

**UUA Transitions Office
Request for a Beyond Categorical Thinking Visit**

Please complete this form as thoroughly as possible after reviewing the [BCT information on the UUA website](#) and send it as an email attachment to transitions@uua.org. Cost is \$500 per congregation or \$400 if Honor Congregation (formerly Fair Share); however, for two or more Sunday services, cost is \$550 per congregation or \$450 if Honor Congregation (formerly Fair Share). Send a check, payable to the UUA, with your congregation name on it and BCT in the memo. Please mail it to UUA Transitions Office, 24 Farnsworth Street, Boston, MA 02210-1409. Your check only partly covers the cost of the workshop; the UUA covers the remaining costs.

Application Deadline: 8 weeks prior to your requested visit dates. That gives us time to schedule trainers and gives the trainers time to find reasonably priced airfare.

***Indicates a required field.**

Note that the input fields will expand as you type.

Today's Date 7/1/2018

*Full Name of Congregation Unitarian-Universalist Congregation in Milford

*City Milford

*ST/Province NH

*BCT Contact Name Nancy Baker

*email ntbaker@att.net

*Phone 603-673-7659

Search Committee Chair(s) Nancy Baker

Chair email(s) ntbaker@att.net

Visit Dates

Usually the facilitators meet with the search committee on Saturday evening, provide the sermon (and potentially more) for the Sunday morning service, and conduct the workshop following the Sunday service. If you determine that attendance will be stronger on Saturday you may request a Saturday workshop. You should allow approximately 3 hours for the workshop.

Please choose dates when the entire search committee and most of the church leadership can attend. We do our best to honor your first choice but we ask that you submit 2nd and 3rd choices as well.

***1st Choice October 7, 2018**

***2nd Choice October 14, 2018**

***3rd Choice October 21,**

2018

Would you prefer a Saturday workshop?

Or Sunday after worship? X

Congregational Information

*Interim minister (if applicable) Rev. Carol Strecker

*Other ministers serving congregation at present and list length of settlement to date

*Please list at least 3 but not more than 10 previous ministers with their dates of service and type of ministry.

e.g. Rev. J Jones 2002 – 2012 Settled

Rev. Barbara McKusick Liscord 2002 - 2017 Settled

Rev. Olav Nieuwejaar and Rev. Jeanne Nieuwejaar 1976 - 2000 settled
Howard A. Waterhouse (settled) 1973-1975
Edwin Lynn (settled) 1967-1972
Louise Ulrich (interim) 2000-2001
Wayne Shuttee (interim) 2001-2002

- *Expected start date (month/year) for new minister August 2019
- *Size of congregation 140
- *Number and time of Sunday services1 at 10:30 am during church year; 1 summer service at 9:30 am (lay led)
- *Average worship service attendance - if more than one service, feel free to list estimates for each service 60 during church year; 20 during summer

The following information will be extremely valuable to the facilitators and will benefit both the search committee and the congregation. Some of this information might be available in the congregational survey and easy to find. In some cases it may not be, and you are free to estimate (preferred) or leave blank. Please note, if possible, where the information is from (survey, best estimate, other).

Size of search committee: 7

Does the search committee include anyone under the age of 40? yes

Does the search committee include any people who identify as people of color; Latino/Latina/Hispanic; gay, lesbian, bisexual, transgender; people with a disability? Which one (s)? 1-disability; 1 bisexual

How many people in your congregation identify as people of color and/or Latino/Latina/Hispanic? (These figures may be given in a lump sum or broken down by different identities. Please note if the figures are for adults or for adults, youth, and children) About 3; adults and youth/children

How many people in the congregation identify as bisexual, gay, lesbian, and/or transgender? (These figures may be given in a lump sum or broken down by identity. Of particular use here if the figures are given in a lump sum is a notation of how many of these folks identify as transgender—transgender, transsexual, intersexual, cross-dressers, third gender.) 5-8 adults (1 transgender adult; 1-2 transgender teens in this number)

How many people in the congregation live with disabilities? Mobility - 1; Hearing 3-5; 1 Low vision

Are the above numbers from the congregational survey or an estimate? Please explain. Estimate

The following questions may affect the way the congregation thinks in terms of calling a minister in both positive and negative ways. Taking a moment to answer these questions will offer invaluable information to the BCT training team.

Have any of your previous or current ministers (settled, interim, intern) identified as people of color - Latina/Latino/Hispanic; bisexual, gay, lesbian, transgender; and/or having some disability? Please list.

e.g.	Rev. John Doe	intern	1996-1997	gay
	Rev. Jane Deer	interim	1999-2000	Latina
	Rev. Jed Stag	settled	1985-1989	diabetic, used walker at times

Our current Interim identifies as gay.

What work around anti-racism has the congregation done? Worship services; workshops, reading groups

Is there a group for people of color/Latina/Latino/Hispanic concerns? No

What work around disability issues has the congregation addressed?

Church is completely accessible; ramp, elevator, hearing assisted devices; series of workshops came prior to this work.

What disability issues are currently being addressed? Mobility, Hearing, Low vision

What disability issues has the congregation said it needs to address but has not?

Have made changes to the front of the sanctuary to make it generally more accessible, but the pulpit itself is still not wheelchair accessible; We have a portable pulpit that can be placed in the front of the sanctuary and has sound; We had an associate minister who used a wheelchair and this worked for her. Hymns and other service elements and visual enhancements are available on large TV screens which helps the vision and hearing impaired (and everybody else).

Is there a group(s) for disability issues/concerns? No

Are you officially recognized as a Welcoming Congregation? Yes

Is there an active Interweave or b/g/l/t group in the congregation? No

Is there other anti-oppression/multicultural work that the congregation is doing that is not covered in the above questions? no

What challenge(s) have arisen for the congregation in the past surrounding categories of diversity (race, ethnicity, affectional orientation, transgender, ability) that may impact the readiness of the congregation for bringing in a new minister?

We have had challenges occasionally, but worked through them pretty well for a small, not very diverse congregation. The biggest challenge was actually pressure by our transgendered congregants to fly the rainbow flag more and be even more openly supportive of them than we were. This was about 10+ years ago when the issues were more controversial. We grew from the experience over time, but did lose some of these members. We now fly the flag full time.

Was a successful strategy implemented to address the challenge(s)? Mediation, discussions, ministerial support, etc.

The Wider Community

These questions may give some important context to the facilitators who may know little about the wider community you serve.

Where do the majority of your members live? (For example, they may all come from the suburbs to downtown or be primarily located between the town your congregation is in and a neighboring town or you may serve people in a 50-mile radius around your congregation.)

In small towns in a 20 mile radius around Milford

What are the racial/ethnic communities that are in the area served/close to your congregation?

There is not significant diversity in our area

How does the congregation interact with these communities/groups?

Have invited groups into our pulpit and for workshops - especially Muslim outreach

How do issues of race and ethnicity surface in the wider community?

Very little

How accessible to people with disabilities is the wider community of which you are a part?

Public buildings are compliant; other churches have made progress in access

Has your wider community undertaken any work to make your community more accessible to people with disabilities that you are aware of?

Public buildings and facilities are compliant; private business are generally welcoming

Is there a disability rights group in your community?

No

How has the congregation engaged in this issue in the wider community?

Our own efforts at improving our access are generally visible and known

What activities and services in your community are there for bisexual, gay, lesbian, and transgender people/concerns?

Following a community petition, the Milford Selectmen agreed to flying the rainbow flag and banners which celebrate diversity publicly on the Oval in the town center. This is very new and we are excited to support it.

Do you have people who are out in the congregation but not able to be out in the wider community?

People feel comfortable as part of our congregation and most are out in the wider community. 15 years ago they were out with us, but not out elsewhere.

How does the congregation interact with the local bisexual, gay, lesbian, and transgender community (ies)?

We were one of the first churches to offer the transgender community meeting space more than 10 years ago; Our minister did commitment ceremonies and then gay marriages very early on.

Does the congregation have a relationship with another congregation that serves primarily people of color or b/g/l/t people?

No; We have strong connections to UU Nashua and UU Manchester and share some programming and events. Both are city congregations so have a little more diversity and we enjoy that, but these churches are not primarily people of color or b/g/l/t people.

In some congregations, issues of gender, age, and class would warrant some time as part of the BCT training. For example, one congregation that was several hundred years old had never had a female minister. Another example is calling a minister from a working class background in a congregation of primarily upper class congregants and there being strife over many issues. If there is a reason why you feel that part of the BCT time should be spent addressing one of these areas due to congregational history, please give a short history of why that should happen below.

We are an open and welcoming congregation to all regardless of age, gender or class. Milford is a working class town, but a few of its neighboring towns are more affluent. Our congregation is equally drawn from all economic backgrounds. We have had male and female ministers in long term ministries and our current Interim is female and gay. We have not had a minister of color, and the larger community is not diverse. Your work should probably be about what it means to call a minister who does not superficially match the larger community or our recent expectations, so a transgendered minister or one of color would be the growing edge.

What else should we know about your congregation that we haven't asked?

Nothing really

If we need clarification on any part of this form, should we direct questions to the contact person or to someone else (please list name and contact)?

Nancy Baker ntbaker@att.net is best. I filled out the form and am Chair of our Search Committee.