

## SETTLED MINISTER SEARCH COMMITTEE

### DECEMBER 2020 UPDATE

We are very happy to report that our Settled Minister Search Committee (SMSC) continues to bear fruit at this icy time of year!

The SMSC's most recent accomplishments are the development of a Congregational Record (CR) and the creation of a promotional video for prospective ministers. This video captures both the warmth of our congregation, and the autumn colours of Eastern Ontario. The target date for the release of the video is the end of November; you can find the video in the Minister Search section of the FirstU website.

The 40-page CR was a massive undertaking, led by SMSC Chair Jane Lindsay and the rest of the committee. It is like a resume of the congregation, and it will be the main document reviewed by each minister applicant. This document contains 82 sections, all about us! A lot of the information in the CR came from the direct participation - either of congregants or staff - in focus groups and interviews, in the Beyond Categorical Thinking Workshop, and the Congregational Survey – all completed by mid-October. From there, the SMSC had a very short turnaround-time to get it all compiled and successfully submitted under deadline.

This information will also help inform the upcoming candidate screening process, and will likely be used in different ways outside the scope of the SMSC mandate. The committee is looking at how best to make it available to congregants. One example is that the relevant congregational input gathered in the Beyond Categorical Thinking workshop was shared with the Embracing Diversity Committee, to inform future activities.

Next on the SMSC agenda is to develop the tools that will help the committee review applications and have initial interviews with multiple candidates early in the New Year. Then, a variety of virtual meetings and interviews will be booked with the top candidates in February and March, giving the committee the chance to get to know each of them better and witness them deliver a sermon to an outside UU congregation.

Although most of the work of the seven-member committee must be done at arm's-length from the congregation, in order to ensure a fair and confidential process, it could not have been so "fruitful" without the input and participation from so many. Besides thanking all participants in the workshop, survey, focus groups and interviews mentioned above, the committee would also like to thank the volunteers who helped them meet all of their goals and deadlines so far.

"Thank you!" — from your SMSC members: Amy Bérubé, Mary Ella Keblusek, Jane Lindsay, Mike Lloyd, Jodi McIntosh, Phil Nagy, and Lena Talback.