



**UUCE Quarterly Conversations
Report to the Congregation
December 17, 2017**

UUCE Mission Statement

Empowered by Love We Transform Ourselves
and Serve Our World



The Challenge

- Rev. Sydney came to us as a developmental minister for 3 to 5 years in 2013.
- She will be leaving us at the end of her fifth year in June 2018.
- The Board of Trustees is responsible for developing a process to secure a new minister for our congregation.

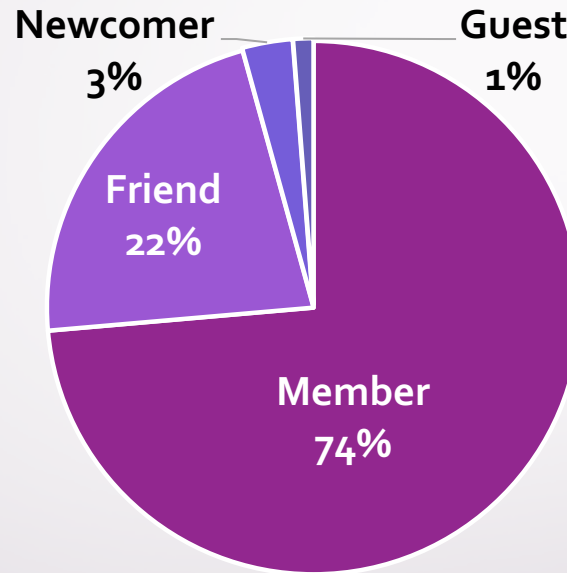
The Survey

- In collaboration with Lesley Rex, we developed a congregation-wide survey to learn what was important to our members and whether we were collectively looking forward to the future or looking back.
- The survey period was from September 15th through November 5th, 2017.
- 166 valid surveys were received.

Looking Forward / Looking Back

- Of the 166 people who responded to the survey, only 5 people were looking back with criticism.
- “By far the largest number of responses were from respondents who looked forward with intention and hope. They acknowledged or implied the strengths and readiness of the church and its congregants and suggested specific ways to build on them.”
Lesley Rex

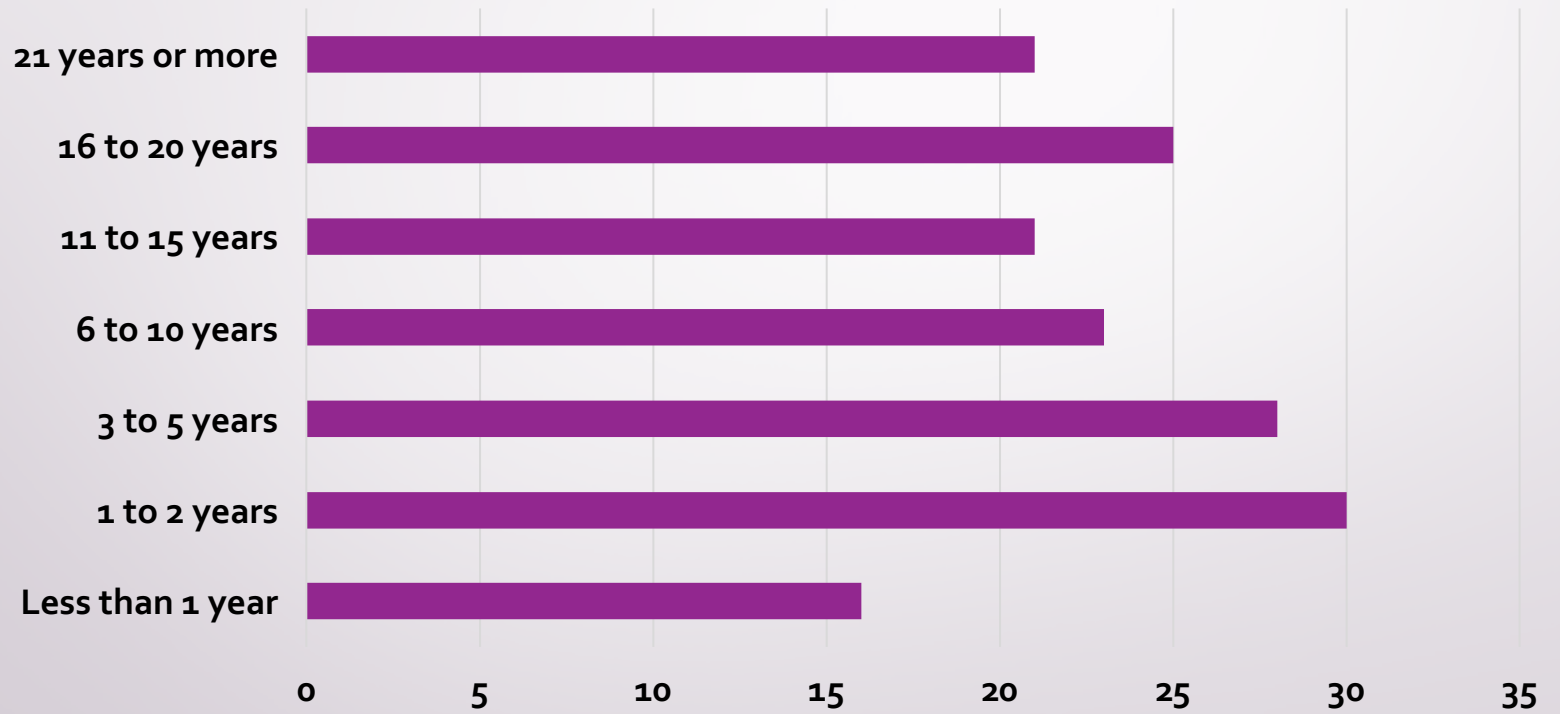
Affiliation with Congregation



163 Responses

Length of Time with Congregation

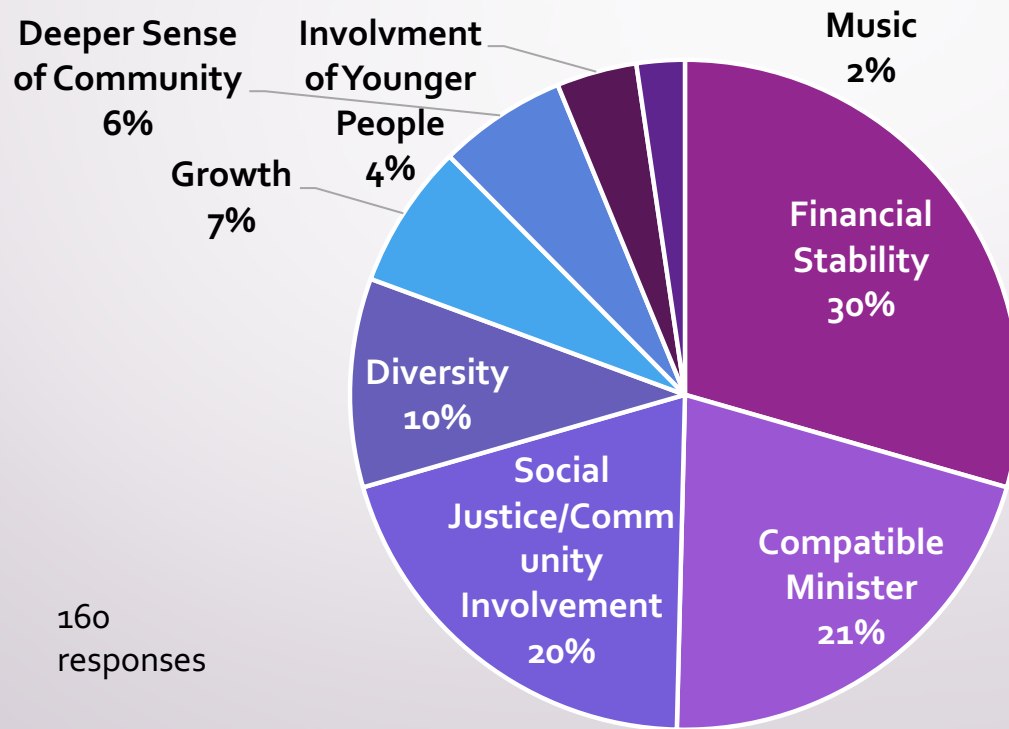
164 responses



The Survey Questions

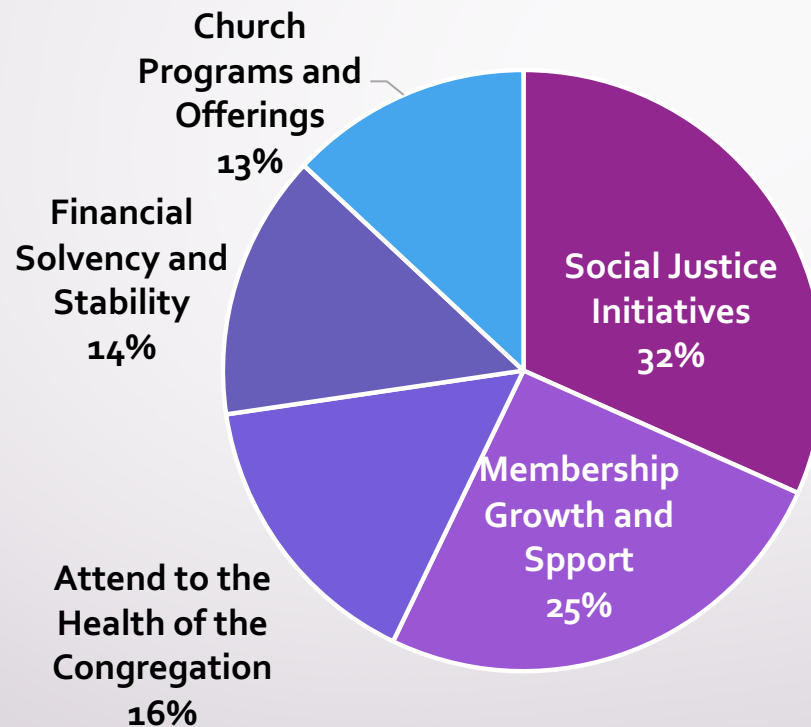
- What is the one (1) thing that you would like to see our church achieve in the next 3 to 5 years?
- What current strengths does our congregation possess that you would like to either see maintained or developed in the immediate future?
- What are the other important things you would like the congregation to accomplish or get involved in within the next three to five years?
- What current church problems/issues concern you? What problems/issues are likely to be pressing in five years?
- What achievements will make you say: I'm glad the minister is among us?

One Thing that You Would Like the Church to Accomplish in 3 to 5 Years?



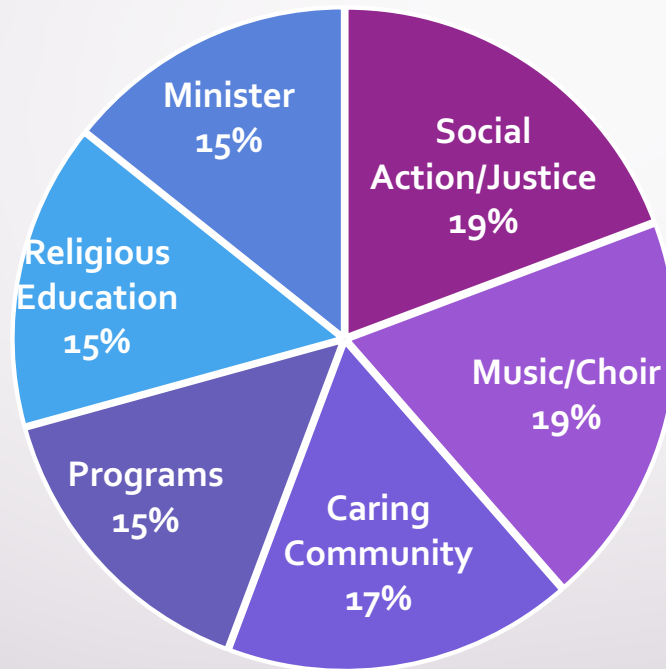
160 responses

Other Important Accomplishments



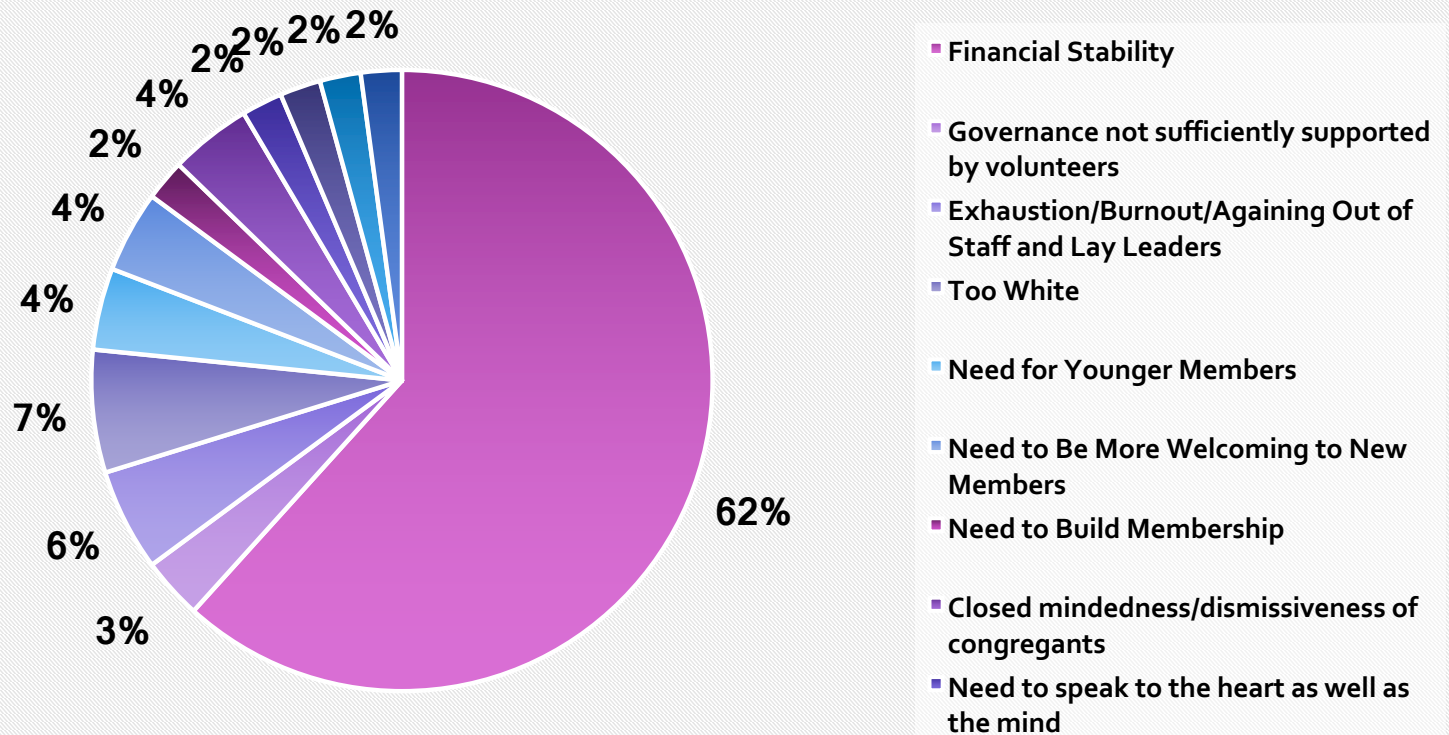
145 responses

Current Strengths



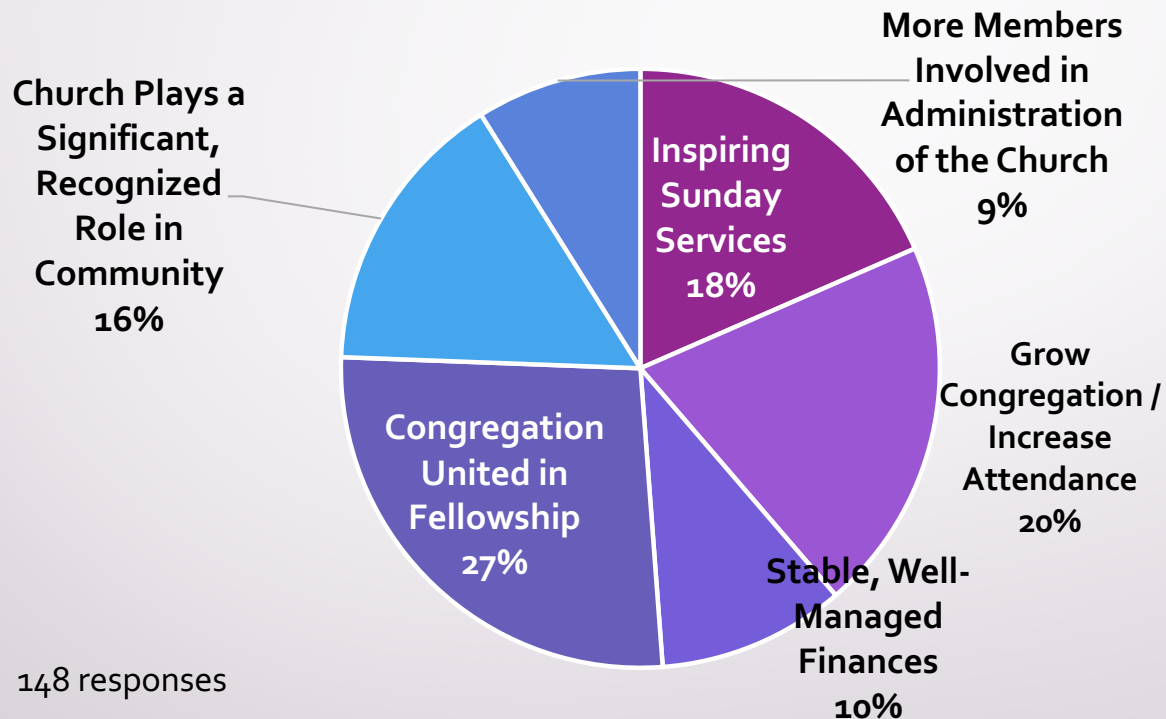
152 responses

Current Challenges



138 responses

Accomplishments that Make You Glad the New Minister is Here



Lesley Rex

**Thank
You**

The Board's Process

- The Board met 4 times in November and early December and spent many hours reviewing the survey results, exploring next steps and reflecting on the advantages and disadvantages of each of the options below.
- Our options were:
 - Hire an interim minister for Fall 2018 and convene a congregational committee to search for a settled minister.
 - Hire a developmental minister for 5 to 7 years.
 - Hire a “contract to call” minister.

The Decision

- Hire a Developmental Minister for 5 to 7 years and explore convening a search committee to call for a settled minister starting in the 3rd year.
- Although we are doing really well in many areas of congregational life, there is still some foundational work needed that a developmental minister can support prior to beginning the search for a settled minister.

Financial Stability

- Financial stability. 62% of the survey participants identified this as a primary concern.
- We need to build our financial base to ensure we can consistently provide fair wages to our staff, pay our UUA dues, and support our programs.
- We will be looking for a developmental minister with specific skills in fundraising and stewardship.

Planning and Consensus Building

- Congregational planning to achieve our hopes and dreams.
- Growth, greater community involvement, multicultural diversity and expanded social justice work were all identified as important to our congregation, but we need to built consensus around what that looks like and develop a strategic plan to implement that vision.
- We will be looking for a developmental minister with experience in consensus-building and strategic planning.

Growing our Covenantal Culture

- Congregational training for right relations is beginning in January 2018.
- We have struggled with a revolving door of ministers in the past and don't want to repeat that pattern.
- A developmental minister will be with us for 5 to 7 years and will give us time to deepen our covenantal culture to lay the foundation for a settled minister.



Next Steps

- Timeline - Our goal is to have the new minister in place for the beginning of the church year in the Fall of 2018.
- Between now and then, the Board will work with the UUA regional staff and continue the discussion within our congregation about next steps.



Covenant

When we are grounded in covenant,
we learn to *own our wholeness* and to
build Beloved Community -
that is where we create the world
we long for.

Questions and Discussion

