

Committee on Shared Ministry

The purpose of the COSM is to assess and evaluate the wellbeing of the entire congregational ministry's fulfillment of its stated mission/covenant, accomplished by providing honest feedback and advice relative to the effectiveness of the minister and the congregational ministry.

Responsibilities of the COSM include: evaluate the minister annually, using the UUA evaluation guidelines to be presented to the Board, evaluate annually and present to the Board, the key church committee's work in relationship to the churches stated mission, evaluate annually and present to the Board, the church's involvement with local community efforts and cape-wide efforts especially in areas of social justice and anti-racism, evaluate annually and present to the Board, the ministry's efforts and involvement within the UUA regional and national levels, evaluate annually and present to the Board the general health of the church community in light of stated goals, read and discuss related books to enlighten and inspire, and to help us understand how to make change, and support our Minister in times of decision making or in times of crisis by managing conflicts, not resolving them.

The members of the COSM are selected by the Minister and approved by the Board. While it is ultimately accountable to the congregation, it is a Board committee and periodically reports to the Board. Members serve a three-year term that may be renewed per the Minister's purview. While staggered membership is encouraged for continuity, historical memory, and wisdom, it is not required, especially when the Minister is more established.

Members understand while they serve on the COSM, any other position of leadership on the Board must be relinquished, allowing for the need for objectivity and independence from influences within the congregation. All members of the COSM make a covenant of confidentiality and mutual honesty in all deliberations to instill trust within the congregation and with the Minister and each other.

(06/2021)