



Congregational Connections

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CREATING A SEARCH COMMITTEE & UNDERSTANDING THE PROCESS A Message From Church Council

As highlighted in the April newsletter, there are several transitional aspects a church goes through following the departure of a settled minister. One of these steps is referred to as the Search and Call Process. The United Church of Christ website offers the following description: "the process by which authorized ministers and congregations come together for shared ministry in the name of Jesus Christ and on behalf of the UCC is entitled "Search and Call". Search and Call takes considerable time and thoughtfulness, with prayerful attention to both logistical detail and the movement of God's Spirit."

The Search and Call process begins with the selection of a Search Committee to serve on behalf of the congregation with wisdom, maturity, and creativity. The Search Committee is typically comprised of 5-9 people who have relational and detail skills and a willingness to dedicate time to meetings; who are compelled less by a personal agenda and more by a commitment to the future of the church; who represent diverse ages, races and cultures, genders, life experiences, and perspectives present in the church. The UCC offers a guide to the Search and Call process, which provides a framework for which to follow.

The UCC recommends that a church does not proceed with the creation of a Search Committee until an Interim Minister has been identified for several reasons, which is why our Church Council has not been actively working to establish the group. The reasons cited by the UCC are reasonable, and center around the fact they do not wish for a church to rush into a Search but instead to allow for some time to adjust following the departure of a minister. This pause also allows a Church Council to focus on the identification and hiring of an Interim Minister.

Unfortunately, the identification of an Interim Minister has not gone as planned. Now as the new program year comes into view,

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CREATING A SEARCH COMMITTEE continued...

our Church Council has decided we will renew our efforts and begin the process of selecting our Search Committee, and at the same time, securing an Interim Minister. For those who have already raised their hand for consideration for this important committee, thank you. For those who may still be considering, we ask that you reach out to Church Council or contact the Church Office to have your name added to the list before the end of this month. As described above, the ideal committee includes a diverse group of ages, backgrounds, genders, and perspectives and our Church Council is eager to find a strong team who will work together to support this important process.

What roles are there within the Search Committee?

The Search Committee will include a Chair, who will be responsible for leading the team through the Search and Call process, act as the conduit to the Church Council, and interface with the Southeast Association of the Wisconsin Conference UCC as needed. We will also appoint a Secretary or Clerk who will be responsible for managing the communication among the team, take minutes to keep the group organized, and support scheduling activities as needed.

What activities occur within the Search Committee?

The Search and Call process begins with a self-study and community learning process which will identify the church's desires for the future. This can be done through surveys, in-person sessions, and gathering insights from other committees and congregational members. These insights will come together with the creation of a Church Profile, which is what potential candidates will reference when considering applying for our position.

What is the time commitment expected?

A healthy Search Committee should plan to connect regularly for the first few months during the creation and posting of the Church Profile. Once applications are received, the group will then begin the process of interviewing candidates. It's fair to assume the commitment of a Search Committee member will be between six months and a year, potentially longer if a candidate is not identified. Meetings and interviews can be conducted at the church, online, or a mix depending on what works best for the committee members and candidates.

Please reach out to Church Council with questions or interest (fcc.committees@gmail.com). Thank you!



STAINED GLASS REPAIRS REMAIN ON HOLD

The company we have contracted to do our stained glass repair, Staige Glass, has had a challenging summer completing their contracted jobs due to the amount of rain in the midwest. We have been assured we are "next on the list".