

WHAT HAPPENS	WHEN IT HAPPENS	STATUS
<b>Election of Ministerial Search Committee</b>	<b>Annual Meeting, May 19, 2019</b>	<b>Done</b>
<b>Search Committee Retreat</b> with our Transitions Coach, Rev. Oscar Sinclair, Unitarian Church of Lincoln	<b>May 31-June 1, 2019</b>	<b>Done</b>
<b>Congregational Survey:</b> The congregational survey collects important data to help identify what the congregation needs from a future ministry.	<b>Early Fall, 2019</b>	The Search Committee is busy preparing to launch the congregational survey the last week of August, 2019.
<b>Focus Groups and Cottage Meetings:</b> Search Committee members facilitate conversations with church groups (eg. YRUU, Women's Religious Studies Group) and congregants to collect more information about what the congregation needs from a future ministry.	<b>Sept.-Oct., 2019</b>	The Search Committee is in the early stages of organizing these small group discussions with church groups and congregants.
<b>Beyond Categorical Thinking Workshop:</b> Rev. Keith Kron, Director, UUA Transitions Office, will facilitate a Saturday workshop and Sunday worship service to help ensure our minds are open to the minister who is the best match for our congregation, regardless of gender, race, or age, whether able-bodied or from a particular economic background. Leadership is expected to attend and all congregants are highly encouraged to participate.	<b>November 9-10, 2019</b>	Scheduled

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<p><b>Congregational Record:</b> Every congregation in search completes its own electronic version of the Congregational Record. It's a deep dive into the congregation's history, culture, staff, finances, religious education, facilities, demographics and what the congregation is looking for in a minister. Ministers in search use these to help identify the congregations where they would like to interview.</p>	<p><b>November 30-deadline for completion.</b></p>	
<p><b>Search Committee receives names of prospective ministerial candidates:</b> After ministers in search spend the month of December reviewing congregational records in the UUA's electronic search system, the UUA Transitions Office transmits to the search committee a confidential list of prospective ministers who would like to interview.</p>	<p><b>Early January, 2020</b></p>	
<p><b>Initial Minister Interviews:</b> From the list of prospective ministers, the Search Committee may schedule an unlimited number of initial confidential interviews, usually by video conferencing. These interviews generally last about an hour.</p>	<p><b>Mid to late January, 2020</b></p>	
<p><b>Pre-Candidating Interviews:</b> After the initial interviews, based on mutual interest, the search committee will schedule up to 4 pre-candidating interviews. These confidential interviews with the Search Committee take place over a weekend and include a tour of Omaha, our building, social time, a 3 hour interview and, a worship service conducted by the pre-candidate at another UU church outside of Omaha.</p>	<p><b>February-Early March, 2020</b></p>	

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<p><b>Making a Match, Extending an Offer:</b>            After all congregations in search have completed their pre-candidate interviews, ministerial candidates and search committees transmit their respective rankings to the UUA. The UUA helps identify a mutual interest between candidate and search committee, and when a match is made, we extend an offer to become our next settled minister, subject to a vote of approval by the congregation.</p>	<p><b>Early April, 2020</b></p>	
<p><b>Candidating Week:</b> Our candidate will spend a week in Omaha, conducting two Sunday services, meeting with staff, lay leaders, and as many groups and congregants as possible, in preparation for an overwhelming vote at the Annual Meeting, of more than 90% of the voting members in attendance, to call the candidate as our next settled minister.</p>	<p><b>April 26-May 3, 2020</b></p>	