



Types of UU Ministry Search

Contract ministry

- **Type:** any percentage of time, transitional (board hire)
- **Duration:** one-year, renewable agreements are most common, though a multi-year agreement may be best if a contract-to-call process is desired or if the ministry has a developmental focus
- **Best for:** congregations which hope to be in a ministry partnership for a while before entering into an open-ended call, those which are uncertain about the sustainability or direction of their ministry, and/or those with fewer than ~125 members. These searches can also be used for assistant and associate positions (second minister searches should be timed to the settled search)
- **Goals:** the ministry may be like any other or may be limited to specific tasks like preaching and pastoral care, especially for part-time ministries
- **Unique features:** only transitional ministry which can lead to an open-ended call
- **Timing of search:** most favorable timing is December-April, but can happen any time

Developmental ministry

- **Type:** full-time, transitional (board hire, not eligible for a call)
- **Duration:** usually 5-7 years (in annually renewable agreements)
- **Best for:** congregations with a history of repeated short ministries or chronic conflict, and those facing unique opportunities and challenges. These congregations exhibit a need to make significant structural or cultural changes and have the self-awareness, desire, and capacity to make them.
- **Goals:** In partnership with Congregational Life staff, the congregation identifies a few significant cultural and structural change goals for the ministry before the search.
- **Unique features:** inclusion in the developmental ministry program must be approved by Congregational Life staff. The UUA Transitions Team and Congregational Life staff curate the lists of applicants for experience which is relevant to the congregation's goals.
- **Cost:** \$1,000 the first and second year for congregations which do not support the UUA's Annual Program Fund at the Honor level
- **Timing of search:** January-April, with months of preparation leading up to the search

Interim ministry

- **Type:** full-time, transitional (board hire, not eligible for a call)
- **Duration:** usually 24 months (two annually renewable agreements)
- **Best for:** congregations with more than 125 members between settled ministries or before a developmental ministry
- **Goals:** the minister assists the congregation in moving beyond its last ministry and equipping itself for a new, different ministry by examining practices that may or may not serve the congregation well, assisting the congregation through the emotional process of transition, and connecting the congregation to needed resources.
- **Timing of search:** April-May

Settled ministry

- **Type:** open-ended partnership, full-time (unless contract-to-call, which can be any percentage of time)
- **Duration:** unlimited
- **Best for:** congregations with more than 125 members which can sustain full-time, fairly compensated ministry for 4+ years.
- **Unique features:** search process takes most of a year and requires a serious volunteer commitment from 7 search team members; new ministry partnership begins with a congregational vote (not a board hire)

- **Cost:** \$1,000-\$3,500 for UUA search support depending on congregation's level of support for our UUA's Annual Program fund; search team needs a budget of \$10,000+ for their year of work
- **Timing of search:** June to May of the last year of an interim or developmental ministry

Short-term (targeted or sabbatical coverage) ministry

- **Type:** any percentage of time, transitional (board hire)
- **Duration:** 2-6 months, may not be extended
- **Best for:** Congregations which need coverage for a minister's sabbatical, limited ministry partnership to help a congregation with an off-cycle ministry need until they can conduct a search during the UUA's annual search cycle, or support for a project which would benefit from a professional ministry partner.
- **Goals:** usually basic ministry or project support
- **Timing of search:** most favorable timing is December-April, but can happen any time