

## Minutes of Circle Meeting June 7, 2009

Beverly addressed the issue of the Survey, mentioning that some of the old e-mail addresses were now incorrect but had been corrected and the every member e-mail had gone out to the congregation concerning the on-line survey. Hard copies were mailed out July 1 to those who do not have e-mail addresses. Because of the holiday, the hard copies should arrive by July 6. These can

### Search Committee Circle Meeting July 5, 09

All members of the Search committee were present except Ed Canning who is on holidays.

Jennifer Kaye chaired the meeting which began with opening words by Beverly Horton

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Q. " How is the survey being used"

A. The data will be used to give prospective ministers information about our church. It is just one such tool and if there is more to say, we can say it in another way.

C. Information would be best using both charts and analysis. Social Justice is not sufficient addressed in the survey

Beverly pointed out that people are free to add comments at the end of the survey.

Jennifer then led the discussion on the question, "How ready are we for a settled minister?"

#### Answers and comments:

When I was a member of the search committee with another church, the hardest thing was trying to get the best possible minister for the least money. This led to the comment that one of the main concerns will be financial.

A previous minister was not the first choice of the Search Comm, and was imperfect – but so were we as a congregation. We are a different congregation today. We have more depth now. With the timelines used in selecting ministers, it means that several churches are looking at the same time and it becomes a bit of a horserace. Feels we need someone really grounded – not intimidating or intimidated.

Jennifer stated the Search Committee's preference that any minister who comes should have had previous experience in leadership.

Barb Wallace commented that we will be looking the same time as Victoria and London. That is why we need to offer the best financial package we can afford.

There is less mourning now over our last minister.

We need to increase pledges and said that the canvass will give us a pretty good picture of our ability to cover the cost of a settled minister. We need someone who can walk a fine line of our community.

People tend to take positions when there is no common ground.

When a minister comes to a church, some people leave. When a minister leaves a church, some people leave. If we look at our membership, it has remained stable and we have new members. Work with Alicia and Sage have both been good.

There will be changes to the By-laws & expectations and we really need to work on "right relations". A leader has to be able to empower other leaders. We have had a couple of years running things ourselves and we have done a good job, but feel we have not had much grounding in Unitarian Universalist history. We are mostly ready but a minister could help us do our thing.

On the pledge question on the survey, people with low pledges are most likely not to do the survey.

Second question: what things do we still need to attend to in order to be fully ready?

Everyone should volunteer at least once a year.

We need clear definition of role of minister.

We need a clear Vision which is tangible. It is only partially completed.

Management committee had hoped that the last part of the discernment process would produce a "job description".

We need clear, consistent and dependable Communication between members of congregation.

We have held together regardless of sadness and anger and there is still a lot of work – role of the staff, for example. If we are talking money, influence, power etc. how to deal with that? We have work to do.

Jennifer called on Mark to talk about a video for our packet.

Mark: We are interested in making our packet one that will appeal to someone who can appreciate a combination of both hard copy and a DVD. One of the section on the video will be a speaker's corner with comments from members of our congregation. Perhaps a skit using the children to portray aspects of our survey.

He put out a call to "crafty people" who can help put together this video.

Doreen K. mentioned that there is an excellent video available from the Fall Festival.

Bill J. suggested putting information on the web site and Pat D. said that one of the first impressions a prospective minister will get will be on the website. Should also contain info re city of Hamilton – Rah Rah Hamilton!

We need to look at the website and check for inaccuracies.

Next meeting Aug 9 then after the ingathering service in Sept.

Beverly sang our "closing words"