



Westside Unitarian  
 Universalist Church  
 901 Page Ave.  
 Fort Worth, TX 76110

## WUUC Policies and Procedures

<b>Title</b>	COSM Mission Statement
<b>Number</b>	C.5
<b>Purpose</b>	To define the COSM Mission Statement.
<b>Scope</b>	This policy will apply to the COSM.
<b>Definitions</b>	COSM – Committee on Shared Ministry
<b>References</b>	None
<b>Appendices</b>	None
<b>Author</b>	Committee on Shared Ministry
<b>Approval Dates</b>	Origination: 9/11/2018 Last Revision: Last Reviewed: Next Review Date: 7/1/2022

### Committee on Shared Ministry Mission Statement

The Committee on Shared Ministry (COSM) exists to support and strengthen the quality of the church’s entire ministry. The committee supports the work of the minister, but also addresses all other church ministries, to include religious education, pastoral care, social and environmental justice, music, etc. The committee carries out its charge by helping to keep the congregation focused on mission fulfillment, and by modeling shared ministry and covenantal relationship. Committee decisions shall be by majority vote, with all members in attendance, and with the chair having an equal vote.

#### Specific Functions of the COSM

- Support the professional ministerial staff in all aspects of their roles within the church.
- Foster alignment of ministry teams to the mission, and coordinate across teams.
- Keep the “pulse” of the congregation, promoting continued alignment with the mission and vision of the church.
- Be cognizant of, and attentive to, general member perceptions of our ministries and those who carry them out (professional and volunteer), encouraging concerned parties to directly discuss their concerns with the appropriate individuals whenever possible.
- When necessary, in the judgment of a majority of the committee, the COSM may inform the Board President of rising issues or incipient conflict.
- Promote healthy communication between the leaders, lay and professional, and the members of the congregation, making every effort to help prevent “triangulation.”

- Provide the Board of Directors with a quarterly assessment of the ongoing effectiveness of the various church ministries in furthering the church's mission and vision.
- As requested by the Board, assist in informally assessing the professional ministerial staff.
- Serve as advisors and consultants, encouraging experimentation and helping to create a learning community.
- The COSM will not involve itself in managing or resolving conflicts, but rather will encourage direct interaction between the concerned individuals. However, when in their judgment a situation arises that merits doing so, the COSM may refer the disputants to the Right Relations Council or other appropriate resource. In such a case, the COSM Chair, or in their absence an available COSM member, shall notify the President of the Board.

### **Covenants of the COSM**

- A commitment to open and respectful dialogue, collaboration, and striving for consensus.
- Confidentiality of sensitive matters, while operating with as much transparency as possible.
- A focus on facilitating improvement, instead of placing blame.
- Striving to take a holistic approach to our work, focusing on the bigger picture.