

UUCWI Committee on Shared Ministry (CoSM) Role and Responsibilities

Approved by Board of Trustees, August 2017

Role:

Assumption: *Ministry* is the shared responsibility of members of this congregation and its professional Minister.

The Minister and the Committee on Shared Ministry share the responsibility of educating the congregation about *shared* ministry and the partnership of trust necessary to encourage this ministry to deepen and grow.

It is the job of the Board of Trustees, not this committee, to monitor the Minister in the performance of his or her contract.

Purpose:

- Observe congregational life and help strengthen the quality and coordination of all aspects of our shared ministry.
- Offer support, feedback, and advice to the minister.
- Facilitate communication between the Congregation and the Minister.

Structure:

- Trust, integrity, and confidentiality are essential to the work of this committee.
- This is a standing committee of the Minister and at least three lay members, selected by the Minister.
- When a new Minister arrives, the CoSM will include a member of the search committee.
- No person other than the Minister may serve on the Board of Trustees and the CoSM at the same time.
- Terms begin at the start of the church fiscal year, and will be for three years, staggered, with the possibility of an individual serving a maximum of two successive terms but eligible to serve again after one year off.

Responsibilities:

- Support the Minister in the conduct of his or her ministry as a friendly and confidential sounding board, answering questions, making suggestions, and drawing relevant matters to the Minister's attention

- Maintain confidentiality of discussions
- Observe and make any appropriate recommendations to the Minister and Board of Trustees regarding the overall health of our shared ministry
- Promote an understanding and practice of our Covenant of Right Relations
- Support as requested by individuals the de-escalation of conflict