

## **How was the Search Committee selected?**

In January, the Board participated in a Preparing for Ministerial Search Process Workshop with Rev. Oscar Sinclair, from the Lincoln Unitarian Church. In March, Board members called all church members and asked them to share names of respected church members they would like to see appointed to the Ministerial Search Team. This process resulted in a final list of fourteen names on the ballot at the May, 2019, Annual Meeting. After the Annual Meeting, the Board met in executive session to count the ballots. The top four were automatically selected. The Board then appointed four others from the remaining names on the ballot.

## **Why does the search process take so long?**

Because the entire congregation has a part in selecting the next minister, the process to get the entire congregation ready takes thought, time, and care, more so than if a CEO decides to hire someone. Imagine how much longer finding a professor would take at a university if every student had a say and got to vote. It takes intentionality to help a community move toward a 90% majority vote to call a minister whom the congregation hopes will stay for a number of years. The search process requires the congregation to engage in the emotional process of change and to move toward a new future together.

## **How many ministers and congregations are in search every year?**

The number of congregations over the last decade or so has ranged from 30 to almost 70. An average year has 45 congregations in search. Over the last decade, the number of ministers in search has ranged from 85 to 130, which includes a second round of search. The first round of search has had as few as 60 ministers.

## **Who decides how much in salary and benefits to offer potential ministerial candidates?**

The Board of Trustees is responsible for setting compensation. A Negotiating Team appointed by the Board of Trustees prepares a draft ministry agreement and proposes to the Board a salary range and benefits to offer potential ministerial candidates. The Negotiating Team consists of three members, including one Board Trustee, one Search Committee member and one other person appointed by the Board. The Negotiating Team will negotiate with the candidate the terms of the ministry agreement, subject to approval by the Board of Trustees.

Congregations struggle with budgeting, fair compensation, and making an attractive offer which is financially sound. Our UUA currently uses a geo index scale to show the fair compensation ranges for congregations of different sizes in areas with different costs of living. From this geo index scale, congregations can determine a range for salary and housing (housing is taxed differently for ministers). here are links to the UUA minister, and a guide with explanations on methodology and terminology. Here is a link to the UUA 2019-2020 minister salary recommendations for a MidSize I church like ours: [https://www.uua.org/sites/live-new.uua.org/files/salary\\_recs\\_19-20\\_geo2.pdf](https://www.uua.org/sites/live-new.uua.org/files/salary_recs_19-20_geo2.pdf) And, here is a link to a guide with explanations on the methodology and terminology used to arrive at these salary ranges. [https://www.uua.org/sites/live-new.uua.org/files/guide\\_to\\_salary\\_recommendations.pdf](https://www.uua.org/sites/live-new.uua.org/files/guide_to_salary_recommendations.pdf) If a church is below the minimum, the search for ministry gets more complicated. If a church has to stretch to be in the guidelines, or stretch to be at mid-point, is this sustainable beyond a year? How much responsibility will you put on the minister to “sing for their supper?” And do you put other staff off by not adequately paying everyone? And then there are all the benefits!