

# Q & A *from All Church meeting*

We've captured the questions regarding our interim period that were input into the Chat room during the meeting. There were also questions related to the reopening of the Church due to the Covid-19 suspension of services and those will be addressed in future CIOs or monthly newsletters by the Re-start Task Force.

**Question: How was the Transition Leadership Committee (TLC) formed?**

**Answer:** The TLC was formed after the resignation of Rev. Dr. Eric Elnes. Personnel Committee met and nominated members both from Countryside Leadership and past Boards to be on that team. The team members were then voted on by the Church Council in September.

**Question: What does the Transitional Leadership look like as the process to call ministers goes on?**

**Answer:** As shown on the timeline diagram (see below), after the interim ministers are in place, the discernment process to hire the settled ministers begins. A search committee will be formed consisting of members from each church board and 3 at-large members, as outlined in our Countryside bylaws.

**Question: Can members who are not on the Transition team make requests about what they would prefer to see in a new minister? Can we seek larger input from the congregation?**

**Answer:** The TLC team welcomes suggestions and encourages congregation input. Please direct your comments to: [TLC@countrysideucc.org](mailto:TLC@countrysideucc.org). At the beginning of the process, TLC solicited input from the Church Staff, Church Council and leaders, as well as several members of the congregation and board members.

**Question: How soon do you think we will hire the interim ministers?**

**Answer:** The TLC has begun receiving applications and reviewing those. As the process moves forward, we will continue to review them as received. Our desire is to hire the best persons to fit the interim needs of our Countryside congregation and staff, but we are also conscious of moving expediently.

**Question: Are we hiring one or two interim ministers?**

**Answer:** We are seeking to hire two interim ministers.

**Question: Are interim ministers usually retired ministers?**

**Answer:** Some interim ministers are retired ministers, but many are young ministers looking to expand their experience and backgrounds. Other interim ministers are active ministers that enjoy helping congregations discern and find their settled ministers, and they move from church to church as a career choice.

**Question: Is the Church looking to hire both a lead minister and an associate minister?**

**Answer:** The TLC is looking to hire two equally yoked interim ministers to work with each other in the collaborative model that was presented to

Church Council and the All-board meeting in October. The structure of the Leadership Model for settled ministers will be discerned by the congregation and reviewed by the Search Committee, which will be established after the discernment process starts.

**Question: Will the two interim ministers be considered for the permanent positions?**

**Answer:** The interim ministers will lead and direct the discernment process, with full participation by all congregation members, to determine more fully the needs of the congregation in the settled minister positions. However, if after the discernment is complete, if either, or both, of the ministers wish to be considered for the permanent positions, that is an option.

**Question: Under the collaborative model, will we have a rotation of ministers who give sermons, or will we have one person?**

**Answer:** Both ministers will have the responsibility of giving sermons, but the Minister of Worship and Congregational Care will have this as their primary duty. Please refer to our posted job descriptions (link on page 6)

**Question: Can you share with us 3-5 of the main characteristics or skills required for the two positions?**

**Answer:** With the help of our consultant, Mary Scifres, we have created a draft of the core competencies required for each position. See core competencies on page six.

**Question: What about diversity considerations, or age requirements for new ministers?**

**Answer:** We are open to consider any minister with the characteristics that have been identified. We will fully consider ministers who are BIPOC and/or LGBTQIA+ for our open positions.

**Question: TLC is a small group of people steering our interim future. Why is that?**

**Answer:** TLC was intentionally formed to serve as a leadership steering committee during our interim period, as a sub-committee reporting to, and with authority granted through Church Council, following the recommendation of the Personnel Committee, at Eric's resignation. TLC seeks input regularly, communicates and works closely with Staff, Church leadership, boards, committees, and the congregation itself. We welcome input from all members of our congregation and do our best to respond to those questions. Please provide your comments, suggestions or questions to:

[TLC@countrysideucc.org](mailto:TLC@countrysideucc.org).

