



The Congregation's Role in the Search

Wellspring Wednesday

May 3, 2023

Welcome & Chalice Lighting





[Application Portal](#)

[At-A-Glance Jobs Board](#)

Introduction and Purpose of this Gathering

- To learn how the Interim Minister can help with the search
- To hear about the congregation's role in the Search
- To get feedback on the Charge to the Congregation, read on May 14



A close-up of a car's side-view mirror. The mirror's reflection shows a two-lane road stretching into the distance under a vibrant sunset sky. The sun is low on the horizon, casting a warm orange and yellow glow. The road is flanked by green fields and distant mountains. The car's body and window frame are visible in the foreground of the reflection.

But First, a Look Back

Forward Together: November 5, 2022

- Discussed “Next Steps” in congregational readiness
 - Intro to Covenant of Right Relations (December 2022)
 - Change, Conflict & Complexity (January 2023)
 - Congregational Life Review (March 2023)
 - Covenant of Right Relations Workshop (June 2023)
 - Creation of Congregational Covenant and Right Relations Team
 - One-on-one facilitated conversations (on-going)
 - All Church Book Read: Transforming Conflict & Workshop with Rev. Dr. Terasa Cooley

Denominational Resources for the Ministerial Search Process



Keith Kron, Transitions Director



Christine Purcell,
Transitions Program Manager



David Pyle
Regional Lead



Kathleen Rolenz
Accredited Interim Minister

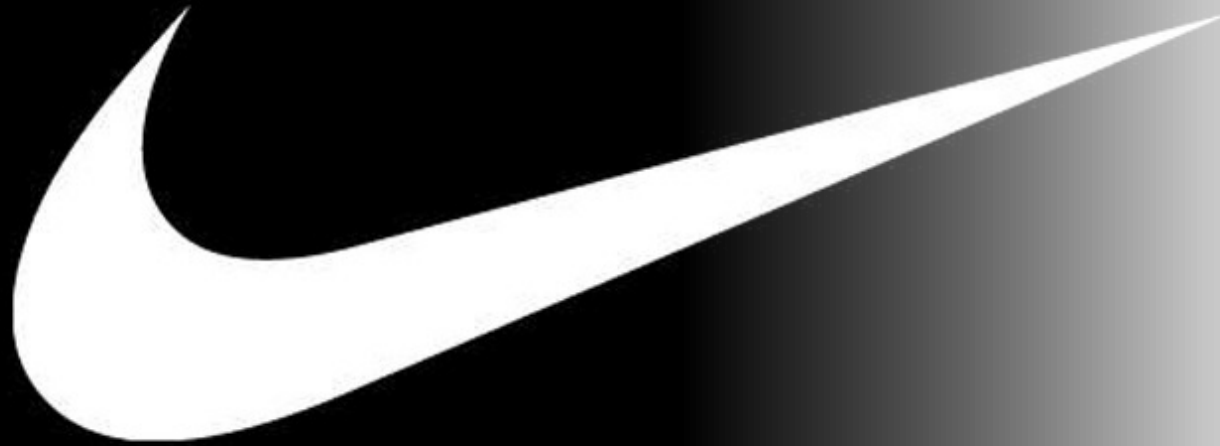


How the Interim Minister Can Be a Resource

- Review Congregational Record
- Review Website
- Help interpret the Ministerial Search Process to the Congregation
- Serve as a neutral chaplain for the Ministerial Search Team
- Be the linkage between Transitions office, Regional Lead, Board, and the Ministerial Search Team
- Other duties as assigned or requested

DON'T

JUST DO IT.



What the Interim Minister May Not Do

- Provide information about a colleague in search
- Offer an opinion about the suitability of any pre-candidates or the candidate
- Discuss confidential information with congregants, staff or other colleagues
- Attempt to exert undue influence about the MST's decision making process
- The PROCESS is transparent; Collegial information is confidential



Let's talk about Secrecy, Privacy, Confidentiality and Transparency

- **Secrecy:** Not known or seen; not meant to be known or seen. Commonly understood as clandestine, undercover, covert, hiding something that should not be hidden.
- **Privacy:** freedom from damaging publicity or public scrutiny.
- **Confidentiality:** intended for or restricted to the use of a particular person, group or class.
- **Transparency:** Free from pretense or deceit.



Balancing Transparency & Confidentiality

- What is transparent: The Process
- Settlement Handbook on UUA Transitions Website
- Communication about the Process
- Why follow the process: We are in covenant with UUA, Transitions Office, the Unitarian Universalist Ministers Association (UUMA); other congregations and colleagues.



Confidential

What is Confidential
and Why?

- Search Committee's Blessing and Burden
- Search Committee deliberations
- Reference checks
- Real Life Case Study



Why a Charge to the Congregation?

- Unity – may be the first to write a charge to the congregation!
- What is the purpose of the charge?
 - Acknowledge the congregation has a role and responsibility in this process
 - Not “what kind of minister do we want? But – who are we becoming; and who will be inspired by our vision?”
 - May 14th is a charge to the new Ministerial Search Team AND the Congregation



“If you were to write a charge, what would it be?”

- I will offer my best discernment about current and future needs of the congregation and will share those thoughts when invited
- I will be an informed participant in the Search Process
- I will participate in the process when requested (cottage meetings, information sessions, etc.)
- I will respect the authority and autonomy of the Ministerial Search Committee
- I will not engage in divisive behavior that causes harm.
- I will be disciplined in my use of email communications and social media
- I will respect the covenantal nature of this process.
- I will respect confidentiality

Small Group Discussion

5 minutes: In silence: Reflect on these brainstorm ideas:

- Review the handout on your table and on-line
- Check top 3 – 5 items statements
- What's missing?

Group Discussion:

1. Designate a spokesperson for your table:
2. At your table, discuss which ones were important to you. Discuss why. Were there any similarities between what your highest priorities and others at your table?



Large Group Discussion

Report Out to the Large Group

Were there similarities in your group?

Differences? What was added?

NEXT STEPS

- Board of Trustees will write the charge; taking into consideration your feedback
- Google form will be available on-line/on web-site for others to fill out. Responses due by Wednesday, May 10th, noon.
- Board will review charge at Board meeting on May 13th.
- Charge to the new Ministerial Search Team and the Congregation will be read as responsive reading on May 14th, at 9 & 11 AM service



Looking Ahead

- Creating Covenant of Right Relations with Rev. David Pyle and Rev. Sharon Dittmar, Saturday, June 3, 9 AM – 2:30 PM
- Known as Covenants of Healthy Congregations; Right Relations, Behavioral Covenant
- Identifies behaviors that support healthy congregational life
- Can be used liturgically on annual basis
- Provides guidance for when the covenant is broken
 - Examples include:
 - Hurtful posts on social media or via email;
 - Hurtful speech
 - Bullying, dismissive, derogatory statements or behavior
- Questions for the Interim? For the Board of Trustees?

Benediction
&
Extinguishing
the Chalice

