

**Committee on Ministry Charter (CoM)**  
**May 1, 2019**

The Committee on Ministry (CoM) defines Ministry in the broadest sense: Faith In Action; Changing Lives. At FUSF, no one person is responsible for the Ministry of the congregation. We are all responsible for our Ministry, its health and effectiveness.

The CoM exists for the purpose of helping the congregation answer the question: “How well are our collective Ministries doing in the work of carrying out our mission and vision?”

To answer this question, the CoM will work collaboratively with the congregation and its leaders to:

1. assess the current state
2. to lift up and celebrate areas of strength
3. discern areas that deserve additional resources and attention

It is the goal of the CoM to serve as a consultative, positive presence for each Ministry of the Church. The CoM provides an objective framework and facilitates a transparent, effective process across the congregation which results in the:

1. research and identification of best practices
2. active solicitation of input from a myriad of sources
3. setting of measurable goals and actions

The sharing, review and discussion of the results of the CoM discernment process is intended to enable the entire congregation determine how our community and its collective Ministries can best achieve their goals and, by extension, fulfill our mission and vision.

The CoM also serves as a sounding board for the Minister’s development and pursuit of Continuing Education (CE). The Minister’s CE plan is intended to help them further their personal goals and aspirations in the context of the Church’s mission and the status of its collective Ministries.

The CoM, while a standing committee of the Board, sees itself in the role of servant leadership to the congregation and its Committees. We pledge to:

1. represent the larger and wider interests of the congregation as a whole, as opposed to a singular or personal interest
2. actively listen and seek input
3. be a positive force and transparent in all we do, while still maintaining strict confidentiality of individuals
4. conduct ourselves in a compassionate and respectful manner at all times

In return, we ask that the congregation assume positive intent and know that we are trying our best.

***Who is on the newly formed Committee on Ministry (CoM)?***

Vicki Coates (Chair), Rev. Eric, Michael Dubinsky, John Magadieu, Linda Plukas and Joan Toye

***How were you selected?***

We were selected by the Board, after consultation with the UUA on best practices for establishing a CoM, and discussion with the Minister regards the skills sets best suited for a CoM. The newly formed CoM is comprised of former members of the Ministerial Search Committee, Transition Team and Stewardship. Terms and term lengths will be established for these initial members.

***Is the CoM responsible for evaluating the performance of the Minister?***

We are not. This is the responsibility of the Board.

***Are you the Committee who will handle feedback regards individual situations?***

The CoM believes that feedback is best addressed with the individual directly. If that does not resolve the matter the Minister is available for consultation.

***Are you a support group for the Minister?***

No. The UUA and its best practices believe that a Minister receives support from their colleagues or mentors. A CoM is invested and interested in the overall health of the congregation – it is not an advocate for or voice of the Minister.

***What exactly do you do?***

We help the congregation analyze and answer how well are we doing at Ministry across a variety of dimensions. We are charged with working with the congregation to identify and celebrate current strengths while also determining which areas need some more attention. Our goal is to harness the collective wisdom and energy of the congregation in the achievement of the FUSF mission and vision which then will enable this community to thrive for many more years to come.

***How will you do this?***

We will meet one on one with thought leaders identified as possessing an affinity with a particular Ministry. Using a set of structured questions we will obtain their viewpoint, and benefit of their experiences, to ascertain the strengths and areas of growth or change for a particular ministry. The broad themes and findings will be provided to the Board and made available to the congregation for review. An opportunity for other congregants

to provide further feedback will be available prior to the work on a particular Ministry being finalized.

***Does the CoM replace or impinge in anyway on the daily business of Standing Committees?***

No. The CoM sees our mission as helping the Church as a whole establish broad goals and then the individual standing committees as responsible for setting their course and the approach needed to meet them.

***How can we learn more about the Committee on Ministry?***

The CoM will be a frequent contributor to the newsletter, the topic of a Congregational Conversation in the Fall and will take part in the Adult Faith Roots Program in the Fall. Please also feel free to speak with any member if you have questions.