



Ministry Call and Co-Ministry Q&A

Rev. Hannah was hired on August 1, 2022 as a contract assistant minister. That contract was scheduled to end on June 30, 2024, and she chose to stay with us beyond that date. Her contract has been extended, and the governing board has decided to seek a congregational call vote, to call Rev. Hannah as one of our settled ministers.

- **What is a call?**

In Unitarian Universalism the congregation's membership holds the authority for ordaining and settling ministers in their congregations. A call is an official vote by the membership to give the minister permanent status, until a decision is made to end that relationship.

- **Do we have a called minister? Have we ever called a hired minister in the past?**

Yes, Rev. Christina was called as the settled senior minister at a vote in the spring of 2017. In the past, Rev. Leah Ongiri (formerly Hart-Landsberg) was hired and then later called by the congregation as an associate minister. She served us as a hired assistant minister from 2012-2014 and then served as our called associate minister from 2014-2021.

Rev. Hannah is currently our hired assistant minister and Rev. Christina is our called senior minister. However our ministers have decided, and our governing board has agreed, that the best path forward is to pursue co-ministry. This means that when the congregation votes to call Rev. Hannah as a settled minister, it would be to call her as a co-equal partner in ministry with Rev. Christina.

- **What is co-ministry?**

- Co-ministry is when two individual ministers are called by a congregation to share ministerial leadership of a congregation equally between them.

- **Why is co-ministry right for the Fellowship?**

- This model of sharing ministerial leadership equally will allow both Rev. Christina and Rev. Hannah to lean into their strengths in ways that would deepen the Fellowship's capacity to do good ministry. Our ministers work well together and want to make it a formal, longer-term arrangement! Co-ministry also models the collaboration, cooperation, and shared leadership approaches that are at the heart of our culture as the Fellowship.

- **How would Rev. Hannah & Rev. Christina share responsibility?**
 - While we haven't determined the specifics yet, there would be some shifts in their portfolios! As the XTeam and Governing Board work on this, they will share more details by mid-September and have opportunities for congregational feedback. Rev. Christina and Rev. Hannah are also making plans for how to support their collegial co-ministry relationship through coaching with an expert colleague as well as peer relationships with other co-ministry teams.

- **Will this cost the congregation anything?**
 - This change will be cost-neutral in its planned format. Rev. Christina will take a pay cut and Rev. Hannah will receive a pay raise in order to achieve pay equity to reflect their equal ministry responsibilities.

- **What is the timeline for this change?**
 - Save the date for a congregational meeting to vote to call Rev. Hannah on Sunday, November 17th with the change taking effect January 1, 2025. There will be a Q&A session (followed by a dessert social!) on Sunday, September 22nd at 1:30 pm. And be on the lookout for cottage meetings for smaller group conversation in October! In the meantime, you're welcome to reach out to Rev. Hannah, Rev. Christina, or our Governing Board for a conversation about what's happening.

- **Who is in charge of this process?**
 - A Call Discernment Team (Brian Murton, Tim Watson, Dave Gerlach, Sam Zinth, and Marti Wheeler) is with Rev. Hannah, Rev. Christina, and the Governing Board to guide the congregation's process around calling Rev. Hannah as a co-minister with Rev. Christina.