

RESOLUTION NO. 2019-02

UNITARIAN UNIVERSALIST FELLOWSHIP OF CENTRAL OREGON

A Resolution to create procedures for regular evaluation of UUFCO'S ministry

The Unitarian Universalist Fellowship of Central Oregon (UUFCO) makes the following findings:

- a. We are obligated by Board policy and the settled Ministers contract to develop and implement a review and evaluation of the ministries of UUFCO.
- b. Article 2.9 of the 2017 Letter of Call and Ministry Agreement states: "A full assessment of the work of the Minister and the ministry of the congregation shall be conducted after the first year and no less than every three years thereafter by the Shared Ministry Committee as part of a periodic review and renewal of the leadership and ministry of the Congregation. Additional assessments may be authorized by the Board of Trustees on an as needed basis. Etc."
- c. We have changed our organizational structure and naming conventions. We now have a Shared Ministry Council, many of whom are staff; it would not be appropriate for staff members to conduct any evaluation that includes the work of the Minister.

Therefore the UUFCO Board resolves as follows:

1. The board resolves to add a policy for the regular evaluation of the ministries of UUFCO.

This resolution takes effect immediately upon approval by the board.

Date of first majority board vote: \_\_\_\_\_ (Date)

Date of 2nd majority board vote, or first unanimous vote: \_\_\_\_\_ (Date)

BOARD APPROVAL AND ADOPTION: \_\_\_\_\_ (Date)

NAME

Board President

Adoption and date attested by:

NAME

Board Secretary

Policy for the Regular Evaluation of the Ministries of UUFCO

1. No less than every three years, or more often as needed, the board shall designate an Evaluation Taskforce.
2. The Taskforce shall consist of the present or past Board President, the Board member with the Personnel portfolio, the chair (or representative) of the Healthy Congregations Team, and possibly more individuals. The first three shall confer, and recommend to the Board any additional appointees required for successful completion of the evaluation. Any additional member of the Taskforce should be a member of UUFCO in good standing.
3. The Minister may be consulted for additional information or clarity as needed.
4. The Taskforce shall be responsible for the timely completion of a self-assessment of the ministries of UUFCO.
5. Utilizing best practices from the UUA and the UUA's Congregational Self-Assessment Packet, the Taskforce shall decide upon an approach that fits the current need and timeframe.
6. When complete, the Taskforce shall present to the Board and make available for review by the congregation the results of the assessment.