

REVISED Proposed Section 9.4 to the FUUN Bylaws

Section 9.4 Committee on Shared Ministry

(a) The Committee on Shared Ministry (“COSM”) shall have the duties and responsibilities as set forth by the Board to support and assess the overall health and effectiveness of the congregation’s shared ministries.

(b) The COSM shall be composed of six members nominated by the Nominating Committee, in consultation with the Lead Minister, and elected by the Congregation. Nominations and elections shall be conducted in accordance with Article 6 and Article 7 of the Bylaws.

(c) Each member of the COSM shall serve a three-year term. Terms shall be staggered so that no more than two terms expire in any given year. Members who serve an initial one-year term, to establish staggered rotation or to fill a vacancy, may be renominated for a full three-year term. Otherwise, members shall not serve consecutive terms. The period of ineligibility shall last for three years.

(d) The COSM shall meet at least four times per year. The COSM is empowered to set procedures and policies for its operations, including the election of leadership and rules of order.

Proposed revision to Section 7.1.b (Add the word “Shared”)

(1) It shall be the duty of the Nominating Committee to nominate candidates for the elected offices to be filled at the annual congregational meeting of the Congregation, including the Board, the Safe Congregation Panel, the Trust, the Committee on **Shared** Ministry, and the Nominating Committee. The Nominating Committee shall report its nominations to the Congregation in accordance with these bylaws relating to annual congregational meetings.

FOR REFERENCE: Old Section 9.4 deleted from the bylaws in Feb. 2025

Section 9.4 Committee on Ministry and the Ministerial Advisory Committees

(a) The Committee on Ministry shall be composed of all of the members of the Ministerial Advisory Committees for all ministers called by the Congregation. Each Ministerial Advisory Committee shall consist of five members nominated by the Nominating Committee, followed by a pastoral review by the ministers, and elected by the Congregation. Each Ministerial Advisory Committee shall elect its own chair and shall meet at least four times per year with its minister. The Committee on Ministry shall elect its chair and shall meet as a whole at least once per year and may establish subcommittees or task forces as needed.

(b) The Ministerial Search Committee shall be the temporary Ministerial Advisory Committee for any newly called minister. Within six months after a minister is employed by the Congregation, a new Ministerial Advisory Committee shall be formed and succeed the Search Committee.

(c) Each member shall serve a two-year term. Terms shall be staggered so that no more than three terms expire in any given year on each Ministerial Advisory Committee. Members shall serve no more than two consecutive full terms. The period of ineligibility shall last for two years.

(d) The purpose of the Ministerial Advisory Committees shall be to meet with the ministers to promote effective ministry in the Congregation, to assist the Congregation in understanding and evaluating the nature and scope of the work of the ministers, to provide feedback to ministers, and to address concerns any congregant has about a minister or the ministry of the church.


(e) The Ministerial Advisory Committees may review the compensation of the ministers prior to the preparation of the annual budget and make recommendations to the Board concerning all contracts and benefits for the minister.

(f) The Ministerial Advisory Committees shall be available to the ministers for job related counsel and support and shall respect the need for confidentiality concerning such discussions as are held for these purposes.

(g) The Ministerial Advisory Committees shall work with the ministers regarding their professional development needs, communicate such needs to the Board and the Congregation, and assist the Board in identifying resources that could be used to meet such needs.

(h) The Committee on Ministry shall assist the Board and the ministers as they develop a covenant setting forth specific goals and responsibilities of the Board, minister, and Congregation in fulfilling the stated mission and covenant and vision of the Congregation. The Committee on Ministry shall also conduct a periodic review of the ministry of the church.

(i) Although both the Committee on Ministry and the Ministerial Advisory Committees work with the ministers, the ministers do not have a vote, cannot chair the meetings, and can be asked to leave, if the committees vote to meet without them.

Further reading:  2025-02-02 FUUN Bylaws

<https://docs.google.com/document/d/1SXuNBu1YVDZ2mu9gy4U18psTz-iYSFSky3YSVkosHSA/edit?tab=t.0>

FOR REFERENCE: Charge/Charter of the COSM

Mission and Goals

The Committee on Shared Ministry (COSM) is responsible for supporting and assessing the overall health and effectiveness of the congregation's shared ministries—both professional and lay. "Ministry" includes formal programs (worship, religious education, music, social justice, stewardship, pastoral care, hospitality) as well as informal expressions of care and covenantal community life. The COSM promotes transparency, accountability, and partnership among the congregation, staff, and minister. It seeks to encourage alignment with the congregation's mission and covenant, affirm strengths, and identify areas for growth. The committee is a primary structure for building trust, nurturing reconciliation, and modeling covenantal behavior.

Membership

- The COSM shall consist of **six members** serving staggered three-year, non-renewable terms, with two members completing their service each year.
- Members who serve an initial one-year term (to establish staggered rotation or to fill a vacancy) may be reappointed for a full three-year term.
- The committee elects its own chair or co-chairs.
- Members are expected to have at least **three years of demonstrated, active commitment** to the life of the congregation.
- COSM's membership should reflect the diversity of the congregation and include a variety of ages, identities, and ministry involvement.
- The Committee makes recommendations to the Nominating Committee for filling vacancies.

Further reading: [COSM Charge-Charter](#)