

## Pulpit Fill Scenario

### BENEFITS

- Diversity of voices, perspectives
- Opportunity to “test drive” potential longer-term prospect
- Cost-savings
- Opportunity to try different formats
- Members speaking gives a chance to get to know each other better

### RISKS/CHALLENGES

- Ensuring quality every Sunday
- Clear and effective communication with congregation
- Need strong Board and clear sense of identity and mission
- No ongoing supervision/guidance for staff
  - Difficult for staff to report to a group (Board)
  - Board Chair as supervisor? COO/Chief of Staff - skilled volunteer
- Pastoral care
- Lack of personal connection between minister and congregation
- Heavier dependence on volunteers, including music, WA's, Worship Committee
- Need strong Worship Committee leadership & structure – monthly themes, broad network, creativity

### MITIGATION STRATEGIES

- Strong Administrator, full-time, and volunteer assistance
  - Need at least one month overlap between Tracey and next Admin.
  - Tracey believes 35 hours/week is sufficient
- Part time pastoral care professional
- Part time volunteer coordinator
- Careful vetting of speakers before scheduling them [WHO WILL DO THIS?]
- Back-up plans for empty pulpit
  - monthly “work party” where we do volunteer work on site or elsewhere, starting with ritual, ending with potluck
  - Roundtable discussion groups with coffee/lunch
  - Play previously recorded sermons
- More frequent “all-hands” meetings to discuss how it’s going, get feedback, adjust as needed
- Sustained connection with UUA regional staff (Sarah Gibb Millspaugh)