

**Ministerial Search Committee
First Unitarian Church Portland
Search Committee Application**

Please use this form to **apply** to the Senior Minister Search Committee. Instructions:

1. First Unitarian seeks applicants representing the full diversity of our congregational membership. If you need assistance completing this application, please contact the Board (board@firstunitarianportland.org) or call the Church office.
2. Completed application forms must be received by **February 2, 2020 (deadline extended)**.
3. Please download this form to a computer and either fill it out with a .pdf viewer or print it out and complete by hand.
4. Please send the completed form as an email attachment to **SearchCommittee@firstunitarianportland.org** or mail/drop off a copy to the Church office (Monday-Thursday from 9:00-4:00) or in the narthex on Sundays. Address+phone:

First Unitarian Church
1034 SW 13th Ave.
Portland, OR 97205
503-228-6389

Please review the Criteria for Search Committee Members document before responding to the questions below. If you need more space than what is provided below, please attach additional pages. Please limit your responses to the questions in this application to no more than three pages.

Name:

Address:

Email Address:

Best Phone Number:

1. This work is a commitment of your time, personal energy and gifts to our church. Tell us how these commitments fit for you and why you want to serve on the Ministerial Search Committee.

2. We want the congregation to look at this committee and see themselves represented. How do you represent this congregation? (E.g., what activities have you been involved in, how long have you attended First Unitarian, what are your spiritual or philosophical perspectives, your demographics)

First Unitarian Church of Portland
Criteria for Ministerial Search Committee Members
Final 11/20/19

General Criteria:

Search Committee members should, collectively, be respected within the congregation and known for thinking and acting on behalf of the entire church's best interests rather than advocating for special interests. The congregation should be able to look at the members of the Search Committee and feel appropriately represented.

The Search Committee:

- should be comprised of 7-9 voting members
- will exclude current Board members, Nominating Committee members, and staff.

Desired Competencies of All Search Committee Members:

- **Mission Ownership:** Demonstrates understanding of the mission, vision, and principles of First Unitarian and Unitarian Universalism; consistently behaves in a manner congruent with the mission, vision, values and principles.
- **Spiritual Maturity:** Shows strong personal depth and spiritual grounding (interpreted broadly); demonstrates integrity by walking the talk, and by responding with constancy of purpose; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate guides; articulates a clear and consistent belief system; invites these characteristics in others.
- **Commitment to Dismantling Bias and Oppression.** Demonstrates understanding of the ways that white supremacy culture and other intersecting forms of oppressive behaviors (e.g. racism, patriarchy, heterosexism, ableism, classism) work in our cultures and communities, including within First Unitarian, has expressed commitment to dismantling and is committed to maintaining awareness and authentic effort to limit the effects of bias and oppression in the course of the Search Committee's work.
- **Integrity and Trust:** Is seen as trustworthy by others; practices direct, honest and transparent communication; keeps confidences; admits mistakes; doesn't operate with hidden agendas; responds to situations with constancy and reliability.
- **Team Orientation:** demonstrates interest, skill and success in team environments; promotes group goals ahead of personal agendas; steps up to offer self as a resource to other members of the team; understands and supports the importance of teamwork; is willing to tolerate discomfort and to work within and toward resolution of conflict; is willing to work toward consensus and speak with "one voice" once the team completes deliberations; shares credit for success with others, takes responsibility for their part in team failures; is a good listener.

- **Personal Resilience:** Can effectively cope with change and uncertainty; can shift gears comfortably; can decide and act without having the total picture; isn't upset when things are up in the air; can comfortably handle risk and uncertainty; is flexible, all within the team and in face of any congregant criticisms.
- **Discernment:** Perceptive; demonstrates good judgment; acts confidently within own physical, emotional, and intellectual capabilities; is sensible; contemplates before acting or making decisions; is able to take the long and the short view.
- **Ability to Commit the Time:** Well informed about the demands and time requirements of Search Committee participation; willing and able to commit the time and energy needed (over 250 hours in the coming year).

Additional Search Committee Competencies:

These criteria are essential to one or more members of a successful Search Committee but need not be present in each Search Committee member:

- Written communication skills
- Interviewing skills
- Group facilitation skills
- Conflict resolution skills, including skills for bringing participants back into covenant with one another.
- Knowledge of policy-based governance
- Knowledge of institutional processes at First Unitarian or other large churches. How congregational communication, decision-making and leadership works; how to get things done through formal and informal decision-making channels.
- Knowledge of Unitarian Universalism and the role of the Unitarian Universalism Association (UUA).
- Diversity of tenure: to enhance the diversity of perspectives offered and vision for the church, both long-time members and those *without* long association with First Unitarian are desired
- Sense of humor