

**Question 9: I believe hiring a part-time minister would be beneficial to our fellowship.**

1. *I think every organization needs someone to steer the ship, so to speak. It is also helpful to have a person the members can go to with questions or concerns.*
2. *While I was once opposed to this I believe that their leadership and community care would be of benefit given the long-term goals of the UU community.*
3. *When I originally joined we had Nels Oas as our visiting minister.*
4. *If minister could take on some of the duties for arranging the service and some pastoral care, it would add greatly to the mix.*
5. *We need Pastoral Care and we need someone to step into Al's Worship Chair role when he steps down. I don't think there's a higher priority for the entire Fellowship than finding the right person for this job!*
6. *"I believe a Part-time minister would not only provide additional structure to guide our community's vision, but they would also assist in keeping our UU more ""plugged-in"" to the Grand Assembly- namely, the larger UU community. I envision our Part-time minister keeping our UU informed of the latest happenings around the ""UU country,"" providing us with active representation at GA events. I also feel a Part-time minister would be a vital asset toward our community's continued growth (both in number and enriching content). I would hope, however, that us ""laypersons"" would still be able to give yall's from time-to-time. I, for one, enjoy the diversity of our fellowship, and would hate to have our creative minds and talented speakers silenced, on account of a minister's agenda."*
7. *I would prefer to hire a fellowship support administrator prior to hiring a part-time minister. But it would all depend on the quality of the individual under consideration for either of the positions.*
8. *Lay lead services are why I stayed, however at this point a consistency in who is 'responsible' would encourage more growth and sense of establishment.*
9. *We need someone to turn to in times of need*
10. *"The members of the fellowship, from my new perspective, seem to be highly active and vital to the growth of the community. That said, they are volunteers and cannot be expected to cater to an increasing community like ours. Simply put, we're approaching critical mass for being lay-led. In addition, for pastoral care, our members would benefit from a trained minister to provide counseling services. Further, ministers have legal rights that members in leadership positions do not, to include entrance to medical and legal arenas."*
11. *A 'settled' minister provides a spiritual focus for the congregation. a minister would be useful to be on hand, not just for Sunday services but for dealing with pastoral care and other ministerial duties.*
12. *Only a professional can offer the pastoral care.*
13. *I strongly support the hiring of a minister as the next phase of our congregation's growth and I will support that endeavor in multiple ways.*
14. *I appreciate the variety of messages and persons involved in delivering Sunday services. It seems to me that the diversity we all value as UU-ers thrives on the variety of programs and*

presenters. Only a congregation dedicated totally to the ideas of the UU system can survive leadership of a single person. Realize a permanent minister may actually eliminate a portion of the membership who may not be in tune with the hired minister. Of course this is philosophical. In reality, the fantastic level of excellence by current leadership may not be maintained by their successors. And we probably can't afford to hire them to continue indefinitely. Al has done a marvelous job, and I cannot imagine anyone will be able to match his successes in providing such excellent programs to our UU fellowship. But I fear the monotony of a part time minister who would work for what we would be able to pay. In many religious congregations the faithful "endure" the current minister because they are dedicated to the church itself. But they look forward to the time when the minister departs and they look forward to a change. Such is the life of many denominations. We already have the ideal situation with constantly changing and surprising messages on Sunday mornings. Sure would be nice if we could continue indefinitely without the procurer (i.e. Al) "burning out."

15. "I enjoy the less traditional service, do not want to be preached at. What would be the role of a part-time minister?,"
16. I enjoy the speakers we have now but a minister on a regular basis would give us a more experienced speaker
17. Everything I have seen/read points in this direction.
18. I don't believe it is necessary except to take some of the load off others, which is a good enough reason.
19. A minister is trained to build community. S/he could give consistent pastoral care to the community. Having a minister will create more opportunity for messaging based on the needs of the congregation. A minister may be better able to form ties with the Interfaith community. And having a minister may free some volunteer time for other work. Be aware though that administration is not usually part of the minister's skill set.
20. If funds are available
21. I am concerned with volunteer burn out, and hope to see the burden lifted from some who have given so much for so long. I also firmly believe if we make this move, we can grow in a healthy way.
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23. "I believe this action would address our very real need for pastoral ministry, improve our Sunday services experiences, provide a focal figure in our development process and raise our visibility in the Bay County community."
24. One of the prime reasons why I come to the UU is for the lay-led services. For other services a minister can provide, you could hire or make available others.

25. *We need resource to continue the level of speakers that we have now become accustomed. We are lacking in pastoral care and we can use increased awareness of the Fellowship in the greater community.*
26. *It depends on the individual, but Tiffany's contributions have made such an enormous difference that I am strongly in favor of searching for another professional employee who may be able to provide administrative skills as well as inspirational leadership.*
27. *Relieve the burden of programming somewhat and provide ministerial care.*

**Question 10: How important are these communication options in keeping you informed?**

1. *My wife*
2. *I am likely to see an email or Facebook post as opposed to an in person announcement or handout, although these are handy on the days I attend.*
3. *All are important as they work jointly.*
4. *I have been dropped from the newsletter three times.*
5. *I have relied heavily on the website. It is sooooo user friendly!!!*
6. *not wed computer type*
7. *I use all of the above.*
8. *Will not use Facebook.*
9. *The e-news is fabulous for keeping us up to date! Thanks Nancy! (duplicate comment)*
10. *Bulletin=Order of Service?*
11. *I believe that an "all-channels" communication strategy is the most successful way of consistently reaching the largest possible audience. And, in addition to our internal audience, I believe we should be developing an effective communication strategy and tools for reaching the entire Bay County community.*
12. *Sunday service announcements often are too long.*

**Question 11: I am satisfied with the Board of Directors and their leadership of our fellowship.**

1. *I am sure they are doing a great job if they are seeking growth and are reaching out to understand the needs of others.*
2. *Have not been involved enough to make this judgment at this time.*
3. *Leadership training and planning and development skills may prove useful as the church grows*
4. *If I'm not satisfied, then I should be willing to do it myself! I do think that the board tends to discourage input from and interaction with the members.*
5. *I mostly agree...specifically I strongly support Jack Harvey's leadership style, his efforts at team building, and his vision and ideas.*
6. *I'm not apprised of everything, but what I'm aware of, I'm pleased with. It's weird for me to evaluate my supervisor(s) though*

7. *I am deeply concerned that there are issues between core leadership that are not being addressed in a way that will prevent a fissure. This is a serious issue that we should address head on and then take as a learning experience for future reference.*
8. *This board is awesome!*
9. *I haven't had enough information of their decisions to give an opinion.*
10. *Work to be done on leading with one voice.*
11. *See #9, which applies to current Board as well. Don't know how this Board can be replaced. Doing a wonderful job. Without criticism - from me.*
12. *I refuse to comment- being a member of the BOD. (duplicate comment)*
13. *For now.*
14. *The fellowship is a reflection of its leadership - and I applaud all of those who work so hard to keep us together. Look at the accomplishments in just the past year. Amazing for such a small fellowship!*
15. *I salute the wonderful work the current board has achieved in supporting program development across the spectrum: RE, Social Justice, Fundraising, Sunday Services & Music, etc. I believe there's opportunity for individual board members to demonstrate even stronger support by modeling participation in activities and events.*
16. *We are fortunate to have members willing to work so diligently to help our fellowship grow.*

**Question 12: Considering topics for Adult Religious Exploration programs, please indicate your interest.**

1. *This is my problem. That all sounds really boring to me. I often tell my husband that I am not intelligent enough to be a UU member. I would rather learn about apothecary or meditation, or dealing with a Christian society in a positive way. I am more interested in learning to listen to my heart and soul. I am very interested in finding a place to belong but again I am not sure exactly what that means or how to go about finding a place. Remember the "Cheers" tv show song? That's what I want!*
2. *More specifically Eastern religions and philosophy.*
3. *philosophy, psychology*
4. *What is UUFBC, really? Are we a only a secularized, social issue focused, accepting Sunday morning town hall meeting of refugees of various orthodoxies whose members feel comfort by retaining the traditional structures and practices of other churches sans any dogma? Do the seven values we offer to our members truly provide the foundation required to build true community? I would love a detailed study of the evolutionary history of UU theology as it relates to our fellowship today.*
5. *Topics are inherently interesting, but I can't make the sessions for reasons unrelated to the quality of offerings.*
6. *Might or might not attend, depending on other commitments, etc.*
7. *We are fortunate to have a fully engaged RE Coordinator.*

8. *I'm a strong supporter of Adult RE and I'm committed to my own participation. However, I'm fairly neutral on topics.*
9. *These all seem awfully academic. Which is fine, but a balance of spiritual classes would be welcomed.*
10. *Climate change*

**Question 13: We appreciate your time, and welcome you to share any further comments or suggestions regarding the fellowship. Your voice is an asset!**

1. *I don't think I was helpful but in any case we hope to visit again and try to see if we can fit in.*
2. *Thank you for the work that the board and other volunteers do.*
3. *We UU are the Creme of Brule'*
4. *Thanks to all of you who have generated the time and energy to present this survey to the fellowship.*
5. *Thank you for taking the time to do this!!!*
6. *thank you (duplicate comment)*
7. *Community for the nonreligious is why I go there. Maybe a part time minister would help fill that "spiritual" leadership. I don't really know.. But Tiffany is also doing a phenomenal job. Keep her services.*
8. *However our fellowship proceeds I will be involved. The people have become my family.*
9. *"Again, I would urge this fellowship to strongly consider the possible consequences - positive and especially negative - of having two services. A physical space challenge seems an insufficient reason to divide a cohesive community who are just coming together and growing together. There is such strength in the togetherness. I believe there will be a polarization of beliefs - maybe lifestyles - between two communities forced to choose service times because essentially it is forcing them to decide between two groups of people. I believe special events may not be sufficient to maintain unity. And the diversity offered in the larger community is a major factor in attracting new members. Again, I believe splitting for two service times is very premature at this time. Maybe in a few years, but I don't think this UU's formative period now is the right time time for such a drastic move."*
10. *You have such a great group, don't organize it to death. even a part-time 'minister' quickly becomes either a referee or an authority figure defeating the premise of the group.*
11. *I would like to see an improvement of our music program, on Sunday mornings and in general. Music is a big part of the service and having a leader of singing would be helpful for all these songs we don't know how to sing.*