

2.1 Role of the Senior Minister

The Senior Minister is the chief executive and spiritual leader of Foothills Unitarian Church, responsible for leading the ministry and managing church operations in alignment with Board-defined Ends and Policies.

Accordingly, the Senior Minister shall:

1. Serve as the head of staff, accountable for staff performance, work environment, and alignment with church values.
2. Lead the ministry team in worship, pastoral care, faith formation, public witness, and programs that embody the Mission and Vision.
3. Act as the public representative of the Congregation to the wider community and denomination.
4. Establish and oversee procedures, operations, and systems to implement Board policy and report regularly to the Board.
5. Ensure ministers and staff act with undivided loyalty to the congregations's mission.

Confidential pastoral conversations and communications with a minister, held in their professional role, are confidential as a matter of religious discipline. Such communications shall not be disclosed without the informed consent of both minister and the individual who shared the information, in accordance with clergy-penitent privilege.

Ministers are mandatory reporters under Colorado law and will fulfill legal obligations while maintaining pastoral care and discretion to the fullest extent possible.

The Board shall review this definition periodically, upon request, or in conjunction with Bylaws or policy review cycles.

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