

NOTES FROM 12/03/17 LINKAGE MEETING ON OUR SETTLED MINISTER SEARCH  
COMMITTEE SELECTION PROCESS  
Compiled by Don Melnick

INTRODUCTION: Copies of our draft of the Search Committee selection process were passed out to attending congregants. On behalf of the board, Martha Nicoloff reviewed the process in detail and solicited comments. What follows are notes transposed from the flip chart comments.

ATTENDEE COMMENTS:

- Why can't we select from more than one candidate instead of only approving the Selection Committee's recommendation?
- Have a "Job description"
- Send out questions about qualities important in search committee makeup to congregants in advance of when they will be called and asked to suggest search committee candidates.
- Use a more transparent selection process, Ex: To the extent possible make these documents accessible to congregants:
  - ✓ OUUC profile
  - ✓ Congregational Record
  - ✓ Search Package
- What can be done to build congregational trust with our search committee over the next several months?
- Possible benefit of having former search committee members be members of the next search committee?
- Have a truly "representative" search committee including minorities, LGBTQ, all genders, age and etc.
- Have an expert facilitator for the initial search committee organizing meeting when various roles are taken on
- Have social media expertise on search committee
- Will our recent "situation" cause us problems in the future?
- Could the final congregational vote on minister selection not occur immediately following the candidate's second sermon?
- Could the minister not be "waiting down the hall" when we vote?

- Could we have a facilitated congregational “debrief” following the second sermon and before the final “vote”?
- Have daily debriefings with members of the search team and those members who interacted with the candidate and want to share observations (a practice utilized by the West Seattle UU Church)
- Why not consider newer members for the search committee?
- Perception that some people excluded from search team last round for questionable reasons
- Could we know more about the candidate group from whom the Selection Committee chooses? Ex: race, sexual preference & etc.
- Is there any way we could know more about the circumstances surrounding Thomas’s departure?
- Why do we need to use UUA in selecting our new settled minister? “My Chicago UU friend told me they just picked from the UU ministers they knew.”
- How can the congregation “help” the new settled minister when he/she experiences problems?
- Given the extensive “selection process” why does the congregation need to vote?
- What would the board “do differently” next time? Responses included:
  - ✓ Derive a more structured process for getting congregational input on new minister performance on an ongoing basis
  - ✓ Clarify when and how UUA assistance will be employed
  - ✓ Monthly congregation meetings with board members following second service
  - ✓ Conduct surveys to get feedback from congregants
  - ✓ Refine boiler plate Executive Limitations Policies to address our needs and expectations
  - ✓ Utilize the Monitoring Calendar in the Governance Policies to evaluate how we are doing on a monthly basis--i.e. do the limitations need to be tweaked?