

# **Unitarian Universalists of Clearwater**

## **Selection of Consulting Minister, 2009**

### **Primary Objectives for this position are:**

Direct and support the UUC Lifespan Religious Education program. The consulting minister will provide ministerial leadership in the religious education of children and youth, adults and senior adults. He/She will serve as a resource and as a consultant to all Lifespan religious education committees and will evaluate and update curricula with the committees. He/She will have direct supervisory responsibility for the RE Assistant (10 hours/week) and three childcare assistants who work only on Sunday mornings. He/She will provide training and support for teachers and maintains contact with parents. Average attendance is approximately 27 children.

The consulting minister will be involved in coordinating adult education programs and small group ministries. The adult program consists of classes taught throughout the year by both ministers as well as lay leaders. The oversight committee is responsible for planning and promoting these classes. The consulting minister will provide guidance to this program and, perhaps, teach one or more classes during the year.

The consulting minister will share with the Senior Minister the responsibility to provide pastoral care and counseling services in a manner commensurate with personal talent and time, including services to members who are sick, injured, hospitalized, or homebound. The congregation has a substantial number of senior members and young families. As a result, pastoral care needs are sometimes significant. The Cares and Concerns Committee works with the ministers to meet these needs.

The consulting minister will work with the board of trustees and the senior minister to evaluate current ministry functions, recommend appropriate changes, and assist in implementing these changes. The congregation has operated with a two-minister model for the past four years. This was enabled by a substantial bequest to the congregation which was invested in staff infrastructure and facility improvements. The goal of this investment was congregational growth, which was not achieved to the extent necessary (our 2003 Long Range Plan anticipated membership of 400+ by now). The bequest funds are now depleted. The congregation's lay leadership wishes to establish a sustainable ministry model that meets the essential needs of the congregation, allows the minister to lead a well-balanced and happy life and operates within the available resource base. The evaluation process should be completed by the end of the current calendar year, as budget planning for the following year and the annual stewardship campaign begin in January. Implementation of changes should be completed no later than May, 2010.

The consulting minister will be involved in Worship Services at least once every six or seven weeks so that he/she will be in the pulpit eight Sundays annually including special services such as Christmas Eve.

The consulting minister will share with the senior minister the responsibility to support the Board of Trustees and committees. The consulting minister will work with the Senior Minister to assist the Congregation to support, develop, and nurture lay leadership in the Congregation. As appropriate, the consulting minister is expected to participate in and provide support for Congregation activities.

### **Additional Information**

The UUC board expects to appoint a five-member steering committee to work with both the Senior Minister and the Consulting Minister. This committee will report to the board and the congregation on a regular basis. It will develop a work plan and schedule to assure that key issues are addressed on a timely basis.