

Search Committee
Unitarian Universalist Church of Spokane
Congregational Survey

April 9, 2009

Consolidation of various survey details relating to what capabilities, skills and values that the congregation would most want in a new minister.

Surveys and other sources:

1. UUCS congregational Survey Summer 2006
2. UUCS Town Hall Meeting on Covenant December 12th 2008
3. UUCS Transitions Workshop w/ Reverend Latham October 18th, 2008
4. How to Case a Church (book) by Peter Raible (Past minister of University Unitarian Church of Seattle)

Primary skills:

- **Have the ambition and skill set to create and maintain a dynamic, program sized church.**
 - Have the personality and interest to communicate effectively with the congregation (a People person)
 - Be a person who is open & honest with the congregation and leadership
 - Have the capability, knowledge and interest to work efficiently as part of a team with church leadership and church administration.
 - Understand policy governance
 - Understand how the board works
 - Understand how the Management team works
 - Know how & when to delegate and when to listen.
 - Understand that in a program size church the minister should not micro manage
 - Have a sense of humor (editors ad-in)

**Search Committee
Unitarian Universalist Church of Spokane
Congregational Survey**

- **Have the capability to provide a consistent, dynamic, inspiring and thought provoking Sunday services.**
 - Provide different kinds of sermons - examples:
 - On what UUs believe
 - On social justice issues
 - Intellectual, in depth thought provoking subjects
 - More thoughtful, in depth subjects
 - On other faiths & traditions
 - Messages that inspire congregational unity
 - Messages that lead to personal growth
 - Emphasis on what we have in common
 - Emphasis on character, being vs. doing issues & what we do matters
 - Provide a deeper understanding of UU Heritage
- **The skill to coordinate a mission statement that clarifies our purpose and unifies the church**
- **The capability to build trust, love and caring through communication and community building.**

Secondary Skills:

- Provide effective Pastoral Care
 - Empathy & caring actions for people in need
- Effective communications with RE
 - Communicate with Kids
 - Work effectively with RE staff
- Capability to put together adult education programs.
 - Lead discussions on Faith & Reason
 - History of UU's and other UU's outside of the US
- Provide Leadership for Social Consciousness issues
- Provide leadership for Environmental Stewardship issues
- Provide leadership for Social Justice issues
- Provide diversity commitment & leadership
- Have capability to analyze and understand financial issues including the church budget

**Search Committee
Unitarian Universalist Church of Spokane
Congregational Survey**

Other Relevant Issues

A person who would enjoy what our city and area have to offer

- Outdoors opportunities
- Local Culture and Education opportunities

A Minister who would be comfortable with the following:

Is our salary enough?

Attendance issues

Pledge units as percentage of the congregation

Our by-laws

Our contract

[Click here](#) to view our 2009 Visioning Survey results.