

Charge from Board of Trustees to Ministerial Search Team

Unity Church–Unitarian’s Board of Trustees creates a Ministerial Search Team (MST) to find a called minister for the church during the 2023-2024 search period. The board charges the search team to:

Hold Sacred Trust

- Recognize that they hold the sacred trust of the congregation to find our next called minister;
- Represent the whole congregation and put aside any personal agenda in choosing the minister;
- Facilitate processes to listen deeply to the congregation’s hopes and concerns as the search progresses;
- Incorporate into the search process all the MST can from the congregation’s shared hopes and concerns;
- Understand that the minister they find will likely be one who challenges their vision, as well as the congregation’s vision, of what is possible for Unity Church;
- Engage with appropriate guidance and support from all dedicated and available resources throughout the process, including the Unitarian Universalist Association (UUA), the board of trustees and spiritual directors;
- Speak with one voice to the congregation during and after the search process.

Prepare for the Search

- Participate in antiracist/multicultural training, including but not limited to collective readings and workshop participation, and consult with anti-racist, multicultural teachers throughout the process;
- Commit to an inclusive search process, recognizing the unique gifts and identities of candidating ministers and the members of the search team;
- Welcome a member of the executive team to attend MST meetings in an advisory capacity;
- Prepare and manage the search budget, with the advice and counsel of the executive director.

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Conduct the Search

- Understand that Unity Church is in covenant with all other member congregations of the UUA, and that all ministerial candidates are members of the of the Unitarian Universalist Ministers' Association; and so conduct itself in a way that respects the obligations of potential ministerial candidates and other congregations in the UUA, especially those that, like Unity Church, are in search;
- As appropriate, be transparent with the congregation and leadership throughout the search process, while maintaining confidentiality according to UUA processes;
- Follow, or carefully adapt in consultation with the board, the recommended processes and covenant of our Association for a search;
- Provide a representative to check in monthly with the board; and seek appropriate advice and direction from the board, as needed;
- Ask the board for direction and decision should the MST consider pausing or halting, or have concerns about, the progress of the search;
- Present to candidates the opportunity for ministry at Unity Church with enthusiasm for our strengths and candor about our challenges;
- Fully and fairly consider all applicants;
- As appropriate, be transparent with the congregation and leadership throughout the search process;
- Ensure that the executive team has a reasonable opportunity to meet and speak with each pre-candidate the MST interviews;
- Strive to reach consensus on choice of final candidate. If a unanimous decision cannot be reached, a final vote of 6-1 will be sufficient to determine a final candidate and deemed a consensus. Any further division will result in no decision.

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Present the Candidate

- Present the final candidate to the congregation, with all team members voicing their support for the candidate. Maintain confidentiality regarding any divided vote on the MST regarding the final candidate;
- Following the congregational vote, prepare a final report to the board of trustees;
- Strive to perform these sacred services of the Ministerial Search Team with integrity and joy.