



## Ministries Arising From a Split

### 1.0 Purpose

The purpose of this policy is to support healthy beginnings for ministries that arise from a split with another Unity congregation.

### 2.0 Scope: This policy applies to:

- 2.1 Ministers who have led a ministry that has split
- 2.2 Boards of ministries that have experienced a split
- 2.3 Congregants of ministries that formed from a split
- 2.4 This policy is also impacted by Expansion Policy.

### 3.0 Policy

- 3.1 UWM recognizes that sometimes conflict arises in a ministry and results in a minister leaving or being terminated. Some congregants may feel disenfranchised from their ministry and desire to start a new ministry led by the minister from their previous ministry.
- 3.2 UWM recognizes that many ministries have started and thrived in just this scenario. We also recognize that many ministries started in this way have remained troubled and repeat the history of the original split time after time. When new ministries arise from a split, it is our desire to support the congregants and minister in getting the healthiest start possible, while also protecting the welfare of the original ministry.
- 3.3 Very often, allegations will be filed against the minister by boards or congregants. Those charges must be investigated. This process often takes longer than everyone wishes. The ability of the minister to move through this process with grace and understanding is key to achieving the best possible resolution of those charges.
- 3.4 If charges have been filed against the minister and found to be worthy of investigation, the minister must follow the current ERS procedures found in [ERS policy and procedures](#).

### 4.0 Definitions

- 4.1 **Ministry Split:** a ministry that separates into two congregations, usually due to tensions or differences of opinion among members of the ministry
- 4.2 **ERS (Ethics Review System):** This system reviews ethical violations of credentialed leaders and ministries. [See <http://www.unityworldwideministries.org/ethics-review-system-policy-and-procedure>]

## 5.0 Responsibilities

- 5.1 **The Regional Representative** is responsible for guiding the minister and ministry in this process, and must support approval of membership with UWM.
- 5.2 **The Director of Member Services** collaborates with the Regional Rep in guiding and supporting the minister and ministry through the membership approval process. H/she also advises and supports the minister and ministry in following UWM policies and procedures.
- 5.3 **The Member Services Coordinator** assists new ministries in the application and approval process for becoming a member ministry with UWM.
- 5.4 **Minister:** This situation places a particular and substantial burden on the minister. He/she has a responsibility to adhere carefully to the [Code of Ethics for Ministers/Spiritual Leaders](#), especially Section IV: "Relating to Colleagues" and Section V: "Relating to Ministries." It is also important for the minister to do his/her own healing and forgiveness work and come into accountability for their own behavior, thereby being a role model for those they serve.

## 6.0 Procedures

- 6.1 The minister shall immediately contact their Regional Representative and the Director of Member Services and fully inform them of the situation.
- 6.2 The board president or designated board member shall immediately contact Regional Representative and the Director of Member Services and fully inform them of the situation.
- 6.3 The minister shall take at least 60 days off for their own healing and the healing of their spouse or partner.
- 6.4 If congregants contact the minister after the split to request a meeting, the minister may, after the 60 day hiatus, only meet with the congregants for the purpose of prayer and healing, not for the purpose of starting a new ministry. The Code of Ethics requires that a "minister modify their relationships with former congregants." This requires that the minister take no action which undermines the work of their previous ministry. It also requires that he/she is careful not to get his/her needs met through former congregants.
- 6.5 If after at least four weekly meetings for prayer and healing, the congregants and minister decide they do want to start a new ministry, they must follow [UWM's policies and procedures for starting a new ministry](#) by contacting UWM Director of Member Services.
- 6.6 In cases where a split has occurred and all procedures and policies have been followed, new ministries can expect to receive a conditional approval which may require the following:
  - 6.6.1 Regular monthly conversations with a mentor. Summaries of these sessions are to be sent to UWM, care of the Expansion Office, along with your regular monthly reports. Copies of these should also be sent to your mentor.
  - 6.6.2 The completion of individual/community healing process. The process used should be decided upon in conjunction with your mentor and the Director of Member Services.
  - 6.6.3 Steering Team/Board training by an appropriately trained UWM certified Ministry Skills Consultant.
  - 6.6.4 Completion of a mutual Ministry Review and send a summary to UWM.
  - 6.6.5 Submission of a year-end summary from your Spiritual Coach/Mentor reporting your progress over that year.

- 6.6.6 All requested items must be on file with the UWM Expansion Office one month prior to [years-end insert date] for consideration of final approval by the UWM Board of Trustees.
- 6.6.7 When you have signed a Mutually Agreed upon Plan of Action, you may be approved as an Expansion ministry affiliated with Unity Worldwide Ministries. Your ministry's approval will stand until it can be reviewed by the UWM Board of Trustees, following the one-year provisional time period. At that point, if all items have been completed and the reports are favorable, we will recommend ongoing approval as an Expansion ministry to the UWM Board of Trustees. If these items are not completed, then the approval, and the affiliation with UWM, will expire.