

FAQ's from the UUA *Transitional Ministry Handbook*

Q. What does the UUA recommend a congregation do when a settled ministry is coming to an end?

A. There are several possibilities: 1) Contract Ministry (for churches seeking a ¾ time or less minister); 2) Developmental Ministry (a 2-7 year process for congregations that have experienced chronic conflict or serious issues); 3) Interim Ministry (usually a 2-year position between settled ministries).

Q. What are the benefits of an Interim Ministry?

A. 1) The UUA provides Interim Ministry training and accreditation for ministers; 2) Interim ministry allows the congregation to assess where it is and where it wants to go in the future; 3) The ministerial pool of available Interim Ministers is larger than the pools for Contract Ministers or Developmental Ministers, which means more opportunities to find a good “fit” for the congregation.

Q. What is the role of an Interim Minister?

A. Interim Ministers serve in a consultative role, helping a congregation through a period of change and self-reflection so members can identify where the congregation is heading and what is needed in a new Settled Minister.

Q. Who selects an Interim Minister?

A. The Board of Trustees, acting on the recommendations of a 3-member Interim Ministry Search Committee.

Q. What is the timeline for the Interim Ministry Search Process?

A. Outgoing ministers generally announce their intentions in January; then the Board assembles and submits a packet to the UUA March/April; interested applicants view packets and send notice of interest by mid-May; the search team checks references, conducts video interviews of leading candidates and extends an offer in June; Interim Ministry begins August 1.

Q. Is UUSP in good financial shape to hire a full-time Interim Minister?

A. Yes, thanks to the generosity of Members and Friends, we are on track with our pledges. Moreover, we raised an additional \$130,000 in the last year for much-needed renovations to our kitchen, landscaping, and several rooms adjacent to the sanctuary. The Board believes that UUSP has a bright future ahead!

Q. What if I still have questions?

A. You can contact Board President Michael Killoren or Vice President Cynthia Patterson with your questions, and/or read the *Transitional Ministry Handbook*, available at:

https://www.uua.org/files/pdf/t/transitional_ministry_handbook.pdf

