

2 Senior Minister Role

PRIOR VERSION OF BOARD POLICIES FOR REFERENCE

2.1 Senior Minister as Spiritual Leader

The Senior Minister acts as spiritual leader and shares responsibility for ministry with the Congregation. This ministry helps us explore life's questions, challenges us to live our Values and comforts us in times of suffering. The Senior Minister and the ministry team lead regularly scheduled worship services and give sermons, challenge and guide the Congregational spiritual focus, enable groups and activities, develop the leadership capacity of the congregation, provide pastoral care and counseling, and conduct special services. The Senior Minister serves as the representative of the Congregation and the voice of its values to the denomination and to the community, the region, and beyond.

2.2 Global Delegation to Senior Minister as Head of Staff

The Board delegates its authority to manage the work and resources of the Church, except as expressly defined by these policies, to the Senior Minister as Head of Staff and the Board's official connection to Church operations.

The Senior Minister leads the Ministry team of ministers, staff, and volunteers to accomplish the ends defined by the Board through this Policy book.

The Senior Minister is responsible to:

- Maintain a productive and effective staff team, a healthy and compassionate work environment, and a focus on fulfilling the Congregation's Mission, Values, and Vision.
- Ensure ministers and staff carry out their duties in compliance with the Bylaws and Board Policies and with undivided loyalty to the Congregation and its Mission and Vision.

- Ensure members and guests are safe and cared for, and the material resources of the Church are protected and used wisely.
- Establish operating procedures, make decisions, take actions, develop activities, and monitor and report on operations and finances in accordance with these Policies.

2.3 Board - Senior Minister Relationship

The Board works in deeply collaborative partnership with the Senior Minister to help the Congregation live into its Mission, Values, and Vision. We have a shared commitment to fiscal responsibility, forward-thinking growth, and the values that guide our work as a community.

Only decisions of the Board as a whole, and not instructions or decisions of individual board members or board committees, are binding on the Senior Minister.

The primary tool used by the Board and Ministry to ensure that the work of the Church is focused on the shared Vision is the Vision Interpretation. The Senior Minister updates the Vision Interpretation that guides the work of ministry each year, and presents the Vision Interpretation to the Board for approval in advance of the annual budget.

The relationship between the Board and the Senior Minister is profoundly covenantal, based on mutual trust, support, and respect. Examples of this deep collaboration include:

- The Board includes the Senior Minister in partnership as they engage the Congregation to articulate shared Mission, Values and Vision
- The Board ensures shared meaning and understanding of Board Policies, especially when updates are made
- The Senior Minister keeps the Board updated on significant changes to operations to confirm alignment with the Board Policies
- The Senior Minister annually updates the Vision Interpretation that guides the work of ministry, and the Board approves the interpretation
- The Board and Senior Minister partner on communications and content of the Congregational meetings

In a spirit of partnership and with the goal of shared understanding of situations facing the Congregation, the Senior Minister informs the Board of any significant shifts in the Church financial situation, Ministry operational approaches, staffing, situations that impact health and safety of members and guests, or Church actions or activities that may lead to media coverage (positive or negative).

The Senior Minister shares additional counsel with the Board, such as developments in the UUA, news from neighboring congregations, insights from newcomers to the Congregation, and other helpful information for the Board to know.

2.4 Senior Minister Compensation

The Board is responsible for ensuring the Senior Minister's salary remains competitive, per the UUA salary guidance. As part of its review of the annual budget, the Board reviews and makes decisions about the Senior Minister's compensation package based on principles of parity and tenure, accounting for cost of living changes, and budget projections.

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