

To: UUC Members
From: UUC Strategic Planning Committee
Date: November 3, 2020
Re: Transitional Minister Recommendation

Our group has been meeting to discuss Laurie's retirement and our need to begin the search for a full-time, permanent minister who will have a January 1, 2022 start date.

During a recent meeting, we met with a consultant to help us walk through our next steps. It was during this discussion, and discussions prior, that we talked about bringing on board a transitional minister, to stay with us for a period of time, while we search for a new, permanent minister.

We all left this recent meeting feeling strongly that a transitional minister is the right path forward for UUC. Our hope is that employing a transitional minister will give us time to better understand, as a congregation, our needs after Laurie's retirement. There will be a time of transition for all of us, having Laurie in our lives for such a long time, during which we will need to grow accustomed to someone else standing at the pulpit each week. Transitional ministers are often employed during times like ours, as they can help us begin our search, after we have fully defined what we seek in a full-time pastor, while keeping us moving forward as a congregation. Our hope is, if approved by the congregation, we will find a transitional minister who will support and help us advance our search.

Though timing has not been finalized, we know that Laurie's last day with UUC will be December 31, 2021. A possible timeline may be that we vet transitional ministers in the spring / summer 2021, make an offer in the early fall of 2021, with the expectation that the transitional minister will start January 1, 2022, and stay with us for 12-18 months while we do a thorough search for a full-time minister.

We ask that you prayerfully consider our recommendation as we move forward together toward Laurie's retirement, and that you come prepared to discuss and vote on this during our semi-annual meeting on November 15, 2020.