

## **POLICY – AFFILIATE MINISTERS**

Approved by RRUUC Board of Trustees, February 16, 2011

This policy supersedes the policy created in April, 2000.

### **POLICY:**

Affiliate Ministers at RRUUC are Unitarian Universalists ministers whose primary employment and ministry are beyond the walls of the River Road Congregation, usually in some form of community ministry. The intention of the Affiliate Minister program is that the relationship will be just and mutually beneficial for all concerned.

An Affiliate Minister at River Road Unitarian Universalist Congregation shall serve for a one year renewable term and shall be:

1. A minister in fellowship with the Unitarian Universalist Association.
2. A member in good standing of the Unitarian Universalist Ministers' Association, and subject to the Code of Professional Practice as defined by the UUMA Guidelines for the Conduct of Ministry,
3. Recommended annually (at the January board meeting) by the Senior Minister for appointment (or re-appointment) by the Board of Trustees. Affiliate Ministers are supervised by the Senior Minister and may be removed by a majority vote of the Board of Trustees at any time. Recommendation for re-appointment shall be contingent on the Senior Minister receiving from the Affiliate Minister a brief written report on of his or her ministry over the previous year.

Through the Affiliate Minister Program, ministerial services may be extended beyond those available through the called ministerial staff of the congregation. These services may include, but are not limited to: preaching, weddings and memorial services, adult education at RRUUC, pastoral counseling, participation in worship services, and being on call for pastoral emergencies in the absence of the RRUUC ministerial staff. All such services shall be undertaken only at the invitation of a member of the RRUUC ministerial staff.

An Affiliate Minister is an independent contractor, not an employee of RRUUC. Each Affiliate Minister shall have a specific, written agreement that will be reviewed annually prior to recommendation for re-appointment.

Affiliate Ministers are not in a supervisory relationship with any member of the RRUUC staff, and are not eligible for office support. Affiliate Minister status neither precludes nor anticipates the person becoming a member of the salaried RRUUC staff.

With specific exceptions which shall be documented in each individual Affiliate Minister's agreement, he or she is compensated by fees or honoraria paid directly by those served, not by River Road Unitarian Universalist Congregation.

In exchange for affiliation, it is expected that the Affiliate Minister will, in response to a request by the Senior Minister, provide limited services RRUUC by the Affiliate Minister without remuneration. Specific expectations shall be documented in each individual Affiliate Minister's agreement. Examples of such uncompensated services, include:

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- Preaching a single Sunday (whether one or two services) during a given fiscal year without honorarium. (Additional instances of preaching will be compensated by RRUUC at the congregation's current standard rate for such services.)
- Providing limited "on call" telephone response for pastoral emergencies.
- Leading a single Adult Education program or covenant group.
- Joining in celebratory events such as the installation of a new called minister.

Compensation for services not anticipated when the agreement is written will be negotiated prior to those services being provided.

RRUUC offers Affiliate Ministers the following non-monetary benefits:

- For an Affiliate Minister in Preliminary Fellowship, RRUUC will provide an ongoing support committee which will fulfill the supervisory/support requirements of the UUA.
- Affiliate Ministers shall be acknowledged as such in the RRUUC directory and on the website, the UUA Directory and RRUUC annual reports. Affiliated Ministers shall not be included in the staff lists in the weekly bulletin or e-weekly. Affiliate Ministers shall not be included with those identified in the RRUUC by-laws as "ministers of the church."
- Affiliate Ministers whose ministry involves counseling or otherwise meeting with individuals, may use RRUUC facilities on a professional courtesy basis, subject to availability. Member discounts will be granted for space rental for classes or other events.