



**WUU's
FUTURE
MINISTRY
Listening Session**

WUU's FUTURE MINISTRY

AGENDA

- **Chalice Lighting**
- **Ministerial Options**
- **Board Motion**
- **Board's Journey**
- **Key Ministerial Considerations**
- **Board Comments**
- **Questions**

UUA Ministerial Options

UUA Minister Categories:

- **Settled Minister**
 - UUA average 4.5 years – trending downward from 6 years
- **Transitional Minister (Interim)**
 - 2 years
 - Bridge
- **Developmental Minister**
 - 4–7 years
 - Focused on specific goals of the congregation
- **Contract Minister**
 - Part time

UUA Transitional Ministry Handbook

Excerpts

- *Developmental ministry is a program for congregations which know that they have specific, longer-term transitional work to do*
- *There may be positive & creative reasons for seeking a long-term transitional minister*

Board Motion

WUU needs to select a new minister to start in the fall of 2025. The Board:

- **Has studied the two best options:**
 - **To call a settled minister **OR****
 - **To hire a developmental minister who would serve our congregation for up to 7 years.**
- **Believes that the developmental minister would best serve WUU at this time**
- **Will schedule times to meet with the congregation to discuss the reasons for this preference before making a final decision during the April 2 Board meeting.**

The Board's Discernment Journey..

- **Started with Rev. Laura's resignation in December 2022 following her 4-month sabbatical.**
- **Board discussions led to pursuing an Interim Minister Search.**
- **After hiring Rev. Michelle in August 2023, further discussions prepared for the next ministerial decision, considering the pros & cons of settled versus developmental ministers.**
 - **Board internal educational sessions & discussion**
 - **UUA zoom calls**
 - **Discussions with Rev. Michelle**

Key Ministerial Considerations

- **Candidate Pool**
- **Focus**
- **Tenure**
- **Search Process:**
 - **Committee Selection**
 - **Minister Selection**
- **Cost**

Candidate Pool

Settled Minister

- Largest pool of ministers
- Includes recent seminary graduates

Developmental Minister

- Intentionally small pool of experienced ministers
- Pool is selected by the UUA

TENURE

Settled Minister

- **Guidance:**
 - *UUA Settled Minister Handbook*
- **Open ended, not specified**
- **WUU's settled ministers: 6-9 years**

Developmental Minister

- **Guidance:**
 - *UUA Transitional Minister Handbook*
- **Follows the UUA's 4-7 years**
- **5 years recommended**
- **Cannot be called**

Contract of either type of minister can be terminated by either party with notice

FOCUS

SETTLED MINISTER

- **Traditional minister role with congregation feedback through the Board.**

DEVELOPMENTAL MINISTER

- **Assist congregation in achieving identified goals for breakthroughs on future issues & progress toward vision.**
- **Goals developed before matching process; UUA matches with experienced candidates.**

Search Process: Committee Selection

Settled Minister

- **Guidance:**
 - *UUA Settled Minister Handbook*
- **Congregation-wide solicitation for potential search committee nominees**
- **Congregation vote to narrow to top 15**
- **Board discernment for final 7**
- **Committee members cannot have other congregational leadership roles or be spouses of board members**

Developmental Minister

- **Guidance:**
 - *UUA Transitional Minister Handbook*
- **Congregation must be recommended by the interim minister and/or the UUA & have UUA approval**
- **Small short-term search committee appointed by board**
- **Includes board members**

Search Process: Minister Selection

Settled Minister

- 10 day candidating at WUU with one finalist – May 2025
- Congregational vote of 90% (often candidate won't accept with less than 95%)

Developmental Minister

- Virtual search in winter/spring of 2025
- Board approves selection
- Congregational vote not needed

Search Cost

Settled Minister

Search & settlement:

- \$12,000 – 15,000
- Plus moving expenses

Developmental Minister

Search & settlement:

- \$2,000 - \$4,000
- Plus moving expenses

Board: Comments

SETTLED MINISTER

- The settled minister candidate pool may not offer an experienced option.
- This choice risks a misalignment between minister & WUU.

DEVELOPMENTAL MINISTER

- Our congregation needs an experienced minister.
- Understanding that a 'developmental' minister doesn't mean we're failing, rather, it's the best path for wuu.
- We're ready for the work ahead.

Rev. Michelle Added

Settled Minister

Developmental Minister

- **WUU meets the three criteria for a developmental decision:**
 - 1. Need for deep structural & cultural work**
 - 2. The work (goals) can be named**
 - 3. The congregation is ready**

Your Questions

