

# Ministry Policy

## Background

Article VII of the bylaws confers certain minimum rights and responsibilities on the Minister. Those rights and responsibilities are extended and clarified in this policy document.

## Ministry Philosophy

The Minister will focus chiefly on the creation, initiation, and support of specific programs designed to accomplish the mission of GNUUC and the policy goals articulated by the Board. Requests for the Minister to create policy will be referred to the Board. The Minister may solicit the input of individuals and groups but will never substitute their judgement for the Minister's own thoughtfully made decision.

## Ministry Delegation

Through written policies and goals the Board delegates to the Minister the authority and responsibility to implement and achieve ministerial goals. The Minister shall be responsible the development of operational policies consistent with Board policies. The Minister shall hire staff, recruit volunteers, form working groups, or establish committees as needed to advance the mission of the congregation.

## Minister Accountability

The Minister is accountable to the Board for compliance with the Letter of Call and Ministerial Agreement, compliance with board policies, and the achievement of assigned goals. The Minister is accountable to the Congregation for abiding by the Ministerial Covenant.

## Associated Ministers

In support of the congregation's settled minister, the congregation shall invite associated ministers into covenant with our settled minister. Associated ministers may include emeritus ministers, community development ministers, and intern ministers. A covenant with the settled minister is a prerequisite of association with the congregation.

## Task Forces & Committees

The Minister may create groups to help accomplish ministerial goals. The composition of the group shall include representatives of stakeholders impacted by the operation of the working group. Each group will receive a clear written mandate from the minister and form a covenant to govern its operation. The minister is responsible for ensuring that covenant groups work to advance the mission of the congregation. When a group no longer moves the mission forward, the Minister will dissolve that group. Working groups speak and act for themselves and do not speak or act for the minister.