

Settled Minister Search 2022

Search Party Summary



Search Committee Members:

Sarah Andrysiak, Janet Boynton, Larry Buell,
Tom DeNormandie, Deanna Elineema, Heather Ring, and Katy Walker

Overview

Who Participated

- 108 attendees at 11 outdoor parties
- Representative mix across ages, stages, interest areas

What we asked

- How do we imagine our next minister successfully leading us? What qualities will they have? What priorities will they set? What actions will they take?
- Ministry depends on the minister and the congregation. What are the congregation's responsibilities, now and in the future, for building a thriving and successful ministry?
- For each question, we allowed each person up to two minutes to respond, followed by open discussion

Objectives

- To provide input to the Search Process
- To raise collective awareness that ministry is a responsibility shared by minister and congregation, in order to help us be ready to welcome a new minister
- To build community and have fun

Leadership

Qualities:

1. A collaborative leader who walks by our side rather than ahead or behind us
2. Inspires us to do more, not by telling us what to do or how to do it
3. A coach who encourages the best in each of us
4. Spiritually grounded and emotionally mature
5. Patient and wise with a sense of humor

Leadership

Priorities:

1. Spiritually grounded and offers compelling Sunday services that explore deep questions
2. Pastoral care skills and experience
3. Facilitation skills to help us work more effectively together; help us work through disagreements while staying in relationship with each other, ensure that we are coordinating our efforts, and see opportunities for us to set bigger goals that achieve more impact

Leadership

Actions:

1. Engages with the congregation and staff, getting to know everyone of all ages
2. Helps us identify strategies to reach those whom Sunday service is a challenge
3. Helps facilitate difficult conversations

Congregational Responsibilities

1. Be truly welcoming of the minister, their family, new members, and existing members
2. Create a ministerial advisory committee and process for constructive feedback from the congregation
3. Contribute to making FPL successful with your talent, time, and financial support
4. Be curious, open minded, and open to surprise
5. Recognize that the minister's job is enormous and that ministers are human; celebrate their strengths and find ways to support their inevitable weaknesses

Insights for Search Committee

A welcoming PLAN for the new minister:

- Members step up to use their connections to introduce the minister around town
- Members invite the minister to dinner (e.g., Dinners for 7)
- Members welcome the minister in small gatherings similar to ‘Search Parties’

Insights for Interim Ministry

What are things we need to do during this next year?

- Get the buzz going, we need to talk widely about calling a new minister and bring excitement!
- Talk about and learn how to be open
- Recognize the power we hold, we have the power to tank the next minister
- Let go of our patriarchal legacy
- Read the Parish News and publications, stay informed and get involved