

## **MINISTERIAL SEARCH COMMITTEE NEWS**

(for June 2009 Newsletter)

The Ministerial Search Committee has continued to meet at least weekly and will continue to do so through the summer. If you've been checking in with the bulletin board in the social room, some of this may be repetitive, but let me summarize how we've been spending our time together and where our focus has been.

We've met six times since the last newsletter report—four times as a search committee during our regular Thursday meeting time and twice with other groups.

We were pleased that seventeen members of our congregation, representing the Search Committee, Church Council, and the Budget & Finance, Staff Relations and Stewardship Committees, turned out on May 2 to meet with Jim Peterson, the UUA Compensation Consultant. Jim reviewed with us the UUA guidelines for fair compensation and explained the nuances of constructing a financial package that will make the best use of our resources while presenting a fair and attractive package to potential ministerial candidates. Good questions were asked, and it's fair to say we are in a pretty good shape in terms of the resources we have allocated to compensation for the minister's position and all of our staff members. Nevertheless, as in other areas, we discovered that there's always more to learn.

Jim was chair of the ministerial search committee at his own church in Marblehead, Massachusetts. He was impressed with our church, the turnout and participation at the compensation meeting, and where we are in our search. This reinforced for us that we have a solid church base and are well-positioned for a successful search. His careful questions and thoughtful comments also reminded us of the seriousness and commitment with which we need to approach the task ahead. We are fortunate to have made this contact, and it is clear Jim will be another great resource for us as we move forward.

We also met with five members of the last search committee after church on May 3. They shared some of their wisdom and experiences in both the art and science of searching for a new minister. What struck us was that fifteen (give or take) years later, most of those people are still with us as members, still excited about the church, still benefiting from the personal lessons they learned in that process, and still friends! Best of all, they let us know they have confidence in us and our church and will support us in whatever ways they can. Thank you to Betsy Kelly, Stevie Michaelson, Betsy Northrop, Peter Vanderwater, and Kathy Wyckoff, who met with us that day, and to Jim Arvidson and Bob Briggs, who could not be there on May 3 but expressed the same sentiments.

We have also spent time planning for the survey, the Beyond Categorical Thinking workshop, and meetings with various constituencies in the church. We continue to work on the Congregational Record—in essence, our detailed position “advertisement” that will announce our opening to ministerial candidates and be their first introduction to our church. In upcoming meetings we will be refining the survey and working more on process. This Thursday, April 21, we will be talking with Anne and Wade to gather some of their thoughts on the search process and ruminate on the strengths of our church as well as areas that might be of concern to

prospective candidates, among other topics. As many of you know, Anne has served as a ministerial search consultant, so she has insights to offer above and beyond her intimate knowledge of this church.

### **Finally, what's ahead?**

.....Watch for information about the congregational survey. We will be asking you to participate in this over the summer, and our hope is for an unheard-of **100% participation!**

.....Search Committee members will begin meeting with staff, committees, and other constituencies to gather their input about their hopes and dreams for the future of our religious community.

.....We will complete the Congregational Record, and many of you can expect to be called upon for your knowledge and expertise in specific areas of church life or numbers that we know you have in your head!

.....We will begin work on the fall Listening Circles (small group meetings).

.....Laura Foster will be spearheading the creation of the informational packet we will send to candidates interested in our church.

Keep watching the bulletin board in the social room for current information on the state of the search. It's still relatively early in the process, but the ball is rolling and gaining momentum.

As always, if you have questions, concerns, or suggestions, please contact one of the search committee members. We are:

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