

UUFF MINISTERIAL SEARCH

- Summary Results of Focus Groups and Interviews with Members and Friends
- The Focus Groups and Interviews
- 61 Members and Friends participated in Focus Groups
- Individual interviews and inputs from dozens of other people
- 542 focus group comments and hundreds of individual comments
- Five focus groups and five structured interviews took place from September 18 to October 5
- The focus groups and interviews were conducted by members of the Ministerial Search Committee

WHY UUFF IS PART OF OUR LIVES

- Community
- Music
- Spirituality
- Intellectual Stimulation
- Outreach for social change and justice
- Friends, support, and acceptance of each other
- Services and sermons
- Opportunity to contribute to the health of the Fellowship and each other
- Personal growth, education and outreach to the community

GREATEST PERCEIVED STRENGTHS OF UUFF

- The people (capable, commitment to make UUFF work)
- Community (sense of belonging, friendships, common values, caring, respect)
- Openness to share diversity of thoughts and ideas
- Welcoming all religious and other backgrounds (no dogma, inclusion)
- Hard working and committed staff
- Learning (intellectual stimulation, adult RE, spiritual growth)
- Participation (opportunity to do meaningful things, to get involved, to make a difference)
- Children's RE and Youth Group
- Our facility and grounds (building, surroundings, meadow)
- Extensive/diverse programs and activities (services, Fellowship Groups, social activities)

THINGS WE WANT TO CHANGE OR IMPROVE

- More younger people and children (members and friends, families, youth)
- Change or grow the space (building, parking, meeting space, kitchen)
- Improve communication (website, between groups/committees, within UUFF, outside UUFF, with new members)
- More diverse membership
- Improved balance of pledging, fund raising and spending
- More outreach (social, denominational, interdenominational-interfaith)
- More visibility in the community

ISSUES WE WOULD LIKE RESOLVED

- Size of the Congregation
- Imbalance of pledging and spending to be able to afford more of what we'd like to do
- How much traditional religious references will be in our services (God, Bible, praying, blessings)
- How to treat Joys and Concerns
- Minister as both spiritual leader and administrator

WHAT WE SEE AS AN IDEAL SERMON

- Take-aways to think about during the week (thought provoking, call to action, challenging ideas)
- Inspirational
- Humor and laughter
- Touches our hearts and spirits
- Strong, professional delivery (high volume, moderate pace, hold attention, easy to understand)
- Educational (history, current events, personal stories, new ways of thinking, comfort the afflicted and afflict the comfortable)

IDEAL MINISTERIAL LEADERSHIP AND COMPETENCIES

- Compassion, empathy, sincerity, authenticity, transparency, and easily connecting to people
- Strong speaking skills- delivery of sermons
- Counseling/pastoral skills
- Knowledge (different traditions, history, non-spiritual and non-religious points of view, etc.)
- Vision and leadership to help us develop individually and as a community
- Organizing work, advising, administration, management, supervision
- Role model of the Seven Principles
- Active leadership in the larger community
- Collaboration
- Warmth and comfort working with children

HOW WE THINK WE SHOULD SUPPORT THE NEW MINISTER

- Patience/give them a chance
- Not assume they have to be perfect, realistic expectations, help them grow
- Welcoming events
- Warm and friendly welcome
- Honesty and openness
- Mentoring to help them work with us
- What UUFF Offers a New Minister
- Cape Cod
- Our people (intelligent, wise, welcoming, hard working, enthusiastic)
- Strong music program
- Willingness to help and support
- Stable financials
- Our building and space