

Dear Fellow Congregants,

As many of you are aware, in December 2023, our Senior Minister, Galen Guengerich, announced his retirement effective as of December 31, 2024. We are deeply grateful for Galen's 30+ years of dedicated service and leadership to All Souls. We will have further information shortly on our plans to celebrate and honor Galen.

In the meantime, the Board of Trustees will work closely with the Congregation on a search for a new Target, Interim and eventually Senior Minister (explained below). We also expect to work closely with the Unitarian Universalist Association (UUA) on these searches. The UUA has different types of ministries available to us; a Target Minister, an Interim Minister, and a Settled (Called) Minister. According to the UUA;

- **A Target Minister** is a temporary, contract minister that lasts 6 – 7 months. Target Ministers are hired by the Board of Trustees as a temporary short-term staff position until an Interim Minister can be placed. Congregation Listening Circles will be held to help the Board in placing a Target Minister. The UUA typically has limited Target Ministers available.
- **An Interim Minister** is a minister with generally up to 2 year tenure, depending upon the needs of the Congregation. Interim Ministers, like Target Ministers, are hired by the Board of Trustees. UUA recommends that an Interim Search Committee be formed consisting of up to 5 Board members. We have determined that the best path for All Souls, however, is an interim search committee with 2 Board members and 3 congregants. Dixie Goss and Matt Singh represent the board and Christine Goodwin, Kate Phillips, and Marisa Orsorio have agreed to join the committee. Again, Congregation Listening Circles will help the Interim Search Committee and Board in placing an Interim Minister.
- **A Settled (Called) Minister** is called and hired by the Congregation after a comprehensive search process. The Search Committee is chosen by the Congregation. The search and placement of a Settled Minister is led by the congregation, and voted upon by the Congregation. A Settled Minister may last for several years and ends when the minister decides to retire or the congregation votes to conclude the ministry.

The UUA has recommended that All Souls look to place a Target Minister beginning January 1, 2025 because Interim Ministers typically become available based on the Church, not calendar, year. UUA typically tries to match interim ministers in April/May with a placement starting August 1. This will enable All Souls to take the time required to seek an Interim Minister during the 2025 normal UUA minister placement cycle, and will give All Souls an opportunity to choose from a wider selection of Interim Ministers candidates. In addition, a Target Minister will give the Congregation, the Search Committee, and the Board time to compile the necessary packet for UUA describing our preferences for an Interim Minister.

A working schedule for our All Souls Ministerial placements is as follows below. The schedule is subject to change as we learn more from the Congregation and UUA.

2024:

- February - March: hold Congregation Listening Circles with the search committee co-chaired by Matt Singh and Dixie Goss and other board members as available
- March - April: work with UUA to interview and place a Target Minister to begin January 1, 2025
- April - May: the 5-member Interim Minister Search Committee will conduct additional Listening Circles to assess the needs and wishes of the Congregation for the Interim Minister
- September - October: Celebrate Senior Minister, Galen Guengerich
- September – October: Celebrate Pamela Patton’s Ordination
- December: Senior Minister Galen Guengerich retires from All Souls

2025:

- January: Target Minister is hired and begins ministry lasting 6 – 7 months
- February - May: Interim Search Committee works with the Board and UUA on Interim Minister candidates during the normal UUA ministerial placement cycle and hires an Interim Minister to begin at the conclusion of the Target Ministry
- Congregation begins selection process for Called Minister Search Committee
- Summer/Fall: Interim Minister begins for up to 2 year period depending upon the needs of the Church

2026:

- Congregation conducts a comprehensive search and placement for a Settled (Called) Minister.
- Congregation votes on the Settled Minister.

We realize this is a lot of information. Our first Listening Circle to further explain the process and answer questions will be February 25 at 10:00 a.m. in Reidy Friendship Hall. We will have additional Listening Circles with Livestream or by Zoom soon. We look forward to hearing from the Congregation at our upcoming Listening Circles. In the meantime, if you have any questions, please do not hesitate to contact any member of the Board of Trustees.

Sincerely,

The Board of Trustees