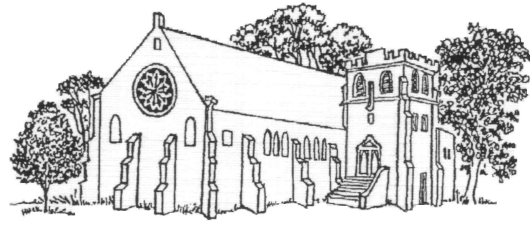


# Unitarian Universalist Church

The Reverend Florence Caplow, Minister  
The Reverend Sally Fritsche, Associate Minister  
Michele Grove, Interim Director of Religious Education  
Zoe Valentine, Director of Congregational Administration



February 25, 2021

Dear Religious Educator,

Thank you for your interest in our position. I have been the lead minister here at UUCUC since 2017, and I have found this congregation to be extraordinarily open, welcoming, and excited about change. They are also kind to one another and staff, financially very strong, and supported by many excellent lay leaders.

The congregational leadership is committed to a fully inclusive search as well as transparency about fair compensation. The salary range is particularly competitive because housing in Champaign-Urbana is quite affordable compared to larger urban areas. Despite the small city environment, I've seen that having a world class university here brings scholars and students from around the world, and supports a wonderful diversity of music, art, and political activity.

This congregation has had a great three year RE Interim process, led by Dr. Michele Townsend Grove. The interim was intentionally extended by a year to allow the full strategic planning process to be completed before our search.

The RE program is strong for a church of this size (around 100 registered children), with a cadre of dedicated teachers, and an especially strong enthusiasm for OWL for all ages. There is a hunger here for an expanded and more integrated program involving all ages in a learning community, including in social justice work. This can be seen in the current Strategic Plan and in the new title for the position: Director of Religious Exploration and Engagement.

I am looking forward to a creative partnership with the new DREE, and continuing the journey of deepening what is possible here. I think there is tremendous potential for an even more vital justice-oriented, multi-generational, multicultural learning and worshiping community.

Since October of 2020, I have had the privilege of working with a group of church and RE leaders on an RE Advisory Search Team, and this team and I will be leading the search and interview process this spring. We are looking forward to getting to know you and working toward making our visions a reality.

Sincerely, and with gratitude for your interest,

*Rev. Florence Caplow*

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