



# NEXT SETTLED MINISTER SEARCH PROCESS AT MVUC

Planning & Update – November 7, 2021

(Lyn Millett, MVUC Board Member – [millett@gmail.com](mailto:millett@gmail.com))

# CURRENTLY: A TIME OF **INTERIM MINISTRY** AT MVUC

- Interim ministry is a deliberate and intentional practice in many denominations – typically 2 years
  - “breathing space during which a congregation can review its goals, assess its programs, consider the quality of its life in common, and “tune up” for a new era”
- **Heritage** - Coming to Terms with History – where we come from
- **Mission** - Discovering a New Identity – purpose and direction
- **Leadership** - Shifts of Power/Leadership Change – governance and organization
- **Connections** - Renewing Denominational Ties – relationships within and without
- **Future** - Committing to New Leadership and Future – Preparing for the next era of leadership
- A whole congregation effort – bring our **best selves** and **good faith** to this work
  - A time for **self-examination** and **institutional renewal**



# SEARCH COMMITTEE DRAFT SCHEDULE

(PER MVUC BYLAWS & UUA GUIDELINES)

- Fall/Winter 2021-2022 - Board & Nominating Committee Solicit **Nominations**
- Spring 2022 - Search Committee **Nominees Recruited, Budget** Established
- May 2022 – **Annual Congregational Meeting** - Vote on/Affirm Search Committee
  - ~7 member search committee + 2 liaisons from the 2022-2023 Board
- June 2022 - Search Committee **Retreat**, Begins Work
  - UUA “Coach” (usu. a senior UU minister who will work with our search committee)
  - Compensation Consultant
  - Numerous Other Resources available from denomination
- Fall 2022 – Spring 2023 – Search Committee **Intensive Work**
  - Congregational Survey, Other Activities
  - Preparation of Congregational Record (for candidates)
  - Interviews, pre-candidating sermons
  - [.....much more....]

# SEARCH COMMITTEE – INTENSIVE WORK

- 1 – Concluding a Ministry Well ✓
- **2 – Education and Preparation for Search** ← **We are here**
- 3 – Building the Structure to Search
- 4 – Opening up for the Search
- 5 – Discernment and Mutual Selection
  - Be the kind of place a great minister will want to join!
- 6 – Finalizing the Offer
- 7 – Entering into a New Ministry
- **See: UUA Settlement Handbook – 100 pages of distilled wisdom from fellow UUs!**
  - [https://www.uua.org/sites/live-new.uua.org/files/settlement\\_handbook.pdf](https://www.uua.org/sites/live-new.uua.org/files/settlement_handbook.pdf)

# WHAT'S HAPPENING NEXT?

- **Board and Nominating Committee** –
  - Will conduct a broad canvas of members
  - Asking for input, perspectives, suggestions of search committee members
- Expect a call in December/January!
- But feel free to reach out directly, too!
- And remember: **regular work of the church continues** – will also need new Board members, Program Council, various committee opportunities, etc.

# QUESTIONS WE SHOULD ALL BE THINKING ABOUT

– SOURCE: UJA SETTLEMENT HANDBOOK

- What are the **good qualities needed** for someone to serve on a ministerial search committee?
- Who in the congregation **works well with others**?
- Who can **represent and serve the whole congregation well** (including looking out for the needs of children) and not just a piece or “faction” of the congregation? Who would have **no “axe to grind?”**
- Who knows (or can learn) **the history and culture of the congregation**, whether a member of long standing or relatively new? Who can **use this history proactively instead of reactively** on behalf of the congregation?
- Who has been and/or is active in the congregation and has demonstrated both **responsible participation and responsible leadership**?
- After a high salary, the most attractive quality a congregation can have is self-awareness – **awareness of strengths and weaknesses, what the congregation is like at its best and at its worst, as well as on an average day**. Who would be able to know and relate all this to potential candidates?
- After thinking about all of these questions, **who would you trust** to serve on the search committee on behalf of the congregation?

# FOR MORE INFORMATION

- UUA Settlement Handbook
- UUA Transitional Ministry Handbook
- Board Office Hours – 1-3x/month – check Wednesday e-news for times
  - Next: Saturday November 13, 9am on zoom
- Contact: Board Members, Nominating Committee, Rev. Christian
- Today: Breakout Room 2?