

# TOWN HALL MEETING

May 21, 2023

presented by

Rev. Lisa Bovee Kemper, Interim Minister  
and the Transition Team

# CONGREGATIONAL LISTENING SESSION SUMMARY

## Questions for Discussion

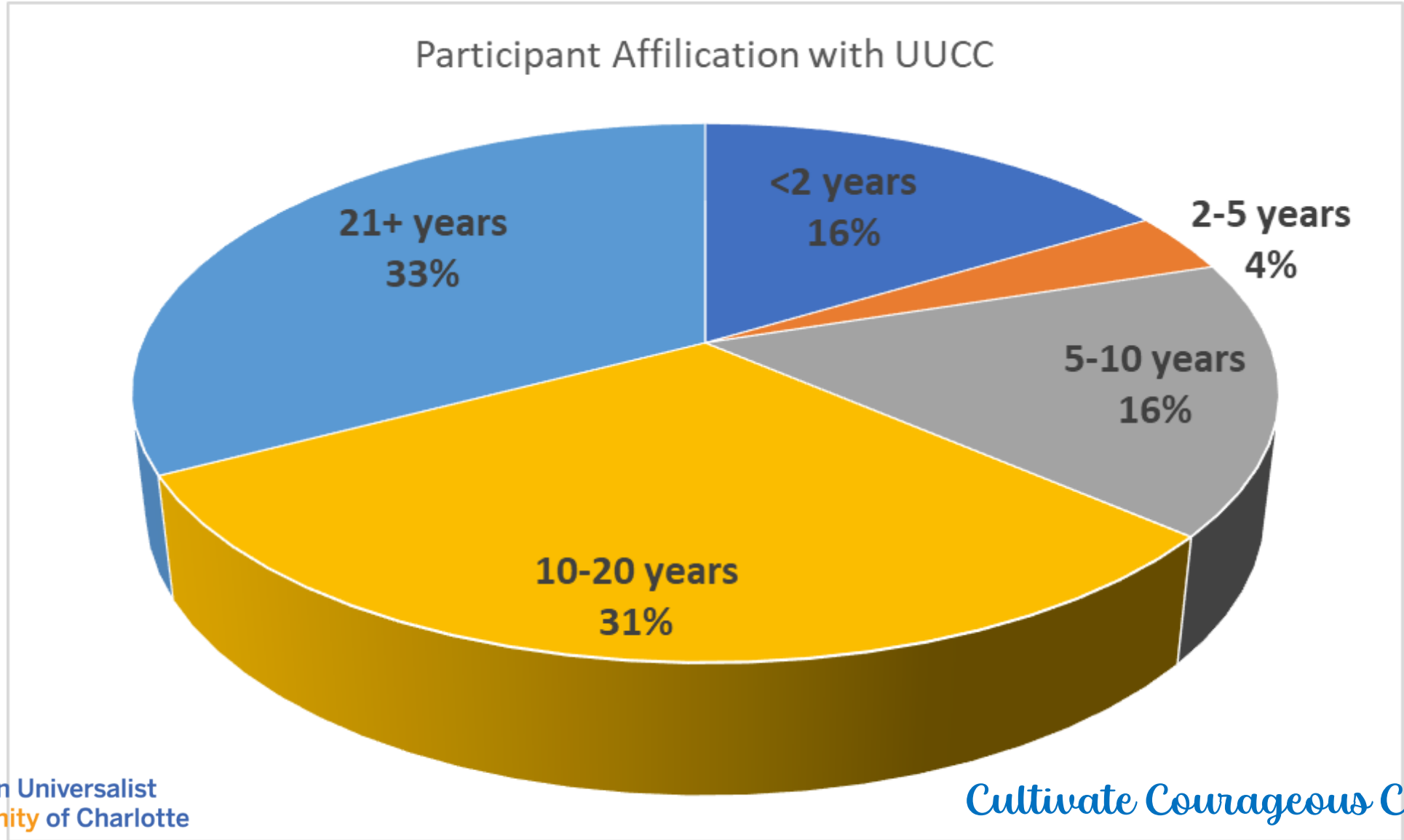
### **Primary Discussion Question:**

“What aspect or aspiration of UUCC drives you to attend services or be an active participant in the life of our community?”

### **Discussion Question (time permitting):**

“What is the title/subject of a Sunday service that would most inspire to join us on a Sunday morning?”

# WHO PARTICIPATED?



# RESPONSES



# TRANSITION TEAM OBSERVATIONS

- Youth presence in services
- Creating community in a large congregation
- Importance of religious education
- Evolving community, inside and outside the UUCC

# QUESTIONS?



# UUCC Ministerial Transition Timeline

Two Year Interim – Aug 2022-July 2024

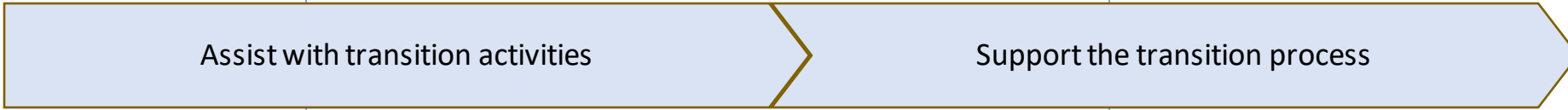
**Key Search Dates (annually)**  
Dec 1: Congregational Records Go Live for Minister Review  
Jan 2: Profiles of Interested Ministers Released to Congregations  
January: First Round Interviews  
Feb-Mar: Precandidating Visits  
Mar 30/Apr 1: Offer Day for settled positions  
Apr-May: Candidating Visits (culminate in congregational vote to call)

2022

2023

2024

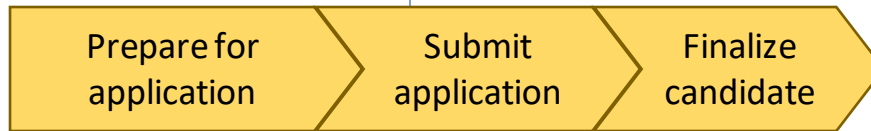
## Transition Team



## Board of Trustees



## Settled Minister Search Team



Information Gathering  
(listening sessions, cottage meetings)

Annual Meeting\*

Candidating Week and Vote to Call

Settled Ministry Begins (Aug 1)

\*Settled Minister Search Committee is elected by Congregational Vote

# INTERIM REPORT: REVIEW OF AREAS OF FOCUS

- Review how the congregation has been shaped and formed; Claim UUCC's past in order to heal griefs and conflicts. (Heritage)
- Identify and Explore UUCC's unique identity, strengths, needs, and challenges. (Mission)
- Review and Clarify UUCC's governance structure and leadership, navigating the shifts in leadership that occur in times of transition. (Leadership)



# INTERIM REPORT: REVIEW OF AREAS OF FOCUS

- Connect and Reconnect with available partners and resources both at a regional/denominational level and in the community around UUCC. (Connections)
- Prepare for new professional leadership, strengthen our shared ministry, and engage our future together with enthusiasm and hope (Future)

# INTERIM REPORT: LOSS AND CONFLICT

- Timing and complexity of ministerial transition (Eve & Jay departing, Lisa arriving)
- Significant deaths early in the church year
- Processing of annual meeting conflict – impact on larger conversation regarding dismantling systems of oppression
- Overall changes in the local church model and post-pandemic engagement in religious community.

# INTERIM REPORT: LEADERSHIP AND SHARED MINISTRY

- Roles and lines of accountability become heavily associated with the leadership style of the minister
- Clarity, accessibility, and transparency of communication
- Reluctance to engage in difficult conversations that could lead to conflict
- Anticipated return to right-sized staffing levels

# INTERIM REPORT: IDENTITY AND MISSION

- History timeline and listening sessions are a starting point.
- Impact of the New Normal and low capacity - high anxiety cycle found in systems everywhere post-pandemic
- Mission, vision, ends, and covenant are focused and actionable.

# INTERIM REPORT: UPDATED INTERIM GOALS

- Engage more with grief/loss around recent events (including departure of ministers, pandemic changes, and recent conflict)
- Continue post-shutdown work of re-engaging and re-envisioning ways to build community and strengthen relationships
- Clarify roles, responsibilities, and accountability relationships throughout the organization

# INTERIM REPORT: UPDATED INTERIM GOALS

- Increase accessibility, clarity, and transparency of communications
- Prioritize implementation of congregational covenant
- Explore and implement shared ministry model
- Increase congregational awareness of and engagement with mission, vision and ends
- Revisit the vision statement and accompanying materials particularly the appended list of "Vision Questions"

# SO WHAT CAN I DO?

- Bring your lab coat and your curiosity and consider the congregation as if you were an anthropologist.
- Understand that change and transition are uncomfortable and sometimes messy and that's OK.
- The only way out is through: if you bypass the process, it won't be completed.
- Familiarize yourself with the Mission, Vision and Ends

# QUESTIONS?

