

Type	Pros	Cons	Comments/Factors
<p><b>Contract Minister (Full time)</b></p> <ul style="list-style-type: none"> <li>• Fulltime with relocation costs and Contract-to-Call are most popular with applicants</li> <li>• Annually renewable one-year contract</li> </ul>	<ul style="list-style-type: none"> <li>• Simple and flexible search.</li> <li>• Costs less</li> <li>• We can hire any time – not limited to specific date as in IM and SM search.</li> <li>• Search doesn't take 5-7 people out of leadership pipeline for a whole year</li> <li>• OK to keep UUA search profile open but not commit – ok to change mind</li> <li>• We can keep evaluating until we find the best fit.</li> </ul>	<ul style="list-style-type: none"> <li>• Relocation expenses important to broaden appeal.</li> <li>• Annual contract renewal can be tense time-- Minister can quit</li> </ul>	<ul style="list-style-type: none"> <li>• Board makes the hire</li> <li>• If there are trust issues from congregants about the Board, could be a problem having the Board make the decision to hire a CM.</li> <li>• Works well to determine rightness of fit.</li> </ul>
<p><b>Contract-to-Call Minister (Full time)</b></p> <ul style="list-style-type: none"> <li>• Contract-to-Call and full time with relocation costs are most popular with applicants.</li> <li>• Term can vary widely – from 2 up to 7 years</li> <li>• First year is honeymoon, 2nd year looks at the rub points</li> </ul>	<ul style="list-style-type: none"> <li>• Simple and flexible search</li> <li>• Costs less</li> <li>• We can hire any time – not limited to specific date as in IM and SM search.</li> <li>• Search doesn't take 5-7 people out of leadership pipeline for a whole year</li> <li>• Recent shift by UUA to raise visibility of all contract searches and giving more support (in past, no support for CM search).</li> <li>• Yearly anxiety allayed by long-term commitment</li> </ul>	<ul style="list-style-type: none"> <li>• Relocation expenses important to broaden appeal.</li> </ul>	<ul style="list-style-type: none"> <li>• Board makes the hire</li> <li>• If there are trust issues from congregants about the Board, could be a problem having the Board make the decision to hire a Contract-to-Call Minister</li> <li>• Works well to determine rightness of fit</li> </ul>

Type	Pros	Cons	Comments/Factors
<p><b>Shared Contract Minister</b></p> <ul style="list-style-type: none"> <li>• Share minister and associated costs with another congregation</li> </ul>	<ul style="list-style-type: none"> <li>• Flexible search</li> <li>• Costs less</li> <li>• We can hire any time – not limited to specific date as in IM and SM search</li> <li>• Recent shift by UUA to raise visibility of all contract searches and giving more support (in past, no support for CM search).</li> <li>• Search doesn't take 5-7 people out of leadership pipeline for a whole year</li> </ul>	<ul style="list-style-type: none"> <li>• May result in loss of membership</li> <li>• Fewer services and programs</li> <li>• Creates more work for lay leadership</li> </ul>	<ul style="list-style-type: none"> <li>• Board makes the hire</li> <li>• If there are trust issues from congregants about the Board, could be a problem having the Board make the decision to hire a Shared Contract Minister</li> </ul>
<p><b>Part-time Contract Minister</b></p> <ul style="list-style-type: none"> <li>• 62% of congregations struggle with full time ministry. Only CM can be part time</li> </ul>	<ul style="list-style-type: none"> <li>• Simple and flexible search</li> <li>• Costs less</li> <li>• Search not limited to specific date as in IM and SM search</li> <li>• Search doesn't take 5-7 people out of leadership pipeline for a whole year</li> <li>• Recent shift by UUA to raise visibility of all contract searches and give more support (in past, no support for CM search).</li> <li>• This type of search works well for congregations &lt;125 because it moves more slowly, costs less, and requires less volunteer time and energy than, for example, the settled ministry search.</li> </ul>	<ul style="list-style-type: none"> <li>• May result in loss of membership</li> <li>• Harder to fill: draws from local area only.</li> <li>• Pool of ministers may be very small.</li> <li>• Repeated contract renewals and associated stress.</li> <li>• Minister may have other part-time work that allows little or no flexibility.</li> <li>• Creates more work for lay leadership</li> </ul>	<ul style="list-style-type: none"> <li>• Board makes the hire</li> <li>• If there are trust issues from congregants about the Board, could be a problem having the Board make the decision to hire a CM.</li> <li>• Minister agrees to some basic ministerial tasks: <ul style="list-style-type: none"> <li>- Preach specified number of Sundays.</li> <li>- Pastoral care: specified number of hours.</li> </ul> </li> <li>• Minister's time is carefully managed.</li> <li>• Helpful for congregation with changing circumstances who cannot afford full-time ministry.</li> </ul>

Type	Pros	Cons	Comments/Factors
<p><b>Extended Interim Minister</b></p> <ul style="list-style-type: none"> <li>• 3rd year of IM reasonable after long, long settled ministry – time between what was and what may be.</li> <li>• 1-year IM who would in essence hold the door between two colleagues (first IM and SM).</li> <li>• Used first IM to get used to doing things a different way – we were itchy because we weren't ready for a new fit – now we get to be itchy in different ways and really understand what a good fit feels like.</li> <li>• Re-open our profile and update it, and do the same IM search we did last year.</li> <li>• Interim Search window is narrow: search begins April or May for an August 1 start date (same year).</li> </ul>	<ul style="list-style-type: none"> <li>• Buys time for further congregational development and exploration.</li> <li>• Fewer rules restrict congregation looking for interim ministers.</li> </ul>	<ul style="list-style-type: none"> <li>• Rev Kathy not available, so there would be a search.</li> <li>• Minister shortage last year: 54 congregation were looking – much higher than normal 35-40. Only ½ got IM's. There was a rebalancing of ministers finishing education v retiring and resigning. Lots of congregations with IM terms in 3d, 4th, and even 5th year meant there were fewer available IM's. Now there are fewer IM's in 3 or more-year terms.</li> <li>• In recent years, congregations with fewer than 125 members have had fewer (and sometimes no) applicants in full-time interim, developmental, and settled ministry searches.</li> </ul>	<ul style="list-style-type: none"> <li>• Several members stated that they would favor extended interim ministry</li> <li>• Some of the paperwork developed in the search for current IM could be used again in the search for extended IM, streamlining that process somewhat.</li> <li>• If UUFBR enters a search for an Interim Minister who will start August 1, 2024, the Board will have to have an Interim Search Team ready for interviews by April 2024. The UUFBR congregational record should be completed well before - January or February 2024.</li> </ul>

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<b>Lay-led</b>	<ul style="list-style-type: none"> <li>• Save money.</li> <li>• Retain full control over worship services.</li> </ul>	<ul style="list-style-type: none"> <li>• Tax the lay leadership even more.</li> <li>• Lose touch with larger UU world through lack of ministerial presence.</li> </ul>	<ul style="list-style-type: none"> <li>• Some members were heard to say they would leave if we became lay-led.</li> <li>• The point was made that having no minister would put more pressure on an already-beleaguered laity.</li> <li>• There would still be ongoing needs to be filled: weddings, funerals, pastoral care.</li> </ul>
<p><b>*Developmental Minister</b></p> <ul style="list-style-type: none"> <li>• Not an option for us now</li> <li>• Consultation with UUA required to discuss needs</li> <li>• Should have 125 or more members</li> <li>• Requires 6-year commitment and commensurate salary commitment</li> </ul>			

Type	Pros	Cons	Comments/Factors
<p><b>*Settled Minister</b></p> <p>2 Main issues</p> <ul style="list-style-type: none"> <li>• Financial stability (must be able to commit to 4 years' full-time salary)</li> <li>• Depth of leadership (if it's hard to fill the Board and the nominating committee it may be hard to fill a search committee).</li> </ul>	<ul style="list-style-type: none"> <li>• Question: Does the congregation feel ready?</li> <li>• Are we in a dating phase or a long-term relationship phase?</li> </ul>	<ul style="list-style-type: none"> <li>• Search for SM is expensive: 10-15K; UUA level of support varies depending on congregation's level of payment into Annual Program Fund. Can range from \$1k to 3.5K.</li> <li>• A substantial drain on leadership.</li> <li>• Size: our congregation reported 127 members and pledging friends to UUA—on the edge of the 125 desired number. More significant: 85 pledge units –would be better if closer to 100.</li> </ul>	<ul style="list-style-type: none"> <li>• From the meeting with Christine Purcell of UUA: Sustainability is a factor—can we afford at least 4 years salary?</li> <li>• An opinion was voiced that we do not have the donor base to support a full-time settled minister.</li> <li>• There was a comment that it was time to take action and another cautioning against trying to move too fast.</li> </ul>

\*We decided to step out of the Settled Minister cycle for the time being.