



UNITARIAN UNIVERSALIST CHURCH OF ARLINGTON VIRGINIA

A Place to Connect, Grow and Serve

February 28, 2018

Our Next Steps

Board Update in Connections Newsletter

The Board would like to thank everyone in the congregation for their strength and resilience during this fundamental time of change in our church leadership, and for stepping up to help and support each other as we move forward.

As we go through this transition following Rev. Aaron's departure, we would like to provide an outline of the next steps so that everyone can have a better understanding of what lies ahead. While speculative target dates are listed below, please keep in mind that these are merely goals we are setting for ourselves. The actual outcomes will depend on many circumstances beyond our control, so we will have to adjust our expectations as we move forward and see how things play out.

First, Rev. Beth Miller will continue to provide leadership and transitional healing from the pulpit through the remainder of this church year. In addition, Tamara Srader will continue as our Acting Executive Director, which she has been doing very effectively since Rev. Aaron's leave began.

Next, the most important step will be the search for a new Senior Minister. But in the meantime, as we look for that person, we will begin working with UUA to install an Interim Senior Minister who would start this August and serve for a year in that role. In hiring an Interim Senior Minister, we will make it clear to UUA that we are seeking a person who is uniting --not dividing.

Having an interim minister will give us sufficient time to appoint a Search Committee in the very near future to start the process of finding a new Senior Minister. The timing is important because we want to have a Search Committee in place to review candidates next winter (2018/2019) and present a candidate to the congregation next spring for a congregational call. One of the first responsibilities of the Senior Minister Search Committee will be to seek out substantial congregational input regarding what qualities we think are important in our new minister.

We also need to start the process of finding a contract Assistant Minister. Another, smaller Search Committee will be put together soon as well to begin that effort, with the goal of having that person in place by the end of the summer as well. The Assistant Minister will be hired as a contract minister for one year with the ability to extend for additional year(s). This will allow time for the new Senior Minister to come in and have input into what role a long-term Assistant Minister would play.

So to recap, the next steps we see for ourselves:

- Selection of a one-year interim Senior Minister, who would start in August 2018. This person will be

chosen by the Interim Senior Minister Task Group, a five-person Search Committee consisting of three Board members and two members selected by the Nominating Committee.

- Conducting a full search for a called Senior Minister. The Nominating Committee will nominate a seven-person Search Committee, which will be voted on by the congregation, to lead this effort. The called Senior Minister would start August 2019.
- Hiring a contract Assistant Minister for a one-year period starting fall of 2018. This person will be selected by the five-member Contract Assistant Minister Task Group, chosen by the Nominating Committee and approved by the Board.
- Selection of a permanent Assistant Minister will occur after the called Senior Minister is in place, so after August 2019. The new Senior Minister will also have the option to extend the contract of the 2018-2019 Contract Assistant Minister, if so desired.
- Throughout this period, there will be extensive engagement between the Board, staff, lay leadership, and congregants about finding the right people for these leadership positions as well as discussions about UUCA's governance structure and policies.

We hope this information is helpful and if you have any questions, please feel free to address them to the Board at uuca-board@googlegroups.com. We hope we can all continue to remind ourselves that we are the church, and the church is us. We greatly appreciate the difference you make every day as part of our UUCA community.

Sincerely,

The Board of Trustees