

I. Committee on Ministry Charter Policy

A. The Board of Trustees of the Unitarian Universalist Church of Ventura charters the formation of a Committee on Ministry (CoM). The Committee on Ministry will hold the responsibility and authority for monitoring the overall health of the congregation's ministry, for supporting the professional ministry in achieving that ministry, and for assisting in maintaining the health of the covenantal relationships within the congregation when conflict arises. The Committee on Ministry will work in collaboration with the professional ministry of the congregation, primarily with the senior minister. The Committee on Ministry, in its sensitive capacity, is accountable to the Board of Trustees to fulfill its responsibilities independent of Board direction, within established congregational policy. The decisions of the CoM can be appealed to the Board of Trustees according to existing Board Policy.

1. The Committee on Ministry will consist of 3-5 voting members, all of whom will be experienced members in good standing of the congregation. This team will establish its own method of conducting business. The Senior Minister is, when available, a necessary participant in the CoM.

The Committee on Ministry may be convened at the request of the professional ministry or by any CoM member who has received a congregational concern that calls for CoM deliberation. The CoM's deliberations will sometimes be confidential by their nature. Decisions to publish CoM determinations about sensitive issues will be at the CoM's discretion, respecting the twin imperatives of confidentiality and of transparency. The senior minister will assure that all committee members have reviewed the team's charter at the beginning of the Program Year. No member of the Board of Trustees or Chair of another Board-chartered ministry or committee shall serve on the CoM.

2. Committee Members

Members of the Committee on Ministry will be by invitation of the existing members in agreement with the senior minister, and approved by the Board of Trustees. The Board of Trustees delegates the following authority and responsibility to the Committee on Ministry:

1. Respond, advise, and support the professional ministry in areas of congregational wellbeing that are not areas of the regular responsibilities of the Worship Associate Ministry;
2. Advise and assist in applying the congregation's policies and procedures on harassment, bullying, and disruptive behavior, when necessary.
3. When a situation arises that poses a credible legal exposure or liability to the congregation, report confidentially to the President of the Board of Trustees.

A. Accountability

1. The Committee on Ministry will abide by all Board Policies and Procedural guidelines and is responsible for familiarity with those.
2. The Committee on Ministry will have a lay representative available to discuss any

of its determinations that are appealed to the Board.

3. The Committee on Ministry may be asked to contribute a short summary of its activities for the congregation's Annual Report in June.

Approved by the Board of Trustees 12/21/23