p>Asking for confirmation that it is the search team that will decide on candidate.</p>
Oct 20	Betsy	<ul style="list-style-type: none">• Q: Are we looking for one minister or two?• A: One. Budget has \$ for Associate. Sr. Minister is the one to hire (not a call).• What is the timeline for getting a new minister. Betsy passes out prepared sheet. <p>Preparation of Congregational Record (use info from listening sessions)</p> <p>Exchange of Records between church and clergy, etc.</p>

FAQs

- **After pre-interviewing, at what stage does MST know enough about candidates to rank its choices? (January) Then more in depth interviews happen.**

Do you have a sense of how big a pool we might have?

Louise: UUA anticipating 54.

There are other churches similar to Unity, so there will be competition for best ministers.

How many UU churches in Twin Cities are looking? White Bear, but they are in 2 year process and not receiving names this year.

Hopes the role of a literary minister will continue