

## Search parties

**Q1. After our settled minister has been with us for a year, what will make you think or feel the congregation made the right choice in a settled minister?**

### Pastoral care

- Help us reach our potential
- Minister knows congregants

### Worship

- Sermons should move, inspire us, be memorable
- Sermons should not only challenge us but also support us
- Space for those traumatized by religion
- Calls to social action need to be grounded in spirituality

### Sign of success

- Attendance is growing
- We're financially stable
- We have 2 services
- More participation in activities outside services
- Activities are back to prepandemic level
- Everyone feels welcome and we are more diverse
- Intergenerational activities
- Congregation remains happy and is enthusiastic
- Minister is involved in RE and knows the kids
- Church is active in greater community
- Staff is happy

### Minister

- Good administrator
- Delegates
- Inspires and empowers others

**Q2. The mission of First UU Austin is: Together we nourish souls, transform lives, and do justice to build the Beloved Community. What should the settled minister do to help us live our mission?**

### Care for us

Nourish our souls

Pastoral care

Know needs of different communities within the congregation

Support our personal growth

### Create community

- Build structure for creating community

- Be part of our communities, be present, interact personally

Lead us

- Inspire us to action
- Lead in social justice action
- Organize interfaith activities

Teach us

- Teach us about beloved community and the 8<sup>th</sup> principle
- Draw on several sources during services

Keep us focused on living our mission

**Q3 When we experience change at First UU, what should the settled minister say or do to help you and the congregation navigate successfully through the change?**

Lead

- Be a calming presence
- Acknowledge what is happening
- Communicate about change, be transparent

Listen

- Listen to all communities within church

Pastoral care

- Tend to those who are having difficulty with the change

**Senior Focus group**

**Q1. From your perspective, what does this group need in regard to a settled minister/ministry?**

Good services

- Joyful with music, no clue as to minister's politics
- Know the community

Pastoral care

Help us live our best lives

Meet with our community

- Lots of activities
- Lots of participants
- Sense of community for seniors

**Q2. What would it look/feel like to have a settled minister meeting the needs of this group? What does success look like?**

- Sense of community among ourselves
- Knowledge of our community by minister
- Pastoral care
- Financial stability

**Q3. How would you like to see the settled minister welcome new members while still ministering to the needs of long-term members?**

- Know and attend to needs of the community
- Make new members and visitor feel welcome

### **New members**

**Q1. From your perspective, what does this group need in regard to settled ministers/ministry?**

- Facilitate connection within congregation
- Be welcoming
- Lead on social justice
- Help us grow spiritually, Continue to draw from variety of sources

**Q2. From your perspective as a new member, what does our community need in its next settled minister?**

- Personable
- Draws from variety of spiritual sources
- Welcoming

**Q3. From your perspective, how could the next settled minister help our community to move forward in our mission?**

- Lead on social justice issues
- Collaborate with other congregations in social action efforts
- Provide pastoral care
- Coordinate congregations' work

### **LGBTQIA**

**Q1. From your perspective what does this group need in regard to settled ministers/ministry?**

- Knows and welcomes our community

**Q2. What would it look like to have a settled minister meeting the needs of this group? What does success like?**

- Celebrates our community
- Our community is known and cared for

**Q3. What specific qualities or traits does this group need in the settled minister?**

- Inspirational sermons
- Openness, willingness to learn and take feedback without being defensive
- Support us, knows risk but take educated, courageous action, stands up for trans community

**Q4. What would you like the settled minister to know about members of this group?**

- We need to be made feel welcome, and when we are we will participate fully
- We have various degrees of comfort in being out

**BIPOC focus group**

**Q1. From your perspective, what does this group need in regard to settled ministers/ministry?**

- Be BIPOC, i.e. know our community
- Be radically welcoming
- Be bilingual
- Reach out to other churches

**Q2. What would it look/feel like to have a settled minister meeting the needs of this group?**

**What does success look like?**

- We are celebrated, cared for and understood
- Our cultures are represented in pulpit and in services

**Q3. What specific qualities or traits does this group need in the settled minister?**

- Able to comfortably interact with diverse congregants
- Lead on antiracism
- Sense of humor (also noted by other groups)

**Q4: What would you like the settled minister to know about members of this group?**

- We want to be recognized
- We want minister to be willing to learn from congrants and to be sensitive to cultural differences

**Parents of RE children**

**Q1: What would it look/feel like to have a settled minister meeting the needs of parents of RE children? What does success look like?**

- Know the children and minister to their unique needs
- Help children with their spiritual development
- Lead by empowering RE director

- Have age appropriate services for all ages
- Integrate children and adults
- Continue OWL

**Q2. If you could think from your children's perspective for a moment... What would it look/feel like for them to have a settled minister serving them well?**

- Know the children
- Integration of children with adults
- Age appropriate services for all ages

**Q3. Currently we have a mix of one credentialed Lifespan RE Director, an assistant, and trained volunteers who support and teach RE.**

**What do you think is a settled minister's role in supporting this program?**

- Allocate funding to RE
- Get more adults involved in RE
- Integrate children with adults
- Set vision for RE
- Know Texas culture/politics

**Staff focus group**

**Q1. What qualities make for a good leader for the entire team?**

- Doesn't micromange
- Accessible and supportive to staff

**Q2. How could the leader/minister release your potential**

- Doesn't micromanage
- Has and shares a long term plan

**Q3. How could the settled minister help you to support our community in living its mission?**

- Listen and respond to needs of communities within church, eg. BIPOC
- Don't let staff overwork