

When	What	What does it mean
September	Ministerial Search Team (MST) Creation MST Retreat with UUA Search Consultant	Using the input of the congregation, the Board creates a list of candidates, facilitates a vote, and creates the Ministerial Search Team (MST). The MST meets with our UUA consultant to learn about the UUA search process.
October	Congregational Survey	The survey is created and distributed; the results are gathered into a report.
Oct 24 - Nov 16	Focus Groups and Cottage Groups	The congregation is invited to join focus groups based on identity or church group connection, and to open cottage meetings; at these meetings are shared the impressions of the congregation and hopes for future ministry.
November 21-22	Beyond Categorical Thinking weekend	As many congregants as possible join together to explore identity and bias, and talk about how our biases and assumptions can get in the way of a successful ministry.
Sep-Dec 2020	Congregational Record Creation	The MST gathers information about our congregation, including its history, what was shared in the survey and the meetings, the organizational structure of our church, and other information to create an honest story of who we have been, who we are, and what we want going forward. This is visible for all ministers in search.
Nov 30-Dec 7	Documents Packet Formation	The MST also gathers a packet of documents for prospective ministers which includes a wide variety of information about the activities and the life of our church, along with life in Eugene. And yes, we are including information about the Country Fair, the Raptor Center, and our amazing parks, rivers, lakes, and trails. This is made available to all ministers who express interest in our church.
January-March	Interview, call references, and choose candidate	This is the point where we won't be sharing as much, as we need to maintain the confidentiality of applicants. We will always be reminding ourselves of what you have shared with us about what you want for our church. This includes interviews, reference checks, and more as we try to find 1-3 ministers who might be the right fit for our congregation, and then narrow it down to one minister. We then offer them the opportunity to meet the congregation and for you to meet them.
April	Candidate Visit and Congregational Vote	The minister that was chosen as a candidate comes to visit, virtually or physically depending on health codes, and gets to know us all and we get to know them. The congregation then votes on whether to call this minister. The MST just recommends a minister to the congregation. The whole congregation decides whether it is a good fit.
August/September 2021	New minister starts	If we find a good fit and vote to call and they accept, they'll start at this time. There is a chance that we'll not find the best fit. In that case, we'll have a second opportunity to find a match. If we're still not finding the right minister for us, we will continue to search with Rev. Lo remaining as our minister for another year. We are confident that we will find a best fit, but will only bring a minister that we think will earn near unanimous support of the congregation.