

Over a year-and-a-half period ('74-'75), our Chappaqua UCC evolved a process of using the planning process in minister-search in such a way as to evolve, or at least try to, a permanent, congregational-participation planning process. This thinksheet just shows the text of the resulting posters:

1. LONG RANGE POLICY EVALUATION AND SEARCH COMMITTEE

2. (circle) FIRST CONGREGATIONAL CHURCH OF CHAPPAQUA--COMMITTEE members' names in center, with arrows pointing from congregation to committee and vice versa

3. RESPONSIBILITIES:

1. Evaluate the role of the church in the community.
2. Establish criteria for selection of ministerial staff.
3. Search for ministerial staff consistent with criteria.
4. Consult with church members to insure everyone's views are considered.

4. (arrows whose point touch each other obliquely)

MINISTERIAL PRIORITIES / FEEDBACK

(Meeting for three hours four successive Sundays after church around 17 tables, an avg. of 100 each session, the members--after the first shock of realizing how different folk's "ideal minister" is from person to person--with the help of a group Bible study I led each of the four Sundays--arrived at the following consensus:

1. Worship (leadership)
2. Counseling
3. Guidance
4. Visitation
5. Training lay leadership

5. GOALS (in center, with four open arrows following each other around GOALS, each arrow having in it one of these statements:)

- DEVELOP A PROFILE OF WHAT WE ARE AS A CHURCH
- GIVES INSIGHT FOR FUTURE MINISTER
- LONG RANGE COMMITTEE ACTS AS A CATALYST TO INFORMATION AND EXCHANGE OF IDEAS
- CONTINUING EFFORT TO DEFINE GOALS

The last two posters looked (the first) backward, summarizing the first year's achievements, and (the second) forward, stating agreed on goals for the remainder of the second year:

6.

1974
INTERVIEW: Dr. V. Loescher
CONSULTANT: Rev. Jn. S. Savage
INPUT (ministerial priorities [#4, above]): 120 members
GOALS: Church members
SEMINARS: Church members
ACTION BIBLE STUDIES:
Dr. Willis Elliott
CALLING PROCEDURES:
Rev. Sterling Carey

1975
DEVELOP PROFILE OF CHURCH AND COMMUNITY FOR NEW MINISTER
MEET WITH OTHER SEARCH COMMITTEES [of other congregations]
FURTHER DEVELOPMENT OF GOALS
COMMUNICATE DESIRES OF CONGREGATION TO BOARDS AND PRESENT MINISTERIAL STAFF