

Transition Team Members: Rev. Susan McCrystal, Deb Baillieul, Jim Conlan, Cindy Whicker, Barb Fiorini, and Rev. Dr. Terasa Cooley

Proposal: Create a 6-year contract for Rev. Terasa Cooley - 2025 - 2031

Key Points:

- The premise of this proposal is that it would help the congregation relax into a longer timeframe without fearing a change in leadership year to year. This is a Board decision, but we would like to get feedback from the congregation. After feedback sessions we will send out an email that will allow congregants to endorse this concept with a Likert scale process.
- The Developmental work would continue throughout this time period. It may shift in focus on mutual agreement between the staff and board and other related committees, but it does not assume the work is done. There will be a continued focus on healing, reestablishing trust, governance reform, and financial stability.
- It replaces the Transition Team with a Committee on Shared Ministry that would include the other ministers and key staff with perhaps smaller support groups for each minister. The hope for this expanded role is that the broadened scope would invite / include more in the ongoing developmental work. This advances the collaborative flatter structure the staff have been working to implement
- Rev. Cooley's title would shift to "Lead Minister" in order to more accurately reflect a place in the system which includes chief of staff. Rather than using the Senior Minister title, which feels too hierarchical, this refers to a particular ministerial role but still upholds a collaborative structure.

- The congregation would not need to have an interim at the end of this period unless the congregation chooses to do so. Assuming that the Special Care status with the UUA is lifted, a search committee could be elected in the Spring of 2030 and concluded in in 2031. The “Special Care” status could be revisited with the UUA at any time based on progress that has been made toward the developmental goals.
- Rev. Cooley would continue to be evaluated each year, along with all the staff.
- If there is any reason to sever this longer-term contract (be it a financial concern or other) either party can end it with 3 months notice. This is typical of any minister’s contract, whether hired, or called. It simply puts more emphasis on continuity.
- All staff compensation would be reviewed year to year with an eye toward fair compensation.
- The contract would include a 4 month sabbatical sometime in the year 2027-28
- All other contractual obligations would remain the same including overall oversight of worship.
- The UUA has endorsed this proposal.