

# Ministerial Search Committee Update # 1

September 1, 2020

## APPROVED

This is the first of a series of biweekly updates on the work of the DUUC Ministerial Search Committee. The Committee meets every two weeks, and is comprised of Karen Hutt (Chair), Jane Gano (Treasurer and Cottage meetings), Kat Gelder (Communications and web site), Dave Gorman (Congregational Survey), Bob Harris (Secretary and Communications), Doug Kocher-Cowan (Congregational Survey), and Sarah Lensink (Documents Packet and web site). All Search Committee members will work on the Congregational Record. The meetings are all held via Zoom.

The Committee is guided by the Unitarian Universalist Association's Settlement Handbook. Visit [https://www.uua.org/files/pdf/s/settlement\\_handbook.pdf](https://www.uua.org/files/pdf/s/settlement_handbook.pdf) to read it and/or to watch the videos that summarize it.

The links to the videos are as follows:

- [Settlement Handbook introduction](#)
- [Settlement Handbook overview](#)
- [Settlement Handbook phase 1](#): concluding a ministry well
- [Settlement Handbook phase 2](#): education and preparation for the search
- [Settlement Handbook phase 3](#): building the search structure
- [Settlement Handbook phase 4](#): opening up the search
- [Settlement Handbook phase 5](#): discernment/mutual selection
- [Settlement Handbook phase 6](#): finalizing the offer
- [Settlement Handbook phase 7](#): beginning a new ministry
- [Settlement Handbook second round](#): if no match occurs

Further, we will be working with an experienced Transitions Coach from the UUA.

Our hope is to interview candidates and recommend a finalist to the congregation in late winter. That person would begin ministry in August, 2021. However, if no candidate fits the needs of our congregation, we will extend the search for another year.

To see the UUA recommended calendar for the search process, visit <https://www.uua.org/careers/ministers/transitions> and scroll down to Settled Search Calendars 2021-2025.

Our first meeting was with Rev. Mike Walker on July 24. Rev. Mike reviewed the process of calling a settled minister and offered his support throughout the Search process.

We met on August 4 to determine roles of the committee members and created two documents, a covenant shared among the seven members, and a covenant to be shared with the congregation.

The Search Committee is also reviewing our congregational history, including the circumstances of Reverend Tom's resignation. Our congregation is still in the process of healing from that pain and conflict. This process, though difficult, provides our leadership with important lessons and is necessary for our next minister to work effectively in our church. While much of this work is confidential because it relates to personnel matters that our church is required not to disclose, we will share what we can with the congregation so that we can move forward together.

We met again on August 18. One of the first steps in the search process is to survey the congregation, so that a complete and clear picture of DUUC is presented to candidates. Dave Gorman and Doug Kocher-Cowan presented a sample survey and the committee reviewed the congregational survey from the UUA. The congregational survey will be available to the congregation in September.

Another step in the process is for Search Committee members, Board members and interested DUUC members and friends to attend a workshop called "Beyond Categorical Thinking". This workshop helps us to recognize and deal with biases and stereotypes as we interview

candidates. This year, Beyond Categorical Thinking will be a virtual workshop and will be held in the fall. We hope many of you will join us!

We will also be working on updates to the church's website since our website will be one of the first places that candidates will learn about DUUC.

To contact Committee members, please email [search@dupageuuchurch.org](mailto:search@dupageuuchurch.org).

Bob Harris for the Ministerial Search Committee