

Preparing for Search

Nancy Edmundson
Ministerial Transition Coach

Ministerial Transition Coaches

- Who we are
- What we do



The Search Team

- Members of the Congregation
- Board of Trustees
- Search Committee
- Potential Candidates
- *UUA Transitions Office and Congregational Life Staff*

Resources



Nancy Edmundson
PWR Ministerial Transitions Coaching Team



Keith Kron
UUA Transitions Director



Tandi Rogers
PWR Congregational Life Staff



Jim VanderWeele
Interim Minister



Search Overview

- Reflection on Northlake UU
- Marketing Northlake and Kirkland
- Evaluating Potential Candidates
- Candidating and Vote to Call

Process Review

Select Search Committee



Process Review

Reflect on Who You Are



NORTHLAKE UU VISION
 To be a vibrant and welcoming community,
 feeding the human spirit,
 fighting a battle for love and justice.

NORTHLAKE UU MISSION
 To celebrate life by worshipping together,
 serving others and nurturing a
 diverse, loving community.

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Process Review

Promote Your Congregation and Kirkland



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Process Review

Consider Potential Candidates



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Process Review

Extend an Offer



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Process Review

Announce Candidate



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Process Review

Candidating Week and Vote to Call



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Board Tasks

- Call Congregation Meeting for Election of Search Committee
- Support Creation of Slate of Search Committee
- Establish a Budget for Search
- Establish a Compensation Range
- Create a Negotiating Team



Membership Tasks

- Help Nominate Members of Search Committee
- Elect Members of Search Committee
- Participate in Survey and Focus Groups
- Stay Informed
- Participate in Candidating Week!
- Vote to Call the Candidate
- Celebrate!



Search Committee Tasks

- Organize for Search
- Survey and Focus Groups
- Prepare Congregational Record
- Prepare Congregational Packet



Search Committee Tasks, (continued)

- Receive Names
- Exchange Packets
- Conduct Interviews
- Invite Pre-Candidates



Search Committee Tasks, (continued)

- Select a Candidate
- Make an Offer
- Present Candidate/Candidating Week



Confidentiality

The Search Committee is encouraged to:

- Share information about progress and process
- Share the congregational packet

and MUST:

- Maintain absolute confidentiality around the identities of potential candidates!



Recommended Selection of Search Committee

- Board members and Transition Team members contact every member household
- Each member may suggest up to three people
- Board invites top names to apply for Search Committee, and reviews applications.
- Board presents slate of Search Committee nominees.
- Members vote on slate of candidates. Top 4 are elected.
- Board appoints 3 additional committee members from the slate.



Search Committee Qualifications

- Team player committed to consensus
- Time to be involved/willing to give up other commitments
- Overall perspective and commitment to the congregation
- Commitment to UU pluralism
- History of UU involvement
- Has confidence of the congregation
- Can respect and maintain confidentiality

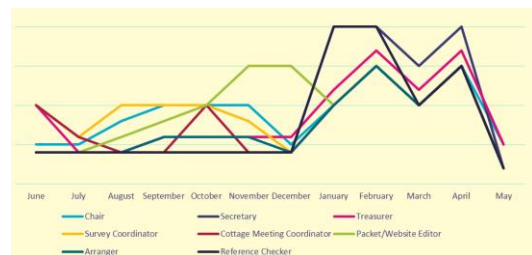


Search Committee Disqualifications

- Rigid requirements related to identity of minister
- Rigid, authoritarian ideas and lack of respect for differences
- Unable to follow through in a big task
- Unavailable in critical time periods for search process
- Anyone who has a genius for "stroking the cat from tail to head to see sparks fly"



Typical Ministerial Search Time Commitments



Time Line

- Soon: Elect Search Committee
- Spring/Early Summer 2018: Search Committee Retreat
- Summer and Fall 2018: Survey and focus groups, data gathering, prepare draft Congregational Record and Packet
- End of November 2018: Transitions Office opens Congregational Record to Searching Ministers



Time Line (contd.)

- Jan 2019: Receive Names, Exchange Packets (now all online!)
- Feb - Mar 2019: Pre-candidate Interviews
- April ??, 2019 at 9:00 a.m.: Extend an Offer
- Apr - May 2019: Candidating Week and Vote
- Aug 2019: New Minister Arrives



Questions



Going Forth

"Because of those who came before..."
— Barbara Pescan

