

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

- Unclear roles and responsibilities around decision making
- Huge positive difference between Jeff's ministry and what came before him
- Lack of clarity around how the church functions
 - Is there any clearer understanding now?
- Jeff was (perceived to be) at the top of everything
- "Civics of the church"
- Muddled communications – much triangulation – no encouragement to engage in direct conversation
- We became over-reliant on a charismatic leader
- We lack healthy ways of talking to each other (especially around conflict)
- We were lucky to have him
- We wanted a strong and energetic leader
 - Standing committee turns over every three years, so the minister is the only consistent point of leadership
- Sadness and complexity of humanness – ours and Jeff's
- Opportunities to explore spirituality stopped when Jeff left
- Jeff's abrupt departure led to damage
- We need help in separating analysis (non-judgemental) and evaluation (involving value judgements)