

# UUCLV Ministerial Search Committee

## Meeting minutes

Meeting date: Friday, November 8, 2019

Meeting Time: 4:45pm

Location: Zoom Online Meeting

Attendees: Rick Bleyle, Jim Brustman, Karin Metcalf, Larry McAllister

### **Key Discussion Points & Decisions**

The committee voted to approve the minutes from the November 1 meeting. The discussion turned to the need to establish a Negotiating Team as per UUA guidelines. The Negotiating Team is to be comprised of one board member, one MSC member and one other member of the board's choosing. Rick Bleyle volunteered to represent the MSC.

The committee turned its attention to the question of whether to request the Beyond Categorical Thinking workshop. Larry opined that the workshop might, in addition to promoting fairness and diversity, help improve the probabilities of a strong vote in favor of a new minister by reducing negative biases. The group decided to defer a decision until we have more information on cost and timeline. Larry agreed to discuss with the board president and UUA Transitions Office.

The "cottage survey" questionnaires were discussed. We received several constructive responses from congregants, which Jim and Charlie will filter and compile for the Nov. 17 Town Hall.

The Congregational Record is coming along well due to the hard work of Karin and contributions by Jim, Larry and others. We seem to be on track for on-time completion by Nov. 30.

Charlie had a conflict and was unable to attend this meeting or provide an update on the neutral pulpit search.

The committee decided that we should take a group photo of the MSC when we gather for the Nov. 17 Town Hall. Each member should provide a brief bio of themselves (one short paragraph) with emphasis on their UUCLV background and UU-related activities and interests. Send bios to Rick for inclusion on the website.

Website improvements are in the early stages and making progress. Erma is working with Rick on this.

### **Summary**

Decisions made:

- Rick will represent the MSC on the Negotiating Team.

## **Action Items**

All – Continue to contact survey respondents and log their comments. Continue to support Karin on the Congregational Record.

Jim – Continue compilation of cottage surveys and work on minister “job description”.

Charlie – Reach out to two UCC churches as neutral pulpits. Help Jim on the surveys and job description as needed.

Karin – Continue to assemble Congregational Record.

Larry – Seek more information on the Beyond Categorical Thinking workshop for future discussion.

Rick – Work with Erma to tune up our website and get ready for review at next MSC meeting. Get with Bruce to determine next steps for Negotiating Team. Speak with UUA Compensation Consultant regarding best ways to use time off, etc. to make our offering more attractive.

## **Important Dates**

Town Hall report-out	Nov. 17
Neutral pulpits selected	Nov. 24 (internal target)
Draft of minister contract and compensation to BoT and Transitions Office	Nov. 30 (UUA deadline)
Congregational Record published	Nov. 30 (UUA deadline)
Documents Packet	Mid-December (UUA)