



UUSM Ministerial Search FAQs

Feb. 4, 2026

Overview

We want to provide this FAQ list, in addition to the:

- search team table we have after every service,
- regular pulpit announcements and
- two town halls in early February
- [Summary of Congregational Survey](#)
- [Summary of Ministerial Search Conversations](#)

We are generally following the guidelines in the [Ministerial Search Handbook](#) from the Unitarian Universalist Association (UUA).

Email search@uusm.org with any other questions.

Questions and Answers

When will we get to meet the ministerial candidate?

For confidentiality reasons, the UUA process is one where only the search team meets the ministerial applicants and selected pre-candidates. The search team is doing our best to select pre-candidates and an ultimate candidate based on what we heard from you all in the congregational survey and ministerial search conversations. The ministerial candidate selected will visit for “Candidating Week” around the last week of April. They will preach one Sunday, meet with various committees during the week, and preach again the following Sunday, after which the congregation will vote on whether to call the minister. Most ministers want an approval vote of >95% to accept a call.

How will the minister be selected?

We had 17 applicants (more than average for this year) and interviewed 10. Most congregations bring in 3 pre-candidates for weekend interviews, and our team appreciated so many applicants that we decided to bring in 4 pre-candidates. We will then send the UUA our ranking of the four candidates, and each candidate will rank the congregations they were interviewed by, so that the UUA can use this information to determine the best match.

How are we addressing the high cost of living in LA?

Our negotiating committee (consisting of a search team member, a board member, and a congregant) followed UUA guidelines to determine a salary range based on congregation size and “geolocation index” (to capture the cost of living). We are willing to negotiate within this range to address candidate concerns around cost of living.