

FUTURE MINISTRY OPTIONS: PETERBOROUGH UNITARIAN UNIVERSALIST CHURCH

This chart compares the responsibilities of our minister and the impact of a reduction in service time from full-time to reduced time. Although the time is expressed in hours per week, the arrangement might likely adjust how those hours are spread and used over weeks or a month.

The emphasis on use of a lesser-time minister will begin with the Sunday services, to be followed by the pastoral care of the membership, interaction with the staff, and coordination with congregational governance. Recognizing that any minister will bring a certain style, talents, and special interests, his or her available time will, no doubt, be structured accordingly.

Impact Area	Stand Pat: Full-Time Minister 40 hours a week - 2080 hours/year	Three-Quarter-Time Minister Based on 30 hours a week 1560 hours/year	Half-Time Minister Based on 20 hours a week 1040 hours/year
Worship Service	Of 42 Services/32 by Minister/ 10 by others	26 services by Minister/16 by others 3 weeks on/ 1 week off	20 services by Minister/22 by others 2 weeks on/ 2 weeks off
Pastoral Care	No Change	On as-need basis; on call. More use of Pastoral Associates & Care Committee. Reassessment of Summerhill/RiverMead/Scott Farrar outreach	On as-need basis; on call. More use of Pastoral Associates & Care Committee. Reassessment of Summerhill/RiverMead/Scott Farrar outreach
Religious Education	No Change	Occasional adult class. Lay-led adult classes. Little change in RE for Children	Adult classes lay led. Little change in RE for Children
Staff Leadership	No Change	Minister remains chief of staff with support of church leaders. Minister meets with Governing Board, coordinates policies.	Limited chief of staff role. Expanded use of Governing Board and church committees in executive roles. Minister meets with Board.
Social Justice Witness	No Change	Lay involvement with Interfaith Council. Expanded leadership of Social Justice Committee.	Ministerial role depends on personal time & interest
Service	No Change	Confidential Assistance Fund, may require special member team.	Confidential Assistance Fund using special member team.
Inspiration/Arts	No Change	Use of membership talents and creativity. More focus on bringing in special performances.	Use of membership talents and creativity. More focus on bringing in special performances.
Financial	Worsening Deficit	Reduced deficit continues	Allows a surplus
Endowment Sustainability	Depleted in under ten years	Depleted, but at lower rate	Endowment preserved; grows