

FCIS Transition Team
Community Conversation 3/26/23
Long term settled ministry under Jeff Barz-Snell
Group one responses

1. What is one word you think of from the beginning of Jeff's ministry
 - a. Hope
 - b. Potential
 - c. Energy
 - d. Innovative
 - e. Welcoming
 - f. Charisma
 - g. Active
 - h. Community outreach
 - i. Youth
 - j. High expectation
 - k. Inspiration
 - l. Consistent
 - m. Progressive
 - n. Friendly
 - o. Inclusive
 - p. Freshness
 - q. Control (by elders)
 - r. Approachable
 - s. Busy
 - t. Rocky
 - u. Verbose
 - v. Unfocused
 - w. Children (i.e., he had children, which was appealing)
 - x. Didn't match the "spec" – the profile FCIS compiled for the search

2. What were the congregation's expectations for the new minister
 - a. Low expectations – let Jeff grow into the role
 - b. "Help us"
 - c. Grow in size
 - d. Grow by attracting families
 - e. Very little change
 - f. Jeff had a rough start – deacons took him under their wing re: parish ministry
 - g. Inspiration
 - h. Success

3. How did the congregation and the minister work together
 - a. Push/pull (describing the dynamic between Jeff and the congregation and leadership)
 - b. Minister-centric (minister as the "sun")
 - c. Jeff was conflict averse, which created some problems
 - d. Seemed like Jeff was "at the top of the org chart", even while advocating that "it takes all of us"
 - e. Over-reliance on Jeff
 - f. Unhealthy communication patterns – triangulation
 - g. An expectation by congregation that Jeff would here as a lifetime appointment
 - h. Surprised he was here as long as he was
 - i. Unarticulated expectations of how much engagement there would be from the minister
 - j. Encouraged more openness within the congregation
 - k. Not always clear who was responsible for what
 - l. Minister was very involved in committees and meetings
 - m. Worked well
 - i. Ambitious
 - ii. Smart with a good memory
 - iii. Good administrative skills
 - iv. Charismatic
 - n. Jeff got along well with everyone
 - o. Top down leadership
 - p. Tense
 - q. Consistent
 - r. Autocratic

4. In retrospect, what might you have done differently
 - a. Communicate our governance / leadership
 - b. Who are we without the minister?
 - c. Welcome and bring into the fold
 - d. Need HR – then and now
 - e. Don' be gun-shy about getting involved
 - f. Be more pro-active about understanding church governance
 - g. Learn about and insist on healthy communications patterns
 - h. Need more public conversation about needs / roles / structure
 - i. Take some things off the minister's plate
 - j. More lay leadership
 - k. Interns (may be a financial constraint there)
 - l. Talk more with each other (congregants)
 - m. More things like Soul Matters
 - n. More community involvement
 - o. Involvement and engagement
 - p. Communication
 - q. Clarification of roles and committees

5. What is one word you think of to describe the end of the ministry together
 - a. Hurt
 - b. Shock
 - c. Disappointed
 - d. Bruised
 - e. Sad (us)
 - f. Happy (for him)
 - g. Incomplete
 - h. Hurt
 - i. Bruised
 - j. Abrupt
 - k. Forward thinking
 - l. Perhaps overdue
 - m. Well timed
 - n. Conflicted