

III. Congregational Record

All congregations in search are asked to complete on line a Congregational Record for posting on a section of the UUA web site available only to ministers and UUA staff. To initiate, update, or edit your Congregational Record, go to <http://www2.uua.org>. Here is the information requested. Please note that the on-line form will permit your committee's responses to the open-ended questions to be as lengthy or brief as you choose.

Congregation name: Unitarian Universalist Fellowship of Mankato

Congregation city: Mankato State/Prov: MN Web site address: http://uumankato.com/

Contact person: First name: Tony M.I.: _____ Last name: Filipovitch Title: Mr.

Mailing address: 937 Charles Ave. City: Mankato State/prov: MN Zip/postal Code : 56001

E-mail address: tonyfil@hickorytech.net Phone (home): 507-388-2264 Phone (office): 507-388-5022

Please go to the Application section of the Ministerial Settlement System to complete the following information. It will appear in the spaces below.

S&H Offered: \$51-69,200

Do the benefits and professional expenses provided for this position meet (or even exceed) the Transitions Office Compensation Guidelines update of March 1, 2007 or later? Y

For a description of how to qualify, see the Transitions Office publication, "The Settlement Handbook" online; the S&H code for a congregation which does not qualify will receive an asterisk.) For an explanation of Salary plus Housing and the S&H letter codes, see the Compensation section of the Office of Church Staff Finances web page.

Congregation size: I Congregation Wage Rate Area: 2 S&H Code: _____

If there is a range in the S&H, describe the objective, measurable criteria you will use in categorizing a potential candidate

High \$ 69,200 time in ministry (15+ yrs): education beyond M Div or related experience may be counted as time in ministry

Mid \$ 57,650 time in ministry (5 yrs): education beyond M Div or related experience may be counted as time in ministry

Low \$ 51,000 time in ministry (<1 yr): education beyond M Div or related experience may be counted as time in ministry

Position description

Title: Minister Anticipated starting date: ASAP

Full time

Is the minister expected to occupy a parsonage? N

If so, how much of the S&H is attributable to rental value? _____ To utilities? _____

Number of adult members 108 Av. Sunday attendance 77 Children & youth enrollment 65 Av. children & youth attendance 18

Total operating expenditures \$141,920 Total operating pledge income \$106,240 Number of pledge units 53

How many Sunday services? 1 Others during the week? 0 How many months per year is the church at full operating capacity? 12

Describe the character of the surrounding community:

Greater Mankato includes the companion cities of [Mankato/North Mankato](#) and has been designated a US metropolitan city (population exceeding 100,000). It is 80 miles southwest of the Twin Cities of [Minneapolis/St. Paul](#). While its origins are as an agricultural service center, it has also evolved into a center for higher education, health care, and retail trade. Mankato enjoys a [diversified economy](#) and is a retail and conference hub that has earned a reputation for progressive long-range planning. It is the first [Fair Trade City](#) in Minnesota and home to the [Mankato Area Foundation](#). We have long been proud of [excellent schools](#) and are ranked #5 among the best small cities in the US, #2 among the best cities for young families, #3 in the nation for affordable health care (see <https://greatermankato.com/awards-accolades> for a complete listing). We enjoy a [cost of living](#) 5% lower than the national average and an unemployment rate of 3.0% (compared to 4.4% nationally). We are the home of a [public university](#) with 15,000 graduate and undergraduate students, including over 1,200 [international students](#) from 97 countries,. In addition, we are home to a [community/technical college](#), several private colleges, one of which hosts

an annual [Nobel conference](#), as well as a major medical complex anchored by a [Mayo hospital](#). Mankato also enjoys many cultural and recreational opportunities, including our own [symphony orchestra](#), a nationally ranked [University theater program](#), an extensive [bicycle/hiking trail system](#), a variety of area lakes, several State parks, and an [annual marathon](#) that is a qualifying race for the Boston marathon.

UUA District MidAmerica Region District Executive Ian Evison APF contribution \$6,480 Fair Share? Y

Ministerial Settlement Rep. Lisa Presley Compensation Consultant Jason Smith

Provide here your profile of the minister you seek (500 words recommended):

We seek a minister who will work with us to continue our development from a small fellowship into a mid-size pastoral church, encourage us in our outreach into the community, and guide us in the changing image and expectations of a contemporary church. We anticipate continued growth will include spiritual growth and growth in governance, as well as membership growth and growth in resources. We want our minister to lead us with dynamic worship and also support the Worship Committee in planning a complement of lay-led services. We expect our minister to represent our church community to the broader community and to participate in social justice activities in the community.

Provide your profile of your congregation (500 words recommended):

For the past several years our congregation has engaged in organizational transitions that reflect changing times and our increased growth. We have intentionally committed to development from a small fellowship into a mid-size, pastoral church and are proud of our volunteer leaders and excellent staff. We value our tradition as a Fair Share congregation and one that follows the UUA's Fair Compensation Guidelines. We employ a half time Children's Faith Development Director and a half time Office Administrator, both of whom are tech savvy. Our congregation's priorities are to grow our next generation of leaders, expand our communication both internally and externally, and to strengthen our connections to the cultural diversity in our community.

We are particularly active in community outreach and social action; environmental concerns and energy conservation; and gender and racial justice work. Chosen as a [Breakthrough Congregation](#) in 2010, we have been a [Welcoming Congregation](#) since 2006 and participate in the annual [PrideFest](#) march and staff an information booth. Our members are very active in the Mankato Diversity Council's [Write on Race](#) project, the YWCA's "[It's Time to Talk: Forum on Race](#)," and the [Pedal Past Poverty](#) fundraiser, support on-going efforts to reconcile our relationships with [Native Peoples](#), and we cook meals for the Salvation Army and are the host for Food Not Bombs, a local foods effort which prepares and serves a Sunday evening meal and invites the community, including the homeless, to share in it. On our church grounds we support a community garden that serves our members and donates produce to our local food shelf. In 2015 we were recognized as a Green Sanctuary by the UUA. Our congregation is fairly representative of our community in age and income, although we are underrepresented in people of color.

Our Congregational Covenant states that we commit to encourage and support each other on our individual and collective spiritual journeys. Being mindful of our personal limitations and appropriate community boundaries we will:

- Honor our UU Principles and Sources;
- Create opportunities for joy and celebration in our time together;
- Practice compassionate and courageous hospitality;
- Support this community by sharing our time, talents, and treasure;
- Ensure that our Vision and Mission do not get lost in the daily operations of the congregation;
- Seek and share appropriate knowledge so we all have information for wise decisions;
- Follow a process of decision-making that:
 - Assumes everyone is acting with positive intent;
 - Promotes listening deeply to each other;
 - Allows everyone a chance to be heard;

- Communicate openly, intentionally, honestly and respectfully with each other, the Board, our committees, the staff and Minister;
- Resolve conflicts promptly by first working with the person with whom we are in conflict and then, if there is no resolution, asking for help from the minister or Board.
- Be mindful of the myriad tasks of our employees and treat them with respect.

Because each and every one of us is imperfect and will occasionally break covenant, we will forgive ourselves, each other and begin again in love.

What role do the congregation and its leaders expect the minister to play in relation to the other paid staff?

We see our Minister as the team leader as we pursue our various missions. As such, the Minister would be the "chief of staff," leading and supervising the other paid staff. Still, it is the Board's responsibility (with advice from the Minister) to search for, hire, and when necessary formally discipline the staff. We have Board policy and a Personnel committee which direct staff hiring (except for the Minister), and a formally adopted Employee Handbook.

Congregational History

How and when was the congregation founded?

The UUFM began as a Unitarian Fellowship in 1951 as a group of people meeting in each other's homes to discuss religious concerns and to design a religious education program for their children. Ten years later, the Fellowship purchased a house on a wooded lot and converted it to a meetinghouse. Since those early years, the Fellowship grew in size from 25 to over 100 adult members. The congregation also includes many who are actively involved but choose not to become members, making our present congregation of members and friends number around 140. After almost 45 years, in 2005 we outgrew our beloved old meeting house and moved to our new location, a former Lutheran church, which we have remodeled to add a welcoming entryway, lift, and office.

Note the three or four most important events in the congregation's history:

- In 2004, we sold our Pohl Road house, purchased the church at 937 Charles Ave., and hired Rev. Lisa Friedman as a 1/4 time minister.
- In 2006, after several years of discussion and discernment, we officially became a Welcoming Congregation.
- In 2010, with the leadership of our part-time contract minister, Rev. Lisa Friedman, our growth led to recognition by the UUA as a Breakthrough congregation.
- In 2015, for the first time, we were strong enough to staff our new church building with a full-time (interim) minister.

List, most recent first, all clergy who have served since 1950 and earlier ministers of great importance, and interim ministers since 1980:

Minister	Date Arrived	Date Departed	Reason for Departure
Don Cameron	2015	2017	Interim ministry
Laurie Bushbaum	2012	2014	Left to pursue other ministry
Lisa Friedman	2004	2012	Personal (commute from Twin Cities, young children home)
Sarah Oelberg	1992	2004	Quarter-time, shared with Nora Church in Hanska. Retired.
Mary Kapper	1991	1992	Quarter-time, shared with Nora Church in Hanska.
Leonetta Green	1988	1990	Intern minister

Current Clergy And Church Staff (include all paid staff and interim minister, if any): Is the staff

Position	Date of Hire/Call	F/T or Hrs. per Week	Covered by . . .		Annualized Compensation (S&H for clergy)	Supervised by/ reports to:	member also a church member? (Y/N)
			health plan? (Y/N)	retire't plan? (Y/N)			
Office Administrator	2012	20 hrs	Y	Y	\$18,200	Minister	Y
Children's Faith Development Dir.	2017	20 hrs	Y	Y	\$29,800	Minister	Y
Choir Dir.	Vacant	4 hrs.	N	N	\$2,156	Minister	Vacant

Please complete Tables I-III quinquennially since 1975 and annually for the last five years.

Table I Membership, Attendance, and Pledging

Year Ending	Data Represents Church Year of x Months	Adult Members	Average Sunday Attendance	Children & Youth Enroll't	Average Children & Youth Attendance	No. of Pledge Units	Total Operating Pledges	Operating Pledge per Pledge Unit
6/2017	12	108	73	65	18	53	\$108,270	\$2,043
6/2016	12	108	77	36	12	61	\$124,530	\$2,041
6/2015	12	121	85	45	14	63	\$119,905	\$1,903
6/2014	12	116	78	40	12	60	\$110,500	\$1,842
6/2013	12	124	82	41	15	58	\$ 97,730	\$1,685

Table II Sources of Operating Income

Year Ending	Total Operating Pledges	Other Contributions	Fundraising Events	Endowment/ Investment Income	Building Rentals	Other Income	Total Income (sum of 1-6)	Total Endowment
6/2017	\$106,240	\$7,393	\$ 6,617	\$1,076	\$16,258		\$137,585	0
6/2016	\$123,397	\$8,868	\$15,942	\$1,485	\$15,830		\$165,522	0
6/2015	\$112,779	\$6,756	\$ 9,872	\$ 911	\$14,612		\$144,931	0
6/2014	\$110,475	\$6,086	\$12,301	\$ 706	\$13,901		\$143,948	0
6/2013	\$103,601	\$13,211	\$ 9,563	\$ 667	\$11,639		\$138,681	0

Table III Operating Expenses

Year Ending	Building, Grounds & Utilities	Minister's (s') S&H	Minister's (s') Benefits & Professional Expenses	Other Staff Compensation	Religious Education	Social Justice/ Service	Debt Service	Other Current Expenses	Total Expenses (sum of 1-8)	Total Debt
6/2017	\$15,380	\$54,893	\$20,548	\$24,027	\$1,619	\$3,437	\$2,519	\$19,497	\$141,920	\$122,000
6/2016	\$11,570	\$45,612	\$20,869	\$31,623	\$2,878	\$ 777	\$3,276	\$26,004	\$142,609	\$ 55,795
6/2015	\$17,737	\$ 0	0	\$33,511	\$1,853	\$1,340	\$3,739	\$25,756	\$ 83,936	\$ 65,519
6/2014	\$23,698	\$36,738	\$12,266	\$25,420	\$1,900	\$ 284	\$4,180	\$23,923	\$128,407	\$ 74,780
6/2013	\$16,612	\$36,738	\$13,447	\$20,980	\$1,592	\$ 681	\$4,600	\$16,456	\$113,582	\$ 83,600

Explanation of any anomalies:

UUFM currently has \$220,000 in cash reserves, and has recently established a framework for an endowment (although no funds are currently endowed).

Several designated funds are not included in the above. They fund some building improvements as well as social justice activities for youth and landscaping to go with the new entryway. Members are the source of these funds. In 2012, we were faced with a \$92,000 balloon payment on our mortgage. Thirteen members invested \$100,000 to pay off the note; they were paid in full in early 2017, five years ahead of schedule.

“Parsonage” maintenance and rental income are included above in B&G and Rentals, respectively. The “parsonage” is used as a rental property, not as a residence for the minister.

At the conclusion, in Jan. 2018, of the current Capital Campaign for the new entrance and lift, we expect our mortgage (total debt) to drop to \$108,000.

Began first full time, resident minister experience Aug. 1, 2015.

In 2015, we updated our membership list, contacting every member and deleting those who were no longer active.

In 2017, due to volunteer burnout, we moved from three major fundraisers to one (we dropped a semi-annual “garage sale”).

Current Congregational Life

Does the congregation have a mission--not a mission statement, but a glowing coal at its center--and if so, what is it?

We are, at our glowing core, our community’s most liberal spiritual seekers and we generously support liberal causes. We are various in our answers, but we welcome the questions and support and encourage others to live in them. We vary in the ways we commit to action, but most recently are united in support of LGBTQ rights and racial justice, and environmental concerns. We live our mission statement, to be “a welcoming people of diverse beliefs who commit to nourish the spirit, broaden the mind, nurture the earth and build community.”

Congregational Strengths:

- 1: Extremely warm and welcoming to visitors and newcomers.
- 2: We have a cross-section of people from different economic and educational backgrounds. Also we are theologically diverse.
- 3: We have been an official Welcoming Congregation since 2006, with plans to conduct the revised Welcoming Congregations workshops in the near future. We are also an accredited Green Sanctuary and Certified Wildlife Habitat.
- 4: Good outreach into the greater community on social justice work, both as a church and through individual members' social action.
- 5: We have many talented, capable people who are generous with their time to the church and in the community.
- 6: We have good community recognition. We frequently hear "Oh you belong to the church that... (followed by relaying an event, service etc. that is strongly aligned with our values).

Congregational Challenges:

- 1: Strengthening common understanding between the minister, the board and committees; also increasing our sense of community throughout the congregation.
- 2: Grow our ability to pass on skills and knowledge to a new generation of leaders; burn-out among leaders and support staff drains the congregation's ability to sustain itself. There's a need to develop a process that supports our current leaders. The work required to develop new leaders will allow more of us to share in the responsibility of leadership and offer more congregants opportunity for personal and spiritual growth.
- 3: Develop a communication style and procedures suitable to the needs of a larger church: how do we communicate effectively when we cannot simply talk with each other each Sunday before or after church like we used to?
- 4: Move our congregation from an emphasis on "me" to an emphasis on "we"; move from seeing ourselves as a family-sized church to seeing ourselves as a pastoral-sized church, and one that is part of a larger regional and national community.
- 5: Growth: spiritual growth, growth in resources, and growth toward policy governance.

What congregational issues are likely to be most pressing within the next couple of years?

- Supporting our called minister
- Growth in CFD, membership, stewardship approach
- Continue organizational development and work on Long-Range Plan
- Continuing engagement of young people: individuals, couples, campus ministry, and especially families
- Community outreach

What congregational issues are likely to be most pressing over the next ten years?

Over the next ten years, we are committed to growing our leadership in the community and expanding our collaboration with community groups on regional projects that reflect our shared values. Currently we are working in tandem with community groups on the Mankato Diversity Council's two-year Write On Race Initiative and the YWCA's "It's Time to Talk" program. We also want to initiate and participate in more collaboration with UU churches in the region - to expand service and learning opportunities for all age groups and to jointly work on social justice concerns. Through these collective efforts we intend to weave a stronger community, achieve greater impact in the region and realize more efficient use of staff time and congregational resources, including how best to use our rental house to support our mission. We believe technology plays an important role in achieving our goals. We

have recently updated our Web Page design and we are committed to expand our use and experience with technology to facilitate economic, high quality communication and joint programming with partners in our region.

One opportunity we are aware of in our region is the presence of many descendants of original peoples, several established resident immigrant communities and the presence of nearly 1500 International students attending our area universities. In past years we have built bridges with this rich mix of global citizens by participating in joint events. Going forward, we envision a wide spectrum of future opportunities to practice radical hospitality, cross cultural sharing, learning and peace making. In our recent past, we initiated a campus ministry (first with a grant from Prairie Star Region, and then with targeted contributions from within the congregation). We would like to be part again of some form of campus ministry in our region that might engage college students' interests and encourage participation in their issues, and draw them into other justice and stewardship efforts with us. We expect it will further energize our current intergenerational justice work.

We recognize that although potential new members and friends of the congregation may share our values, they may not find a weekly worship format to be the most meaningful support or expression of their search for spiritual fulfillment. In discerning new or adapted formats for our congregation and community, we are challenged to speak and listen to one another with open minds so that all voices are heard. Our congregation has begun to actively discuss ways to innovate and experiment with differing program formats that may offer greater meaning or enrichment to fellow seekers or all ages and expect this will be a continuing conversation. In the past 5 years, we have offered alternate forms of fellowship, to members and friends in the form of small groups which would include Earth and Spirituality, The Mindfulness Practice Group, the Breakfast Group, the Lunch Bunch and multiple Book Groups, Study Groups, Youth retreats, etc. This year, we have begun to talk about using groupings of Ted Talks creatively as part of our youth and adult programming.

Because we seek to attract members from communities within a 30-mile radius of Mankato, our congregation should consider a name change that reflects a more inclusive regional designation, such as MN River Valley UU, rather than a single place name.

What congregational issues may never be resolved?

Our congregation has a history of financial stewardship that relies more heavily than is desirable on a small core of generous supporters, many of whom are at or near retirement age. We are aware of this issue and over the past 5 years our stewardship campaigns have been working actively to broaden our giving patterns so that our congregation will be less reliant on this small group for support. We intend to continue these efforts but also recognize that this feature of congregational finances most likely will remain. The demands of aging may have significant impact on our finances.

We will always have a few members who miss the small, family-size congregation from Pohl Road and who will continue to feel that way.

To what degree does the congregation possess a dominant theology?

Our theology is eclectic, leaning to the humanistic, but drawing from a wide range of faith traditions—Christian, Jewish, Muslim, Buddhist, Taoist, Wiccan and Earth-Centered, Native American, Atheist and Agnostic. The majority of our members come out of mainstream Christian churches, but we are increasingly seeing young families who have little or no previous faith tradition. We have twice facilitated Nature-Based Spirituality groups: “Web” that evolved out of Cakes for the Queen of Heaven curriculum in the ‘90s and “Covenant of Oak and Raven” that met monthly a few years ago. We are also the site for two Buddhist meditation groups, one of which meets weekly.

Describe the role of music and the arts in the life of the congregation:

Music is integral to our worship, and is part of the Worship Committee in our organizational structure. For fourteen years we had a choir, initially directed by a volunteer who gradually became paid staff. We are currently searching for a new director. We have a tradition of at least an annual Jazz service, performed by the Larry McDonough Quartet, and have shared with the UCC Church in inviting the Ovation Gay Voices choir (usually around the time of the community's Pride Fest celebration). We have been blessed with exceptional pianist/accompanists, and our congregation enjoys singing as part of our worship service. As this is being written, we believe we have identified a good candidate for choir director; but going forward we will need to identify additional piano accompanists and perhaps broaden the suite of musicians who perform at our services.

Describe the religious education program for children, youth and adults:

In 2017-2018, the goals of the Religious Education program are to build community among children and their families and to have fun in the process.

Children begin each Sunday upstairs with their parents/guardians and enjoy “Wisdom for All Ages” with the congregation, and then go downstairs with their teachers. We all begin Religious Education time together in Children’s Chapel, held in a dedicated space. In Chapel, we sing our “7 Principles” song, share “Rocks and Shells” (Joys and Concerns), talk about a big question (e.g. “What is a blessing?”), collect coins for our UUFM Kids KIVA loan program and end by singing “This Little Light of Mine,” with noisemakers!

This year, Chalice Children (ages 5-7) are utilizing the Moral Tales curriculum from Tapestry of Faith. The Circle Kids (ages 8-12) are following the Riddle & Mystery lessons and the Flames (ages 13-18) are exploring other faith traditions through Building Bridges. Flames also have an additional monthly meet-up where they share a meal and discuss current events.

Additionally, in early 2018, we will be offering a curriculum called “Nurturing Children’s Spirits,” for parents and guardians as a way of providing caregivers with the resources to establish a spiritual connection with their children.

Our Whole Lives (OWL) classes have been a priority and we have organized volunteers to teach two sections in early 2018.

Volunteer teachers sign an ethical behavior policy and agree to background checks. We also use two-person teaching teams and all classrooms have public visibility. There is an activity table for all ages in the Social Hall and the Library has games and books available for check-out.

Lay Leadership

In practice, are responsibilities for governance widely shared or confined among relatively few members? Give some examples:

It has only been in the last 20 years that we have begun to transition from a Fellowship/entirely volunteer model to increasing professional support for our mission. About half of our members serve on one or another committee, and most of the rest of the members volunteer in one capacity or another. While we have a Board/committee structure, which we recently restructured to follow Hotchkiss’ model, our culture is still based on consensus (or as close to it as possible).

Describe the process you used to complete this form:

The Search Committee met with the Board, and developed a very preliminary first draft of this Congregational Record, based on the record we developed last year when we were seeking a Developmental Minister. This draft was then submitted to the Board, Search Committee, and Committee Chairs for comment/addition/corrections/deletions. We also extracted the “minister skills & enthusiasms” terms from this form and presented them to our members and friends as a paper poll at two Sunday Services and as an e-mail poll which was open between those two services. All this information was collated into a penultimate draft, which was the focus of a “Listening Circle” conversation open to all members and friends. The final draft, based on all this input, was prepared at a joint meeting of the Search Committee and the Board.

Committees:

Name the committees that have recently had the greatest success.

Education & Justice (EdJ)—Table sponsor for the YWCA’s “It’s Time to Talk: Conversations on Race” and team sponsor for “Pedal Past Poverty” fundraiser for Partners for Affordable Housing; Second Collection and Second Connections/outreach into the greater community; bimonthly book discussion groups; community garden, which provides food for Food Not Bombs weekly meals and for Echo Food Shelf.

Worship—Over the last several years, has moved toward a more spiritual structure to our services and has established several ritual elements in the Order of Service. The Worship Committee regularly conducts worship leader training workshops for interested members. They have successfully stepped up to full-time Sunday Service programming following our unsuccessful search for replacement for Interim Minister last year.

Building & Grounds—successfully managed construction of new entry/offices/lift; earth-friendly landscaping; installed a new kitchen fan & cupboards, completed a rework of the west wing window and trim painting, and general maintenance of the facility.

Children's Faith Development—maintains strong corps of volunteer teachers, and staffing special events (such as monthly oatmeal breakfast before service)

Finance—has built a reserve that gives us some bridge resources for calling a minister; has managed Stewardship, which has maintained steady growth in pledges since the Great Recession, and very successful Capital Campaign that funded new entry and retired part of mortgage debt.

Pastoral Care—has done a wonderful job of personal outreach to members experiencing challenges, and coordinating memorial services

Name the committees that have recently been most challenged.

Worship—committee is understaffed—especially in the absence of a minister—although the members are mighty!

Finance—Stewardship will continue to face pressure to expand pledges to support full staffing (Minister, Office Administrator, CFD Director, and Choir Director)

Personnel—has been through a particularly heavy period of hiring—both replacing staff and new positions—to get us up to full strength. Has had difficulty find a co-chair to support the current chair.

Connections (Membership)—committee is understaffed, despite its importance for retaining/growing membership to support our outreach/activity vision.

Major Financial Support

List the dollar amounts of the ten largest operating pledges received in the most recently completed fiscal year

1. \$11,000	2. \$7,200	3. \$6,000	4. \$5,808	5. \$5,460
6. \$5,000	7. \$4,000	8. \$3,900	9. \$3,600	10. \$3,360

Give the dates of the last two capital fund drives, and the funds raised (a) by contribution and (b) by debt.

Jan 2015 – Dec. 2017: Lift, office, new entrance, sought \$250k, pledged \$219k, project cost \$350k; more than 100% of pledges received. \$120,000 mortgage

Sep 2013 – Dec 2013: Exterior entry foundation and ramp, sought \$19,000, pledged \$18,000, received \$17,800; project \$31,000. Remainder paid from cash account.

What is the condition of the church buildings, and what funds may need to be raised in the future (note accessibility issues)?

The building is in excellent condition, having recently been renovated through a major capital campaign that created a new entry and offices, and added a lift to make the lower level of the building accessible.

Current emphasis for funding is on staffing (Minister and others) to support our ministries, but future projects might include:

- Update the sound/AV system to hearing loop technology
- Energy issues—photovoltaics on the roof, better insulated windows in the sanctuary
- Upgrade the kitchen in the fellowship hall to commercial kitchen status (to enable more community outreach projects)
- Very Long term? Possible re-orientation of the sanctuary; possible construction of first-story classroom/meeting rooms & perhaps a more formal library space (we have a decent library, but it is not well-housed).

Ministry

Describe the process by which the minister will be called:

Once the UUA process results in a successful candidate, the UUFM By-Laws state that a Minister will be called by a vote of the congregation which requires a quorum of at least 40% of the members and approval by 80% of those voting.

Describe the process by which the Ministerial Search Committee (or its equivalent) was chosen:

The Board issued an open call to the congregation for volunteers to serve on the committee. The Board selected its Vice President to chair the committee, and the Treasurer to serve *ex officio* on the committee.

Ministerial skills and enthusiasms most needed by the congregation:

4-Crucial 3-Significant 2-Modest 1-Of lesser consequence

(Note: use no numeral but "1" more than four times)

- | | | | |
|-------------------------------|-------------------------------|------------------------------------|-----------------------|
| (1) Administration | (3) Adult religious education | (2) Children's religious education | (1) Committee work |
| (4) Community bldg. | (1) Denominational activities | (2) Facilitation | (1) Stewardship |
| (1) Home visitation | (1) Hospital calling | (4) Leadership | (4) Membership growth |
| (1) Music and liturgical arts | (1) Personal counseling | (4) Preaching | (1) Scholarship |
| (3) Social action | (3) Spiritual guidance | (2) Staff relations | (3) Worship |
| (2) Youth work | () _____ | () _____ | () _____ |

Assess the capacity of the congregation to exercise forbearance and nurture in assisting a minister's development:

We have a tradition of taking our time to build consensus in our decision-making, and extending mutual support between Minister and congregation. We will re-establish the Ministerial Committee, whose specific purpose will be to support and meet the needs of the Minister and ensure accurate communication between the Minister and the congregation. We also exercise a pretty eclectic openness to differences in opinion, and budget funds for development opportunities for the minister, as well as all our paid staff.

What expectations, however silent, may there be about the minister's family and personal life?

It is important for us to have a minister who lives in and is actively engaged in our community (the Mankato/North Mankato region). Although your family will be welcomed and assisted in "settling in," we are hiring you and will respect their desired level of involvement.

Describe the worst mistake your new minister could make:

Being detached and aloof or having an authoritarian manner. We are not looking for someone who will lead from the front, but someone who will work with us shoulder-to-shoulder. Also, not being forthright with us. We need someone who will tell us like it is; not someone who tells us what we want to hear.