

PUUC Cottage Talks Raw Data

1. What does Ministry mean to you?

Having a minister who goes to people's houses and gets to know every single congregant and the names of their families and a little bit of their background.

A way for people to join together and feel united. Its companionship, having people with open minds who see the world from a Universalist perspective. Welcoming environment. A place to come together and find support in a world that is falling apart.

The combination of spirituality, nurturing, caring and connection.

Spirituality and music

Traditional: have pastor speak and I listen. But now I also like the lay services now. A group of people with whom I share things in common and values. Be enriched spiritually and culturally.

Spiritual nourishment, being aware of social activism, how the UU supports people with challenges, creative community, community outreach.

Core of ministry should be that my spirit gets fed through feeling connected to myself, the earth, the people around me, and "god", whatever that means. Foster those kinds of connections within a church group of people, particularly the connection to the spiritual power, what I want out of worship is to be transported out of my own little world and uplifted and inspired, connected to whatever that is that is beyond us.

The congregation, staff and minister working together for worship services, social action, fundraising; setting goals, inspiring each other, getting people to join us

Outreach to the community, like spreading the New Testament's "good news"

The Minister, Worship Committee and congregation pulling together Sunday Services; the minister is a special part of it; *another agrees*

A space for introspection and action; a loving, joyful space; *others agree*

Minister is key; a congregation led by a minister; dictionary says it can be a group of people that functions as a minister and this seems to be where we are heading; this is new for us; *others agree*

It used to be a minister taking care of people's spiritual needs but now a minister has to do lots of things – meet social, emotional, physical needs; *agrees with all above*

Peace, being comforted

Tending to needs of each other, congregation and wider community (spiritual and other needs)

What the minister does! But all the things we get out of church, things that go on in the congregation (i.e. social, helping)

We are all capable of being ministers, caring for others, paying attention to what is going on around us.

Time to think about bigger issues than myself

Agree with all of above, fostering feeling of belonging

Agree with above shared experience, Begins with minister, who sets the tone, a minister who has presence in helping share our congregation, listens, is engaged and helps us be engaged, Generate a climate of common interest and concern Minister should be an active presence in our congregation.

Ministry is not just located in minister, spiritual leader who encourages and trains other members

Caring. A minister is the person I go to outside of family and friends to help with difficult times. Someone trained to help people. Sermons.

Collective group of people meeting to help each other. Community with leader to help, occasional visiting, minister and lay.

In addition to about taking care of each other and community, minister/try brings an understanding of events in life, larger questions of spirituality in life.

Group to go to for connection, support, to understand greater questions in life/struggles. Solace and support for each other.

Community, worship, religious education, social justice awareness and participation, being part of the larger UU society.

Music. Small group ministries in past. Agrees with previous. Several years ago small group took their own thoughts and expanded them.

Taking care of “body and soul” [mentioned twice]

Social & physical support and “the spiritual aspect” – both are important

Care-taking. “It’s like a shepherd taking care of a flock...”

Leading by example

Encouraging, comforting, and inspiring us

Confident that we can achieve it as we work together

Engaging each other in ways that are positive.

To me “ministry” means preparing for major steps and passages we go through in life, like becoming a new parent, graduations, getting married...

Ministry means witnessing our joys and sorrows, our struggles and our achievements.

What others have just said resonates with me, especially the inspiring, witnessing, care-taking – and I would add community building.

Congregation joining together – provides “multiple things:” Focus on community is Primary (within this discussion group.)

Like-minded, comfortable with each other,

Sense of trust given (especially as a newcomer) during the sharing of Joys/Sorrows it is safe to share with others

Not – dogma, rules, “trying to convince me”

I came to PUUC about 10 or 15 years ago. I joined for the community and feel connected.

I want to hang onto that community sense that I have here since no one can go anywhere else because of the Covid.

Ministry is caring for others.

Ministry thinks about needs within the congregation and calls for caring outside the congregation.

All of these needs, both internal [within the congregation] and external [beyond the congregation], are important, and that's why I'm involved.

It's important that we are caring about people in the larger community.

There is a lot of deprivation and suffering in the world; it's important to think about people in the larger community

I am adapting [to the new model of “shared ministry”]. There is a shared responsibility of caring for others.

Ministry is caring for others both in leading and trying to build things.

Faith; shared community; enjoyed the flea markets

Leadership; worship; a time to reach into the less conscious parts of ourselves, the deeper parts, and draw out issues and ideas to make things better

Caring community

Ministers do what Ministers do. Definition requested.

Nurturing spirits, all things spiritual, mental, emotional, things that face people at all times.

Sunday services. Let's talk more about the congregation and what we choose to do, and what we already do.

Ministry is the vision a congregation creates and then carries it out within each congregant and/or staff member, the congregation as a whole, the greater Monadnock community and the greater world.

Involvement with everyone involved. Create a caring community.

Ministry addresses needs of small community, larger one and the whole world.

Verb: Reaching out, meeting people, meeting their needs, physically, cognitively, emotionally.

Connecting – person to person, to the earth, to the buildings, to all things

Showing up on Sundays, getting inspired, getting together at coffee hour, meeting at other times, getting things accomplished. Likes to feel inspired and being part of a group.

Joining and showing up, being helpful. Getting ministered TO and ministering TO.

Inspiration, thoughts for the week, help to live my life in a meaningful way.

In any kind of ministry, I hope for spiritual guidance and intellectual stimulation & challenge.

Ministry is primarily involved with Sunday services.

Ministry is caring for our souls. spiritual and community leadership. Can be a humble person. Must have the qualities to lead the community.

Pastoral care but must be able to trust the minister.

People caring for and growing each other's souls through weekly services, meals, discussions, and one-on-one pastoral care

2. Why do you come to PUUC? What do you love about it?

Love the people. Everyone is full of life and enthusiasm. Welcoming and warm place. Like to hear inspiring and challenging sermons, but the people make the place.

The people! Like being in the building. Love the music.

Ditto. Love the people. Common values but with diversity. Love the music. Variety. So many talented people.

Love a good sermon that makes me think about how we lead our lives.

Very proud of community supper.

I like to come and get away from the other part of my world and sit there and be enriched by the service. The people and music.

Community of like-minded, like-acting people; worship, incl. singing, good readings, good sermons; having fun with everybody; inspiration; being challenged in a safe environment

Community, social justice activism, music, a chance to sing, to center and feel renewed; inspired in worship to get outside of myself; a refuge at times and a chance to realign; refuge from the news and positive messages, including hope

First came seeking for children a broader, more open and flexible religious experience from Catholic roots; stay for like-minded people, similar values, seeking to be inclusive, spiritual part which offers renewal and inspiration; important that our church teaches about other religions and spiritual paths

First came for the Lyceum; then the Sunday School; found community [as above], religious group without the dogma, convivial people, ritual like joys and concerns and the chalice lighting; opportunities to have coffee and food together, missing that now

Appreciate all that the church has offered since the 1980s – Sunday services, good sermons, being part of a vibrant community to work, socialize and learn together

PUUC is a home away from home, a safe place; tried others but PUUC felt like home right away; still learning about it; willing to try new things that might be scary; love my church and my friends in church

Brings spiritual guidance, a safe place for feelings; not expecting to get anything, wants to do something, to give

Love the inclusiveness of PUUC, the music, celebrating and affirming that there are many ways to lead a life; the message that all religions have the same purpose;

tradition of UU family when growing up. Social justice orientation, social connections, not a particularly spiritual person but like services

See my friends, make new ones, be inspired

choir, music, hear message of minister, history of church and UU, enjoy people at PUUC

I am UU and moved to the area. Like the people at PUUC

emotional, spiritual, physical connection

PUUC supports personal values, beliefs and personal growth, Reminder of I how should live and act, small groups, discussion, new ways to help

My tribe. See my friends. Spiritual nourishment, personal growth

Comes for a sense of community. Joys & concerns, SJ Candle. Looking to be inspired, to action, in spirit.

70 years a UU. Inspiration, sorting out mind about life. Supporting others. RE is good. Has taken 2 times off post presidency.

Non dogmatic approach to community, and child[ren] into Sunday school. Had a scattered youth as an Episcopalian.

50 years a UU. A warm and caring community, a place for children to be nurtured and given a spiritual foundation, a time to reflect and share new ideas, participating in activities together for fun or for the larger community, being part of an organization that can have a positive impact in the world.

Husband is Jewish. Wanted spiritual home for kids. UU was a compromise, then very positive, good for kids. Share and connect (long distance from home). Pboro is a wonderful community. Intellectual discussion fulfilling.

Community. Tried synagogue for kids, then tried UU. Spiritual aspects, so many religious paths, new ideas, reaches the heart, reaches emotionally.

World would be a better place if all used the UU principles. How do we get that out to the world?

All that we've been talking about, plus the social aspect.

My heart hurts when we don't see PUUC friends in person.

It's been great working at the Flea Market and seeing people in real life.

The PUUC community is really important to me.

I hope we can do more outdoor gatherings until we're together again in church.

I go to the PUUC to be challenged, both spiritually & intellectually.

To make connections and friendships.

It's great that we can talk to everybody because we have shared values in common.

The singing of hymns feels really good.

I was introduced to the church through going to the Lyceum. Previously I had only gone to a church at Christmas. But I read through the Seven Principles and thought "I know this fits me" – both its philosophy and theology.

What I love is singing in church – and cooking spaghetti!

Meeting and talking with people is important to me.

I don't feel so alone when I'm part of this church.

At the PUUC I feel connected to people I admire and who inspire me. This helps me to figure out how I can and want to live – and how I can give.

It's a really important way for me to feel connected...

For me it's spiritually deepening and intellectually stimulating.

Time (out of my life) to sit and reflect is very important to me. I never meditated before but now appreciate time to calm down/reflect

Being with others who share common values and goals.

It provides a break from everything else in the world (service is a defined once a week break)

Feeling part of a wider community (different than RiverMead for instance) of shared thoughts/main beliefs/like-minded/same philosophy

Can be "myself," not worry about where I am, "people's" reactions, no crap given
Appreciate the time & effort; can see dedication from others

Seeing the comradery provides pleasure. Not the same on Zoom

Happier pre-Covid where we could gather – "Break bread" potlucks, auction, common causes. These are all sorely missed and people are eager to get back together again.

There is a strong sense of caring.

We need to support each other, especially a church member who recently lost her sister.

This has been a valuable role at PUUC.

An important traditional part of worship is music, hymns, poetry... these inspire us to come to PUUC *

I enjoy being part of a service that is well thought out and cohesive, with a good sermon.

I like being part of community outreach, which we can not do at present.

I like being part of an organization that is doing these things, especially the suppers

Nice space; good music; Chris's sermons because they come from within

The people; ideas to take home and think about; agree re: Chris's sermons

Wonderful people in the society; the music

Caring community; community of like-minded people; feeling a part of a group; a time to reflect and consider life; good music

Enjoying Rev. Lane –she is involved, eloquent, gets through to the “subconscious function”

Another agrees, she listens, she is available

Association with everyone, collaborative working with all church members. Same number UU congregations as there are hate groups (about 1000). This suggests team work is important.

Adds to answer 1, some members are best friends. All values rolled into one place. Living all values together in PUUC.

Because of people involved. This is the most important part, all becoming involved by supporting the greater good.

Joined UUs in 1987, but PUUC just 3 years ago, when she moved to area. Values include society. Shared community. Not enough friends yet, but that's a goal.

Joined at a PUUC event where Margaritas were served. Social aspect. YEAA!!

Community of like-minded individuals who share goals.

When I can't come due to work, I miss it. I like being in the church space, I like the music, I like being with the people. Can't describe the feeling I get when I leave, just a great feeling.

I want to feel inspired, I come because of the people, although there are some differences of opinions, these are people who think the way I do, I'm part of something, part of something that's making a difference in the world.

Connection to the community for ourselves and our children. Challenged and inspired. Forced into the uncomfortable, that's where I grow.

Community, stimulating message from a sermon that holds me for a week or more; for the good things we do; to be challenged. For the quietude of the service.

For inspiration, to broaden my theological horizons.

love the idea that we try to embrace everybody; was looking and found a home here, safe and accepted

Ministers have a sense of where they're going and how they want the congregation to develop;

love people, part of something consistent with my values, work toward making better life for myself and others.

love other people reflect similar views

I like choir, singing but not always wild about what we sing. Like being with people who have similar views esp., in turmoil of times.

love people, food, community engagement in Town,

Shared spirituality, in conjunction with being with nature. Came to church for the quiet, a place for peace. Music crept in and is enjoyed. "Gets me out of my quiet."

The outreach is important to me – the social [justice] action, the involvement with larger social issues...

I admire those at church actively involved in ways to improve our world.

I like how we [the minister and congregants] care for others -- and it feels good to be cared for, too.

I love the philosophy and rituals of the PUUC – and they allow me to still be true to myself.

I like how we take care of the bodies and souls of congregants, and work to regain what we've currently lost.

I like how the rituals encourage us to actively be with others, not just "sit there, going through the motions".

Being part of the Congregation. – Shared differences & similarities.

To gather with other like-valued people in the greater Peterborough community on a regular basis to learn, to be inspired and to carry out actions that fulfill my personal values together with others thru worship, social justice, play and carrying for others. I love the variety of people, the music, worship, Lyceum, social justice candle and plate contributions, the interfaith events like the Messiah, Solstice, providing a place

for other to hold their events and some congregational social events like Thanksgiving, coffee hours, etc.

Congregation are caring, loving people.

Enjoy going and being part of a group who do things.

Like not being told what's good, what's not; not judged (ie, being accepted.)

I'm not religious but feel I have a religious community with the UU.

Key is community (lived in P'boro a long time but worked out of town.) UU was closest to my value set; ok to be Jewish/Buddist/etc. Still accepted.

Community, Community,

Love inspiration, getting energized, I have benefitted greatly from minister-led and Lay-led services

Love the building, like the sermons, likes the way the service flows, prefers having joys and sorrows earlier in the service as we used to do. Really miss coffee hour.

I have felt that I've fallen OUT of love with PUUC, I haven't been challenged... the RE program is great, but my kids are not in a group of their own ages. I don't like how broken up the service is – like the weather. I want to know what's coming where, I may not be engaged with all the parts of the service and then miss the part I want to pay attention to. (clarification: all the parts leading up to the sermon are not engaging; by the time we get there I have lost focus and then sometimes miss the part that was most important to me)

I joined church for support when my spouse was ill. Was never a church member before, not interested in religion, limited tolerance for UUA, loose connection with Unitarian traditions but respect the people who do. 90% of the reason I'm here is for the community.

I come to PUUC to ground myself with a weekly tradition of being in a beautiful, peaceful space with good people and (hopefully) listening to inspiring words.

3. What part of current ministry would you like to retain?

It is good to have rituals that we look forward to, and also some variety in the rituals

We would like to keep the music, prayers, and especially the hymn "Spirit of Life."

Joys and Concerns is a strength and is effective as a place where people can ask for support.

Joys and Concerns is an important part of the service that connects us.

Religious education important for children.

Support for all gender systems. Good pot-lucks.

Social justice work is important and supportive to all goals.

Twice a month a sermon led by our part-time minister. Guest ministers.

Minister or guest minister sermon twice a month is inspiring and brings in new perspective.

Must save and maintain the building!

More serious attempts at community outreach. Church is as much about community outreach as anything else we do. Community supper is one such thing. We need a Plan B for dealing with community supper and other outreach during and after Covid.

Love having that one-hour of being with other people and hearing an uplifting, thought provoking sermon is important, but being with other people and praying with other people is very powerful.

Common worship, some from minister, some from lay people.

Children - RE is really important.

Robust music component.

Pastoral care of people who aren't getting to church or are in difficulty. Must take care of our individual members.

Church's work in the world and greater community.

Agree with directly above.

Music diversity should continue.

Must have Spirit of Life.

Ministerial sermon and love diversity of lay led services.

Joys and Sorrows but follow up with care if needed.

Children's RE program is essential, adult program is not well-utilized so maybe we can let that go. Actually, I want to keep everything!

Please keep singing Spirit of Life. It is the only spiritual thing I get out of this church right now.

Loves the expansion of the Worship Committee and the great, powerful services they are offering; also likes the format of current services, including the lay led;

could let go of Joys and Concerns as it is now – maybe write them down and a spokesperson could read them, maybe a summary of concerns without names

Likes Joys and Concerns as before with the candelabra at center front where it is easy to see and one can speak to the congregation right there;

Love the variety of services, incl. water communion, flower communion, music, earth centered worship, Jewish service Tu B'Shvat;

Love the music, can't imagine church without the music;

love joys and sorrows;

Adult RE: learned about the church in a good class that Rev. Diana taught.

Likes joys and concerns; it's a safe place to come happy or sad and be buoyed by the [ritual and community].

The building is a resource, and the organ;

candles of joys and concerns,

social justice candle.

Retain the welcoming community.

Keep music.

Misses the children in the service; loved seeing them; *several agreed*

Continue variety of services for inspiration, renewal, peace for us and the world; be present – "Can my presence be a help to someone else?"

Keep learning about other religions or other paths to God; in trying to be inclusive, don't dilute the message – at Christmas, do the Christmas story, just as when we do a Jewish story, we do the original story.

Make sure joys and concerns are personal, not political; could let go of weekly social justice candles – they can be overwhelming, upsetting – maybe once or twice a month.

Social Justice candle might be once or twice a month, though believes that they have been well done lately, clear and with a call to action

love candles of joys/concerns (retain) be inspired more,

retain coffee hr.

retain candles joy concerns, like to hear about others,

basically retain most

retain collaborative staff, music, RE, worship com.

Agree above, love inspiring sermons,

Turkey dinner!

Keep flexibility of service, acceptance of change.

Keep worship, pastoral care, community supper, events that we do together, including fundraising.

Loves community things, slides & sides, turkey dinners.

Care committee help was very touching and appreciated. Congregations does this very well to those we barely know.

Likes every week services, build into week, a place to go to reach out to other people.

Joys and Concerns every week is very important.

Glad I have a community to reach out to in difficult times.

That we have to be a participant, not just complain if we don't like something.

The minister can be philosophical, remind us of the "big ideas" [in life]

I love the lay led participation.

We'll have to see "what flows in and what flows out" [when we have a p/t Minister]

I love that this church is a place for all ages – that it's truly multi-generational.

Social justice work. Involvement with larger social issues.

Rituals: The rituals are for me like a good and helpful framework. They provide a certain tone, and needed space and time.

Retain our work to make the church more accessible. The minister worked on trying to improve the physical accessibility in the church and making the words/ language of hymns more accessible. Like when we got rid of asking people to stand when we sing hymns.

It's been good to introduce new ways of creatively collaborating, like with zoom meetings & services, sharing photos from our lives. We're exploring new and different ways to share experiences.

I'm happy with church and what it offers.

LOVE Social Justice candle & issue, Joys/Sorrows, music, community;

Participation in groups other than those creating the services is important (various committees). They make us feel as if contribution is being made.

Music. Sings in choir and misses this.

Loves Spirit of Life while many others don't.

First service was an interfaith service at Thanksgiving.

Likes worship committee led services.

Likes Sermons, and also talks of an intellectual nature. Challenged by learning, and values it.

Children in service – good. More activity would be good, including music.

Community and social aspects are important.

Worship services including lots of music, joys and concerns, social justice candle, story for all ages, lay and minister led sermons and DRE. Involvement in interfaith events and actions. Social justice banners and actions. Support of other nonprofits' work. Pastoral care by congregants outreach when someone identifies they have a significant "concern" in their life. The Cresset. The Lyceum. Community supper.

Sermons are not a lecture. Robin stands out as an example to follow and loves how she shares personal experiences. Services have been very inspiring.

Mix of lay-led and minister led worship. Strong music program. Our historic sanctuary. The Lyceum. The DRE program. Social events including fundraisers like the auction, the holiday fair, etc. Subsidized rentals to nonprofits that support vulnerable populations in our community. Social justice letters to the editor and participation in related community actions.

Supports previous answer about meaning of Ministry – likes being encouraged to grow spiritually. Likes Ministry that works in this way.

Likes worship-committee-led services.

Inspiration from minister's talks, less inspiration from Lay ministry- led services.

Would like more variety of music – folk, solos.

The singing bowl

music, thoughtful wisdom, gathering (even a Zoom gathering means something)

Spirit of Life is sooo important. Its the most spiritual thing. Everything else is more social, I don't get anything spiritual out of the current church.

Retain kid's education.

In the present state of things, I only like the worship led services. Robin and Chris and Ray.

4. What part of current ministry, if any, should we get rid of?

Would like to see less heavy SJ Candle during the service. With everything going on in the world, I want to leave the service feeling peaceful and the candles don't allow that to happen. SJ work should be done during the rest of the week.

Adult RE can be let go because the process of taking part in creating a service leads to such an explosion of spiritual growth that that may be achieving the same thing. (Note: I think this person was saying that if those people who are interested in adult RE were involved in preparing the services, they wouldn't need an RE class.)

We should stop squabbling about money; now we've elected to go to half time minister, so let's stop thinking about how to make money and start thinking about how to use it.

Would let go of nothing, like it as it is.

Let go of the Minister doing weekly sermons; use guest speakers and committees

Let go of conflict among members

Let go of minutiae (but sort of wants everything)

Let go some rituals but retaining them also imp.

Let go of long sermons, not eliminate them, just shorten them

Let go just small things, some routines,

Let go stale traditions

let go repetitive parts of service,

let go when people go on and on during candles.

Let go of some of our expectations of the Minister to lead worship and do pastoral care. With a part-time minister we will have to work even harder to set goals and follow up with them.

In services, don't remove anything, maybe different kinds of services. Maybe skip services, one less a month?

Let go of minister expectations; congregation must step up.

I can't think of anything that we could or should "let go of"

let go of some songs

not really anything to be dropped.

get rid of the problem of getting more younger members in.

Let go of factions "we know what's best because we've been here before." Work hard to speak up.

I would change the Social Justice candle. At the moment, the topics are random and, with some exceptions, pulled out of the air by whoever they can convince to do the talk. I would like to see a unified social justice project that engages the entire congregation and then SJ talks related to that project, even if it's just peripherally.

Vespers do not resonate with me.

5. Is there anything you are not getting out of PUUC ministry? Is there something we can add that would help you?

would like an all singing service, would like to hear from members of the congregation; there are lots of sources we can tap and bring back ideas; *another participant agrees with all of this.*

Going back to the minister, there is a role for someone to have a sense of what is going on in the congregation [overall], who is going where... This is a professional role of exercising continuous oversight. It's important to be aware of the "squeaky wheel" and tending to it.

I would like to see congregants suggesting more sermon topics, i.e. a suggestion box for the Q&A sermon topics. We need to make it easy to ask.

Wants a minister who loves us; wants to feel heard and know that anyone can be heard.

I get lots of opportunities to interact so I'm content.

Is there way we can continue zoom once we are back in the Sanctuary.

Flea market was successful, it was a nice way for people to get together, stop by the church on a saturday morning and reduce the work load for the Rummage sale folks. It is fun; I enjoyed myself and enjoyed being with my UU people. Maybe do more things like this.

It would be really nice to sing with other people but ... covid. MB started an outdoor sing on Sundays which was groundbreaking, this family stopped by, they were

moving to Pbro and had questions about the church so it was a great opportunity to promote the church. Would like to see more use of the outside of the building that brings the community to us and also brings us together.

Would like to see more kid-friendly services, not multi-generational. More kid friendly music.

Missing - pastoral care. We need this! We are not supporting our folks.

The time after the service when we all talk is more “juicy: than it used to be ... I like that. Its almost as if there's an immediate continuation about what the sermon made you think, it allows me to both listen and have my own responses but also listen to my fellow congregants' reactions so I can look through someone else's eyes. The coffee hour, (now that we're on zoom) has become an extension of the spiritual content. *this led to an interesting idea that several people found intriguing: (once we are back in the building) when the service is over, instead of going straight to coffee hour, have a discussion about the sermon for 10-15 minutes. Could be led by the pastor or lay-minister, where they field questions or like a talk-back, or could just be within the congregation. Could be small groups standing around.

Would like to see more members of the congregation come to the Community Suppers

Rev. Diana offered several adult ed possibilities but most were dropped because of lack of interest – why?

maybe revive Small Group Ministry

Communication among committees is a big problem; *everyone in the discussion agrees on this*. It's hard to share information. Could committees make minutes available? Have a place where records are kept. Where are the Board minutes? Work on website will help, think about a ListServ. Jill reported that the Board is working on this issue. Every Committee should have a liaison to the Governing Board.

Adult Ed. like the C.A.L.L program?

Likes more spiritual topics and discussions; feels as if you can't talk about God at PUUC; maybe this could be a Small Group Ministry interest group

May need more outreach to the elderly in the congregation, including those at home and those at Rivermead [and Summerhill] – how do we do that with a part-time minister?

Had a minister in Boston who was a reader; would turn a book or a movie into a sermon about issues, ethics, caring – very stimulating, emotion, not just facts – would like more like that

Like Very personal, vibrant worship tradition, not so much intellectual. More spiritual leadership and guidance from minister and lay leaders

Do not like virtual services, wait until in person,

Likes minister to use personal experiences and what they/we can learn from it

Want to feel the congregation is a top priority for the minister

Agree with preceding. Minister sets the tone, has a presence and is connected, caring feeling,

More out-reach to congregation,

Our service is very traditional Protestant, rigid order, could be more creative in services,

More Adult small Group ministry,

Inspiring sermons (we get sometimes)

More vibrant, creative services, Hear more transformative personal stories

Look into using more visual/ Technology in services

Adult RE: I hope there can be more Adult Religious Education, especially for people like me who didn't grow up in an R.E. program. I'd like to learn more about the History of Religion/s, the differences and similarities between & among religions. It would be fine with me if these were led by [congregants].

We can do more with pastoral care.

A more active web presence will be good.

Communications – get the word out where the help is. Live streaming step up very good.

This couple feels unwelcome; will be happy when they don't have to hide.

Misses sense of spirituality and certainty – wants thoughtful reflection on spirituality.

Social Justice people working on much, but not all in the same direction.

Gets connection online but no expectations beyond.

Would like more opportunities for deep Reflection.

As we see more people engaged in different things (ex: Worship Committee), there is more potential. We like seeing & experiencing different people in the pulpit. There

should be more. New perspectives make services interesting and more fun. (versus boring people/topics.)

Like the thought of more staff involvement – as a collaborative part of the process. Marybeth with her music working with congregation, etc.

Would like to see new member introduction. As a visitor/new member at coffee hours; we felt very uncomfortable; weren't approached or included in conversations.

Happy to hear that the website is being developed – a place for members, pledging, the Cresset; seek more presence of the spiritual leader

Wants deeper sermons

Would like to do more together with music – revitalize the music committee, involve the congregation, including the children, and have more music events with outside musicians

more involvement in services than just Worship Committee. I remember years ago the pastor asked me to do a sermon on a particular subject. It was an honor and a privilege to put my thoughts together and share them. I do not want to join the worship committee, but I may be among others who might have something to offer for a specific topic/sermon.

Personally feels great with what's being offered. Use of physical space. Suggests using American Sign Language (ASL) translators. Screens in the front with hymn words displayed. Suggests more accessibility.

This person is hearing impaired who does not know ASL. Agrees that this might help. Suggests a coil surrounding Church that can feed hearing aids.

Can PUUC install such a loop? It was suggested that PUUC may already have such a loop but not configured for all hearing aids.

Get rid of pews.

Does not feel a sense of community from zoom services.

PUUC has become a beacon in our society with this virtual on-line model. Suggests expansion in many directions, books and so on leading to us becoming the place to be. Ways can be found to involve people who share our values but don't want to attend church.

Social Justice – Would like to see SJ being a small committee having a virtual cause.

Wants expansion of SJ so we become a beacon in our society/community. Would like to see participation as a church in all local community activities.

Need effective means of communication. Has inadvertently learned about some church activities. Communication would assist this. Caring committee for example. Board invites anyone to join in on board meetings.

Expanding communication. As a group we don't support BLM, and so on. these should be expandable. Virtual access would allow more community involvement. Protect against exposure to communicable diseases.

Outreach – we have a terrible website, static.

As a group we don't support BLM, and so on. these should be expandable. Virtual access would allow more community involvement. Protect against exposure to communicable diseases.

Other church had a sermon talk-back, a time after the service/coffee hour to discuss the sermon in a small group.

Maybe we should have feedback cards to help build the service – put the parts in that we agree we want.

Not inspired. I have stepped away from “managerial side,” I want to be “Joe Congregant.” Everytime we suggest change there's a lot of resistance. I have visited other churches and seen various ways others worship – ie using more technology. It is inspiring people and pulling people in. I'm done with zoom – I do it in work etc and don't want to do church via zoom.

In past church, not one single sermon, service was in 2 parts – a short idea, then go back and explore more deeply. Our church, many small parts (Readings, SJ candle, offertory.....) that I don't like (or that don't speak to me).

I would like to see the words of the hymns on screens in front (esp teal hymnal is hard to follow with page turns and going back) and then heads are up, looking forward and up, not down into the hymnal.

I agree, people sing a little louder when looking at a screen for the words.

I think “beyond Sundays” – all parts of the service try to meet the needs of all of the people . This is a challenge week after week.

Discussion groups: This is the first time I have the opportunity to speak in a small group. Spiritual renewal not just on Sundays is important. Offer an engagement where people could be inspired, in a small group, a poem, a discussion. Better than making changes in the service which other people bc they don't like the change, add a discussion mid-week.

Minister who know and cares about each of us and we feel the same about the minister. A minister who is a presence in the great community representing our values and is welcoming others to our congregation by personifying who we are. More deliberate outreach to greet, and retain newcomers and new members. A website that is transparent so others can see who we are and choose to join us. Small group ministry. A sense of joy and responsibility of being part of UUA and

UUSC. More church congregant suppers. An all congregation social action work project. An operating budget that is almost exclusively supported by our pledges rather than our endowment. A group of volunteers who like to do maintenance projects together on a regular basis.

Sunday mornings are very hard for families – a down time for families, hard to get everyone out of the house. UU has a program for families – Navigators, like scouts – meets family needs more than a Sunday morning service.

Family more interested in mid-week activities. That's what Vespers was intended to attract younger members.

Community Supper – at ours, a few people from our congregation come, but at other churches, more of the congregation comes

Winter solstice service brings in many non-congregants. Think outside the box

let's change the front of the sanctuary and use the building as a center for all sorts of challenging and interesting activities

Since Lane has started here, and there have been more lay-led services, we've had more diversity in the sermon topics. Before, the sermon selection seemed very heavy about social justice issues, sometimes it felt like that was the exclusive focus. Now I feel that the services are "feeding my soul" rather than just "giving marching orders."

But I want to see both! I want to see more balance in the focus of sermons and services.

Some sermons are not meaningful/relevant: there's a lack of connection; topics repeated; feel lectured at; don't like the UU history focused topics as a sermon, I am looking for inspiration

Zoom allows participation with services and social justice, calls to action. We need to do more of this.

Need more group discussions. One Church has group discussion like this on one Sunday a month instead of a service. This happened at the first Church of which she was a member. Does not want to drop any component because everyone likes something in current use.

Church chats could be held every Sunday, similar to this one, in person after covid.

Smaller group, discussion may be better. I want to engage more than just sit.

There needs to be better pastoral care and personal interactions with the minister.

I need a minister who knows and cares about me.

6. What roles must be filled by the part-time minister?

Pastoral care

Personal contact: everyone must feel a connection with the minister, even though they are part-time, this is an important use of their time.

Two services a month.

Agree with the one above.

I would like them to visit every parishioner in their home. Must know your people! If you don't know your parish on their own home ground then you don't know how to minister to them.

Agree with the statement directly above. Would like to see the minister doing that even if it is just zoom contact. Must meet every person, so there must be more of an outreach to make that meeting happen.

Need to be very careful that we don't overload the minister's time with pastoral care, so there should be a strong pastoral care committee to share that load.

Two sermons a month

get to know the congregation,

Find someone who desires to get to know everyone so it doesn't feel like a burden. They should want to be part of the community. Should go to the other things the church sponsors.

There was a strong consensus within this group that they want a minister who reaches out to people and seems to really care about them.

There was general agreement in this group that the Minister might do two services a month and have an active role in the lay-led services. The group agreed that the Minister would also be needed for pastoral care, especially for people in crisis. People brought up weddings, funerals, child dedications and membership ceremonies – to be decided. [Also, see the discussion under the previous question of the Minister's role in committee work.]

Maybe there could be flexibility with a 20-hour a week position – use more hours Sept-June and fewer in the summer

Minister preach as much as possible. I attend to hear what they have to say (ministers are trained to preach)

Inspirational sermons, Pastoral care—share with Care Committee. Minister takes on more immediate, serious issues, Care committee more ongoing support/attention.

Role of minister is to pay attention to congregation and reach out. Could be hard with P/T minister

Minister is most trained person to deal with serious pastoral care issues.

Personnel/staff supervision should be done by minister, hard for volunteers to do.

Funerals, wedding, etc. role of minister. With all this care, plus services, will it be overwhelming for P/T minister?

still reaching out to Community, i.e. Rivermead

Rites of passage important for minister to be involved in

Pastoral care is important.

I want a personal connection to the minister; I want to feel I am important to the minister!

Need a special person who she can confide in, someone to be there when you don't know where else to go. Love, caring, guidance; comfortable.

[Same as previous]

"Who you gonna call?" if a half time minister. Staff's needs and oversight needs to be addressed.

Agrees with previous. In times of crisis a wise person is needed.

Goal setting. As long as the part-time minister is available to guide and help the staff and congregation, I think the staff and congregation can do a lot. The current worship committee is so good – creative, genuine, wonderful presenters – but there may be times when this doesn't work so well. As for pastoral care, there are some people who will always want the Minister and some circumstances where the Minister would really be needed, but the Pastoral Associates can do a lot and the Care committee can help.

Not any that I can think of.

Pastoral care, but part of that can be provided by people in the congregation.

Weddings and funeral services [mentioned twice], but only if people want that

The minister should be available for confidential help and support.

Preaching at Sunday services.

Providing a leadership role in shared ministry.

Serving as the “point person” regarding questions, issues in the congregation.

It’s important that shared decision-making [in a Shared Ministry] needs to be visible, clear, and “negotiated.”

We need to see that the minister will actually live his or her words -- like talk of a “beloved community” -- and actually be living, leading, and ministering by those UU principles. Words alone are not enough.

Pastoral care was the primary topic

Minister should be spending significant time with the congregation – especially in times of crisis (loss, divorce, tragic circumstances, etc.) but also for everyday matters. (expand definition of pastoral care even though none was given.)

Minister may not be comfortable addressing all issues like a messy divorce. That’s fine. Maybe person/situation gets referred to Have available a list of resources for referral.

Make people feel cared for/accepted -- “loved even when no one else loves them.”

It needs to be confidential.

Liked Reverend Lane’s “drop-in” zoom times.

There’s a view that the people at RiverMead (and other satellite groups not attending church or zoom) are underserved and should get more personal attention.

Minister is the lead; pastoral associates are good but need clear definition of their role, background, training; must feel comfortable as a go to resource.

Need right resources to off-load minister

Occasional sermon.

They need to be the “overseer” to coordinate the staff and the overall calendar and oversee the main functions of the church.

They are the coordinator of overall activities, but this depends on whether it is a long-term person versus a short time minister for just a year or two.

There are different roles depending on whether the intent is for them to be here a long time or short time.

It also depends if they are virtual, remote or physically present.

It would be better to get a local person, ideally someone planning to be here for at least a year.

Oversight works better with someone who will be here for a while. I don't feel it's good to have a series of short-term Ministers

They need to understand their role as a delegator and they need to deal with people well.

This is a hard question; we know that lay people can do worship

Ministers have special training that may make them better able to help people deal with problems, crises, “what is inside them”

Counseling. Don’t see any other service that congregants can’t do.

Marrying, funeral services, deep down counselling.

(note: there was a discussion that lay people can perform wedding ceremonies by purchasing a certificate online)

Congregants cannot do hospital visits, baptism, dedicating babies and so on.

The roll of part time minister must be to help expansion of our society.

Another important ministerial task is to encourage communication within the church, so all congregants are aware of what’s going on.

(note: there was a discussion of boundary issues; that some are brittle so Minister should take charge of these unless trained congregants are available. Differences in state laws must be considered.)

Weddings, memorial services, if the family wants a trained minister (OK for lay person if the family wants it)

Rituals (weddings, memorial services, dedications free to members) and paid and on minister’s personal time for others in the community. Worship service at least 3-4 times every 2 months. Train, coach and oversee lay ministers. Serve as consultant to lay pastoral care workers and provide pastoral care when need requires professional support like death, divorce, significant illness, etc. Be a strong shared ministry team member. Be aware of the big picture. Be a good listener. Be a good speaker both in public and 1:1. Care about the conjugation.

RE Weddings etc – members – minister – member doesn’t need to be paid. Service for not a member of the church, minister and music director are paid (even if the family brings in someone outside to perform). (A JP can get \$500 per wedding.)

Minister should have a hand on the pulse of the congregation.

Minister’s position as leadership – delegation should be handled with clarity, Assist congregants to select their best talents to share with the group. Minister should support those congregants who also assist with ministry.

Sunday morning sermon

Pastoral care. Important that you have someone trained to help congregants with personal issues.

I like the worship committee services, but really want the Sunday services to be led by the minister.

Minister has to do: Listen to people who need help and take action to help them. And lead us.

Coordination of staff becomes more challenging, especially for a part-time minister... Will there be time to do more detailed oversight of staff?*

We may need to review the extent to which the part-time minister can or needs to oversee the staff; some staff issues can take up a lot of minister time.

Key pastoral care. Maybe overseeing the cases and doing the most critical ones themselves.

Right of review of the lay-led services.

7. What roles can the Staff perform?

Don't overwork them. They're doing a fine job.

I worry about the staff; we don't want to work them more than they are being paid for. We need to hear from them about how they feel and what they want.

We are very fortunate to have Vanessa. We don't thank her enough. We don't thank Zoe enough. And MB.

Marybeth and Zoe are doing a lot now – loves the job they are doing. *Everyone agrees*

How will the administrator's job change? If the church is rented more, that will fall on Vanessa

How will the custodian's job change? More use of the building will impact Paul's work, too

Maybe ask the staff how they envision their work with a half time minister

We'll have to see the job description for our half time Minister to figure out what still needs to be done by other staff and the congregation

Don't know: music, RE now involved. Is office staff part of shared ministry?

Current RE , Music director and worship com. Doing great job on ZOOM More pressure on them now will it continue? Look at pay considering responsibilities esp. of increase, Office staff not as connected Continue in roles they have.

Music /director does variety of activities now.

RE is doing more adult ED. If continues should get increase in pay.

Rewrite job descriptions accordingly. Can't ask them to do any more than they are doing now

Similar to above Music Dir. is doing ministerial level work with PUUC and wider community. See more of RE growing into her job. This person has more thoughts about administrative staff but didn't want to go into it right now.

Staff has stepped up well, especially Zoe. Kids stories, Marybeth's music is a blessing. Tech savvy.

[Agrees with previous]

Agrees. Wonderful job during Covid. Worries about a time when we don't have this crew.

Very blessed with this crew.

Music and recording at Lyceum and services being worked on, tech upgrade. Capability in the facility so help is available when we are in-person services again.

Amazed we pivoted on a dime to online services.

The Music director and the RE coordinator have taken on significant roles in worship during this sabbatical time and I look forward to each of their services. Again, it will sometimes be a challenge to find people for those roles who can do it as well as this team is doing.

Appreciates that the services were brought online promptly. And Lyceum too.

Nice to have paid staff and Sunday school. Zoe does lots. Vanessa and Marybeth overwhelmed. Asking too much of them.

"Just about everything!"

I believe the other paid staff, along with volunteers, can take care of all aspects of what needs to be done, such as finances/admin tasks, care of the building, music, & R.E.

It will be important to be clear about what the p/t minister will not be expected to notice or do – for example, facility concerns about the inside and outside of the church building.

They would need to have an expanded role in Sunday worship, which is already happening.

The staff needs to see their role as being flexible, and we hope they would like a larger role.

Some pastoral care when professional service need such as music, spirituality. (Marybeth and Zoe) Lead worship several times a year. Rotate representing staff at Board meetings. Represent congregation in the community when appropriate. As a team, plan worship and programming.

Staff maybe could do more around holding small group discussions, book groups, etc.

With a part-time minister the RE person could take more of a “lifespan” perspective. RE could offer adult programming. Laypeople could also do this.

Pastoral care?

I miss the Kids. Encourage Zoe to continue involvement even though wireless communication is the standard. Vanessa is heavily involved in administration and this won't change. Music and custodian work can remain the same.

Communication issue is big issue. We need to communicate more fluently with Vanessa on issues, and community function.

Staff are working hard now – to ask them to do more is an extraordinary request. Not comfortable asking staff to do more. Wants members to commit to tasks, not just “dabble”

Agree- staff and some congregants are working too much

Other jobs could be picked up by congregants but that may be difficult to ask people to do more than they are already doing

Staff – they have job descriptions, if you add more jobs you'd have to increase salary. Reduce amount of time we put into each role. Don't want RE or MD doing sermons or each other's jobs. Decrease in some of the things we have to do. Shift more work to members.

Maybe cart before the horse. What are the jobs, what do we pay for, what do volunteers do? le custodian, has to be a paid position. We need to look at the jobs before making decisions. (participant's clarification: perhaps we need more transparency in what / how the church functions and the roles and duties of the staff and other volunteers.

What does staff feel is redundant, what could they shift over to members? They probably already do over their hours.

8. What roles can or should be performed by congregants and what are YOU willing to do?

Congregants can do administrative work. Could it be one person and the duties revolve between people?

Can share the pastoral care.

There is not enough showing of gratitude when people go above and beyond. We need to acknowledge that and this will encourage people to help.

Many tasks could be taken on by other people.

Establish a Volunteer Coordinator position – someone who must call people to get them to volunteer for whatever is needed versus a generic call out via the Cresset. (maybe even a paid position if necessary.)

Track volunteers and what they have done. If nothing, they should be called on it.

Coordinator should reach out to “non-volunteers” and enlist their help as needed.

Recognize volunteers in very conspicuous manners – Volunteer of the Day/Week/Month/Year, honored somehow.

be trained to do pastoral care,

help with services,

strengthen our committees: used to have flourishing committees, when David Robbins left, there was an effort to consolidate power in minister and committees were allowed to languish,

Focus on our Aging Population – reach out on a regular basis to offer services (meals, drive to store, doctor, etc)

There’s a view that the Care Committee is not big enough to do what is needed.

Establish a Community Outreach Focal Point – Broad output to cover PR, web-site, what’s happening, spread our values, Share who we are/what we believe in.

Outreach for new members – maybe part of above point. In time of Covid, people moving to town, opportunity to find them and welcome to our community.

Concept of Membership – “Time & Treasure.” Give people time and treasure who they are/what they do.

I would want to work in the area of pastoral care and helping to design a strong minister-layey pastoral care program.

I will do lay services, pastoral care (although minister is main player in this), better communication system, singing and playing music.

I could do pastoral care, going out to check on people.

worship committee and fundraising committee, game to do anything anyone asks me to do.

I would like to help out with events, flea market, etc. Interested in helping to come up with services and topics I'm interested in.

will we need to provide the Minister with help coordinating all the committees and the UU community, do we need to increase the number of people on the Board so that the Board can be in charge of this

I would love to be involved in connecting us to the greater UU community.

I would work on reviving Small Group Ministry; membership, holiday stroll, some rummage sale; work where needed

I want to use the church more for all kinds of events; the arts community may be looking for venues and that is part of our mission; the sanctuary would have to be made more accessible, more suited to events

I would like to work on making the church a place for events; was coordinating men's lunches, but there's no interest in that right now [another suggested a Zoom luncheon]

I would like to widen the circle, get more people involved; those of us who are involved need help!

I am willing to do more, maybe with membership, waiting to see where there's a need

I wants to include more people; same people on committees, recruit different people; would do more caring, small group ministry, fundraising (reluctantly); appreciates social justice, which is strong

I worked on the auction and would do again, likes working in the nursery, served on RE committee and would do again, could do Lyceum [refreshments?]

Social justice com. important to this person. She volunteers when she can
Committees in church are imp.

I can become more involved with pastoral care

-Small group ministry model Lay leaders will build community This person can spread small ministry approach.

This individual offers suggestions as to how congregants can share their stories during services

I can work in Adult ED area, Big anniversary coming up, should be Big event, Don't forget we have members in surrounding towns, not only Peterborough.

--Get our name put in community/presence out in community more. Maybe committee just to focus on this?

I am willing to work on finances—Board is responsible for finances and this should continue (not minister)

--I am willing to help with Board

Other comments: :

A gratitude team for a "Volunteer appreciation Sunday" Recognize all who help. Should make Zoe director of RE, currently holds title of RE coordinator which is lower level and pay grade. Take more advantage of educational skills individual members have for small grp. Ministry.

It is a challenge working with Volunteers, they come and go (in reference to roles of staff and minister)

Committees are doing the work they should be doing and continue this if not expand.

My best roles now are with direct care of the community – things like the Care committee and the community suppers. I have always enjoyed hearing from members of the congregation, too. A former minister used to do a service every year in which he invited three people to share their experience on a particular topic. I liked the "testimonials" that were done for the canvass a couple of years ago and I always enjoy hearing the Coming of Age teens give their faith statements (though I guess there are mixed feelings about asking them to do it).

Some congregants can perform; RE is my joy. But not in front of a service; that old skill is gone.

Minister at services at RiverMead: Will that change? Could an RM member do that? Bus services for RM folks?

Lay person could do service at RM. Sister church? Nearby pulpit exchange? Trade speakers?

Likes sister church idea. Experience with a fellowship in past, not a "church"; minister only once a month. Explore what others are doing.

Services on tape to share at RM. Care committee (she's a hospice volunteer now). Would help with social activities.

I'm really concerned about burn-out. Chris, Robin, Zoe & others have been doing terrific services, but they are doing so much.

I can (1) take one service each year; and (2) to “do” the Social Justice candle at least once a year. “I intend to step up whenever and wherever there are opportunities to help, at least as I have the time to do so.”

I can (1) help out with [but not lead] a Sunday Service, and (2) “do” a Social Justice candle.

I can (1) do a reading [Sunday morning]; (2) plan & coordinate an entire service, for instance one on Poetry; and (3) participate in a service as one of three people who talk about their own experience/s and perspective/s on a particular topic. “Many hands make light work.”

I can (1) plan and organize [at least] one service; (2) offer an R.E. program for adults; and (3) get involved in R.E. for kids, pitching in again when I can.

I feel “zoomed out” by so much time on Zoom each day, but I will volunteer to (1) help scrape and paint the church; and (2) get involved in the Green Sanctuary committee, once that is re-activated.

Congregants can and should do most everything. The minister (as noted above) is primarily tasked for Pastoral Care and an occasional sermon.

Attendees appeared willing to offer their time and skills as needed.

An individual is a retired social worker; no interest in any one-on-one counseling but could support others in their endeavors, facilitate training, other things. Another is willing to do a sermon, etc with training.

Establish a program to provide Newspaper articles on a regular basis.

Topics on people/minister

Focus on what we believe in (highlight an individual demonstrating our values for example.)

Committees should invite people to meetings as the Board is doing – find out what is going on

Perform a skills assessment on the congregation

Provide a gigantic list of skills and conduct a one-on-one survey of each parishioner to determine what skills they have and their willingness to offer them to PUUC (versus email which is largely ignored.)

I am willing to offer help with photography.

I am willing to help with informal photography and to manage images and pictures that are important to the church*

We want to attract new members and pictures are an important part of that effort.

We would like to help the food bank.

We would like to help people succeed in this difficult world.

Some people like to offer their hands, to make or build things, and some want to plan and organize and be on committees.

If we want to keep our historical church building, we need people to work on it and keep it in good repair.

There is a concern about the property management committee: the average age on the committee is “getting up there” and we need to find a way to get some younger members involved.

Bringing in new members is important. We would like to get some teenagers involved, maybe they could be interns in some way; but we have questions about how to most effectively bring in young people.

Our priorities need to be to improve communication and make it stronger and easier with a lot more transparency for all of our committees and boards.*

Communication and transparency are really important.

We need a legacy and planned giving program. We need to acknowledge people who create bequests.

I lead and serve on Committees at different times (Board, membership, social justice). Help organize things. I can be a liaison of congregation to outside organizations. Participate in Children's Programming. Bake for coffee hour. Oversee coffee hour twice a year. Provide flowers once a year. Help tidy sanctuary before and after service.

Congregants: Provide much of the pastoral care. Provide more children's programming at Zoe's direction. Oversee and do facility maintenance and improvement. Each actively serve on one community at all times. Each member is scheduled to participate in coffee hour maybe twice a year and if one can't do it, they find a substitute.

I see a priority for leadership is to shore up our finances. And to be better about transparency.

I would like to help with services in a limited way. Looks forward to getting involved with finance committee, won't be treasurer but will be part of a committee.

I can do pastoral care, worship, committees

I would like to be part of the music – music events, services, music committee

I can give computer help

more involvement in services than just Worship Committee. I remember years ago David Usher asked me to do a sermon on Motherhood, for mother's day. It was an

honor and a privilege to put my thoughts together and share them. I do not want to join the worship committee, but I may be among others who might have something to offer for a specific topic/sermon

Volunteer to create a job list. Specific request to perform a task is always generates affirmative response. General request for volunteers for a task to the general congregation – response is always NO. More music and readings.

I have ability to read to groups. Will do one worship service per year. Adult RE. Don't want to follow someone's canned curriculum. Community outreach interfaith.

Ad hoc groups taking charge of services – a tiny budget to hire musicians for example would be useful.

Q. Does this relate to what you would be interested in doing? – property committee.

Willing to volunteer for other services than already committed.

Grants committee. Ads to various places, social justice. Will help out with a Church service.

It would help if we had a list of needs. I like to do active things, not fundraising, not office stuff. I feel a responsibility to do my part, that's a GOOD thing to do.

Sub-committees do many jobs, set up nicely, I enjoy my part in fund-raising, rummage sale, I will keep doing that, I can only do one committee. I like activity.

take leading roles in leading discussion groups during the week, outside of Sunday service. Some may want to do activities with kids, Lay led services, we have very confident people, I see many of these as challenging, push us in new directions. Continue lay-led services.

match people's talents to job. Does congregation and minister accept that person's role? My spiritual journey is still ongoing; I have advanced degrees in ministry and counseling, I would be happy to lead a small group to explore theology and other discussions. I've never been asked. (I missed some of this answer)

Miscellaneous:

Other thoughts

Establish a program to provide Newspaper articles on a regular basis.
Topics on people/minister

Focus on what we believe in (highlight an individual demonstrating our values for example.)

Committees should invite people to meetings as the Board is doing – find out what is going on

Perform a skills assessment on the congregation

Provide a gigantic list of skills and conduct a one-on-one survey of each parishioner to determine what skills they have and their willingness to offer them to PUUC (versus email which is largely ignored.)

What can we let go of from the traditional minister's role/s?

The pastoral care load needs to be shared much more. This needs to be handled very confidentially. Violating confidentiality would cause big problems.

In recent years, we have emphasized comforting each other – how can we be strong and take care of each other?

I feel a lack of orientation to the larger world and would like to see more of that discussed.

Some ministers in the past have brought in [speakers from other cultures] and have encouraged me to look more at the outward world and my role in the larger community.*

With less of a professional minister's time, maybe we could get larger "outside" perspectives? It takes lots of work and energy to bring in new perspectives, such as [hearing from] guest speakers.

Not be "in charge of" but be a member of the ministerial team but have team members take turns leading the team.

All worship services.

Serve more as a consultant and team member to Pastoral Care and Worship and even Board than provide oversight.

Not be the PUUC "manager". Board does that more than now.

I would like to see various committees take on whole services.

I wonder how much of a Minister's time is devoted to denominational activities? Maybe this needs to be cut back with a part-time Minister.

What are your worries about the future with part-time ministry at PUC?

We have not seen many teenagers around, would like to see RE include more young people in our services.

I am concerned about volunteer burnout. We don't have a way to regulate how much time and energy volunteers put in, sometimes they get burned out and leave.

There is always a potential for burnout. We need to limit how much people do so they don't burn out

Some groups limit committees to just three members, and they could have helpers.*

There seem to be fewer and fewer volunteers, for example cleaning up the yard used to be 12 or more raking and working on it, now it is down to four or five people.

I worry that we are gradually going through significant attrition.

People are quite cautious about doing things [when asked to help].

We collectively seem to be aging.

This is part of a national trend in churches; church participation is going down.

I am concerned that our society is becoming more "me" focused which gives me concerns about the next generation.

People need a sense of community. Networking is also important.*

Should we look for a local UU congregation to share our resources? We could consider Keene or Milford, but these are kind of far away.

Could the minister be shared, not the congregation.? There could be other ways to share congregational activities.

Or how could we collaborate with other organizations?

there's a chance of losing our sense of purpose with part-time ministry.

Concern that our worship team will suffer burnout

a part time minister may not have time to do counseling – consider group counseling.

Likes shared Ministry approach. One concern is that the job description must be understood by the congregation.

That ALL members are committed to contribute more time, talents and money in lieu of full time minister.

Now we have lots going on – a full schedule – with a half time minister

It's more difficult now because of our isolation

We must be careful of burning out RE and Music, Relook at job descriptions and increase compensation accordingly

It's important to me that we balance the contributions of the minister and the lay volunteers.

How will we be clear and transparent about the role & work of committees, lay leadership, and the priorities and work of a f/t or p/t minister? For instance, what is the authority of the Ministerial Committee [whatever its current name]? How might congregants respectively and effectively voice serious concerns about any minister's actions (or inactions)? What processes need to be in place to heal any outright hurt or harm?

What does Shared Ministry mean to you?

Shared Ministry means we're all equal, like in a circle.

To me "shared ministry" also means that the congregants also minister to and with the minister.

In a shared ministry here are some things that could be shared in one way or another: parish administration; mentoring; leadership; involvement in the district; involvement with the UUA's work & events; life passages; ethical leadership; pastoral care; planning; preaching; publicity & promotion of the church; Religious Education; celebrating the Arts; Spiritual Deepening; and advancing UU values, practices, & traditions.

People in the church taking on more responsibility for Sunday's services and for running committees and staying connected.

A shared ministry puts more responsibility on the larger group to be active, to check in and care for each other and not just leave it to the official Minister.

We have a good structure for this.

It also speaks to the work we do outside the church.

Being active and caring about people in the congregation and in the larger community.

I think a very important question is whether we can get people in the congregation to accept ministry and ministering from lay people.

One challenge – will people feel that someone other than the official professional Minister is “acceptable” to “give ministry.”

I think we need to figure that out.

Some people will feel that only the official Minister can do some things.

Asking for help is hard for most people.

We have to be trained and we need to be more responsive to requests for help ... the obvious ones and not so obvious ones.

Both the giving and receiving are difficult.

We have to make it easy for people to ask for help

We would like a job description defined for the minister, for ourselves.

Who’s going to manage the staff?

Concern there might be unrealistic expectations of minister

No one likes the “top down” though. Feel we should all be a part of the ministry.

General preference for Worship Committee-led services; would like to see more. Expand this community to allow others with talents to share. Provide training.

Lay-led services have changed my concept of Ministry to a “shared ministry” where there are more lay-led services.

All the talk and planning about having a p/t minister has expanded my thinking re: the idea of a shared ministry.

Likes the Minister being the Church Leader and wants this to continue with shared Ministry.

Cause for optimism from this 4 month experience with a sabbatical Ministry. Members fit so many trained categories that could allow specific leadership in different fields.

Closing thoughts

I am hopeful

I wish we had breakout rooms for coffee so people could talk more easily.

Many people liked the small group ministry. Agile Aging is going well.

I liked being asked for pictures and being involved with helping to create our Sunday service in that way.

Many thanks to all who were involved with creating this opportunity [for Cottage meetings].

I'm looking forward to the future [of the PUUC]

The Shared Ministry model is exciting and offers "an abundance of possibilities."

I hope we can find cohesion in the diversity of possible offerings. I'm curious about how we're going to do all that we want to do.

How will we show that we value the training and experiences of the p/t minister?

Update sanctuary, physical space in front

Parrish Hall make it more sound absorbent esp. for people who have hearing loss, quite a few in our congreg.

Likes the way Rev. Lane has gotten involved with us, participating in online committee meetings, contributing resources to committees, noticing the need for a survey on the social justice candle and doing it; likes having such warmth and connection with the Minister.